

16.5 REFORM INSTITUTIONS AND REHABILITATION YOUTH CENTRE

- 16.5.1 Operating under the *aegis* of the Prime Minister's Office, the Rehabilitation Youth Centre (RYC) is governed by the Reforms Institutions Act 1988 and the Juvenile Offenders Act 1935. Its purpose is the rehabilitation of juvenile offenders who are below the age of 18 whilst ensuring the safeguard of their fundamental rights.
- 16.5.2 The RYC provides a whole panoply of activities to ease the re-integration of the juvenile delinquents in the community. These include academic programmes comprising the PSAC examinations, sports and artistic programmes, vocational training such as bakery and floral arrangements, and the participation in various events which are jointly organised by other Ministries or NGOs.
- 16.5.3 There are two centres for the Rehabilitation of the youth: one for the boys and one for the girls. Both Centres are located at Barkly, Beau-Bassin and each can accommodate some 44 residents. Presently, the Rehabilitation Youth Centre for boys counts 23 inmates and that for the girls has 22 inmates.
- 16.5.4 The RYC is headed by a Superintendent who is responsible for the management and day-to-day operations of the Centres. She is supported by officers in the grades of Assistant Superintendent, RYC/Woman Assistant Superintendent, RYC; Chief Officer, RYC/Chief Woman Officer, RYC; Principal Officer, RYC/Principal Woman Officer, RYC; Senior Officer, RYC/Senior Woman Officer, RYC; and Officer, RYC/Woman Officer, RYC.
- 16.5.5 Common representations have been received from Management and Unions for upgrading of salaries; granting of new allowances as well as enhancing existing ones; creation of grades and filling of vacancies of different grades; reviewing certain specific conditions of service including the grant of duty-free facilities; car loan and other travelling-related benefits and the upgrading of qualifications requirement.
- 16.5.6 The parent Ministry informed that the organisation is functioning properly. We are, therefore, keeping the current structure which is fit-for-purpose and making other recommendations, as appropriate, to proposals deemed meritorious. **As regards the request for filling of vacancies, the Bureau reiterates that Management should carry out an HRP exercise to assess the adequacy of its staff for better service delivery.**

Risk Allowance

- 16.5.7 As they operate in a hostile environment consisting of juvenile offenders, officers of the RYC Cadre up to the level of Chief Officer, RYC and their corresponding female grades in the RYC are, presently, eligible for a Risk Allowance. Management has made a request to extend the grant of Risk Allowance up to the level of the Superintendent. However, during consultation, the latter was informed that same is generally granted to officers at operational level. The Bureau is, thus, upholding the current provision.

Recommendation 1

16.5.8 We recommend that officers of the Rehabilitation Youth Centre Cadre performing operations duties up to the grade of Chief Officer, RYC and their corresponding female grades in the RYC, should be paid a monthly Risk Allowance equivalent to one and a half increments at the initial of their respective salary scale, subject to a maximum of Rs 950.

16.5.9 We additionally recommend that 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.

Trade Allowance

16.5.10 In our previous Report, provision was made for the payment of a Trade Allowance *formerly Trainer's Allowance* to officers in the grades of Officer, RYC and Senior Officer, RYC together with their corresponding female grades who are required to train inmates in various trades and to get involved in their rehabilitation. We are retaining this provision.

Recommendation 2

16.5.11 We recommend that officers in the grades of Officer, RYC and Senior Officer, RYC as well as their corresponding female grades, possessing a related Certificate approved by the MQA or MITD and who effectively dispense vocational or industrial or technical training to inmates, should be paid a monthly Trade Allowance of Rs 400.

Pregnant Female Officers

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

Recommendation 3

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

Allowance in lieu of uniform

16.5.14 Officers of the RYC Cadre are paid a monthly allowance in lieu of uniform *formerly Clothing Allowance* of Rs 250 as their duties require them not to wear uniforms. Both Management and Union have requested for a review of this allowance to which we are agreeable.

Recommendation 4

16.5.15 We recommend that the monthly allowance in lieu of uniform payable to officers of the RYC be reviewed to Rs 505.

Bank of RYC Officers Scheme

16.5.16 There is, currently, a Bank of RYC Officers Scheme, comprising Officers, RYC; Woman Officers, RYC; Senior Officers, RYC; Senior Woman Officers, RYC; Principal Officers, RYC; and Principal Woman Officers, RYC. They perform duties of RYC Officers who are off-duty or on leave, as and when required by Management in order to palliate the shortage of staff or in cases of emergencies. They are paid an allowance of Rs 640 for the first three hours worked and remunerated on a *pro rata* basis for additional hours of work put in. We are keeping this provision which remains valid.

Recommendation 5

16.5.17 We recommend that Officers of the Bank of RYC Officers Scheme, who are called upon by Management to attend duty in cases of shortage of staff or emergencies, should be paid Rs 675 for the first three hours put in and thereafter on a *pro rata* basis for any additional hour put in.

