

14.5 MAURITIUS PRISON SERVICE

- 14.5.1 The Mauritius Prison Service (MPS) envisions a safer Mauritius through best correctional practices. It is mandated to serve society by keeping detainees in safe, humane custody and help prepare them for a useful life.
- 14.5.2 The main objectives of the MPS consist in monitoring all statutory to intramural sentences, providing a safe and healthy environment for the detainees which is conducive to their rehabilitation and spiritual enhancement and vocational training; and facilitating and safeguarding ways and means for the detainees' contact with outside world.
- 14.5.3 At present, the MPS consists of eleven penal institutions including the two Correctional Youth Centres, with a population of about 2130 detainees. The Commissioner of Prisons is responsible for the administration of the institutions and control and supervision of detainees. He is assisted by officers of the Prison Officer cadre, Hospital personnel, Welfare Officer cadre, manual workers, General Service Staff and other officers seconded from Ministries.
- 14.5.4 The MPS has developed a ten-year strategic plan (2013 – 2023) with the main objective of reducing the rate of re-offending in Mauritius in line with its vision. Much emphasis is also being laid on the reformation of detainees through rehabilitation and resettlement, which is considered as one of the most difficult and challenging tasks in a constantly changing social environment. Moreover, operational systems are being revamped with a view to modernizing work processes. In this context, the MPS has launched in 2014 the E-Prison Project.
- 14.5.5 For this Report, both Unions and management have submitted several proposals regarding, among others, the introduction of several allowances, creation of grades, payment of on-call allowance to various grades.
- 14.5.6 The Bureau has duly examined the proposals keeping in mind the emerging challenges in the prison landscape and the main orientation of this Report which aims at the transformation of the public sector for an enhanced service delivery to meet all stakeholders' needs. Only those requests considered as meritorious have been acceded to. We are, inter-alia, creating the grades of Prison Pharmacy Technician and Prison Health Records Clerk, revisiting the mode of compensation as regards confinement, and providing for the payment of new allowances, whilst revising the quantum of certain existing allowances.

Trainer's Allowance

- 14.5.7 Both Management and Unions have requested for the payment of an allowance to prison staff who are designated to act as Training Instructors and regularly dispense courses at the Prison Training School. These officers are selected

according to their higher academic qualifications held, specific competencies and skills.

According to Management, the services of these officers are essential in dispensing quality training to prison staff and this aspect should be given due recognition. The Bureau considers that there is some justification in the request made, given the critical importance of the nature of services being delivered by these designated Training Instructors. Moreover, the payment of an allowance would act as an inducement to retain these officers at the Prison Training School. We are recommending accordingly.

Recommendation 1

14.5.8 We recommend that prison staff who are posted at the Prison Training School and performing as Training Instructor on a regular basis, should be paid a monthly allowance of Rs 1470.

Allowance to Officers of the Prison Band

14.5.9 The Union has requested for an allowance to be paid to officers of the Prison Band as their services are being tapped by the MPS during official functions. After studying the request, we view that the officers concerned should be compensated additionally as the MPS is making effective use of their skills and competencies. We are therefore making provision for the payment of an allowance.

Recommendation 2

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

Physical Training Instructor's Allowance

14.5.11 A few Prison Officers are called upon to dispense training in Physical Education to both prison staff and detainees. In this context, it has been submitted that these officers should be additionally compensated as the MPS is using their competencies and skills for the benefit of the organisation. The Bureau has carefully studied the request and views that the officers may be granted an allowance provided they possess a relevant certificate in the field from a recognised institution.

Recommendation 3

14.5.12 We recommend that Prison Officers who are called upon to act as Physical Training Instructor and possess a Physical Training Instructor's Certificate from a recognized institution should be granted a monthly

allowance equivalent to one increment at the point reached in their respective salary scale.

14.5.13 However, the above recommendation should not apply to officers who are eligible to the payment of the Trainer's Allowance as recommended at paragraph 14.5.8.

