

## 18.9 MAURITIUS POLICE FORCE

- 18.9.1 Governed by the Police Act 1974, the Mauritius Police Force (MPF) is the primary law enforcement agency in the Republic of Mauritius. It carries out police, security, military and naval functions for mainland Mauritius, Rodrigues and other outer islands. The MPF is headed by the Commissioner of Police with around 12500 Police Officers working under his command. For administrative and operational effectiveness, the MPF is divided into eight Police Divisions to meet local needs.
- 18.9.2 Both Management and the staff side have made representations for: creation of additional levels; review of salary; revision of allowances; and enhancement of specific Conditions of Service. During consultative meetings, parties were apprised of requests falling under the purview of Management and appropriate explanations were also given for those proposals which could not be acceded to. They were equally requested to submit information on certain proposals which required further study and the views of Management were also sought on a few demands made by the staff side. Police Officers posted at the Special Mobile Force submitted that they are often required to double their shift thereby putting in extra hours which affect their productivity at work. They were apprised that the responsibility to review the hours of work rests upon Management while ensuring a proper work life balance of its employees. All these elements along with their implications have been considered while formulating the recommendations.

### Bank Scheme - Police Officers

- 18.9.3 The Bank Scheme - Police Officers was introduced to palliate the shortage of staff in the MPF and ensure that the needs of public for security on a 24-hour basis are met. Management has reported that to date, this Scheme has not been implemented. As the scheme is still valid, same is being reiterated with a revised quantum.

### Recommendation 1

- 18.9.4 **We recommend the payment of an allowance to officers in the grades of Police Constable, Police Corporal, Police Sergeant, Sub Inspector of Police and Inspector of Police, forming part of the Bank Scheme - Police Officers who effectively work on a shift basis and are recalled for duty while on leave or off-duty as and when required by Management, for the first three hours put in and thereafter on a *pro rata* basis for any additional hour put in, as per the ensuing Table:**

| <b>Grade</b>   | <b>Amount (First 3 hours)<br/>Rs</b> |
|--|--------------------------------------|
| <b>Police Constable<br/>Woman Police Constable</b>               | <b>705</b>                           |
| <b>Police Corporal<br/>Woman Police Corporal</b>                 | <b>755</b>                           |
| <b>Police Sergeant<br/>Woman Police Sergeant</b>                 | <b>790</b>                           |
| <b>Sub-Inspector of Police<br/>Woman Sub-Inspector of Police</b> | <b>840</b>                           |
| <b>Inspector of Police<br/>Woman Police Inspector</b>            | <b>875</b>                           |

### **Allowance during period of Training**

18.9.5 Trainee Police Constables (Personal) and Temporary Police Constables are, after the conduct of the passing out parade and depending upon their posting, granted allowances payable to substantive Police Constables. On an *ad hoc* basis, the Bureau received a request for the payment of allowances to Police Cadet Inspectors and Cadet Officers in trainee positions. It has been reported that Police Cadet Inspectors as well as Cadet Officers who are recruited from serving Police Officers, are drawing the allowances of their previous substantive position during the period of training. As regards Cadet Officers recruited from candidates other than serving officers, they are entitled to allowances in line with the quantum applicable to the grade of Police Constable by virtue of their posting as from the date of taking oath. For the sake of consistency, we are harmonising this provision for trainee positions.

### **Recommendation 2**

18.9.6 **We recommend that:**

- (i) **Trainee Police Constables (Personal), Temporary Police Constables and Cadet Officers other than those recruited from serving Police Officers should, as from the date of taking oath, be eligible for allowances payable to substantive Police Constables; and**
- (ii) **Cadet Officers appointed from serving Police Officers as well as Police Cadet Inspectors should continue to draw the allowances of their substantive post. With the implementation of this provision, the existing allowance of Rs 830 payable to Police Cadet Inspectors, should lapse.**

## **Cross-Flying Allowance to Pilots**

- 18.9.7 It has been reported that due to limited number of Pilots and high operational demands, the Pilots at the Police Helicopter Squadron are often required to cross-fly between aircraft types, missions and departments. This requires adapting to different equipment, roles and operational contexts within short intervals. Considering the complexity involved in inter-departmental flying tasks, we are making provision for an allowance.

