

18.5 FORENSIC SCIENCE LABORATORY

- 18.5.1 The Forensic Science Laboratory (FSL) was established in the 1950s and operates under the purview of the Prime Minister's Office, as an independent body responsible to provide forensic services to the Police and Judicial Department of Mauritius. It is the sole provider of forensic and advisory service to law enforcement agencies in Mauritius and envisions to use science and technologies in the investigation of crime.
- 18.5.2 A Director is the head of the FSL and is responsible for its management. The Laboratory is staffed by officers at the professional, technical and support levels. Its core functions are carried out by officers in the Forensic Scientist Cadre and Forensic Technologist Cadre. Activities at the FSL are organised under two sections, namely Biology and Chemistry.
- 18.5.3 Unions requested, among others, for: reinforcement of workforce at certain levels; re-organisation of activities; review of the mode of appointment of certain grades; provision of overseas training; revision/provision of certain allowances; and grant of travelling and car benefits.
- 18.5.4 As regards Management's proposals, the main ones were focussed on: increasing the establishment size of certain core grades; reorganisation of activities; and reviewing the mode of appointment of a few grades.
- 18.5.5 We consider the present structure adequate and are, therefore, bringing no change thereto. We are also maintaining payment of existing allowances, save for those payable to officers of the Forensic Technologist Cadre for performing certain duties, as these are now being performed by Forensic Support Officers.

Incremental Movement for officers of the Forensic Technologist Cadre

- 18.5.6 Presently, officers of the Forensic Technologist Cadre are allowed to proceed incrementally in the Master Salary Scale subject to possessing the relevant qualification. We are reiterating same.

Recommendation 1

- 18.5.7 **We recommend that officers in the grade of Forensic Technologist/ Senior Forensic Technologist who:**
- (i) **were in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021 and possessed a Diploma in Forensic Science or Chemistry or Biology or Biotechnology or Biology with minor Forensic Science or Chemical Analysis and Instrumentation Techniques or Criminal Justice or Molecular and Cellular Biology or Quality Management or an equivalent qualification, should be allowed to move incrementally in the**

Master Salary Scale up to the salary point Rs 55950 on a personal basis; and

- (ii) were in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021, and obtained the above-mentioned qualification after that date AND those who joined the grade as from the date of publication of the 2021 PRB Report, that is, 14 October 2021, and possess the additional qualification, should be allowed to move incrementally in the Master Salary Scale by one increment,**

provided that they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.

18.5.8 We further recommend that officers in the grade of Forensic Technologist/Senior Forensic Technologist who:

- (i) were in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021, and possessed a Degree in either Forensic Science or Chemistry or Biology or Biotechnology or Biology with minor Forensic Science or Chemical Analysis and Instrumentation Techniques or Criminal Justice or Molecular and Cellular Biology or Quality Management or an equivalent qualification, should be allowed to move incrementally in the Master Salary Scale up to the salary point Rs 58850 on a personal basis; and**
- (ii) were in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021, and obtained the above-mentioned qualification after that date AND those who joined the grade as from the date of publication of the 2021 PRB Report, that is, 14 October 2021, and possess the additional qualification, should be allowed to move incrementally in the Master Salary Scale up to the salary point Rs 54500,**

provided that they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.

18.5.9 We also recommend that officers in the grades of Principal Forensic Technologist and Chief Forensic Technologist who:

- (i) were in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021, and possessed a Degree in either Forensic Science or Chemistry or Biology or Biotechnology or Biology with minor Forensic Science or Chemical Analysis and Instrumentation Techniques or Criminal Justice or Molecular and Cellular Biology or Quality Management or an equivalent qualification, should be allowed to move**

incrementally in the Master Salary Scale up to the salary point Rs 71700 and Rs 82250 respectively, on a personal basis; and

- (ii) were in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021, and obtained the above-mentioned qualification after that date AND those who joined the grade as from the date of publication of the 2021 PRB Report, that is, 14 October 2021, and possess the additional qualification, should be allowed to move incrementally in the Master Salary Scale by one increment,

provided that they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.

- 18.5.10 We also recommend that officers in the grades of Principal Forensic Technologist and Chief Forensic Technologist should not be granted additional increment by virtue of the same qualification if they have already benefitted at the lower level.

