

16.8 MAURITIUS PRISON SERVICE

- 16.8.1 Operating under the *aegis* of the Prime Minister's Office, the Mauritius Prison Service (MPS) envisions to make a safer Mauritius by delivering quality custodial and rehabilitative services. Its primary role is to serve society by keeping detainees in safe, humane custody and prepare them for a useful life.
- 16.8.2 Its objectives, *inter alia*, are to: monitor all statutory to intramural sentences; provide a safe and healthy environment for the detainees which favours their rehabilitation and spiritual enhancement and vocational training; facilitate and safeguard ways and means for the detainees' contact with the outside world; and apprise and sensitise detainees on the ill-effects of substance abuse and empower them so that they may lead a drug-free life. The MPS, currently, comprises 12 penal institutions including two Correctional Youth Centres and has some 2130 detainees.
- 16.8.3 Pursuant to the Reform Institutions Act 1988, the Commissioner of Prisons is vested with the administration of the institutions and the control and supervision of detainees. He is supported by officers of the Prisons Officer Cadre, Hospital Officer Cadre and Prisons Welfare Officer Cadre. Other grades on the establishment of the MPS belong to General Services staff and other occupational groups.
- 16.8.4 Aiming at reducing the rate of re-offending in Mauritius, the MPS has developed a ten-year strategic plan (2013 – 2023) wherein much emphasis has been laid on the reformation of detainees through rehabilitation and resettlement. Besides, it has also embarked on the e-Prison Project, since 2014, in a bid to revamp its operational systems.
- 16.8.5 Proposals made by Management were mainly geared towards an enhanced salary for all officers of the MPS; increasing the rate of existing allowances; and reviewing of certain provisions of the general Conditions of Service. The main representations from the staff side pertained to non-implementation of the provisions made for 'Lead Prisons Officer'; the introduction of several allowances; creation of grades; reviewing the quantum of existing allowances; change in appellation of a few grades; and review of the hours of work and other aspects of the general Conditions of Service including duty free exemption.
- 16.8.6 Whilst studying the various submissions, the Bureau has taken into account the aim and objectives of the MPS. We are, therefore, upholding the organisation structure which is fit for purpose and we are also maintaining the existing allowances whilst revising the quantum. In the light of representations made by Staff Associations and considering Management's proposal for appellation that is in line with international standards, we are changing the appellation of certain grades. As regards, proposals regarding the general Conditions of Service, both Management and the staff side were informed that same would holistically be dealt with on a policy basis.

Change in Appellation

16.8.7 To better reflect the work being performed by officers of the Hospital Officer Cadre, Union requested for a change in appellation. Management has supported this request to which we are also agreeable.

Recommendation 1

16.8.8 We recommend that Hospital Staff should be restyled Prisons Health Service Staff.

16.8.9 We further recommend that the following grades be restyled as hereunder:

From	To
Chief Hospital Officer	Head, Prisons Health Service
Principal Hospital Officer (Female)	Principal Prisons Health Service Officer (Female)
Principal Hospital Officer (Male)	Principal Prisons Health Service Officer (Male)
Senior Hospital Officer (Female)	Senior Prisons Health Service Officer (Female)
Senior Hospital Officer (Male)	Senior Prisons Health Service Officer (Male)
Hospital Officer (Female)	Prisons Health Service Officer (Female)
Hospital Officer (Male)	Prisons Health Service Officer (Male)

Equipment to Prisons Officers

16.8.10 Union represented that Prisons Officers should be provided with a Tonfa baton and pepper spray in order to ensure their safety. This issue was raised with Management who informed that all equipment has to be kept out of the sight of detainees and further indicated that a Tonfa baton has to be handheld all the times and as such only staff of the CERT are equipped with same when they intervene in case of emergencies. **The Bureau holds that the administration and control of the Prisons Department rest with the Management of the MPS.**

Lead Prisons Officers

16.8.11 Prior to the restructuring exercise carried out in the 2008 Report, Prisons Officers Grade I were exercising control and authority over Prisons Officers Grade II. The former grade was in charge of a ward or unit on night shift. Following the merging of the grades, the Bureau was apprised that the reporting, control and authority of a senior officer was not clearly established and the then prevailing situation was giving rise to certain operational and status problems. Subsequently, in our 2013 Report, provision was made for a departmental grade of "Lead Prisons Officer" considering the fact that rank and command are central for the smooth running of the operations in the Disciplined Forces.

16.8.12 For this review exercise, Union has reported that a Committee has been set up by the MPS to determine eligibility for the designated grade of 'Lead Prisons Officer' and requested the Bureau to make an appropriate recommendation to facilitate its implementation. The Union was apprised that the recommendation made in the Report, in respect of 'Lead Prisons Officer', is clear and its implementation rests with Management. The issue was also raised with Management and we were informed that the said Committee aims at emphasising on the selection of Prisons Officer/Senior Prisons Officer and Woman Prisons Officer/Senior Woman Prisons Officer as 'Lead Prisons Officer'. We are, thus, reiterating the existing provision.