### **Recommendation 3**

- 18.9.8 **We recommend the payment of a monthly Cross-Flying Allowance equivalent to two increments at the salary point reached in their salary scale to certified Pilots at the Police Helicopter Squadron who are actively flying more than one helicopter type and involved in inter-departmental flying tasks.**

## **Enhanced Pension Benefit to GIPM Officers and Marine Commandos**

### **Recommendation 4**

- 18.9.9 **We recommend that the period served by a Police Officer posted at the GIPM or Marine Commandos should, at the time he ceases to be in service, be reckoned as pensionable service at the rate of one time and a half, subject to a maximum of 360 months for Police Officers in post as at 30 June 2008 and 414 months for those in post as from 01 July 2008.**

## **Pregnant Officers of the Police Officer Cadre**

- 18.9.10 A specific provision exists to safeguard the health of pregnant officers of the Police Officer Cadre. We are, in this Report, enhancing this provision.

### **Recommendation 5**

- 18.9.11 **We recommend that:**
- (i) **Management considers the advisability, to the extent possible, of relieving pregnant officers of the Police Officer Cadre from performing extra hours or night shift or duties that involve continuous standing for at least three months before their confinement; and**
  - (ii) **Notwithstanding the above, where the health of the officers or that of their unborn child may be at risk, Management may, on a case-to-case basis, relieve the officers from such duties at any point in time during the pregnancy.**

**Special Retention Allowance in Critical Areas****Recommendation 6**

- 18.9.12** We recommend that Police Officers who have benefitted from the Special Retention Allowance up to 31 December 2016 and are now leaving or retiring from the service should no longer be required to refund the amount received under this scheme.

**Risk Allowance****Recommendation 7**

- 18.9.13** We recommend that eligible Police Officers should continue to be paid a Risk Allowance as per Table below:

| Category     | Eligible Police Officers  | Amount monthly (Rs)  |
|--------------|---|--|
| Category I   | <ul style="list-style-type: none"> <li>- Police Officers posted at the GIPM, National Coast Guard (NCG) Commandos Unit and Anti-Drug Smuggling Unit (ADSU); and</li> <li>- Police Officers performing as Air Pilot</li> </ul>   | 2080   |
| Category II  | <ul style="list-style-type: none"> <li>- Police Officers posted at the Explosives Handling Unit of the Special Mobile Force (SMF)</li> <li>- Police Officers posted at the Maritime Intelligence Cell</li> <li>- Aircrew Winchman/Life Savers of the Police Helicopter Squadron</li> <li>- Officers of the Disaster Response Unit</li> <li>- Air Observers</li> </ul> | 1500   |
| Category III | <ul style="list-style-type: none"> <li>- Police Officers posted at the CID, ERS, Police Stations and those in direct contact with the public working on shift or performing operations duties involving higher than normal risks associated with the nature of their work.</li> </ul>   | One and a half increments at the initial of their respective salary scale subject to a maximum of Rs 1045. |

**Rent Allowance****Recommendation 8**

**18.9.14** We recommend that Police Officers in the grades mentioned hereunder and of similar levels, who do not occupy Government quarters should be eligible for the following monthly Rent Allowance:

| <b>Grade</b>   | <b>Amount<br/>Rs</b> |
|--|----------------------|
| <b>Police Constable</b>  | <b>1025</b>          |
| <b>Police Corporal</b>   | <b>1065</b>          |
| <b>Police Sergeant</b>   | <b>1105</b>          |
| <b>Sub-Inspector of Police</b>   | <b>1145</b>          |
| <b>Inspector of Police</b>   | <b>1180</b>          |
| <b>Chief Inspector of Police<br/>Deputy Assistant Superintendent of Police</b> | <b>1295</b>          |
| <b>Assistant Superintendent of Police</b>                                      | <b>1560</b>          |
| <b>Superintendent of Police</b>  | <b>1930</b>          |
| <b>Assistant Commissioner of Police</b>  | <b>2310</b>          |
| <b>Deputy Commissioner of Police</b>   | <b>2700</b>          |
| <b>Commissioner of Police</b>  | <b>3080</b>          |

