

16.3 MAURITIUS POLICE FORCE

- 16.3.1 The Mauritius Police Force (MPF) is the national law enforcement agency for the Republic of Mauritius. It is governed by the Police Act 1974 and operates under the *aegis* of the Home Affairs Division of the Prime Minister's Office. The MPF aims to enhance the quality of life of people by preserving public peace, enforcing the law, ensuring a safer environment and focusing on service excellence.
- 16.3.2 Being at the apex of the MPF, the Commissioner of Police is assisted by Deputy Commissioners of Police, Assistant Commissioners of Police and Police Officers of different ranks. The MPF presently counts around 12500 Police Officers posted in police stations all over the island as well as different Divisions and Branches namely the Groupe d'Intervention de la Police Mauricienne (GIPM), the Anti-Drug and Smuggling Unit (ADSU), Passport and Immigration Office (PIO), paramilitary units- Special Mobile Force (SMF) and Special Support Unit (SSU), the air-wing - Police Helicopter Squadron (PHS) and Maritime Air Squadron (MAS) and the naval-wing - National Coast Guard (NCG), Police Family Protection Unit (PFPU), Brigade Des Mineurs (BDM), IT/Cybercrime Unit and Field Intelligence Unit.
- 16.3.3 Common representations from Management and Unions were mostly geared towards the creation of grades, revision of existing allowances as well as extending a few to other officers of different Units, introduction of new allowances, and provision of travel grant, motor vehicle loans and duty free facilities. Unions additionally requested for the merging of ranks and upgrading of entry requirements.
- 16.3.4 All the submissions have carefully been examined and the Bureau has considered those which are meritorious and capable of improving service delivery. To this end, we are creating the grade of Senior Psychologist, maintaining the continued payment of existing allowances whilst introducing new ones where they are justified. After discussions with Management, no agreement was reached for the merging of ranks and upgrading of qualifications requirement. Furthermore, both Management and Unions were apprised that issues pertaining to the General Conditions of Service would be dealt with holistically.

Police Family Protection Unit (PFPU)

- 16.3.5 Request was received from Management for the payment of an on-call allowance as well as an in-attendance allowance to Police Officers posted to the Police Family Protection Unit. During meeting, Management was apprised that such provision already exists under the Ministry of Gender Equality and Family Welfare.

Recommendation 1

- 16.3.6 We recommend that Police Officers posted to the Police Family Protection Unit should be paid an allowance as per provision made at paragraph 38.50 under the Ministry of Gender Equality and Family Welfare.**

Allowance to Police Officers acting as Neighbourhood Officers

16.3.7 To fight crime and other anti-social behaviour, the MPF has espoused the concept of Community Oriented Policing (COP) laying much emphasis on 'Proximity Policing' whereupon two to three Police Officers are designated to act as Neighbourhood Officers in each Police Station while adopting a proactive approach to crime prevention in order to ensure the safety of the local residents through building ties and working closely with them. Management has averred that this modern policing is yielding positive outcome and has made request for the payment of an allowance to those Police Officers who are performing the duties of Neighbourhood Officers over and above their normal duties. In a bid to ensure crime prevention and the security of the community, we are in favour of this proposal and are making an appropriate recommendation.

Recommendation 2

16.3.8 We recommend the payment of a monthly Special Duty Allowance of Rs 1075 to Police Officers who are performing the duties of Neighbourhood Officers over and above their normal duties.

Pilot Instructional Allowance

16.3.9 In line with what obtains internationally, the MPF has made request for an allowance to be paid to qualified Pilots who undertake conversion training of Pilots, to which we are agreeable.

Recommendation 3

16.3.10 We recommend that qualified Pilots who undertake conversion training of Pilots at the Police Helicopter Squadron should be paid a monthly allowance equivalent to two increments at the initial point of their respective salary scale.

Trainer's Allowance

16.3.11 According to Police Standing Orders, the Police Training School (PTS) is mandated to conduct training and development for new entrants as well as serving Police Officers of all ranks in the MPF. Some 22 Police Officers of different grades are currently dispensing various types of training in first-aid, weapon training, physical training and foot and raffle drill amongst others. The Bureau has been apprised that the MPF is having difficulty in retaining officers in the PTS and request has, thus, been made for the payment of an allowance to the Police Trainers. To enable the MPF to deliver effectively on its mandate, we subscribe to the request.

Recommendation 4

16.3.12 We recommend that qualified Police Officers possessing the necessary skills, as approved by the Commissioner of Police, and who are posted to the Police Training School to act as Trainer, should be paid a monthly allowance of Rs 1545.