Recommendation 2

16.8.13 We recommend that:

- (i) **Prisons Officer/Senior Prisons Officers should be known as "Lead Prisons Officer" on completing 15 years of service, subject to being favourably reported on their performance, conduct and attendance;**
- (ii) **Management should assign additional responsibilities to the "Lead Prisons Officer" and the latter should be given the authority to control Prisons Officer/Senior Prisons Officers and oversee a ward or unit on night shift, among others; and**
- (iii) **a monthly allowance equivalent to two increments at the point reached in the salary scale should be paid to the "Lead Prisons Officer".**

Bank of Prisons Officers Scheme

16.8.14 Presently, there is a Bank of Prisons Officers Scheme under which Prisons Officer/Senior Prisons Officers up to Assistant Superintendent of Prisons, who are off duty or on leave or retired, are called upon to perform Prisons Officers' duties in cases of emergency. There is also provision for the payment of an allowance for the first three hours worked as well as remuneration on a *pro rata* basis for additional hours of work put in. Union contended that the Bank System is not being implemented and this has led to a high level of demotivation amongst Prisons Officers. Management acknowledged the contention, however, justified its position on account that it does not have any shortage of personnel for the time being. We have re-examined the issue and we are maintaining the existing provision until the publication of the next Overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector.

Recommendation 3

16.8.15 We recommend that eligible officers working under the Bank of Prisons Officers Scheme and who would be called upon to attend duty in emergency cases, should be paid an allowance of Rs 675 for the first three hours and thereafter on a *pro rata* basis for any additional hour put in, until the publication of the next Overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector.

Driving Allowance to Prisons Officers/Senior Prisons Officers performing driving duties

16.8.16 Management has submitted that, presently, some 30 Prisons Officers/Senior Prisons Officers, holding a valid service licence, are performing driving duties on a full-time basis to convey sick detainees to hospital; transfer of detainees from one prison to another; despatch of correspondence from prisons institutions to Prisons Headquarters as well as for the transportation of food items among others. In this respect, proposal has been made for these officers to be compensated appropriately. The Bureau has studied the request and considers that there is merit in the case.

Recommendation 4

16.8.17 We recommend that Prisons Officers/Senior Prisons Officers who possess a valid service licence and are performing driving duties on a full-time basis, should be paid a monthly allowance equivalent to one increment at the initial of their salary scale.

Trainer's Allowance

16.8.18 Prison staff who are posted at the Prison Training School and performing as Training Instructor on a regular basis are paid a monthly allowance. As the services provided by these designated Training Instructors are of utmost importance and being given that the allowance is also a source of motivation to retain these officers, we are keeping the allowance whilst revising the quantum.

Recommendation 5

16.8.19 We recommend the payment of a monthly allowance of Rs 1545 to prison staff who are posted at the Prison Training School to perform as Training Instructor on a regular basis.

Physical Training Instructor's Allowance

16.8.20 By virtue of the present provision, Prisons Officers who are called upon to act as Physical Training Instructor and possess a Physical Training Instructor's Certificate from a recognised institution are paid a monthly allowance equivalent to one increment at the point reached in their salary scale. These officers are using their competencies and skills for the benefit of the MPS. The present provision, therefore, remains valid.

Recommendation 6

16.8.21 We recommend that Prisons Officers who are called upon to act as Physical Training Instructor and possess a Physical Training Instructor's Certificate from a recognised institution should be paid a monthly allowance equivalent to one increment at the point reached in their salary scale.

16.8.22 We also recommend that the above should not apply to officers who are eligible for the payment of the Trainer's Allowance.

Allowance to officers of the Prison Band

16.8.23 Officers who form part of the Prison Band are, currently, paid a monthly allowance equivalent to one increment at the point reached in their respective salary scale. The Union has requested for the allowance to be paid at a fixed rate irrespective of grades. During consultative meeting, the latter was apprised by the Bureau that such proposal would be disadvantageous to the officers. Subsequently, we are, upholding the current provision.

Recommendation 7

16.8.24 We recommend that officers forming part of the Prison Band should continue to be paid a monthly allowance equivalent to one increment at the point reached in their respective salary scale.

Allowance to officers of the IT Unit

16.8.25 Presently, Prisons Officers who are posted and called upon to work effectively in the IT Unit and possessing a Degree in IT are paid a monthly allowance of Rs 2520, whereas those possessing a Diploma in IT are paid Rs 1470 per month. These officers are called upon to maintain the e-Prison System and provide training to end users. In view of its relevance, the Bureau is in favour of the provision.