Allowance to officers of the IT Unit

14.5.14 The Union has submitted that a few qualified officers are posted in the IT Unit as they possess specific skills and competencies. These officers are called upon to maintain the E-Prison System and provide training to end users. On this ground, representation has been made to compensate the officers additionally. We consider the request to be justified and are making provision for the payment of an allowance to the officers concerned, depending upon their qualifications held.

Recommendation 4

14.5.15 We recommend that Prison Officers who are posted and who are called upon to work effectively in the IT Unit and possessing a Degree in IT should be paid a monthly allowance of Rs 2520, whereas those possessing a Diploma in IT should be paid Rs 1470 per month.

Dog Training Allowance

14.5.16 The Bureau has been apprised that a few officers posted at the Dog Section are also required, apart from carrying out dog handling duties, to train dogs in effecting searches in view to detecting drugs, mobile phones and prohibited items. The Bureau views that much effort and skills are required in training the dogs and it is fair to reward these officers.

Recommendation 5

14.5.17 We recommend that Prison Officers who are posted in the Dog Section and required to train dogs should be paid an allowance of Rs 730 per month.

Pregnant Prison Officers

14.5.18 The Bureau has received persistent representations to the effect that much hardship is endured by pregnant Prison Officers as they are required to work on night shift and perform duties necessitating continuous standing. The Bureau has carefully examined the issue and views that a specific recommendation should be made for female officers of the Disciplined Forces who are in this state.

Recommendation 6

14.5.19 We recommend that Management should strongly consider the advisability of not requiring, as far as possible, pregnant female Prison Officers to perform extra hours or night shift or duties involving continuous standing for at least three months before their confinement.

Performance Bonus

14.5.20 During consultations, the Bureau has been made aware of the constant challenges being faced by officers of the disciplined forces in a continuously changing environment. We consider that for the extraneous effort being deployed by these officers to cope with the new demands in their respective fields, incumbents should be provided with some kind of reward for their sustained performance. After careful study, the Bureau has opted for the grant of an allowance to officers performing at operational level in lieu of incremental movement beyond top salary, as the latter option would have led to distortions in pay relativities.

Recommendation 7

14.5.21 We recommend that officers in the grade of Prisons Officer/Senior Prisons Officer up to Principal Prisons Officer should be paid a one-off performance bonus equivalent to twelve times the value of one increment at the point reached in their respective salary scale provided that they have:

- (i) been consistently efficient and effective in their performance as evidenced by their Performance Appraisal Report during the preceding two years; and**
- (ii) have not been adversely reported upon on ground of conduct.**

14.5.22 However, since the grant of the bonus is linked to performance, we strongly believe that the payment of the one-off bonus should be deferred so as to give full substance to the recommendation.

Recommendation 8

14.5.23 We recommend that the above recommendation should take effect as from 01 January 2018.

Confinement Allowance

14.5.24 Officers performing night duty claim that after completing their night shift, they are not allowed to leave the premises until the opening of the gate at 0700 hours, owing to prisons' rules. In this respect, the EOAC recommended for the payment of an allowance based on Night Duty Allowance.

14.5.25 The Bureau considers that the mode of compensation as recommended by the EOAC is technically inappropriate and has eventually led to implementation and interpretation problems. In this context, we are providing for another mechanism to compensate these officers for being confined on their site of work.

Recommendation 9

14.5.26 We recommend that officers who after performing their night shift, are retained for security reasons, on their site of work, until the opening of the Prisons' gate, should 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

14.5.27 We recommend that the existing allowances payable in the MPS should be as per the table below:

Allowance	Eligible Officers	Monthly Quantum/Rate(Rs)
Risk Allowance	(i) Officers of the MPS performing operations duties, up to the grade of Superintendent of Prisons/Senior Superintendent of Prisons.	1 ½ increments at the initial of their salary scale subject to a maximum of Rs 900.
	(ii) Hospital staff of the MPS (iii) Prisons Catering Administrator (iv) Prisons Drivers (shift) (v) Employees of the Workmen's Group-Tradesman cadre of the Prisons Department	1 ½ increments at the initial of their respective salary scale.
Trade Allowance	Prisons Officer/Senior Prisons Officers posted in the Trades Section and regularly providing training to detainees and to other officers who effectively give	380