**Allowances****Recommendation 9**

**18.9.15** We recommend that the quantum of the existing allowances payable to eligible officers and their corresponding female counterparts in the Mauritius Police Force should be as displayed in the table below:

| <b>Allowance</b>            | <b>Payable to</b>   | <b>Amount<br/>(Rs)</b> |
|-----------------------------|---|------------------------|
| <b>Trade Pay</b>            | <b>Eligible Police Officers engaged in duties of a specialised nature as determined by the Commissioner of Police.</b>                                    | <b>460 monthly</b>     |
| <b>Examiners' Allowance</b> | <b>(i) Police Officers who have successfully followed the vehicle examiner's course and who are required to examine damaged vehicles after accidents.</b> | <b>490 monthly</b>     |

| Allowance                     | Payable to   | Amount (Rs)  |
|-------------------------------|--|--|
|                               | <p>(ii) officers of the NCG who are qualified and who are called upon to examine the extent of damage to pleasure craft/boats during enquiry into accidents at sea.</p> <p>(iii) in addition to (i) and (ii) above, Police Officers and officers of the NCG who are required to examine damaged vehicles or pleasure craft/boats outside their scheduled shift.</p>  | <p>490 monthly</p> <p>180 for every hour put in beyond their scheduled shift</p> |
| Commuted Travelling Allowance | Police Officers who use their auto/motor cycles for official duties.   | 495 monthly  |
| Detective Allowance           | Police Officers performing detective duties.   | 495 monthly  |
| Technician Pay                | <p>(i) Eligible Police Officers engaged in duties of a specialised nature as determined by the Commissioner of Police.</p> <p>(ii) Police Officers posted at the NCG who perform the duties of Coxswain and possess a relevant certificate or having followed a relevant approved course in the field.</p> <p>(iii) Police Officers posted at the SMF who hold a Skipper's/Coxswain Licence and performing related duties.</p> <p>(iv) Police Officers holding a valid Lifesaving Certificate and performing related duties.</p> | 840 monthly  |
| Allowance in lieu of uniform  | Police Officers whose duties and functions require them not to wear uniforms.  | 555 monthly  |

| Allowance   | Payable to   | Amount (Rs)  |
|---|--|--------------|
| Special Duty Allowance                                    | Police Officers posted in the SMF, Special Support Unit (SSU), NCG and Police Helicopter Squadron.   | 1185 monthly |
| Prosecutor's Allowance                                    | Police Officers who are required to work as Prosecutor.  | 1425 monthly |
| Allowance to officers holding professional qualifications | <p>(1) Police Officers called upon to work in the IT Unit and possessing:</p> <p>(i) a Degree in IT 2910</p> <p>(ii) a Diploma in IT 1700</p> <p>(2) Police Officers posted in the Legal Unit and possessing a Degree or a professional qualification in Law. 2910</p> <p>(3) Police Officers called upon to perform duties of a specialised nature (Engineering or others), as determined by the Commissioner of Police, and who regularly make effective use of their knowledge and skills and possess:</p> <p>(i) a Degree/professional qualification 2910</p> <p>(ii) a Diploma or equivalent qualification 1700</p> | monthly      |
| Commuted Overtime Allowance                               | <p>(1) Police Officers who perform duties of Driver to Parliamentary Private Secretaries.</p> <p>(2) Police Officers who perform duties of Driver/Security Officer to the Commissioner for Drugs Assets Forfeiture, Members of the National</p>  | 4160 monthly |