Recommendation 8

16.8.26 We recommend that Prisons Officers who are posted and called upon to work effectively in the IT Unit and possessing a Degree in IT should be paid a monthly allowance of Rs 2645, whereas those possessing a Diploma in IT should be paid Rs 1545 per month.

Dog Training Allowance

16.8.27 At present, Prisons Officers who are posted in the Dog Section are paid an allowance of Rs 730 per month to train dogs in effecting searches with a view to detecting drugs, mobile phones and prohibited items. We are keeping up the provision whilst revising the quantum.

Recommendation 9

16.8.28 We recommend that Prisons Officers who are posted in the Dog Section and are required to train dogs should be paid a monthly allowance of Rs 770.

Special Allowance

16.8.29 Since the previous Report, officers who after performing their night shift are retained for security reasons on their site of work, until the opening of the Prisons' gate in the morning, are being paid an allowance at the rate of 25% of their normal hourly rate for every hour they remain on site after completing their scheduled night shift. We are maintaining this provision.

Recommendation 10

16.8.30 We recommend that officers who, after performing their night shift, are retained on their site of work for security reasons until the opening of the Prisons' gate, should continue to be paid an allowance at the rate of 25% of their normal hourly rate for every hour they remain on site after completing their scheduled night shift.

Allowances**Recommendation 11**

16.8.31 We recommend that the existing allowances payable in the MPS should be as displayed in the table below:

Allowance	Eligible Officers	Monthly Quantum/Rate (Rs)
Risk Allowance	<ul style="list-style-type: none"> (i) Officers of the MPS performing operations duties, up to the grade of Superintendent of Prisons/Senior Superintendent of Prisons (ii) Prisons Health Service staff <i>formerly Hospital staff</i> of the MPS (iii) Prisons Catering Administrator (iv) Prisons Drivers (Shift) (v) Vulcaniser (vi) Employees of the Workmen's Group-Tradesman Cadre of the Prisons Department 	<p>1½ increments at the initial of their salary scale subject to a maximum of 950</p> <p>1½ increments at the initial of their respective salary scale.</p> <p>In the event the quantum of the above allowance payable to eligible officers is lower than that drawn as at the eve of the publication of this Report, incumbents should continue to be paid the higher quantum on a personal basis.</p>
Trade Allowance	Prisons Officer/Senior Prisons Officers posted in the Trade Section and regularly providing training to detainees and to other officers who effectively give vocational training and conduct rehabilitative work.	400

Allowance	Eligible Officers	Monthly Quantum/Rate (Rs)
Night Duty Allowance	(i) Officers of the Prisons Officer Cadre who effectively work on night shift. (ii) Prisons Drivers (Shift) of the MPS who effectively work on night shift.	25% of the normal rate per hour for the hours between 2300 hours and 0500 hours.
Night Attendance Bonus	For attending duty on all scheduled nights during the month: (i) Principal Prisons Officer reckoning Up to 10 years' service Over 10 years' service (ii) Prisons Officer/Senior Prisons Officer reckoning: (a) an aggregate of up to 10 years' service as Prisons Officer Grade I, Prisons Officer Grade II and Prisons Officer/Senior Prisons Officer (b) an aggregate of over 10 years' service as Prisons Officer Grade I (Personal), Prisons Officer Grade II and Prisons Officer/Senior Prisons Officer	775 925 630 775
Allowance to Prisons Security Squad	Officers of the Prisons Security Squad	1470

Rent Allowance**Recommendation 12**

16.8.32 We recommend that Rent Allowance payable to officers of the MPS who perform operations duties and do not occupy government quarters should continue to be as hereunder:

Grade	Amount (Rs)
Woman Prisons Officer/Senior Woman Prisons Officer	815
Prisons Officer/Senior Prisons Officer	815
Principal Woman Prisons Officer	1010
Principal Prisons Officer	1010
Principal Prisons Officer (Industries)	1010
Principal Prisons Officer (Works)	1010
Prisons Health Service Officer (Female) <i>formerly Hospital Officer (Female)</i>	1010
Prisons Health Service Officer (Male) <i>formerly Hospital Officer (Male)</i>	
Woman Assistant Superintendent of Prisons	1180
Assistant Superintendent of Prisons (Industries)	1180
Assistant Superintendent of Prisons (Works)	1180
Assistant Superintendent of Prisons	1180
Prisons Welfare Officer	1180
Senior Prisons Health Service Officer (Female) <i>formerly Senior Hospital Officer (Female)</i>	1180
Senior Prisons Health Service Officer (Male) <i>formerly Senior Hospital Officer (Male)</i>	
Prisons Catering Administrator	1180
Senior Prisons Welfare Officer	1180
Principal Prisons Welfare Officer	1550
Woman Superintendent of Prisons/Senior Woman Superintendent of Prisons	1550
Superintendent of Prisons/Senior Superintendent of Prisons	1550

