

5.5 Probation and Social Rehabilitation Unit

- 5.5.1 The objectives of the Probation and Social Rehabilitation Unit are, *inter alia*, to supervise, advise and help offenders to re-integrate the society and to carry out independent social enquiry service for the Courts, the Director of Public Prosecutions and other institutions.
- 5.5.2 A Head, Probation Service is responsible for the management as well as administration of the Probation and Social Rehabilitation Unit in the RRA and is supported by officers in the Probation Officer Cadre.
- 5.5.3 Requests were received from the staff side mainly for the creation of specific grades and a review of salary scales along with upgrading of qualifications requirement for the grade of Probation Officer. Management, on the other hand, had no proposals.
- 5.5.4 The existing structure is being maintained while specific provisions are being made in line with what obtain in the Civil Service.

Additional duties in connection with the Children's Act

Recommendation 1

- 5.5.5 **We recommend that officers in the grades of Probation Officer and Senior Probation Officer in post as at 31 December 2025 should be granted two additional increments on conversion, subject to top salary of the grades, for performing additional duties in connection with the Children's Act.**
- 5.5.6 **We also recommend that payment of the monthly allowance equivalent to two increments at salary point reached to Probation Officers and Senior Probation Officers should lapse.**
- 5.5.7 **We further recommend that the schemes of service of grades in the Probation Officer Cadre should be amended to include duties pertaining to the Children's Act. This element has been taken into consideration in arriving at the recommended salaries for the corresponding grades.**

On-Call and In-Attendance Allowances

Recommendation 2

- 5.5.8 **We recommend that incumbents in the grades of Probation Officer and Senior Probation Officer should be paid On-call and In-attendance Allowances as follows:**

Period	"On-call" Allowance	"In-attendance" Allowance during On-call
Weekdays 1600 hours to 0900 hours the following day	Rs 195 daily	Rs 95 per hour of attendance up to a maximum of Rs 570 per day/night period
Saturdays, Sundays and Public Holidays 0900 hours to 0900 hours the following day	Rs 290 daily	Rs 95 per hour of attendance up to a maximum of Rs 760 per day/night period

Probation Officer

Recommendation 3

5.5.9 We recommend that incumbents in the grade of Probation Officer possessing a Degree in Social Work or an equivalent qualification should be allowed to move incrementally in the Master Salary Scale up to a salary point Rs 58850 provided they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.

5.5.10 Officers in the grade of Probation Officer who possess a Diploma in Social Work or an equivalent qualification are allowed to move beyond the Qualification Bar (QB) inserted in the salary scale of the grade. **This provision is still valid and should continue.**

Black Jacket Allowance to Probation Officer

5.5.11 An annual Black Jacket Allowance is paid to officers of the Probation Officer Cadre who are required, by nature of their duties, to appear in court in a black jacket and tie. The quantum of the allowance is being revised.

Recommendation 4

5.5.12 We recommend that the Black Jacket Allowance payable to officers of the Probation Officer Cadre, who are required by nature of their duties to appear in Court in a black jacket and tie, be revised to Rs 3340 annually.

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	PROBATION AND SOCIAL REHABILITATION UNIT
23 063 085	Rs 40110 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Head, Probation Service
23 057 083	Rs 35280 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200 Senior Probation Officer
23 041 081	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 QB 55950 x 1450 - 58850 x 1750 - 60600 Probation Officer
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

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