

18.10 MAURITIUS PRISON SERVICE

- 18.10.1 Established under the Reform Institutions Act 1988, the Mauritius Prison Service (MPS) is responsible to keep detainees in safe and humane custody as well as provide a healthy environment conducive to their rehabilitation and vocational training. It envisions for a safer Mauritius through best correctional practice.
- 18.10.2 The services of the MPS are provided through 14 penal institutions including one in Rodrigues. Correctional Youth Centres and Rehabilitation Centres also fall under the jurisdiction of the MPS. As stipulated in the Act, the administration of the institutions befalls the Commissioner of Prisons who is also responsible for the control and supervision of detainees. He is assisted by a Deputy Commissioner of Prisons and supported by officers belonging to different occupational groups.
- 18.10.3 Both Management and Unions requested for the provision of allowances/additional levels, review of schemes of service/salaries and enhancement of certain Conditions of Service. Clarifications regarding a few issues reported by Unions were sought from Management and the Bureau was apprised that some issues were under consideration.
- 18.10.4 All the information provided by the stakeholders have been taken into account by the Bureau when framing its recommendations. We are, while maintaining the existing structure, enhancing a few specific Conditions of Service.

Lead Prisons Officers

- 18.10.5 As per existing provisions:
- (i) Prisons Officer/Senior Prisons Officers should be known as "Lead Prisons Officer" on completing 15 years' service, subject to being favourably reported on their performance, conduct and attendance;
 - (ii) Management should assign additional responsibilities to the "Lead Prisons Officer" and the latter should be given the authority to control Prisons Officer/Senior Prisons Officers and oversee a Ward or Unit during night shift; and
 - (iii) a monthly allowance equivalent to two increments at the point reached in the salary scale should be paid to the "Lead Prisons Officer".

Recommendation 1

- 18.10.6 We recommend that the above provisions should be maintained.**

Bank Scheme - Prisons Officers

- 18.10.7 Prisons Officers who are called upon to attend duty in emergency cases are eligible for an allowance under the Bank Scheme - Prisons Officers. As reported by Management, the scheme was introduced to palliate shortage of staff. With a view to preventing abuse, the payment of this allowance has been stopped. However, the Bureau holds that this scheme is still valid and same is being reiterated with a revised quantum.

Recommendation 2

- 18.10.8 We recommend the payment of an allowance of Rs 745 for the first three hours to eligible officers of the Bank Scheme - Prisons Officers who are called upon to attend duty in emergency cases. Thereafter, for any additional hour of work performed, the allowance should be *prorated*.

Allowances**Recommendation 3**

- 18.10.9 We recommend that the quantum of the existing allowances payable to eligible officers including their corresponding female counterparts should be as displayed in the table below:

Allowance	Eligible Officer	Quantum/Rate
Driving Allowance	Prisons Officers/Senior Prisons Officers possessing a valid service licence and performing driving duties on a full-time basis	A monthly allowance equivalent to one increment at the initial of their salary scale.
Trainer's Allowance	Prison staff who are posted at the Prison Training School and are called upon to act as Training Instructor on a regular basis	Rs 1700 monthly
Physical Training Instructor's Allowance	Prisons Officers who are called upon to act as Physical Training Instructor and possess a Physical Training Instructor's Certificate from a recognised institution	A monthly allowance equivalent to one increment at the point reached in their respective salary scale. This allowance does not apply to Prisons Officers who are already benefitting