Bank Scheme for Police Officers

16.3.13 In our previous Report, provision was made for a Bank of Police Officers Scheme to ensure that the needs of the public in respect of security on a 24-hour basis are met as well as to palliate the shortage of staff in the MPF. Union members have requested for a revision of the quantum of the Bank of Police Officers Scheme. Management has submitted that the provision is meeting its desired objectives and was in favour to maintain same. In this regard, we are re-emphasising on the provision whilst revising the quantum. **The Bureau reiterates that Management should review its staffing complement to deal with the problem of shortage of staff.**

Recommendation 5

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

Grade	Amount (First 3 hours) Rs
Police Constable Woman Police Constable	640
Police Corporal Woman Police Corporal	685
Police Sergeant Woman Police Sergeant	720
Sub-Inspector of Police Woman Sub-Inspector of Police <i>formerly Woman Police Sub-Inspector</i>	765
Inspector of Police Woman Police Inspector	795

Allowance to drive Specialised Vehicles and Armoured Vehicles

16.3.15 Provision, presently, exists for a monthly allowance of Rs 400 payable to Police Officers of the Special Mobile Force and Special Supporting Unit who possess specific driving licences and who are regularly required to drive specialised vehicles. Following request received that Police Officers are also required to drive armoured vehicles, we are extending this provision.

Recommendation 6

16.3.16 We recommend the payment of a monthly allowance of Rs 420 to Police Officers of the Special Mobile Force and Special Supporting Unit who are regularly required to drive specialised vehicles and armoured vehicles in respect of which they possess a specific driving licence.

Upgrading of Qualifications Requirement

16.3.17 By virtue of the present scheme of service of the source grade, the entry qualifications requirement necessitates a School Certificate with passes in at least five subjects and a good physique with specific Body Mass Index (BMI). For this Report, union members requested for an upgrading of the qualifications requirement of the base grade.

16.3.18 Besides being mindful of the essence of the social aspect of this issue, the Bureau reiterates that rather than upgrading the qualifications requirement, emphasis should be laid on the training dispensed to Police Officers, which is the linchpin to having a workforce equipped with the necessary skills to deliver an effective, ethical and accountable policing service to the community.

Allowance to officers of the National Security Service (NSS)

16.3.19 Police Officers posted at the National Security Service in the grades of Police Constable up to the Superintendent of Police are, presently, granted a monthly allowance equivalent to one increment at the point reached in their respective salary scale. This is due to the fact that the pattern and nature of work of NSS Officers are quite different from those of Police Officers posted in other Units/Divisions. These officers operate undercover and perform duties of a very sensitive and highly confidential nature. Moreover, they are often on duty at unsocial hours. In view of the specific nature of work, we are keeping up with this arrangement.

Recommendation 7

16.3.20 We recommend that Police Officers, in the grades of Police Constable up to the Superintendent of Police, who are posted at the National Security Service, should continue to be granted a monthly allowance equivalent to one increment at the point reached in their respective salary scale.

Trainee Police Constable

Temporary Police Constable

16.3.21 Trainee Police Constables and Temporary Police Constables are granted allowances alike to substantive Police Constables after passing out the parade and depending on their posting. We are reiterating this provision.

Recommendation 8

16.3.22 We recommend that the allowances payable to substantive Police Constables should, depending upon their posting, be extended to Trainee Police Constables and Temporary Police Constables after the conduct of the passing out parade.

Allowance to GIPM Officers

16.3.23 Very often, the Police Force resorts to the services of the Groupe d'Intervention de la Police Mauricienne (GIPM) to tackle complex and risky interventions on land, in air, water and sea as the officers possess special competencies and skills. In that respect, provision was made, in our last Report, for the payment of a monthly allowance equivalent to one increment at the point reached in their respective salary scale to Police Officers of the GIPM. We are, in this Report, enhancing the quantum of this allowance.

Recommendation 9

16.3.24 We recommend that Police Officers of the GIPM should be paid a monthly allowance equivalent to two increments at the point reached in their respective salary scale.

NCG MARCOS

16.3.25 Request has been received to extend the allowance payable to the GIPM Officers to officers of NCG MARCOS. The primary focus of the NCG MARCOS is Maritime Intervention Operations, which encapsulate the tasks to undertake anti-piracy, anti-terrorists and hostage rescue operations; provide support during amphibious operations; and undertake Intelligence, Surveillance and Reconnaissance operations both at sea and on land, amongst others. Taking into account the nature of work of these officers, Management has informed that these officers are currently being paid the Special Duty Allowance. After examination of this proposal, the Bureau considers that the MPF should continue with the present arrangement.