Allowance	Eligible Officers	Monthly Quantum/Rate(Rs)
	vocational training and conduct rehabilitative work.	
Night Duty Allowance	<p>(i) Officers of the Prisons Officer cadre who effectively work on night shift.</p> <p>(ii) Prisons Drivers (shift) of the MPS who effectively work on night shift.</p>	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:	
	<p>(i) Principal Prisons Officer reckoning</p> <p>Up to 10 years' service</p> <p>Over 10 years' service</p>	<p>735</p> <p>880</p>
	<p>(ii) Prisons Officer Grade I (Personal) and Prisons Officer/Senior Prisons Officer reckoning:</p> <p>(a) An aggregate of up to 10 years' service as Prisons Officer Grade I, Prisons Officer Grade II and Prisons Officer/Senior Prisons Officer</p>	600
	(b) An aggregate of over 10 years' service as Prisons Officer Grade I (Personal), Prisons Officer Grade II and Prisons Officer/Senior Prisons Officer	735

Allowance	Eligible Officers	Monthly Quantum/Rate(Rs)
Allowance to Prisons Security Squad	Officers of the Prisons Security Squad	1400
Allowance payable to “Lead Prisons Officer”	Prisons Officer/Senior Prisons Officer known as “Lead Prisons Officer”	Allowance equivalent to 2 increments at point reached in their salary scale.
Bank of Prisons Officers Scheme	Eligible Officers (Prisons Officer/Senior Prisons Officer up to Assistant Superintendent of Prisons) forming part of the Bank and who are called upon to attend duty in emergency cases.	640 for up to first three hours and on a prorata basis for additional hours of work put in.

Rent Allowance

Recommendation 10

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

Grade	Amount (Rs)
Woman Prisons Officer/Senior Woman Prisons Officer <i>formerly Female Prisons Officer/Senior Female Prisons Officer</i>	815
Prisons Officer/Senior Prisons Officer	815
Prisons Officer Grade I (Personal)	815
Principal Woman Prisons Officer <i>formerly Principal Female Prisons Officer</i>	1010
Principal Prisons Officer	1010
Principal Prisons Officer (Industries)	1010
Principal Prisons Officer (Works)	1010

Grade	Amount (Rs)
Hospital Officer (Male) Hospital Officer (Female)	1010
Woman Assistant Superintendent of Prisons <i>formerly Female Assistant Superintendent of Prisons</i>	1180
Assistant Superintendent of Prisons (Industries)	1180
Assistant Superintendent of Prisons (Works)	1180
Assistant Superintendent of Prisons	1180
Prisons Welfare Officer	1180
Senior Hospital Officer (Male) Senior Hospital Officer (Female)	1180
Assistant Superintendent of Prisons (Personal)	1180
Prisons Catering Administrator	1180
Senior Prisons Welfare Officer	1180
Principal Prisons Welfare Officer	1550
Woman Superintendent of Prisons/Senior Woman Superintendent of Prisons <i>formerly Female Superintendent of Prisons/Senior Female Superintendent of Prisons</i>	1550
Superintendent of Prisons/Senior Superintendent of Prisons	1550
Superintendent of Prisons/Senior Superintendent of Prisons (Industries)	1550
Superintendent of Prisons/Senior Superintendent of Prisons (Works)	1550
Principal Hospital Officer (Male) Principal Hospital Officer (Female)	1550
Senior Superintendent of Prisons (Personal)	1550
Chief Hospital Officer	1550
Chief Prisons Welfare Officer	1550
Assistant Commissioner of Prisons	1930
Assistant Commissioner of Prisons (Trades)	1930

Grade	Amount (Rs)
Woman Assistant Commissioner of Prisons <i>formerly Female Assistant Commissioner of Prisons</i>	1930
Deputy Commissioner of Prisons	2305
Commissioner of Prisons	2690

Attending Duty during emergencies

Recommendation 11

14.5.29 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.

14.5.30 Senior staff at the level of Assistant Superintendent of Prisons and above are not additionally compensated for attending duty during emergencies as this element has been taken into account when determining the pay package of these grades.