| Allowance                  | Payable to  | Amount (Rs)  |
|----------------------------|---|--|
|                            | Assembly and in similar postings.<br><br>(3) Police Officers performing as Police Riders who are posted at the Office of the President and Vice President.  | 4160 monthly   |
| Bodyguard Allowance        | Police Officers posted at the VIP Security Unit.  | 4160 monthly   |
| Meal Allowance             | Police Officers posted at the VIP Security Unit should be provided either with meals where catering facilities are available or paid an allowance for work performed after 1900 hours.  | 175 per meal   |
| Sergeant-at-Arms Allowance | Sergeant-at-Arms of the National Assembly.  | 5490 monthly   |
| Aide-de-Camp Allowance     | Aide-de-Camp attached to:<br>(i) President<br>(ii) Vice President<br>(iii) Prime Minister   | monthly<br>5490<br>4160<br>4160  |
| Disturbance Allowance      | Mauritian Police Officers posted in Rodrigues and Police Officers domiciled in Rodrigues posted in Mauritius.   | 25% of monthly salary  |
| Driving Allowance          | (i) Police Officers holding the service licence and working on shift and who have been entrusted driving duties in Government vehicles for policing and other interventions.<br><br>(ii) Police Officers of the Traffic Branch who hold the service licence, work on shift and perform the duties of Rider. | A monthly allowance equivalent to one increment at the initial of their respective salary scale. |



| Allowance   | Payable to   | Amount (Rs)   |
|---|--|---|
| Diving Allowance  | <p>(i) Qualified Divers of the MPF who are called upon to perform scuba diving during official underwater interventions, such as rescue and search operations as well as for training purposes.</p> <p>(ii) Police Officers acting as Dive Leader during official underwater interventions.</p> <p>(iii) For implementation purpose, the qualified diver acting as Dive Leader in an official underwater intervention should be paid only the Diving Allowance as provided at (ii) above.</p> <p><b>Note:</b> 'Diving' refers to the "activity of working below the surface of water/underwater with the aid of a breathing apparatus, excluding a snorkel."</p> | <p>785 per dive, subject to a maximum of 11775 monthly.</p> <p>845 per dive, subject to a maximum of 15 dives</p> |
| Duty Allowance  | Police Officers of the SMF and NCG for shouldering higher responsibilities.  | 290 monthly   |
| Allowance to Police Officers holding a Degree in Police Studies | Police Officers in the grades of Inspector of Police and above who hold a Degree in Police Studies and as a result have been entrusted with additional duties/responsibilities to better utilise their knowledge, skills and abilities.  | A monthly allowance equivalent to two increments at the point reached in their respective salary scale.           |
| Ration Allowance  | All eligible personnel of the NCG and the Police Helicopter Squadron who must be available for work at any time of the day.  | 145 a day for actual days of attendance.  |

| <b>Allowance</b>   | <b>Payable to</b>   | <b>Amount (Rs)</b>  |
|--|---|---|
|  | <b>Police Officers posted to Agalega and St Brandon on a tour of service.</b>   | <b>185 a day</b>  |
| <b>Sea-Going Allowance</b>   | <b>Officers who form part of the crew or are deputed on board of the NCG Vessels or any other authorised vessels.</b>                   | <b>220 on Weekdays and 320 on Sundays and Public Holidays for every completed period of 12 hours at a stretch spent at sea and on a pro-rated basis for any additional hour spent at sea beyond the 12 hours.</b> |
| <b>Transfer Allowance</b>  | <b>Police Officers who are required to change place of residence on being transferred or when instructed to occupy police quarters.</b> | <b>1155 monthly</b>   |
| <b>Allowance to Police Officers acting as Neighbourhood Officers</b> | <b>Police Officers who are performing the duties of Neighbourhood Officers over and above their normal duties.</b>                      | <b>1185 monthly</b>   |
| <b>Pilot Instructional Allowance</b>                                 | <b>Qualified Pilots who undertake conversion training of Pilots at the Police Helicopter Squadron.</b>                                  | <b>A monthly allowance equivalent to two increments at the initial point of their</b>   |