Allowance	Eligible Officer	Quantum/Rate
		from the payment of the Trainer's Allowance.
Allowance to officers of the Prison Band	Prisons Officers who form part of the Prison Band	A monthly allowance equivalent to one increment at the point reached in their respective salary scale.
Allowance to officers of the IT Unit	Prisons Officers who are posted and called upon to work effectively in the IT Unit and possessing: (i) a Degree in IT; and (ii) a Diploma in IT	Rs 2910 monthly Rs 1700 monthly
Dog Training Allowance	Prisons Officers posted in the Dog Section and who train dogs in effecting searches.	Rs 845 monthly
Special Allowance for being retained on site of work	Prisons officers who, after performing their night shift, are being retained on their site of work for security reasons until the opening of the Prisons' gate	25% of their normal hourly rate for every hour they remain on site after completing their scheduled night shift.
Risk Allowance	(i) Officers of the MPS performing operations duties, up to the grade of Superintendent of Prisons/ Senior Superintendent of Prisons (ii) Prisons Health Service staff of the MPS (iii) Prisons Catering Administrator (iv) Prisons Drivers (on shift) (v) Vulcaniser	Monthly allowance of one and a half increments at the initial of their salary scale subject to a maximum of Rs 1045. Monthly allowance of one and a half increments at the initial of their respective salary scale.

Allowance	Eligible Officer	Quantum/Rate
	(vi) Employees of the Workmen's Group-Tradesman Cadre of the Prisons Department	Monthly allowance of one and a half increments at the initial of their respective salary scale.
Trade Allowance	Prisons Officer/Senior Prisons Officers posted in the Trade Section and regularly providing training to detainees and to other officers who effectively give vocational training and conduct rehabilitative work.	Rs 440 monthly
Night Duty Allowance	<p>(i) Officers of the Prisons Officer Cadre up to the grade of Assistant Superintendent of Prisons and Prisons Drivers (on shift) who effectively work on night shift; and</p> <p>(ii) Prisons Officers up to the rank of Assistant Superintendent of Prisons who perform day duty but are called upon to work at night.</p>	25% of the normal rate per hour for the hours between 2300 hours and 0500 hours.
Night Attendance Bonus	<p>For attending duty on all scheduled nights during the month:</p> <p>(i) Principal Prisons Officer reckoning:</p> <ul style="list-style-type: none"> • up to 10 years' service • over 10 years' service <p>(ii) Prisons Officer/Senior Prisons Officer reckoning:</p> <ul style="list-style-type: none"> • up to 10 years' service • over 10 years' service 	<p>Rs 855 monthly</p> <p>Rs 1020 monthly</p> <p>Rs 695 monthly</p> <p>Rs 855 monthly</p>

Allowance	Eligible Officer	Quantum/Rate
Allowance to Prisons Security Squad	Officers of the Prisons Security Squad	Rs 1615 monthly

Rent Allowance**Recommendation 4**

18.10.10 We recommend that officers of the Mauritius Prison Service who perform operations duties and do not occupy government quarters should continue to be eligible for the ensuing monthly Rent Allowance:

Grade	Amount (Rs)
Woman Prisons Officer/Senior Woman Prisons Officer Prisons Officer/Senior Prisons Officer	855
Principal Woman Prisons Officer Principal Prisons Officer Principal Prisons Officer (Industries) Principal Prisons Officer (Works) Prisons Health Service Officer (Female) Prisons Health Service Officer (Male)	1060
Woman Assistant Superintendent of Prisons Assistant Superintendent of Prisons (Industries) Assistant Superintendent of Prisons (Works) Assistant Superintendent of Prisons Prisons Welfare Officer Senior Prisons Health Service Officer (Female) Senior Prisons Health Service Officer (Male) Prisons Catering Administrator Senior Prisons Welfare Officer	1240

Grade	Amount (Rs)
Principal Prisons Welfare Officer Woman Superintendent of Prisons/Senior Woman Superintendent of Prisons Superintendent of Prisons/Senior Superintendent of Prisons Superintendent of Prisons/Senior Superintendent of Prisons (Industries) Superintendent of Prisons/Senior Superintendent of Prisons (Works) Principal Prisons Health Service Officer (Female) Principal Prisons Health Service Officer (Male) Head, Prisons Health Service Chief Prisons Welfare Officer	1630
Assistant Commissioner of Prisons Assistant Commissioner of Prisons (Trades) Woman Assistant Commissioner of Prisons	2025
Deputy Commissioner of Prisons	2420
Commissioner of Prisons	2825