Injury Leave

Recommendation 12

14.5.31 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 18.4 in Volume 1 of this Report, provided the incident has occurred within two hours from the time duty starts or duty finishes.

Medical Examination

14.5.32 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.

Early Retirement Scheme

14.5.33 The Early Retirement Scheme applicable to officers of the Prisons Officer cadre is being maintained as below:

- (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 28³/₄ years service;**
- (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.**

Welfare Unit

Working beyond normal working hours

14.5.34 The Bureau has been informed that Prison Welfare Officers and Senior Prison Welfare Officers are called upon to perform duties beyond their normal working hours at the Induction Unit, as per an established plan of work. In this context, additional payment has been requested. Given that there is an existing mechanism to compensate officers working in such situations, we consider that same should also be applicable to these officers.

Recommendation 13

14.5.35 We recommend that Prison Welfare Officers and Senior Prison 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

14.5.36 The Union has submitted that Prison Welfare Officers are required to be on call whilst off duty, as per a roster schedule and have to attend duty in case of emergencies. We have studied the issue in depth and made a comparative study with what obtains in the welfare class. It is a fact that Welfare Officers in general, irrespective of their posting, perform duties relating to welfare of people, be it detainees, children, the elderly or the disabled. However, the conditions or pattern of work prevailing in the different organisations may not necessarily be the same. In the present case, the Prison Welfare Officers form part of the Prison Class, where the elements pertaining to a Disciplined Force are prevalent and where, by extension, the practice of compensating officers for being on call is not encouraged.

14.5.37 However, we view that in the event the officer is called back to attend duty whilst being off, he may be compensated for the hours put in on site.

Recommendation 14

14.5.38 We recommend that Prison 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 14.5.36 above.

Hospital Staff

Prisons Pharmacy Technician (New Grade)

14.5.39 Management has apprised that there is need to create a grade of Prisons Pharmacy Technician where incumbents would perform duties relating to dispensing of drugs as same are being presently carried out by hospital and prison staff. As this practice is considered inappropriate, we are making provision for this grade.

Recommendation 15

14.5.40 We recommend the creation of the grade of Prisons Pharmacy Technician. Appointment thereto should be made by selection from among candidates who have served as Prisons Officer/Senior Prisons Officer for at least five years and possess the National Pharmacy Technician Diploma of the Mauritius Institute of Health or a Diploma in Pharmacy Technician from a recognized institution or an equivalent qualification.

14.5.41 Incumbent would be required, among others, to be responsible to the Chief Hospital Officer and Principal Hospital Officer in charge of the pharmacy for indenting, collecting, processing and storing of drugs; issuing of drugs to officers and sub-pharmacies of the MPS; compounding of drugs, medicines and preparing sterile pharmaceutical products; and ensuring compliance with procurement and supply regulations and procedures.

Prisons Health Records Clerk (New Grade)

14.5.42 Management has submitted that with an increase in activities at the Hospitals of the Mauritius Prison Service, there is now need for a dedicated grade to perform record keeping and other auxilliary duties. We consider the request to be justified and are recommending accordingly.

Recommendation 16

14.5.43 We recommend the creation of the grade of Prisons Health Records Clerk. Appointment, thereto, should be made by selection from among candidates possessing a School Certificate with credit in at least five subjects, including English Language, French and Mathematics or Principles of Accounts and a Higher School Certificate with passes in at least two subjects.

14.5.44 Incumbents would be responsible to the Chief Hospital Officer and would be required, among others, to receive and register patients; giving appropriate appointments to patients; and prepare, distribute, collect, store and retrieve medical records and reports.

Handing Over Time

14.5.45 Union members have represented that in line with what obtains at the Ministry of Health and Quality of Life regarding handing over time, same should be extended in the MPS for hospital staff. Given that the hours and pattern of work of hospital staff and the Nursing Group are the same, we consider that the handing over time should be viewed as effective working hour for hospital staff.

Recommendation 17

14.5.46 We recommend that 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 exceeds 40 hours weekly or a multiple of 40 hours, where the shift covers a cycle.

Incremental Movement for Hospital Officers

14.5.47 We are making provision for Hospital Officers possessing the National Diploma Level 6 in Nursing to proceed beyond their top salary.