| <b>Allowance</b>   | <b>Payable to</b>   | <b>Amount (Rs)</b>   |
|--|---|--|
|  |   | <b>respective salary scale.</b>  |
| <b>Trainer's Allowance</b>   | <b>Qualified Police Officers possessing the necessary skills, as approved by the Commissioner of Police, and who are posted to the Police Training Schools to act as Trainer.</b>   | <b>1700 monthly</b>  |
| <b>Allowance to drive Specialised Vehicles and Armoured Vehicles</b> | <b>Police Officers of the SMF and SSU who are regularly required to drive specialised vehicles and armoured vehicles for which they possess a specific driving licence.</b>   | <b>460 monthly</b>   |
| <b>Allowance to officers of the National Security Service</b>        | <b>Police Constables up to the rank of Superintendent of Police, who are posted at the National Security Service and who operate undercover as well as perform duties of a very sensitive and highly confidential nature.</b> | <b>A monthly allowance equivalent to one increment at the point reached in their respective salary scale.</b>  |
| <b>Allowance to GIPM Officers</b>                                    | <b>Police Officers of the GIPM possessing special competencies and skills to tackle complex and risky interventions on land, in air, water and sea.</b>   | <b>A monthly allowance equivalent to two increments at the point reached in their respective salary scale.</b> |
| <b>Allowance for performing as Enquiring Officers</b>                | <b>Police Constables up to the rank of Inspector of Police who are posted in police stations and at the CID, CCID, ADSU, MCIT, PIO, BDM, IT/Cybercrime Unit as well as Field Intelligence Officers and</b>                    | <b>A monthly allowance equivalent to one increment at the point</b>  |

| Allowance                   | Payable to   | Amount (Rs)   |
|-----------------------------|--|---|
|                             | who are required to perform as Enquiring Officers.   | reached in their respective salary scale.   |
| <b>Hardship Allowance</b>   | Police Officers of the NCG who are posted to the Outer Islands (Agalega and St Brandon) for carrying out repairs and maintenance works for a duration of less than four months.  | A monthly Allowance equivalent to 20% of their monthly salary.<br><br>By virtue of this allowance, these Police Officers would not be entitled for an Out of Pocket Allowance when posted to these islands. |
| <b>Night Duty Allowance</b> | (i) Police Officers posted in operational units and who effectively work on night shift; and<br><br>(ii) Police Constables up to the rank of Assistant Superintendent of Police who perform day duty but are called upon to work at night. | A monthly allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours.  |

### Attending duty during emergencies

- 18.9.16 Currently, Police Officers who are off-duty but are required to attend duty during cyclonic weather conditions and other emergencies should be granted equivalent time-off, and if same cannot be granted within a period of

four months, they are paid an allowance at the normal hourly rate for the period covered.

- 18.9.17 Following a request from staff side to waive the term 'emergencies' from the recommendation, they were apprised during meeting that the Bureau cannot provide a proper definition of this term as it reflects the needs of the service. We hold that the existing provision is still valid and same is being replicated.

#### **Recommendation 10**

- 18.9.18 **We recommend that Police Officers, who are not scheduled to work but have to attend duty during cyclonic weather conditions and other emergencies should be granted equivalent time-off. In the event time-off cannot be granted within a period of four months, the Police Officers should be paid an allowance at the normal hourly rate for the period covered.**

#### **Police Family Protection Unit**

- 18.9.19 In the last Report, the Bureau recommended the payment of an On-call Allowance as well as an In-attendance Allowance to Police Officers posted to the Police Family Protection Unit who are required to attend to emergencies, similar to what is granted to counterparts at the Ministry of Gender Equality and Family Welfare. We are maintaining this provision.

#### **Recommendation 11**

- 18.9.20 **We recommend that Police Officers posted to the Police Family Protection Unit be paid an allowance in line with provision made for their counterparts at the Ministry of Gender Equality and Family Welfare.**

#### **Early Retirement Scheme**

- 18.9.21 In view of the nature of duties performed by officers of the Disciplined Forces, a specific provision exists for early retirement. As this provision remains valid, we are reiterating same.