Attending Duty During Emergencies

- 18.10.11 Unions averred that Prisons Officers posted at the Trade Section and who are off-duty are often called for duty, irrespective of time, to carry out emergency repairs such as locksmith, plumbing, mechanic, among others. A request was, therefore, made for the grant of an allowance. While analysing the request, the Bureau considers that the current recommendation already caters for emergency cases and hence, these officers should be compensated either at hourly rate or granted equivalent time-off for the extra hours put in. We are reproducing the existing provision.

Recommendation 5

- 18.10.12 We recommend that Prisons Officers up to 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 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.

Pregnant Officers of the Prisons Officer Cadre

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

Recommendation 6

18.10.14 We recommend that:

- (i) Management considers the advisability, to the extent possible, of relieving pregnant officers of the Prisons 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.

Injury Leave

18.10.15 Exceptionally, 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, is equally eligible for Injury Leave subject to satisfying set criteria. We are reiterating this provision.

Recommendation 7

18.10.16 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 be eligible for Injury Leave as per provisions laid down in the Chapter – Conditions of Service: Injury Leave in Volume 1 of this Report, provided the incident has occurred within two hours from the time duty starts or duty finishes.

Medical Examination

18.10.17 To ensure the fitness of officers of the Prisons Officer Cadre, provision exists for Management to make necessary arrangements for them to undergo a complete medical examination once every two years. This provision is being replicated.

Recommendation 8

18.10.18 We recommend that Management should continue to make 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.

- 18.10.19 We further recommend that arrangement should be made in line with provisions laid down at paragraph 16.5.43(c) (i) and (ii) of Volume 1 of this Report for shift workers.**

Early Retirement Scheme

- 18.10.20** Officers of the Prisons Officer Cadre appointed with effect from 01 July 2008 are allowed to retire on a proportionate pension after completing 28¾ years of service and are equally 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. Specific provision also exists for officers of the Prisons Officer Cadre, in post as at 30 June 2008, to benefit from the early retirement scheme applicable as at that date. **We are maintaining the existing recommendations.**

Special Provision for officers of the Disciplined Forces working on shift

- 18.10.21** A provision on refund of untaken casual leave was introduced in the last Report to compensate those officers who do not get the opportunity to avail of their casual leave entitlement. Given its adequacy, we are maintaining the recommendation.

Recommendation 9

- 18.10.22 We recommend that officers in the grades of Prisons Officer/Senior Prisons Officer up to Principal Prisons Officer who effectively work on shift, should, up till 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.**
- 18.10.23 We additionally 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

- 18.10.24** Current provision entitles officers from the level of Prisons Officer/Senior Prisons Officer up to Principal Prisons Officer who have never benefitted from the payment of the Performance Bonus in their career, for the grant of 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 Mauritius Prison Service;
 - (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.

Recommendation 10

18.10.25 We recommend that the existing provision should continue to prevail.

Welfare Unit

Work beyond normal working hours/ On-Call and In-Attendance Allowance

18.10.26 As per prevailing provisions:

- (i) Prisons Welfare Officers and Senior Prisons Welfare Officers are entitled to equivalent time-off for extra hours worked or eligible for an allowance at the normal hourly rate, for such period of duty, if time-off cannot be granted within a period of four months; and
- (ii) The above mode of compensation is also applicable to Prisons Welfare Officers who are On-Call and have to attend duty in cases of emergency.

Recommendation 11

18.10.27 We recommend that the above provisions should be maintained.

Prisons Welfare Officer

18.10.28 Staff side has expressed concern regarding a discrepancy in the qualifications requirement of the grade of Prisons Welfare Officer. After examining the request, we are making the necessary amendments thereto related.