Grade	Amount (Rs)
Superintendent of Prisons/Senior Superintendent of Prisons (Industries)	1550
Superintendent of Prisons/Senior Superintendent of Prisons (Works)	1550
Principal Prisons Health Service Officer (Female) <i>formerly Principal Hospital Officer (Female)</i> Principal Prisons Health Service Officer (Male) <i>formerly Principal Hospital Officer (Male)</i>	1550
Head, Prisons Health Service <i>formerly Chief Hospital Officer</i>	1550
Chief Prisons Welfare Officer	1550
Assistant Commissioner of Prisons	1930
Assistant Commissioner of Prisons (Trades)	1930
Woman Assistant Commissioner of Prisons	1930
Deputy Commissioner of Prisons	2305
Commissioner of Prisons	2690

Attending Duty during Emergencies

16.8.33 Currently, Prisons Officers, below the rank of Assistant Superintendent of Prisons, who are not scheduled to work but have to attend duty during cyclonic weather conditions and other emergencies, are paid an allowance at the normal hourly rate, for such period of duty, if they cannot be granted time off within a period of four months. The present provision is appropriate.

Recommendation 13

16.8.34 We recommend that Prisons Officers, below the rank of Assistant Superintendent of Prisons, who are not scheduled to work but have to attend duty during cyclonic weather conditions and other emergencies, should continue to be paid an allowance at the normal hourly rate for such period of duty, if they cannot be granted time off within a period of four months.

Pregnant Prisons Officers

16.8.35 A specific recommendation was made in our last Report for pregnant female Prisons Officers. Considering it to be a safety measure for female Prisons Officers in this state, the Bureau is reiterating same.

Recommendation 14

16.8.36 We recommend that Management considers the advisability, to the extent possible, of relieving pregnant female Prisons Officers from performing extra hours or night shift or duties that involve continuous standing for at least three months before their confinement.

Injury Leave

16.8.37 At present, provision exists for an officer of the Prisons Officer Cadre who sustains injury, as a result of assault on his way to attend duty or when returning home after leaving his site of work, to be eligible for Injury Leave provided the incident has occurred within two hours from the time duty starts or duty finishes.

Recommendation 15

16.8.38 We recommend that an officer of the Prisons Officer Cadre who sustains injury, as a result of assault, on his way to attend duty or when returning home after leaving his site of work, should also be eligible for Injury Leave as per provisions laid down in Chapter – Conditions of Service: Injury Leave in Volume 1 of this Report, provided the incident has occurred within two hours from the time duty starts or duty finishes.

Medical Examination

16.8.39 Management is presently required to make necessary arrangements for officers of the Prisons Officer Cadre to undergo a medical examination to ensure their fitness for the job once every two years; and every year for officers who have reached the age of 60. For this Report, Union has requested that night duty be made optional for officers who have reached 60 years as this is affecting their health. During meeting, Management has apprised the Bureau that internal arrangements would be made for the officers concerned to undergo regular medical checkups, over and above the existing provision.

Recommendation 16

16.8.40 We recommend that Management should continue to make the necessary arrangements for officers of the Prisons Officer Cadre:

- (i) to undergo a medical examination once every two years; and**
- (ii) who are aged 60 and above to undergo a medical examination every year to certify their fitness for continued employment.**

16.8.41 We, further, recommend that arrangement should be made in line with provisions laid down at paragraph 16.5.53(c)(i) and (ii) of Volume 1 of this Report for shift workers.

Early Retirement Scheme

16.8.42 In respect of the Early Retirement Scheme, officers of the Prisons Officer Cadre, appointed on or after 01 July 2008 are allowed to retire on a proportionate pension after 28¾ years' service whereas officers in post as at 30 June 2008 benefit from the early retirement scheme applicable as at that date.

Recommendation 17

16.8.43 We recommend that:

- (i) officers of the Prisons Officer Cadre appointed on or after 01 July 2008 should continue to be allowed to retire on a proportionate pension after 28¾ years' service; and**
- (ii) officers of the Prisons Officer Cadre in post as at 30 June 2008 should continue to benefit from the early retirement scheme applicable as at that date.**

Special Provision for officers of the Disciplined Forces working on shift

16.8.44 The purpose of leave is to allow employees time away from duty so as to return to work refreshed. Managing leave devolves upon a Responsible Officer, who should ensure that, wherever possible, officers take their leave entitlement in the leave year it is allocated.

