
PROBATION AND AFTERCARE SERVICE

- 18.4.31 The Probation and Aftercare Service aims to rehabilitate and reintegrate offenders in the community and help families and children with problems. Some of its main objectives are to: assist Courts in the sentencing of offenders; assist competent authorities in informed decision-making; rehabilitate offenders in community; reduce crimes and enhance public protection; and assist families in conflict and safeguard the welfare of children.
- 18.4.32 These objectives are achieved mainly by conducting social enquiries pertaining to civil and criminal matters referred by the courts and other institutions; supervising and rehabilitating offenders in the community through Probation Orders and Community Service Orders; providing counselling service to families and children involved in situations of conflicts; providing throughcare service to residents of Probation Institutions; and delivering preventive talks in schools, colleges and Social Welfare/Community Centres.
- 18.4.33 A Commissioner heads the Probation and Aftercare Service. He is assisted by the Deputy Commissioner and supported by officers in the grades of Assistant Commissioner, Principal Probation Officer, Senior Probation Officer and Probation Officer as well as Psychologist (Clinical and Social).
- 18.4.34 Requests of Unions pertain to, *inter alia*, upgrading of qualification requirements; the grant of Risk Allowance and revision of salary scales. On the other side, Management transmitted requests of Unions along with its views and made some additional proposals regarding the salary of the Commissioner of Probation and After Care, among others.
- 18.4.35 All requests have been examined and we are, in this Report, making provisions for those which have been retained.

Additional duties in connection with the Children's Act

- 18.4.36 Following proclamation of the Children's Act, the Ministry had made a request for the payment of an allowance to officers of the Probation Officer Cadre on the basis that these officers are called upon to perform additional duties. Pending amendments to schemes of service, an allowance equivalent to two increments at salary point reached was granted to officers in the grades of Probation Officer and Senior Probation Officer until the publication of this Report. However, as at publication of this Report, the schemes of service had not been updated to reflect the additional duties.
- 18.4.37 We have examined the issue and all grades in the Cadre have been re-assessed on the basis of Job Description Questionnaires and the list of additional duties submitted by the Ministry. We are making appropriate recommendations thereto.

Recommendation 13

- 18.4.38** We recommend that officers in the grades of Probation Officer and Senior Probation Officer in post as at 31 December 2025 should be granted two additional increments on conversion, subject to top salary of the grades, for performing additional duties in connection with the Children's Act.
- 18.4.39** We also recommend that payment of the monthly allowance equivalent to two increments at salary point reached to Probation Officers and Senior Probation Officers should lapse.
- 18.4.40** We further recommend that the schemes of service of grades in the Probation Officer Cadre should be amended expeditiously to include duties pertaining to the Children's Act. This element has been taken into consideration in arriving at the recommended salaries for the corresponding grades.

On-Call and In-Attendance Allowances

- 18.4.41** Presently, officers in the grades of Probation Officer and Senior Probation Officer are paid an On-call Allowance along with an In-attendance Allowance in the event their presence is warranted at the police station outside working hours to deal with cases related to children. Since this arrangement is still effective, we are revising the quantum.

Recommendation 14

- 18.4.42** We recommend that incumbents in the grades of Probation Officer and Senior Probation Officer should be paid a revised On-call and In-attendance Allowances as follows:

Period	On-call Allowance	In-attendance Allowance during On-Call
Weekdays 1600 hours to 0900 hours the following day	Rs 195 daily	Rs 95 per hour of attendance up to a maximum of Rs 570 per day/night period
Saturdays, Sundays and Public Holidays 0900 hours to 0900 hours the following day	Rs 290 daily	Rs 95 per hour of attendance up to a maximum of Rs 760 per day/night period

Probation Officer

- 18.4.43** Probation Officers who hold a Degree in the relevant field are allowed to move incrementally in the Master Salary Scale after drawing their top salary for a year. This provision should continue to prevail.

Recommendation 15

- 18.4.44** We recommend that incumbents in the grade of Probation Officer who possess a Degree in Social Work or an equivalent qualification should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 58850 provided they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.
- 18.4.45** We also recommend that Probation Officers who possess a Diploma in Social Work or an equivalent qualification should be allowed to proceed incrementally beyond the QB in the salary scale recommended for the grade.

Black Jacket Allowance

- 18.4.46** Officers of the Probation Officer Cadre are eligible for the payment of a yearly Black Jacket Allowance as they are required to attend Court quite regularly and where, by nature of their duties, the wearing of a black jacket and a tie is a necessity. The quantum of the allowance is being revised.

Recommendation 16

- 18.4.47** We recommend that the yearly Black Jacket Allowance payable to officers of the Probation Officer Cadre who, by nature of their duties, are required to appear in Court in a black jacket with tie, be revised to Rs 3340.

Risk Assessment Exercise

- 18.4.48** In our last Report, considering requests for the grant of a Risk Allowance, provisions were made for the Ministry to carry out a Risk Assessment Exercise to determine the degree of risks faced by Probation Officers. For this review, Management informed that a Risk Assessment Exercise was carried out by a Safety and Health Officer/Senior Safety and Health Officer from the MPSAR. However, the Departmental Safety and Health Committee could not be held. We are, therefore, reiterating our provision.

Recommendation 17

- 18.4.49** We recommend that a Risk Assessment Exercise should be carried out by the Departmental Safety and Health Committee of the Ministry in line with provisions made in Chapter Risk, Insurance and Compensation in Volume 1 of this Report.

Time-off Facilities**Recommendation 18**

- 18.4.50** We recommend that arrangements should continue to be made for officers of the Probation Officer Cadre who are required, on a regular basis, to put in additional hours of work to cope with the demands of

their job, for the grant of equivalent time-off for the extra hours put in. However, where it has not been possible for Management to grant time-off to officers within a period of four consecutive months, they should be compensated at the normal hourly rate subject to their having put in a minimum of either five hours weekly or 15 hours monthly.

PROBATION AND AFTERCARE SERVICE

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
23 099 105	Rs 99750 x 2750 - 102500 x 3750 - 110000 x 4000 - 122000 Commissioner of Probation and After Care
23 082 098	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Deputy Commissioner of Probation and After Care
23 075 094	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Assistant Commissioner of Probation and After Care
19 065 090	Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Psychologist (Clinical and Social)
23 063 085	Rs 40110 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Principal Probation Officer
23 057 083	Rs 35280 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200 Senior Probation Officer
23 041 081	Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 QB 55950 x 1450 - 58850 x 1750 - 60600 Probation Officer

Salary Code	Salary Scale and Grade
24 001 047	Rs 17975 x 175 - 18500 x 200 - 18900 x 225 - 20925 x 250 - 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30615 General Worker