Recommendation 12

18.10.29 We recommend that henceforth, the grade of Prisons Welfare Officer should be filled by selection from among officers of the Mauritius Prison Service who are members of the Disciplined Force and who reckon at least five years' service in a substantive capacity in the Mauritius Prison Service as well as possess a Diploma in Social Work or an equivalent qualification. In the absence of qualified serving officers, the post should be filled by selection from among candidates possessing a Diploma in Social Work or an equivalent qualification and reckoning at least seven years' experience in Social and Welfare Work.

18.10.30 We further recommend that the duties in the scheme of service of the grade of Prisons Welfare Officer should be amended to reflect the actual requirements of the job.

Prisons Health Service Staff

18.10.31 Management requested for the re-introduction of the Retention Allowance so as to retain officers in post and to avoid brain drain. As provided in the previous PRB Report, the Bureau reiterates that the MPS should consider advertising vacancies in the grade of Prisons Health Service Officer by

emphasising on the Total Remuneration Package and Management may consider the grant of a negotiable point of entry in the salary scale of the grade to address such problems.

Motor Vehicle Loan

- 18.10.32** To enable officers in the Prisons Health Service Officer Cadre to provide treatment to sick detainees in different prisons, the Bureau in its last Report recommended the grant of loan facilities for the purchase of a car. As this situation still persists, **we recommend that incumbents in the Prisons Health Service Officer Cadre should continue to be granted loan facilities for the purchase of a car in line with the provisions laid down in the Chapter Conditions of Service – Travelling and Car Benefits: “Motor Vehicle Loans” in Volume 1 of this Report.**

Handing Over Time

- 18.10.33 To compensate Prisons Health Service Staff who are involved in handing over up to a maximum of 30 minutes, they are granted time-off when effective working hours and notional time exceed 40 hours weekly or a multiple of 40 hours, where the shift covers a cycle. This provision is being upheld.

Recommendation 13

- 18.10.34** We recommend that Prisons Health Service Staff who are involved in handing over should continue to 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 exceed 40 hours weekly or a multiple of 40 hours, where the shift covers a cycle.

Incremental Salary Movement for Prisons Health Service Officers

- 18.10.35 Prisons Health Service Officers who possess the National Diploma Level 6 in Nursing are allowed to proceed beyond their top salary subject to satisfying set criteria. This provision, being adequate, should continue to prevail.

Recommendation 14

- 18.10.36** We recommend that Prisons Health Service Officers possessing the National Diploma Level 6 in Nursing should continue to be allowed to proceed incrementally beyond their top salary in the Master Salary Scale by two increments provided they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.

Bank Scheme - Prisons Health Service Staff

- 18.10.37 An All-inclusive Allowance at applicable rate is granted to Prisons Health Service Officers and Senior Prisons Health Service Officers for working on a sessional basis under the Bank Scheme - Prisons Health Service Staff. Since

the services of these officers are still being availed of, we are maintaining this Scheme while revising the quantum of the allowances.

Recommendation 15

18.10.38 We recommend that Prisons Health Service Officers and Senior Prisons Health Service Officers who work on a sessional basis under the Bank Scheme - Prisons Health Service Staff should be paid an All-inclusive Allowance (excluding travelling) of Rs 845 per day session of four hours and Rs 970 per night session of four hours.

18.10.39 We further recommend that for any additional hour put in, the allowance should thereafter be *prorated*.

Allowance to Prisons Health Service Officers for performing duties of ECG Technician

18.10.40 Normally, electrocardiogram services are provided by ECG Technicians. In the absence of this grade, Prisons Health Service Officers are regularly required to perform these duties although same do not form part of their scheme of service. A request has, therefore, been made to grant some form of compensation. We are recommending accordingly.

Recommendation 16

18.10.41 We recommend the payment of an allowance of Rs 160 per day/Sunday/Public Holiday and Rs 55 per night to Prisons Health Service Officers who are required to perform the duties of electrocardiogram during the day, at night, on Sundays and Public Holidays.