16.8.45 Yet, the above is not an easy task when it pertains to essential services. The ILO defines essential services as that which, if interrupted, would endanger the life, health or personal safety of the whole or part of the population. Frontline workers form part of the essential services and are those who cannot feasibly work from home and need to be physically present at their workplace.

16.8.46 At present, officers in the grades of Prisons Officer/Senior Prisons Officer up to Principal Prisons Officer are required to work on shift to provide a 24-hour service. These officers do not have the opportunity to avail of their leave entitlement, be it sick, casual or vacation leave as they are very often called to attend duty due to exigencies of service. The Bureau considers that as the officers are foregoing their leaves to ensure the operational efficiency of the MPS, there should be a mechanism to compensate them for the untaken casual leave. We are, therefore, making a recommendation to that effect.

Recommendation 18

16.8.47 We recommend that officers in the grades of Prisons Officer/Senior Prisons Officer up to Principal Prisons Officer who effectively work on shift, should, up to the next Overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector, be refunded annually their unutilised casual leave up to a maximum of six days at the rate of 1/66 of their last monthly salary per day in the corresponding year.

16.8.48 We further recommend that unutilised casual leave in respect of those officers who proceed on retirement or pass away while in service should be refunded on a *pro rata* basis in that particular year.

Once in a Career Performance Bonus

Recommendation 19

16.8.49 We recommend that officers in the grades of Prisons Officer/Senior Prisons Officer up to Principal Prisons Officer, who have never benefitted from the payment of the Performance Bonus in their career, should be paid a 'Once in a Career Performance Bonus' equivalent to 12 times the value of one increment at the point reached in their respective salary scale provided that they have:

- (i) served for a period of at least 10 years in the Mauritius Prison Service;**
- (ii) been consistently efficient and effective in their performance as evidenced by their Performance Appraisal Report during the preceding two years; and**
- (iii) not been adversely reported upon on ground of conduct.**

Welfare Unit

Work beyond normal working hours

16.8.50 In consonance with the present provision, Prisons Welfare Officers and Senior Prisons Welfare Officers, who perform duties beyond their normal working hours at the Induction Unit, as per an established plan of work, are granted equivalent time-off for extra hours worked or paid an allowance at the normal hourly rate, for such period of duty, if time-off cannot be granted within a period of four months. This provision is still relevant.

Recommendation 20

16.8.51 We recommend that Prisons Welfare Officers and Senior Prisons Welfare Officers should be granted equivalent time-off for extra hours worked or paid an allowance at the normal hourly rate, for such period of duty, if time-off cannot be granted within a period of four months.

On-Call and In-Attendance Allowance

16.8.52 Prisons Welfare Officers who are On-Call and have to attend duty to cater for an emergency are, presently, compensated as per provision made at paragraph 16.8.51. We are upholding the provision.

Recommendation 21

16.8.53 We recommend that Prisons Welfare Officers who are On-Call and have to attend duty to cater for an emergency should be compensated as per provision made at paragraph 16.8.51 above.

Prisons Health Service Staff

- 16.8.54 Both Management and Union have reported that the MPS is having difficulty to recruit and retain officers in the Prisons Health Service Officer Cadre *formerly Hospital Officer Cadre*. **The Bureau suggests that the MPS should consider advertising vacancies in the grade of Prisons Health Service Officer *formerly Hospital Officer* by emphasising on the Total Remuneration Package.**
- 16.8.55 In case, the MPS encounters difficulties to fill vacancies in the Prisons Health Service Officer Cadre *formerly Hospital Officer Cadre*, the grant of a negotiable point of entry in the salary scale may be envisaged.

Motor Vehicle Loan

- 16.8.56 Officers of the Prisons Health Service Officer Cadre *formerly Hospital Officer Cadre* are required to attend to different prisons in order to provide treatment to sick detainees. On this ground, request has been made, from both Management and Union, for the grant of duty free facilities to these officers. After examination of the information submitted, the mileage run does not meet our established criteria for duty free exemption. Alternatively, as these officers have to travel from one prison to another, **we recommend that they be granted loan facilities for the purchase of a car in line with the provisions laid down in the Chapter Conditions of Service – Travelling and Car Benefits: “Motor Vehicle Loans” in Volume 1 of this Report.**

Handing Over Time

- 16.8.57 Prisons Health Service Staff *formerly Hospital Staff* who are involved in handing over are, currently, compensated for the handing over time up to a maximum of 30 minutes through the grant of time-off when effective working hours and notional time exceed 40 hours weekly or a multiple of 40 hours, where the shift covers a cycle. Considering the fact that handing over time is counted as effective working hour for Prisons Health Service Staff *formerly Hospital Staff*, same should continue to prevail.

