

5.4 Prisons and Reforms Institutions

- 5.4.1 The main aim of the Prisons and Reforms Institutions is to serve the society by keeping detainees in safe, humane custody, preparing them for a useful and normal life and ensuring a safer Republic through best correctional practice and rehabilitation. To this end, these institutions strive for the reduction of crime, suicide and protection of the public.

Rodrigues Prison Service

- 5.4.2 The objectives of the Rodrigues Prison Service (RPS) are to ensure improvement in the prison standards for better custody and security of detainees; rehabilitate detainees through educational and vocational training; and to develop an expanded and sustainable network of Non-Governmental Organisations. The RPS comprises only one prison which is located at Pointe La Gueule. Presently, it has a staff strength of 54 Prisons Officers and around 51 detainees.
- 5.4.3 At the apex of the Institution is a Superintendent of Prisons who is assisted in the performance of his duties by officers from the rank of Prisons Officer/Senior Prisons Officer up to the level of Assistant Superintendent of Prisons.
- 5.4.4 Unions requested for the grant of allowances in line with what obtain at the Mauritius Prisons Service (MPS); duty free facilities for the purchase of a car; and the setting up of a Trade Section, while both Management and Unions stressed on the creation of a few grades. The Bureau has examined the proposals and is recommending as per the ensuing provisions.

Lead Prisons Officer

- 5.4.5 As per existing provisions:
- (i) Prisons Officer/Senior Prisons Officers should be known as “Lead Prisons Officer” on completing 15 years of 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/Unit/Section on night shift, among others; 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”.

These provisions are appropriate and should be maintained.

Bank Scheme - Prisons Officers

Recommendation 1

- 5.4.6 **We recommend that eligible officers working under the Bank Scheme - Prisons Officers and who would be called upon to attend duty in emergency**

cases, should be paid an allowance of Rs 745 for the first three hours and thereafter on a *pro rata* basis for any additional hour put in.

Allowances

Recommendation 2

5.4.7 We recommend that the quantum of the existing allowances payable in the Prisons Service should be as displayed in the table below:

Allowances	Eligible Officers	Monthly Quantum/Rate (Rs)
Dog Training Allowance	Prisons Officers posted in the Dog Section and required to train dogs	845
Night Duty Allowance	(i) Officers of the Prisons Officer Cadre up to the grade of Assistant Superintendent of Prisons who effectively work on night shift; and (ii) Prisons Officers up to the rank of Assistant Superintendent of Prisons who perform day duty but are called upon to work at night.	25% of the normal rate per hour for the hours between 2300 hours and 0500 hours
Night Attendance Bonus	Prisons staff up to the grade of Principal Prisons Officer who attend duty on all scheduled nights during the month Principal Prisons Officer reckoning: (i) up to 10 years' service (ii) over 10 years' service Prisons Officer/Senior Prisons Officer reckoning: (i) up to 10 years' service (ii) over 10 years' service	 855 1020 695 855
Risk Allowance	Staff of the Rodrigues Prison Service performing operations duties up to the grade of Superintendent of Prisons	One and a half increments at the initial of their salary scale, subject to a maximum of Rs 1045

Allowances	Eligible Officers	Monthly Quantum/Rate (Rs)
Special Allowance to Prisons Security Squad	Officers of the Prisons Security Squad	1615
Trade Allowance	Prisons Officer/Senior Prisons Officer posted in the Trades Section and regularly providing training to detainees and to other officers who effectively give vocational training and conduct rehabilitative work.	440

Rent Allowance

Recommendation 3

5.4.8 We recommend that officers of the Rodrigues Prisons Service who perform operations duties and do not occupy Government quarters should be eligible for the following monthly Rent Allowance:

Grade	Amount (Rs)
Superintendent of Prisons	1435
Assistant Superintendent of Prisons	1240
Principal Prisons Officer	1060
Prisons Officer/Senior Prisons Officer Woman Prisons Officer/Senior Woman Prisons Officer	855

Attending Duty During Emergencies

Recommendation 4

5.4.9 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

5.4.10 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 5

5.4.11 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

5.4.12 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 as per provisions laid down subject to satisfying set criteria. We are reiterating this provision.

Recommendation 6

5.4.13 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 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

Recommendation 7

5.4.14 We recommend that Management should continue to make the necessary arrangements for all officers of the Prisons Officer Cadre:

- (i) to undergo a medical examination once every two years to ensure their fitness for the job; and**
- (ii) who are aged 60 and above to undergo a medical examination every year to certify their fitness for continued employment.**

5.4.15 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

5.4.16 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 Prison 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

5.4.17 To ensure the operational efficiency of the Rodrigues Prison Service, a few category of Prisons Officers forego their Casual Leave. Hence, the Bureau, in its last Report, introduced the refund of untaken Casual Leave to compensate those officers who do not get the opportunity to avail of their leave entitlement. As this provision is fit for purpose, we are replicating same.

Recommendation 8

5.4.18 **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 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.**

5.4.19 **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

Recommendation 9

5.4.20 **We recommend that officers in the grades 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, 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 that they have:**

- (i) **served for a period of at least 10 years in the Rodrigues 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.**

Prisons Welfare Officer

- 5.4.21 In line with what has been recommended for the grade of Prisons Welfare Officer in the MPS, we are amending the qualifications requirement of the said grade.

Recommendation 10

- 5.4.22 We recommend that henceforth, the grade of Prisons Welfare Officer should be filled by selection from among officers of the Rodrigues Prison Service who are members of the Disciplined Force and who reckon at least five years' service in a substantive capacity in the Rodrigues 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.

Prisons Health Service Unit**Prisons Health Service Officer (Male) (New Grade)****Prisons Health Service Officer (Female) (New Grade)**

- 5.4.23 Both Management and Union requested for the creation of a grade of Prisons Health Service Officer to provide primary medical treatment to detainees at the prison itself, thus, reducing their exposure in Public Health Institutions. The Bureau is recommending accordingly.

Recommendation 11

- 5.4.24 We recommend the creation of the grades of Prisons Health Service Officer (Male) and Prisons Health Service Officer (Female) respectively. Appointment thereto should be made by selection from among candidates who are fully registered as a Nurse in accordance with Section 22 of the Nursing Council Act and who are computer literate.
- 5.4.25 Incumbent in both grades would be called upon, among others, to: attend to sick detainees admitted to the Prisons Hospital; accompany detainees requiring medical treatment at a public hospital; provide care relating to the personal hygiene of sick detainees; administer/dispense medicines and drugs and to do dressings and injections including intravenous injections as directed by the Prisons Medical Officer; participate in the rehabilitation programme for substance abusers and detainees living with HIV/AIDS; and ensure that all forms of prescribed treatment are carried out.

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	PRISONS AND REFORMS INSTITUTIONS
17 071 089	Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 Superintendent of Prisons
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 Prisons Welfare Officer
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 Woman Prisons Officer
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
17 050 081	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) (New Grade) Prisons Health Service Officer (Male) (New Grade)

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