Allowance to Prisons Health Service Officers in the absence of Prisons Pharmacy Technician/Senior Prisons Pharmacy Technician

18.10.42 It has been submitted that Prisons Health Service Officers are engaged in the proper running of the Prisons Pharmacy and distribution of methadone to detainees in the absence of an officer in the grade of Prisons Pharmacy Technician/Senior Prisons Pharmacy Technician. We have examined the issue and are making specific recommendation to this effect.

Recommendation 17

18.10.43 We recommend that, pending the filling of the post of Prisons Pharmacy Technician/Senior Prisons Pharmacy Technician, the Prisons Health Service Officers as well as their female counterparts who are engaged in the proper running of the Prisons Pharmacy and distribution of methadone to detainees should be paid a monthly allowance equivalent to one increment at the point reached in their salary scale.

Incentives to Prisons Health Service Staff

18.10.44 With a view to attracting and retaining the Prisons Health Service staff to work in a challenging environment, some form of incentives have been provided. We hold that these provisions are effective and should be maintained.

Recommendation 18

18.10.45 We recommend that Prisons Health Service Staff should:

- (i) continue to be allowed 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 1/30 of their last monthly salary per day at the time of retirement;
- (ii) with effect from 01 January 2026 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 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 December 2015 at the rate of 1/30 of the last monthly salary per day at the time of retirement;
- (iv) when proceeding on retirement, be refunded their unutilised casual leave on a *pro rata* basis in that particular year;
- (v) when effectively working 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 16.4.49 (iii) of Volume 1 of this Report;
- (vi) continue to be paid a monthly Night Duty Allowance at the rate of 25% based on 8 hours for the present night shift of 13½ hours; and
- (vii) continue to 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)
Prisons Health Service Officers reckoning	
Up to 10 years' service	675
Over 10 years' service	840

Grade	Amount (Rs)
Senior Prisons Health Service Officers reckoning	
Up to 5 years' service	840
Over 5 years' service	1010

Retention Allowance

Recommendation 19

18.10.46 We recommend that officers of the Prisons Health Service Officer Cadre who have benefitted from the 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.

Medical Coverage Allowance

18.10.47 The grade of Prisons Medical and Health Officer/Senior Prisons Medical and Health Officer is vacant and the duties are being carried out by General Practitioners *formerly Medical and Health Officer/Senior Medical and Health Officers (MHO/SMHOs)* from the Ministry of Health and Wellness, on secondment at the MPS.

18.10.48 Initially, the General Practitioners *formerly MHO/SMHOs* on secondment were required to be on-call to provide coverage of hospitals after normal working hours, Saturday afternoon, Sundays and Public Holidays, for which they were compensated through a Medical Coverage Allowance. The quantum of this allowance was reviewed in our last Report as it was reported that the General Practitioners *formerly MHO/SMHOs* were being called upon to stay on the premises to provide the night coverage.

18.10.49 In the context of the present review exercise, representations have been received to reconsider the existing mode of remuneration, to bring it in line with the prevailing arrangements for the medical profession at the Ministry of Health and Wellness. The Bureau has examined the argument put forward, particularly in relation to patient load, and is making appropriate provisions accordingly.

Recommendation 20

18.10.50 We recommend that the General Practitioners *formerly MHO/SMHOs* on secondment at the MPS who are:

- (i) drawing salary up to Rs 77750 and who are required to put in extra hours in excess of 40 hours should be paid overtime as provided at paragraphs 16.5.62 and 16.5.63 of the Chapter Working Week,

Flexitime, Workers on Shift/Roster/ Staggered Hours and Overtime of Volume 1 of this Report; and

- (ii) **drawing salary Rs 80000 and above should be compensated at the normal hourly rate based on the salary point reached in the salary scale, for every additional hour put in.**

Inducement Allowance

18.10.51 For encouraging and retaining the General Practitioners *formerly MHO/SMHOs* on secondment at the MPS who are required to work in difficult conditions, an Inducement Allowance is currently being paid to them. In view of its relevance, this provision should continue to be applicable.