Recommendation 22

- 16.8.58 We recommend that Prisons Health Service Staff *formerly Hospital Staff* who are involved in handing over should be compensated for the handing over time up to a maximum of 30 minutes through the grant of time-off when effective working hours and notional time exceed 40 hours weekly or a multiple of 40 hours, where the shift covers a cycle.**

Incremental Movement for Prisons Health Service Officers

- 16.8.59 In accordance with the current provision, Prisons Health Service Officers *formerly Hospital Officers* possessing the National Diploma Level 6 in Nursing are allowed to proceed beyond their top salary subject to satisfying some conditions. It has been represented that officers, other than the source grade in the Prisons Health Service Officer Cadre *formerly Hospital Officer Cadre*, also possess the National Diploma Level

6 and should also be allowed the movement. After examination of this proposal, the Bureau considers that the current provision is adequate.

Recommendation 23

16.8.60 We recommend that Prisons Health Service Officers *formerly Hospital Officers* possessing the National Diploma Level 6 in Nursing should be allowed to proceed beyond their top salary in the Master Salary Scale by two increments provided they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.

Bank of Prisons Health Service Staff Scheme

16.8.61 At present, Prisons Health Service Officers *formerly Hospital Officers* and Senior Prisons Health Service Officers *formerly Senior Hospital Officers* who work on a sessional basis under the Bank of Prisons Health Service Staff Scheme *formerly Bank of Hospital Staff Scheme* are paid an all-inclusive allowance of Rs 735 for performing day duty and Rs 840 for performing night duty per session of four hours. Furthermore, the allowance is paid on a *pro rata* basis whenever the officer is required to work for more, or less than the specified number of hours. It has been submitted that the MPS regularly resorts to the services of the officers forming part of the Bank of Prisons Health Service Staff Scheme *formerly Bank of Hospital Staff Scheme* to palliate any shortage of Prisons Health Service Officers *formerly Hospital Officers*. In this regard, the Bureau is maintaining this Scheme.

Recommendation 24

16.8.62 We recommend that the all-inclusive allowance (excluding travelling) payable to Prisons Health Service Officers *formerly Hospital Officers* and Senior Prisons Health Service Officers *formerly Senior Hospital Officers* who work on a sessional basis under the Bank of Prisons Health Service Staff Scheme *formerly Bank of Hospital Staff Scheme* be revised to Rs 770 for performing day duty and Rs 880 for performing night duty per session of four hours.

16.8.63 The allowance should thereafter be paid on a *pro rata* basis for any additional hour put in.

Incentives to Prisons Health Service Staff

16.8.64 Prisons Health Service Staff *formerly Hospital Staff* are, presently, granted some incentives so as to attract and retain them to work in a challenging environment. Both Management and Union have submitted that the MPS is still having difficulties to recruit and retain Prisons Health Service Officers *formerly Hospital Officers*. Consequently, we are upholding the incentives.

Recommendation 25

16.8.65 We recommend that Prisons Health Service Staff *formerly Hospital Staff* should:

- (i) be allowed to continue to accumulate their vacation leave over and above their authorised ceiling until the publication of the next Report. Such leave may be taken as leave prior to retirement. If the officers opt to work during the excess accumulated leave period, they should be refunded the accumulated vacation leave at the rate of $\frac{1}{30}$ of their last monthly salary per day at the time of retirement;
- (ii) with effect from 01 January 2021 and up to the next Overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector, be allowed to accumulate their untaken casual leave and such leave should be refunded annually at the rate of $\frac{1}{66}$ of their last monthly salary per day in the corresponding year;
- (iii) continue to be refunded all unutilised accumulated casual leaves as at 31.12.2015 at the rate of $\frac{1}{30}$ of the last monthly salary per day at the time of retirement;
- (iv) when proceeding on retirement, be refunded their unutilised casual leave on a *pro rata* basis in that particular year;
- (v) who effectively work on shift, be paid in cash any unutilised sick leave beyond the 16 days at the discounted rate of 50%, notwithstanding the recommendations made at paragraph 16.4.43(iii) in Volume 1 of this Report;
- (vi) be paid a monthly Night Duty Allowance at the rate of 25% based on 8 hours for the present night shift of 13½ hours; and
- (vii) be paid a monthly Night Attendance Bonus provided they attend duty on all scheduled nights during the month, up to the publication of the next Overall Review on Pay and Grading Structures and Conditions of Service in the Public Sector, as follows:

Grade	Amount (Rs)
Prisons Health Service Officers <i>formerly Hospital Officers</i> reckoning	
Up to 10 years' service	615
Over 10 years' service	765
Senior Prisons Health Service Officers <i>formerly Senior Hospital Officers</i> reckoning	
Up to 5 years' service	765
Over 5 years' service	920

Retention Allowance

16.8.66 Provision was previously made for the Prisons Health Service Officer Cadre *formerly Hospital Officer Cadre* to draw a Retention Allowance up to 31 December 2016. One of the conditions attached thereto was that beneficiaries should refund same if they retire or leave the service before their retirement date on grounds of age. We are in this Report, making provision for officers retiring or leaving the service before the compulsory retirement age to cease refunding the Retention Allowance.

