

18.4 REFORM INSTITUTIONS AND REHABILITATION YOUTH CENTRE

- 18.4.1 The Rehabilitation Youth Centre (RYC) was founded in accordance with the Reforms Institutions Act 1988 and is guided by the principles enshrined in the Convention on the Rights of the Child as well as in the Children's Act 2020. Its overarching objective is to prepare juvenile offenders for their successful re-integration into the broader community.
- 18.4.2 A Superintendent, RYC is responsible for the management and day-to-day administration of the Centre while officers in different cadres and employees from the Workmen's Group provide support services.
- 18.4.3 Management's proposals were precisely on the grant of specific allowances whereas Unions requested, *inter alia*, for: creation/restyling/reinstatement of grades; increase in the number of posts; review of salary/qualifications/hours of work; grant/review of allowances; and grant of duty free facilities on the purchase of a car. During discussion, both parties took cognisance of issues which could be addressed administratively as well as of those requests which, due to technical implications, could not be entertained. Relevant clarifications were equally sought from Management on the demands made by the staff side.
- 18.4.4 It has been reported that pursuant to amendments brought to the Children's Act, the revamping of the RYC is under way. This will result in restructuring the organisation alongside its new functions. Pending this exercise, Management has requested to maintain the existing structure.

Risk Allowance

- 18.4.5 Officers of the RYC Cadre up to the level of Chief Officer, RYC as well as their corresponding female grades in the RYC who perform operations duties are eligible for a Risk Allowance. We are, while maintaining the allowance, revising its quantum.

Recommendation 1

- 18.4.6 We recommend the payment of a monthly Risk Allowance equivalent to one and a half increments at the initial of their respective salary scale, subject to a maximum of Rs 1045 to officers of the Rehabilitation Youth Centre Cadre up to the grade of Chief Officer, RYC and their corresponding female grades in the RYC, for performing operations duties.**

Trade Allowance

- 18.4.7 A Trade Allowance is currently granted to officers in the grades of Officer, RYC and Senior Officer, RYC, including their corresponding female grades, who are engaged in dispensing vocational/industrial/technical training to inmates

thereby easing their rehabilitation. We are revising the quantum of this allowance.

Recommendation 2

- 18.4.8 We recommend the continued payment of a monthly Trade Allowance of Rs 440, to officers in the grades of Officer, RYC and Senior Officer, RYC, including their corresponding female grades, possessing a related Certificate approved by the MQA or MITD and who effectively dispense vocational or industrial or technical training to inmates.**

Pregnant Officers of the RYC Officer Cadre

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

Recommendation 3

- 18.4.10 We recommend that:**

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

Allowance *in lieu of* Uniform

- 18.4.11 A monthly allowance *in lieu of* Uniform is granted to officers of the RYC Cadre whose duties do not require them to wear uniforms. This allowance is being maintained with a revised quantum.**

Recommendation 4

- 18.4.12 We recommend that officers of the RYC Cadre be paid a monthly allowance of Rs 555, *in lieu of* Uniform.**

Bank Scheme - RYC Officers

- 18.4.13 As a palliative measure to attend duty in cases of lack of staff or in cases of emergencies, the Bank Scheme - RYC Officers consisting of the grades of Officer/Woman Officer, RYC up to the grade of Principal Officer/Principal Woman Officer, RYC enables the continuity of service at the Centre on a 24-hour basis. The Bureau holds that the scheme is still valid and same is being reiterated with a revised quantum.**

Recommendation 5

- 18.4.14** We recommend the payment of an allowance of Rs 745 for the first three hours put in, to officers of the Bank Scheme - RYC Officers, who are called upon by Management to attend duty in cases of shortage of staff or emergencies. For any additional hour put in, the allowance should thereafter be pro-rated.

Rent Allowance**Recommendation 6**

- 18.4.15** We recommend that officers of the RYC Cadre who do not occupy Government quarters should continue to be eligible for the ensuing monthly Rent Allowance:

Grade	Amount (Rs)
Officer, RYC Woman Officer, RYC	770
Senior Officer, RYC Senior Woman Officer, RYC Principal Officer, RYC Principal Woman Officer, RYC	1060
Chief Officer, RYC Chief Woman Officer, RYC	1145
Welfare Officer, RYC (Male) Welfare Officer, RYC (Female) Assistant Superintendent, RYC Woman Assistant Superintendent, RYC	1240
Superintendent, RYC	1450

Night Attendance Bonus

- 18.4.16** As an incentive for the provision of continuous service during night, officers performing operations duties at the RYC are currently paid a monthly Night Attendance Bonus subject to attending duty on all scheduled nights during the month. We are reiterating this provision.