Rent Allowance**Recommendation 6**

16.5.18 We recommend that officers of the RYC Cadre who do not occupy government quarters should continue to be paid a monthly Rent Allowance as per the table below:

Grade	Amount (Rs)
Officer, Rehabilitation Youth Centre	735
Woman Officer, Rehabilitation Youth Centre	735
Senior Officer, Rehabilitation Youth Centre	1010
Senior Woman Officer, Rehabilitation Youth Centre	1010
Principal Officer, Rehabilitation Youth Centre	1010
Principal Woman Officer, Rehabilitation Youth Centre	1010
Chief Officer, Rehabilitation Youth Centre	1090
Chief Woman Officer, Rehabilitation Youth Centre	1090
Welfare Officer, Rehabilitation Youth Centre (Male) Welfare Officer, Rehabilitation Youth Centre (Female)	1180
Assistant Superintendent, Rehabilitation Youth Centre	1180
Woman Assistant Superintendent, Rehabilitation Youth Centre	1180
Superintendent, Rehabilitation Youth Centre	1380

Night Attendance Bonus**Recommendation 7**

16.5.19 We recommend that officers performing operations duties at the RYC, should be paid a monthly Night Attendance Bonus for attending duty on all scheduled nights during the month, as per the Table below:

Grade	Reckoning up to 10 years' service	Reckoning over 10 years' service
Principal Officer, RYC Principal Woman Officer, RYC	Rs 770	Rs 1015
Senior Officer, RYC Senior Woman Officer, RYC	Rs 615	Rs 770
Officer, RYC Woman Officer, RYC	Rs 615	Rs 770

Night Duty Allowance

16.5.20 Generally, officers of the RYC Cadre who effectively perform night shift are paid a monthly Night Duty Allowance equivalent to 25% of the normal rate per hour for hours between 2300 hours and 0500 hours. We are retaining this provision.

Recommendation 8

16.5.21 We recommend that officers of the RYC Cadre who effectively perform night shift should continue to be paid a monthly Night Duty Allowance equivalent to 25% of the normal rate per hour for hours between 2300 hours and 0500 hours.

Attending Duty during Emergencies

16.5.22 By virtue of the current provision, incumbents in the grades of Officer, RYC up to Chief Officer, RYC as well as their corresponding female grades, 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 9

16.5.23 We recommend that officers performing operations duties at the RYC, up to the grade of Chief Officer, RYC and their corresponding female grades, should continue to be granted time-off in respect of work performed during cyclonic weather conditions or other emergencies whilst being off duty. Whenever time-off cannot be granted within a period of four months, they should be paid an allowance at the normal hourly rate for such period of duty.

Medical Examination

16.5.24 Presently, provision exists for Management to make the necessary arrangement for officers of the RYC Cadre who have reached the age of 60 to undergo a medical examination every year so as to certify their fitness for continued employment.

Recommendation 10

16.5.25 We recommend that Management should make necessary arrangement for officers of the RYC Cadre who have reached the age of 60 to undergo a medical examination, every year, to certify their fitness for the job.

16.5.26 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.

Early Retirement Scheme

Recommendation 11

16.5.27 We recommend that incumbents in the grades of the Officer, RYC Cadre should:

- (a) be allowed to retire on a proportionate pension after completing 28¾ years of service; and**
- (b) be eligible to earn pension at an enhanced rate of 1/414th of pensionable emoluments for each additional month of service to enable them to qualify for full pension after completing 34½ years of service.**

16.5.28 We further recommend that incumbents in the grades of the Officer, RYC 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 RYC working on shift

16.5.29 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 year it is allocated.

16.5.30 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.

16.5.31 At present, officers in the grades of Officer, RYC up to Principal Officer, RYC, as well as their corresponding female grades, are required to work on shift to provide a 24-hour service. It has been submitted that 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 has examined the

request carefully and considers that as the officers are foregoing their leaves to ensure the operational efficiency of the RYC, there should be a mechanism to compensate them for the untaken casual leave. We are, therefore, making a recommendation to that effect.

Recommendation 12

16.5.32 We recommend that incumbents in the grades of the Officer, RYC Cadre up to Principal Officer, RYC, as well as their corresponding female grades, 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.

16.5.33 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 13

16.5.34 We recommend that incumbents in the grades of the Officer, RYC Cadre up to Chief Officer, RYC, who have never benefitted from the payment of the Performance Bonus in their career, should be paid a once in 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 Rehabilitation Youth Centre;
- (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.

REFORM INSTITUTIONS AND REHABILITATION YOUTH CENTRE

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
23 080 096	Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 77950 Head, Institutional Care Division

Salary Code	Salary Scale and Grade
17 069 087	Rs 36550 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 61000 Superintendent, Rehabilitation Youth Centre
17 064 081	Rs 32350 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 50900 Assistant Superintendent, Rehabilitation Youth Centre Woman Assistant Superintendent, Rehabilitation Youth Centre
17 062 081	Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 50900 Welfare Officer, Rehabilitation Youth Centre (Male) Welfare Officer, Rehabilitation Youth Centre (Female)
17 060 078	Rs 29050 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 Chief Officer, Rehabilitation Youth Centre Chief Woman Officer, Rehabilitation Youth Centre
17 054 075	Rs 25000 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 Principal Officer, Rehabilitation Youth Centre Principal Woman Officer, Rehabilitation Youth Centre
17 049 072	Rs 22625 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 39350 Senior Officer, Rehabilitation Youth Centre Senior Woman Officer, Rehabilitation Youth Centre
17 034 069	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 - 35650 x 900 - 36550 Officer, Rehabilitation Youth Centre Woman Officer, Rehabilitation Youth Centre
17 027 029	Rs 16005 x 260 - 16525 Trainee Officer, Rehabilitation Youth Centre Trainee Woman Officer, Rehabilitation Youth Centre

Salary Code	Salary Scale and Grade
19 063 088	<p>Rs 31525 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700</p> <p>Psychologist (Clinical and Social)</p>
23 033 068	<p>Rs 17565 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 - 35650</p> <p>Matron</p>
24 021 051	<p>Rs 14475 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425</p> <p>Surveillant <i>formerly Security Guard</i></p>