Recommendation 26

16.8.67 We recommend that officers who have benefitted from the Retention Allowance up to 31 December 2016 and are leaving or retiring from the service will no longer be required to refund the sum obtained as allowance.

16.8.68 We further recommend that all officers who have left or retired from the service as from 01 January 2021, and who have been required to refund the allowance, should be reimbursed the amount refunded by them.

Prisons Pharmacy Technician/Senior Prisons Pharmacy Technician *formerly Prisons Pharmacy Technician*

16.8.69 In our previous Report, the grade of Prisons Pharmacy Technician was created on the establishment of the MPS. During consultative meetings, Management has apprised the Bureau that it is facing recruitment difficulties owing to the fact that selection is made from Prisons Officer/Senior Prisons Officers who are unwilling to forego their benefits in the latter grade to join the grade of Prisons Pharmacy Technician with no benefits. The Bureau has studied this issue and considers that the dispensing of drugs should be done by a technical person and with a view to attracting candidates in the grade, we are providing for a merged appellation. It is to be pointed out that, with the merger there would be no need of additional level for supervisory duties in the future.

Recommendation 27

16.8.70 We recommend that the grade of Prisons Pharmacy Technician be restyled Prisons Pharmacy Technician/Senior Prisons Pharmacy Technician.

Prisons Catering Unit

16.8.71 The Prisons Catering Unit has, as main object, to ensure that the fundamental rights, health, well-being and special dietary needs of all detainees are catered for through the provision of nutritious as well as safe food and potable water. In delivering on its objective, the Prisons Catering Administrator, who is at the helm of the Unit, is assisted by officers of the Prisons Officer Cadre and supported by employees in the grade of Cook (on roster).

16.8.72 Both Management and staff side have requested to restyle the grade of Prisons Catering Administrator to Prisons Catering Manager. During oral discussion, Management was apprised of its technical implications. In view of the evolution of the catering services, Management also requested for the creation of a grade of Prisons Catering Officer who would perform the administrative duties as well as assist the Prisons Catering Administrator. It has been submitted that in the absence of the Prisons Catering Administrator, the supervisory duties are entrusted to the Prisons Officer/Senior Prisons Officers possessing the relevant qualifications. Hence, Management urged that, given the specificity of the Unit and the strict control required therein, the new grade of Prisons Catering Officer be filled from the Prisons Officer/Senior Prisons Officers as they have acquired the relevant experience in catering services. However, considering the lean structure of the Catering Cadre, Management was advised to create a grade of Catering Supervisor, which would be the first level in the Cadre, to which they were not agreeable. Taking into account the specificity of operation and the working environment of the MPS, the Bureau holds the view that the present arrangement should continue.

Medical Coverage Allowance

16.8.73 Medical and Health Officer/Senior Medical and Health Officers (MHO/SMHOs) on secondment at the MPS provide coverage of hospitals after normal working hours, Saturday afternoon, Sundays and Public Holidays against payment of a specific allowance as recommended in our last Report.

16.8.74 A round-the-clock medical coverage was introduced at the MPS in September 2013 for security reasons. However, this matter was not referred to the Bureau even in the context of our last Report for the payment of an appropriate compensation.

16.8.75 Thereafter, it was found that payment was erroneously being made and consequently the MPS sought for an authority to enable it to continue with the said payment. The matter was referred to the High Powered Committee (HPC) and it was decided that the MPS should stand guided by the existing provisions concerning the MHO/SMHOs posted there. The HPC also recommended that the matter be referred to the Bureau for consideration in the context of this review exercise. Eventually the MPS did make out a case for the payment of an adequate allowance to the MHO/SMHOs for the said medical coverage.

16.8.76 Taking into consideration that the MHO/SMHOs are now required to stay on the premises of the MPS to provide night coverage, there is need to compensate these officers in accordance with set principles which are applicable in the public sector.

Recommendation 28

16.8.77 We recommend that the Medical and Health Officer/Senior Medical and Health Officers on secondment to the Prisons Department should be paid a monthly allowance of Rs 6000 for providing coverage of hospitals at night, on Saturday afternoons, Sundays and Public Holidays.

Inducement Allowance to Doctors posted to the Prisons Department

16.8.78 The MHO/SMHOs at the MPS claim that they are required to work in difficult conditions. As a means to attract, encourage and retain them to work in these conditions, an inducement allowance equivalent to two increments is accordingly payable to them. Given that the current arrangement is working smoothly there is, therefore, need for the continued payment of this allowance.