#### **Recommendation 12**

- 18.9.22 **We recommend that Police Officers who have been appointed as from 01 July 2008 should be:**
- (a) **allowed to retire on a proportionate pension after completing 28¾ years of service; and**
  - (b) **eligible to earn pension at an enhanced rate of 1/414<sup>th</sup> of pensionable emoluments for each additional month of service to enable them to qualify for full pension after completing 34½ years of service.**

- 18.9.23 We also recommend that Police Officers in post as at 30 June 2008 should continue to benefit from the Early Retirement Scheme applicable as at that date.**

### **Work Pattern**

- 18.9.24 As per the Standing Orders, Police Constables up to the level of Inspector of Police are required to operate on shift, while Chief Inspector up to the level of Deputy Commissioner are on call and have to attend duty whenever required, irrespective of the length of time. These elements have been factored in when determining the salaries recommended for the grades.**

### **Special Provision for officers of the Disciplined Forces working on shift**

- 18.9.25 Officers of the MPF operating on shift often forego their casual leave to ensure the operational efficiency of the organisation. With a view to compensating them for the untaken casual leaves, the Bureau in the last review, introduced a specific provision for Police Officers in the grades of Police Constable up to the grade of Inspector of Police who effectively work on shift to 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. As this provision is still relevant, we are maintaining it.**

### **Recommendation 13**

- 18.9.26 We recommend that Police Constables up to the rank of Inspector of Police 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.**
- 18.9.27 We further recommend that unutilised casual leave in respect of those Police 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 14**

- 18.9.28 We recommend that Police Constables up to the rank of Inspector of Police, 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 they have:**
- (i) served for a period of at least 10 years in the Mauritius Police Force;**

- (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.**

### **Police Medical and Scientific Unit**

- 18.9.29 The Police Medical and Scientific Unit (PMSU) is responsible, among others, for carrying out medical/medico-legal examination of suspects/victims; providing medical assistance in rescue operations and delivering healthcare services to police personnel and their families.
- 18.9.30 In the context of this review exercise, no major proposal from stakeholders has been submitted. The current structure of the Police Medical Officer Cadre comprising the grades of Trainee Police Medical Officer, Police Medical Officer/Senior Police Medical Officer, Principal Police Medical Officer and Chief Police Medical Officer at the helm is adequate and is maintained. The specific Conditions of Service that the officers of the unit are entitled to are also being maintained and the quantum of the other allowances are being revised.

### **Recommendation 15**

- 18.9.31 **We recommend that Trainee Police Medical Officers and Police Medical Officer/Senior Police Medical Officers should continue to be paid the Sea Going Allowance as specified at paragraph 18.9.15.**

### **On-Call and In-Attendance Allowances**

- 18.9.32 On-Call and In-Attendance Allowances are currently paid to officers of the Police Medical Officer Cadre whenever they are scheduled to be on call and attend duty during the on call period. This arrangement is appropriate and should, therefore, continue.

### **Recommendation 16**

- 18.9.33 **We recommend that:**
- (i) **Trainee Police Medical Officers, Police Medical Officer/Senior Police Medical Officers, Principal Police Medical Officers and the Chief Police Medical Officer should be paid On-Call Allowances as follows:**

| <b>On-Call Allowance</b>  | <b>Trainee<br/>Police<br/>Medical<br/>Officer<br/>(Rs)</b> | <b>Police Medical<br/>Officer/Senior<br/>Police Medical<br/>Officer<br/>(Rs)</b> | <b>Principal<br/>Police<br/>Medical<br/>Officer<br/>(Rs)</b> | <b>Chief<br/>Police<br/>Medical<br/>Officer<br/>(Rs)</b> |
|---|--|--|--|--|
| <b>Weekday<br/>1600 hours to 0900<br/>hours the following<br/>day</b>                       | <b>580</b>   | <b>1135</b>  | <b>1260</b>  | <b>1285</b>  |
| <b>Saturday<br/>1200 hours to<br/>Sunday 0900 hours</b>                                     | <b>870</b>   | <b>1680</b>  | <b>1885</b>  | <b>1940</b>  |
| <b>Sunday and Public<br/>Holiday<br/>0900 hours to 0900<br/>hours the following<br/>day</b> | <b>870</b>   | <b>1680</b>  | <b>1885</b>  | <b>1940</b>  |

- (ii) When attending duty while on call to perform medico-legal examination, the Trainee Police Medical Officers, Police Medical Officer/Senior Police Medical Officers, Principal Police Medical Officers and the Chief Police Medical Officer should be paid an In-Attendance Allowance of Rs 390, Rs 915, Rs 970 and Rs1080 per hour, inclusive of travelling time.