Recommendation 21

18.10.52 **We recommend that General Practitioners *formerly MHO/SMHOs* on secondment to the Prisons Department should continue to be paid a monthly allowance equivalent to two increments at the salary point reached in the scale of the grade.**

Psychologist/Senior Psychologist (Prisons) *formerly Prisons Psychologist/Senior Prisons Psychologist*

18.10.53 A request was made by the Allied Health Professional Council for the appellations of the different grades of Psychologist across the Public Service to be harmonised. After examination, we are restyling that of Prisons Psychologist/Senior Prisons Psychologist.

Recommendation 22

18.10.54 **We recommend that the grade of Prisons Psychologist/Senior Prisons Psychologist be restyled Psychologist/Senior Psychologist (Prisons).**

MAURITIUS PRISON SERVICE

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
17 000 115	Rs 162000 Commissioner of Prisons
17 103 106	Rs 114000 x 4000 - 126000 Deputy Commissioner of Prisons

Salary Code	Salary Scale and Grade
17 087 103	Rs 71700 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 114000 Assistant Commissioner of Prisons Assistant Commissioner of Prisons (Trades) Woman Assistant Commissioner of Prisons
17 077 094	Rs 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Chief Prisons Welfare Officer
17 073 090	Rs 50100 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Principal Prisons Welfare Officer
17 071 090	Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 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
17 069 086	Rs 45930 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 69800 Senior Prisons Welfare Officer
17 065 083	Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200 Assistant Superintendent of Prisons Assistant Superintendent of Prisons (Industries) Assistant Superintendent of Prisons (Works) Prisons Welfare Officer Woman Assistant Superintendent of Prisons
17 056 077	Rs 34720 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 Principal Prisons Officer Principal Prisons Officer (Industries) Principal Prisons Officer (Works) Principal Woman Prisons Officer

Salary Code	Salary Scale and Grade
17 039 074	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 - 51200 Prisons Officer/Senior Prisons Officer Woman Prisons Officer/Senior Woman Prisons Officer
17 054 065	Rs 33600 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 42050 Senior Officer Cadet (Female) (Graduate) Senior Officer Cadet (Male) (Graduate)
17 051 064	Rs 32190 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 41080 Senior Officer Cadet (Female) (Others) Senior Officer Cadet (Male) (Others)
17 079 096	Rs 57400 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750 Head, Prisons Health Service
17 072 090	Rs 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Principal Prisons Health Service Officer (Female) Principal Prisons Health Service Officer (Male)
17 062 085	Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Senior Prisons Health Service Officer (Female) Senior Prisons Health Service Officer (Male)
17 050 081	Rs 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600 Prisons Health Service Officer (Female) Prisons Health Service Officer (Male)
17 041 082	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 x 1450 - 58850 x 1750 - 62350 Prisons Pharmacy Technician/Senior Prisons Pharmacy Technician

Salary Code	Salary Scale and Grade
09 076 098	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 Prisons Medical and Health Officer/Senior Prisons Medical and Health Officer
19 065 094	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 - 86750 Psychologist/Senior Psychologist (Prisons) <i>formerly Prisons Psychologist/Senior Prisons Psychologist</i>
11 064 085	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Prisons Catering Administrator
25 028 061	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 Automobile Electrician Blacksmith Carpenter Mason Motor Diesel Mechanic Motor Mechanic Panel Beater Plumber and Pipe Fitter Tinsmith
25 021 051	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190 Tradesman's Assistant
24 030 063	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 Prisons Driver (on shift)
24 036 062	Rs 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 Senior Cook

Salary Code	Salary Scale and Grade
24 028 061	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 Vulcaniser
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
24 029 059	Rs 24845 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 36565 Cook (on roster)
24 023 053	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 Surveillant
24 022 052	Rs 22745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615 Handy Worker (Special Class)
24 021 052	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615 Stores Attendant
24 020 050	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 Handy Worker