Recommendation 7

- 18.4.17 We recommend the payment of a monthly Night Attendance Bonus to officers performing operations duties at the RYC, subject to attending duty on all scheduled nights during the month, as enunciated below:**

Grade	Reckoning up to 10 years' service	Reckoning over 10 years' service
Principal Officer, RYC Principal Woman Officer, RYC	Rs 845	Rs 1115
Senior Officer, RYC Senior Woman Officer, RYC	Rs 675	Rs 845
Officer, RYC Woman Officer, RYC	Rs 675	Rs 845

Night Duty Allowance

- 18.4.18 A monthly Night Duty Allowance equivalent to 25% of the normal hourly rate for hours between 2300 hours and 0500 hours is paid to officers of the RYC Cadre for effectively performing night shift. We are replicating this provision.**

Recommendation 8

- 18.4.19 We recommend the continued payment of a monthly Night Duty Allowance equivalent to 25% of the normal rate per hour for hours between 2300 hours and 0500 hours to officers of the RYC Cadre who effectively perform night shift.**

Attending Duty during Emergencies

- 18.4.20 In lieu of time-off which cannot be granted within a period of four months, officers in the grades of Officer, RYC up to Chief Officer, RYC as well as their corresponding female counterparts, are entitled for an allowance at the normal hourly rate whenever they are re-called for duty during cyclonic weather conditions and other emergencies. This provision should continue to prevail.**

Recommendation 9

- 18.4.21 We recommend that RYC officers up to the grade of Chief Officer, RYC and their corresponding female grades performing operations duties, 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.**

Medical Examination

- 18.4.22 To ensure the fitness of officers of the RYC Cadre for their job, prevailing recommendation requires Management to make necessary arrangements for officers of the RYC Cadre, aged 60 and above, to undergo a yearly medical examination. This provision, being appropriate, is being maintained.

Recommendation 10

- 18.4.23 **We recommend that Management should continue to make necessary arrangements for officers of the RYC Cadre, aged 60 and above, to undergo a medical examination, every year, to certify their fitness for continued employment.**
- 18.4.24 **We also recommend that arrangement should be made in line with provisions of paragraph 16.5.43 (c) (i) and (ii) of Volume 1 of this Report for shift workers.**

Early Retirement Scheme

- 18.4.25 Officers in the grades of the Officer, RYC 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 in the Officer, RYC Cadre, in post as at 30 June 2008, to benefit from the early retirement scheme applicable as at that date. **We recommend that the existing provisions should continue to prevail.**

Special Provision for officers of the RYC working on shift

- 18.4.26 With a view to ensuring the operational efficiency of the RYC, a provision for 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 replicating the recommendation.

Recommendation 11

- 18.4.27 **We recommend that officers in the grades of Officer, RYC/Woman Officer, RYC up to Principal Officer, RYC/Principal Woman Officer, RYC 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.**

18.4.28 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

18.4.29 Officers in the Officer, RYC Cadre up to the grade of Chief Officer, RYC who have never benefitted from the payment of the Performance Bonus in their career, are currently entitled 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 Rehabilitation Youth Centre;
- (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 12

18.4.30 We recommend that this provision should continue to prevail.

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SALARY SCHEDULE

Salary Code	Salary Scale and Grade
23 082 098	Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Head, Institutional Care Division
17 071 089	Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 Superintendent, Rehabilitation Youth Centre
17 066 083	Rs 43020 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200 Assistant Superintendent, Rehabilitation Youth Centre Woman Assistant Superintendent, Rehabilitation Youth Centre

Salary Code	Salary Scale and Grade
17 065 083	Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200 Welfare Officer, Rehabilitation Youth Centre (Male) Welfare Officer, Rehabilitation Youth Centre (Female)
17 062 080	Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 Chief Officer, Rehabilitation Youth Centre Chief Woman Officer, Rehabilitation Youth Centre
17 056 077	Rs 34720 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 Principal Officer, Rehabilitation Youth Centre Principal Woman Officer, Rehabilitation Youth Centre
17 051 074	Rs 32190 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 51200 Senior Officer, Rehabilitation Youth Centre Senior Woman Officer, Rehabilitation Youth Centre
17 036 071	Rs 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 Officer, Rehabilitation Youth Centre Woman Officer, Rehabilitation Youth Centre
17 029 031	Rs 24845 x 300 - 25445 Trainee Officer, Rehabilitation Youth Centre Trainee Woman Officer, Rehabilitation Youth Centre
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)
23 035 070	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 - 46900 Matron

Salary Code	Salary Scale and Grade
24 023 053	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 Surveillant (New Grade)
24 022 052	Rs 22745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615 Handy Worker (Special Class)

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