### **Specific Conditions of Service**

- 18.9.34 Certain specific Conditions of Service that members of the Medical and Dental Professions at the Ministry of Health and Wellness are presently entitled to, are equally applicable to the officers of the Police Medical and Scientific Unit. These arrangements should continue to remain effective.

### **Recommendation 17**

- 18.9.35 We recommend that the under-mentioned provisions, under the Ministry of Health and Wellness, should continue to be applicable to the members of the Medical and Dental Professions of the Police Medical and Scientific Unit:



| Specific Conditions of service   | Recommendation under the MOHW  |
|--|--------------------------------|
| Book Allowance/Smart Phone for Members of the Medical and Dental Professions | R 28 Para 23.73                |
| Continuing Professional Development  | R 29 Para 23.75                |
| Special Medical Service Allowance  | R 30 Para 23.77                |
| Rent Free Telephone and Free calls   | R 33 Para 23.83                |
| Special Provision for officers of the Medical and Dental Professions         | R 34 Para 23.85 and Para 23.86 |

### Police Catering Unit

- 18.9.36 Employees of the Police Catering Unit who are required to stay overnight, beyond their normal working hours, to provide meals to Police Officers on duty, during officially declared cyclone warning class II and above and up to the waiving of these cyclone warnings, are granted an allowance at the rate of 25% of the normal hourly rate at the salary point reached for every hour during the lying-in time from 2100 hours to 0400 hours. **The Bureau considers that, in lieu of this provision, employees of the Police Catering Unit should, henceforth, be paid overtime at the applicable rate whenever they are required to provide their services during officially declared cyclone warning class II and above and up to the waiving of these cyclone warnings.**

### Plan Printing Operator

- 18.9.37 Incumbents in the grade of Plan Printing Operator (PPO) who hold a Certificate in AutoCAD, along with the prescribed qualification for this position, may advance beyond their top salary by one increment if they meet the specified criteria. This provision which was reviewed in the previous Report is being maintained.

### Recommendation 18

- 18.9.38 **We recommend that, upon obtaining a Certificate in AutoCAD or a relevant equivalent qualification, Plan Printing Operators should be granted one additional increment subject to the top salary recommended for the grade.**

## MAURITIUS POLICE FORCE

### SALARY SCHEDULE

| Salary Code | Salary Scale and Grade  |
|-------------|---|
| 14 000 122  | <b>Rs 206 000</b><br>Commissioner of Police   |
| 14 000 112  | <b>Rs 150000</b><br>Commanding Officer<br>Deputy Commissioner of Police<br>Director-General, National Security Service<br>Woman Deputy Commissioner of Police   |
| 14 093 104  | <b>Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000</b><br>Assistant Commissioner of Police<br>Assistant Commissioner of Police (Engineer Squadron)<br>Deputy Director-General, National Security Service<br>Woman Assistant Commissioner of Police |
| 14 081 098  | <b>Rs 60600 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000</b><br>Bandmaster<br>Superintendent of Police<br>Superintendent of Police (Engineer Squadron)<br>Woman Police Superintendent  |
| 14 071 089  | <b>Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500</b><br>Assistant Superintendent of Police<br>Assistant Superintendent of Police Band<br>Deputy Bandmaster<br>Woman Police Assistant Superintendent                                  |
| 14 067 085  | <b>Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900</b><br>Deputy Assistant Superintendent of Police<br>Woman Police Deputy Assistant Superintendent   |

| Salary Code | Salary Scale and Grade  |
|-------------|---|
| 14 066 084  | <b>Rs 43020 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050</b><br>Chief Inspector of Police<br>Chief Inspector of Police Band<br>Woman Police Chief Inspector                       |
| 14 062 080  | <b>Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850</b><br>Band Inspector<br>Inspector of Police<br>Woman Police Inspector   |
| 14 056 079  | <b>Rs 34720 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400</b><br>Band Sub-Inspector<br>Sub-Inspector of Police<br>Woman Sub-Inspector of Police                        |
| 14 053 077  | <b>Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500</b><br>Band Sergeant<br>Police Sergeant<br>Woman Police Sergeant  |
| 14 050 075  | <b>Rs 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 52300</b><br>Band Corporal<br>Police Corporal<br>Woman Police Corporal  |
| 14 039 073  | <b>Rs 27905 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 - 50100</b><br>Band Constable<br>Police Constable<br>Woman Police Constable |