On-Call and In-Attendance Allowances

- 18.5.11 Officers of the FSL are presently being paid On-Call and In-Attendance Allowances, as they are required to be on-call after normal working hours and to attend to cases whilst on-call during Weekdays, Weekends and Public Holidays. We are maintaining payment of same at a revised rate.

Recommendation 2

- 18.5.12 We recommend that officers of the Forensic Science Laboratory should be paid On-Call and In-Attendance Allowances, as per the table below:

Grades	On-Call Allowance				In-Attendance Allowance per hour inclusive of travelling time
	Weekdays 0600 hours to 0845 hours 1600 hours to 1800 hours Amount (Rs)	Weekdays 1800 hours to 0600 hours the following day Amount (Rs)	Saturdays 0600 hours to 0600 hours the following day Amount (Rs)	Sundays and Public Holidays 0600 hours to 0600 hours the following day Amount (Rs)	
Director, FSL	155	385	925	1110	385
Deputy Director, FSL	140	350	840	1000	345
Chief Forensic Scientist	125	325	755	910	320
Forensic Scientist/Senior Forensic Scientist	110	265	665	805	280

Grades	On-Call Allowance				In-Attendance Allowance per hour inclusive of travelling time
	Weekdays 0600 hours to 0845 hours 1600 hours to 1800 hours	Weekdays 1800 hours to 0600 hours the following day	Saturdays 0600 hours to 0600 hours the following day	Sundays and Public Holidays 0600 hours to 0600 hours the following day	
	Amount (Rs)	Amount (Rs)	Amount (Rs)	Amount (Rs)	Amount (Rs)
Chief Forensic Technologist	90	205	485	580	210
Principal Forensic Technologist	75	190	455	535	185
Forensic Technologist/ Senior Forensic Technologist	60	130	325	385	130
Forensic Support Officer	55	120	300	350	120

Risk Allowance

- 18.5.13 As per existing provisions, officers of the Forensic Scientist, Forensic Technologist and Forensic Laboratory Auxiliary Cadres are paid a monthly Risk Allowance equivalent to one and a half increments at the initial of their respective salary scale, for being regularly exposed to hazardous substances such as chemicals, body fluids, post-mortem specimens, pesticides, insecticides and herbicides, among others. We are reiterating this provision.

Recommendation 3

- 18.5.14 We recommend that officers of the Forensic Scientist, Forensic Technologist and Forensic Laboratory Auxiliary Cadres should be paid a monthly Risk Allowance equivalent to one and a half increments at the initial of their respective salary scale.

Allowance for Accreditation and ISO Certification

- 18.5.15 A monthly allowance of Rs 2700 is presently paid to the officer of the Forensic Scientist Cadre who has been assigned to carry out certain duties associated with the Laboratory's ISO Certification and accreditation on a rotational basis. Since this arrangement still prevails, we are reiterating the recommendation.

Recommendation 4

- 18.5.16 We recommend the payment of a monthly allowance of Rs 2970 to an officer of the Forensic Scientist Cadre who has been designated to perform duties related to ISO Certification and accreditation of the Laboratory on a rotational basis.

FORENSIC SCIENCE LABORATORY**SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
19 000 112	Rs 150000 Director, Forensic Science Laboratory
19 093 104	Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Deputy Director, Forensic Science Laboratory
19 082 098	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Chief Forensic Scientist
19 061 094	Rs 38215 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Forensic Scientist/Senior Forensic Scientist
19 073 090	Rs 50100 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Chief Forensic Technologist
19 062 085	Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Principal Forensic Technologist
19 041 075	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 - 52300 Forensic Technologist/Senior Forensic Technologist
19 034 071	Rs 26345 x 300 - 26945 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 - 47950 Forensic Support Officer

Salary Code	Salary Scale and Grade
24 045 070	Rs 29915 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 Senior Forensic Laboratory Auxiliary
24 028 065	Rs 24545 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 42050 Forensic Laboratory Auxiliary
24 027 060	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Driver
24 021 052	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615 Stores Attendant (New Grade)
24 020 050	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 Handy Worker

*** **