Recommendation 29

16.8.79 We recommend that Medical and Health Officer/Senior Medical and Health Officers on secondment to the Prisons Department should continue to be paid a monthly allowance equivalent to two increments at the salary point reached in the scale of the grade.

MAURITIUS PRISON SERVICE**SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
17 000 113	Rs 128875 Commissioner of Prisons
17 101 104	Rs 91375 x 3125 - 100750 Deputy Commissioner of Prisons
17 085 101	Rs 57600 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 91375 Assistant Commissioner of Prisons Assistant Commissioner of Prisons (Trades) Woman Assistant Commissioner of Prisons
17 075 092	Rs 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Chief Prisons Welfare Officer
17 071 088	Rs 38400 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Principal Prisons Welfare Officer

Salary Code	Salary Scale and Grade
17 069 088	<p>Rs 36550 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700</p> <p>Superintendent of Prisons/Senior Superintendent of Prisons Superintendent of Prisons/Senior Superintendent of Prisons (Industries) Superintendent of Prisons/Senior Superintendent of Prisons (Works) Woman Superintendent of Prisons/Senior Woman Superintendent of Prisons</p>
17 067 084	<p>Rs 34825 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 55900</p> <p>Senior Prisons Welfare Officer</p>
17 062 081	<p>Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 50900</p> <p>Assistant Superintendent of Prisons Assistant Superintendent of Prisons (Industries) Assistant Superintendent of Prisons (Works) Prisons Welfare Officer Woman Assistant Superintendent of Prisons</p>
17 054 075	<p>Rs 25000 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200</p> <p>Principal Prisons Officer Principal Prisons Officer (Industries) Principal Prisons Officer (Works) Principal Woman Prisons Officer</p>
17 037 072	<p>Rs 18650 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 39350</p> <p>Prisons Officer/Senior Prisons Officer Woman Prisons Officer/Senior Woman Prisons Officer</p>
17 052 063	<p>Rs 23950 x 525 - 26050 x 675 - 27400 x 825 - 31525</p> <p>Senior Officer Cadet (Female) (Graduate) Senior Officer Cadet (Male) (Graduate)</p>

Salary Code	Salary Scale and Grade
17 049 062	Rs 22625 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 30700 Senior Officer Cadet (Female) (Others) Senior Officer Cadet (Male) (Others)
17 077 094	Rs 44800 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 73800 Head, Prisons Health Service <i>formerly Chief Hospital Officer</i>
17 070 088	Rs 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Principal Prisons Health Service Officer (Female) <i>formerly Principal Hospital Officer (Female)</i> Principal Prisons Health Service Officer (Male) <i>formerly Principal Hospital Officer (Male)</i>
17 060 083	Rs 29050 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 Senior Prisons Health Service Officer (Female) <i>formerly Senior Hospital Officer (Female)</i> Senior Prisons Health Service Officer (Male) <i>formerly Senior Hospital Officer (Male)</i>
17 048 079	Rs 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675 Prisons Health Service Officer (Female) <i>formerly Hospital Officer (Female)</i> Prisons Health Service Officer (Male) <i>formerly Hospital Officer (Male)</i>
09 074 096	Rs 41250 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 77950 Prisons Medical and Health Officer/Senior Prisons Medical and Health Officer

Salary Code	Salary Scale and Grade
19 063 092	<p>Rs 31525 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800</p> <p>Prisons Psychologist/Senior Prisons Psychologist <i>formerly Prisons Psychologist</i></p>
17 039 080	<p>Rs 19225 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250</p> <p>Prisons Pharmacy Technician/Senior Prisons Pharmacy Technician <i>formerly Prisons Pharmacy Technician</i></p>
11 062 083	<p>Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200</p> <p>Prisons Catering Administrator</p>
25 026 059	<p>Rs 15745 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 28225</p> <p>Automobile Electrician Blacksmith Carpenter Mason Motor Diesel Mechanic Motor Mechanic Panel Beater Plumber and Pipe Fitter Tinsmith</p>
25 019 049	<p>Rs 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 22625</p> <p>Tradesman's Assistant</p>
24 028 061	<p>Rs 16265 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 29875</p> <p>Prisons Driver (Shift)</p>

Salary Code	Salary Scale and Grade
24 034 060	Rs 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 29050 Senior Cook (New Grade)
24 026 059	Rs 15745 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 28225 Vulcaniser
24 025 058	Rs 15485 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 Driver
24 027 057	Rs 16005 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 26725 Cook (Roster)
24 021 051	Rs 14475 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 Surveillant <i>formerly Security Guard</i>
24 019 050	Rs 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23025 Stores Attendant
24 018 048	Rs 13745 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 Handy Worker