| Salary Code | Salary Scale and Grade  |
|-------------|---|
| 14 054 065  | <b>Rs 33600 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 42050</b><br>Cadet Officer (Communication Engineer)<br>Cadet Officer (Electrical and Mechanical Engineer)<br>Cadet Officer (Graduate)<br>Police Cadet Inspector (Male)<br>Police Cadet Inspector (Female) |
| 14 051 064  | <b>Rs 32190 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 41080</b><br>Cadet Officer (Others)   |
| 14 029 031  | <b>Rs 24845 x 300 - 25445</b><br>Trainee Band Constable (Personal)<br>Trainee Police Constable (Personal)   |
| 09 000 112  | <b>Rs 150000</b><br>Chief Police Medical Officer  |
| 09 000 109  | <b>Rs 138000</b><br>Principal Police Medical Officer  |
| 09 091 107  | <b>Rs 80000 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 130000</b><br>Police Medical Officer/Senior Police Medical Officer   |
| 09 076 098  | <b>Rs 53400 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000</b><br>Trainee Police Medical Officer   |
| 09 075 098  | <b>Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000</b><br>Police Dental Surgeon/Senior Police Dental Surgeon   |
| 19 075 094  | <b>Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750</b><br>Senior Psychologist  |

| Salary Code | Salary Scale and Grade  |
|-------------|---|
| 19 065 090  | <b>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</b><br>Psychologist  |
| 11 072 090  | <b>Rs 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750</b><br>Chief Catering Administrator   |
| 11 067 086  | <b>Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 69800</b><br>Senior Catering Officer  |
| 11 062 081  | <b>Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600</b><br>Catering Officer   |
| 11 053 076  | <b>Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400</b><br>Assistant Catering Officer   |
| 11 035 069  | <b>Rs 26645 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 - 45930</b><br>Catering Supervisor  |
| 16 030 072  | <b>Rs 25145 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 - 40110 QB 41080 x 970 - 46900 x 1050 - 49000</b><br>Print Finishing/Book Binding Operator (Roster) |
| 16 028 067  | <b>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 - 43990</b><br>Plan Printing Operator   |

| Salary Code | Salary Scale and Grade  |
|-------------|---|
| 25 054 072  | <b>Rs 33600 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000</b><br>Master Leather Worker<br>Master Tailor  |
| 25 046 069  | <b>Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930</b><br>Assistant Master Leather Worker<br>Assistant Master Tailor<br>Chief Tradesman (Personal) |
| 25 028 062  | <b>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</b><br>Gun Fitter  |
| 25 028 061  | <b>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 - 38215</b><br>Carpenter<br>Leather Worker<br>Tailor                                      |
| 24 043 064  | <b>Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 41080</b><br>Head Cook  |
| 24 036 062  | <b>Rs 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140</b><br>Senior Cook  |
| 24 041 061  | <b>Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215</b><br>Head Police Attendant  |
| 24 027 060  | <b>Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290</b><br>Swimming Pool Attendant  |

| Salary Code | Salary Scale and Grade   |
|-------------|--|
| 24 029 059  | <b>Rs 24845 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 36565</b><br>Cook (on roster)                    |
| 24 024 057  | <b>Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280</b><br>Police Attendant/Senior Police Attendant          |
| 24 027 056  | <b>Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720</b><br>Range Warden<br>Senior Gardener/Nursery Attendant |
| 24 024 054  | <b>Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600</b><br>Gardener/Nursery Attendant                        |
| 24 021 052  | <b>Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615</b><br>Stores Attendant  |
| 24 020 050  | <b>Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765</b><br>Handy Worker  |
| 24 020 049  | <b>Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365</b><br>Sanitary Attendant  |
| 24 001 047  | <b>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</b><br>General Worker        |

\*\*\*\*\*