Recommendation 18

14.5.48 We recommend that 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:

- (i) have drawn the top salary for a year;**
- (ii) have been efficient and effective in their performance during the preceding year; and**
- (iii) are not under report.**

Bank of Hospital Staff Scheme

Recommendation 19

14.5.49 We recommend that the all-inclusive allowance payable to Hospital Officers and Senior Hospital Officers who work on a sessional basis under the Bank of Hospital Staff Scheme be revised to Rs 735 for performing day duty and Rs 840 for performing night duty per session of four hours.

14.5.50 The allowance should be paid on a pro-rata basis whenever the officer is required to work for more, or less than the specified number of hours.

Incentives to Hospital Staff

14.5.51 As an incentive to attract and retain hospital staff, the officers 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 2016 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 31.12.15 at the rate of $\frac{1}{30}$ of the last monthly salary per day at the time of retirement.
- (iv) for those 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 18.4.44 (iii) in Volume 1 of this Report;
- (v) be paid a monthly Night Duty Allowance at the rate of 25% based on 8 hours for the present night shift of 13½ hours;
- (vi) 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)
<i>Hospital Officers reckoning</i>	
Up to 10 years' service	585
Over 10 years' service	730
<i>Senior Hospital Officers reckoning</i>	
Up to 5 years' service	730
Over 5 years' service	875

Retention Allowance

Recommendation 20

14.5.52 We recommend that:

- (i) Hospital Staff should continue to be paid a monthly Retention Allowance equivalent to two additional increments at the point they have reached in their respective salary scale subject to satisfactory performance and upon recommendation of the Responsible/Supervising Officer, up to 31 December 2016;**
- (ii) an officer who leaves the service prior to the age at which he may retire without the approval of the appropriate Service Commission (Table II at Chapter 15 of Volume 1) should refund the totality of the Retention Allowance paid to him;**
- (iii) an officer who retires from the service on reaching the age at which he may retire without the approval of the appropriate Service Commission or thereafter should refund only that part of the Retention Allowance which he would have earned under this scheme after reaching the age at which he may retire without the approval of the appropriate Service Commission; and**
- (iv) the above provision at paragraphs (ii) and (iii) above should not apply to officers retiring as per their new compulsory retirement age or on medical grounds.**

14.5.53 In the event, the MPS still encounters difficulties to fill vacancies in the Hospital Officer cadre, the grant of a negotiable point of entry in the salary scale may be contemplated.

Prisons Psychologist *formerly Psychologist*

14.5.54 The grade of Psychologist on the establishment of the Mauritius Prison Service is being restyled Prisons Psychologist so as to demarcate it from that prevailing in other organisations.

Recommendation 21

14.5.55 We recommend that the grade of Psychologist on the establishment of the Mauritius Prison Service should be restyled Prisons Psychologist.

Medical Coverage Allowance

14.5.56 At present, a monthly coverage allowance of Rs 3795 is payable to the Medical and Health Officer/Senior Medical and Health Officer on secondment to the Prisons Department for providing coverage of hospitals after normal working

hours on weekdays, Saturday afternoons, Sundays and Public Holidays. We are maintaining the payment of this allowance.

Recommendation 22

14.5.57 We recommend that the Medical and Health Officer/Senior Medical and Health Officer on secondment to the Prisons Department should continue to be paid a monthly allowance of Rs 3795 for providing coverage of hospitals after normal working hours on weekdays, Saturday afternoons, Sundays and Public Holidays.

Inducement Allowance to Doctors posted to the Prisons Department

14.5.58 To attract, retain and induce Medical and Health Officer/Senior Medical and Health Officers to work in the difficult conditions prevailing at the Prisons Department, a monthly inducement allowance equivalent to two increments at the point reached in the scale is being paid to incumbent on secondment there. We are maintaining this arrangement.

Recommendation 23

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

MAURITIUS PRISON SERVICE

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
17 000 105	Rs 119000 Commissioner of Prisons
17 095 097	Rs 86000 x 3000 – 92000 Deputy Commissioner of Prisons
17 079 094	Rs 53200 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 83000 Assistant Commissioner of Prisons Assistant Commissioner of Prisons (Trades) Woman Assistant Commissioner of Prisons <i>formerly Female Assistant Commissioner of Prisons</i>

Salary Code	Salary Scale and Grade
17 070 085	Rs 39575 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Chief Prisons Welfare Officer
17 067 081	Rs 36200 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Principal Prisons Welfare Officer Senior Superintendent of Prisons (Personal)
17 065 081	Rs 34350 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 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 <i>formerly Female Superintendent of Prisons/Senior Female Superintendent of Prisons</i>
17 063 077	Rs 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 Senior Prisons Welfare Officer
17 060 074	Rs 30175 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375 Assistant Superintendent of Prisons (Personal)
17 058 074	Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375 Assistant Superintendent of Prisons Assistant Superintendent of Prisons (Industries) Assistant Superintendent of Prisons (Works) Woman Assistant Superintendent of Prisons <i>formerly Female Assistant Superintendent of Prisons</i> Prisons Welfare Officer

Salary Code	Salary Scale and Grade
17 051 068	Rs 23200 x 775 – 32500 x 925 – 37125 Principal Prisons Officer Principal Prisons Officer (Industries) Principal Prisons Officer (Works) Principal Woman Prisons Officer <i>formerly Principal Female Prisons Officer</i>
17 046 065	Rs 20525 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 34350 Prisons Officer Grade I (Personal)
17 034 065	Rs 16075 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 34350 Prisons Officer/Senior Prisons Officer Woman Prisons Officer/ Senior Woman Prisons Officer <i>formerly Female Prisons Officer/ Senior Female Prisons Officer</i>
17 046 055	Rs 20525 x 475 – 21950 x 625 – 23200 x 775 – 26300 Senior Officer Cadet (Male) (Others) Senior Officer Cadet (Female) (Others)
17 049 056	Rs 21950 x 625 – 23200 x 775 – 27075 Senior Officer Cadet (Male) (Graduate) Senior Officer Cadet (Female) (Graduate)
17 072 087	Rs 42325 x 1525 – 49950 x 1625 – 62950 x 1850 – 66650 Chief Hospital Officer
17 066 081	Rs 35275 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Principal Hospital Officer(Male) Principal Hospital Officer(Female)
17 056 076	Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Senior Hospital Officer (Male) Senior Hospital Officer (Female)

Salary Code	Salary Scale and Grade
17 045 072	<p>Rs 20050 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325</p> <p>Hospital Officer (Male) Hospital Officer (Female)</p>
09 071 089	<p>Rs 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450</p> <p>Prisons Medical and Health Officer/Senior Prisons Medical and Health Officer</p>
17 061 085	<p>Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950</p> <p>Prisons Pharmacist Prisons Psychologist <i>formerly Psychologist</i></p>
17 039 067	<p>Rs 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200</p> <p>Prisons Pharmacy Technician (New Grade)</p>
17 028 062	<p>Rs 14325 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725</p> <p>Prisons Dental Assistant</p>
17 027 060	<p>Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175</p> <p>Prisons Health Records Clerk (New Grade)</p>
11 058 076	<p>Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425</p> <p>Prisons Catering Administrator</p>

Salary Code	Salary Scale and Grade
25 023 052	<p>Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975</p> <p>Automobile Electrician Blacksmith Carpenter Mason Motor Diesel Mechanic Motor Mechanic Panel Beater Plumber and Pipe Fitter Tinsmith</p>
25 016 042	<p>Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825</p> <p>Tradesman's Assistant</p>
24 016 043	<p>Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200</p> <p>Stores Attendant</p>
24 023 052	<p>Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975</p> <p>Vulcaniser</p>
24 024 050	<p>Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 22575</p> <p>Cook (Roster)</p>
24 022 051	<p>Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200</p> <p>Driver</p>
24 025 054	<p>Rs 13530 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525</p> <p>Prisons Driver (Shift)</p>
24 018 044	<p>Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575</p> <p>Security Guard</p>

Salary Code	Salary Scale and Grade
24 001 038	Rs 7800 x 200 – 8000 x 205 – 8820 x 230 –10200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17375 General Worker