Enhanced Pension Benefit to GIPM Officers and Marine Commandos

16.3.26 The period served by a Police Officer at the GIPM or Marine Commandos is 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. In view of the exceptional work performed by these officers whilst serving these units, we are echoing the current provision.

Recommendation 10

16.3.27 We recommend that the period served by a Police Officer at the GIPM or Marine Commandos should 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.

Allowance to Police Officers performing as Enquiring Officers

16.3.28 In accordance with the existing provision, Police Constables up to the rank of Inspector of Police who are posted in police stations and who are required to perform as Enquiring Officers are granted a monthly allowance equivalent to one increment at the point reached in their respective salary scale. The crux of this provision is to motivate officers to perform as Enquiring Officers as well as to attract other Police

Officers to join this field. For this Review, Unions have represented that this provision should be extended to officers posted at the CID, CCID, ADSU, MCIT, PIO, BDM, IT/Cybercrime Unit as well as Field Intelligence Officers and to which Management is in favour. To enable the MPF to have a motivated workforce, we are also agreeable to the request.

Recommendation 11

16.3.29 We recommend that 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 who are required to perform as Enquiring Officers should be granted a monthly allowance equivalent to one increment at the point reached in their respective salary scale.

Pregnant Police Officers

16.3.30 A specific recommendation was made in our last Report for pregnant female Police Officers. Considering this to be a safety measure for female Police Officers in this state, the Bureau reiterates the existing provision.

Recommendation 12

16.3.31 We recommend that Management considers the advisability, to the extent possible, of relieving pregnant female Police Officers from performing extra hours or night shift or duties that involve continuous standing for at least three months before their confinement.

Hardship Allowance – Officers posted to Agalega and St Brandon

16.3.32 The present provision caters for 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. They are paid a Hardship Allowance equivalent to 20% of their monthly salary per month, for the degree of disturbance and hardship they endure owing to the rough and haphazard conditions which prevail on these islands. By reason of its pertinence, we are reiterating this provision.

Recommendation 13

16.3.33 We recommend that 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, should, every month, be paid a Hardship Allowance equivalent to 20% of their monthly salary.

16.3.34 We further recommend that Police Officers who are entitled to the payment of the Hardship Allowance should not be paid Out of Pocket Allowance when posted to these islands.

Special Retention Allowance in Critical Areas**Recommendation 14**

16.3.35 We recommend that officers who have benefitted from the Retention Allowance up to 31 December 2016 and are leaving or retiring from the service will no longer be required to refund the sum obtained as allowance.

16.3.36 We further recommend that all officers who have left or retired from the service as from 01 January 2021, and who have been required to refund the allowance, should be reimbursed the amount refunded by them.

Risk Allowance**Recommendation 15**

16.3.37 We recommend that a Risk Allowance should be granted to eligible Police Officers as hereunder:

Category	Eligible Police Officers	Amount (Rs)
Category I	<ul style="list-style-type: none"> - Police Officers posted at the GIPM, NCG Commandos Unit and Anti-Drug Smuggling Unit (ADSU); and - Police Officers performing as Air Pilot 	1890
Category II	<ul style="list-style-type: none"> - Police Officers posted at the Explosives Handling Unit of the SMF - Aircrew Winchman/Life Savers of the Police Helicopter Squadron - Officers of the Disaster Response Unit (DRU) - Air Observers 	1365
Category III	<ul style="list-style-type: none"> - 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. 	1½ increments at the initial of their respective salary scale subject to a maximum of Rs 950

16.3.38 We further recommend that in the event the quantum of allowance payable to Police Officers for Risk Allowance as per Category III above is lower than that drawn as at the eve of the publication of this Report, incumbents should continue to be paid the higher quantum on a personal basis.

Night Duty Allowance

16.3.39 The standing provision caters for Police Officers posted in operational units and who effectively work on night shift, to be paid a monthly Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours. Given its appropriateness, we are upholding the payment of Night Duty Allowance to eligible officers.

Recommendation 16

16.3.40 We recommend that Police Officers posted in operational units and who effectively work on night shift, should be paid a monthly Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours.

Rent Allowance

Recommendation 17

16.3.41 We recommend that the monthly Rent Allowance payable to Police Officers in the grades mentioned below and of similar levels should continue to be paid as hereunder:

Grade	Amount Rs
Police Constable	975
Police Corporal	1015
Police Sergeant	1050
Sub-Inspector of Police	1090
Inspector of Police	1125
Chief Inspector of Police	1235
Deputy Assistant Superintendent of Police	1235
Assistant Superintendent of Police	1485
Superintendent of Police	1840
Assistant Commissioner of Police	2200
Deputy Commissioner of Police	2570
Commissioner of Police	2935

Work Related Allowances

16.3.42 Work related allowances are paid to Police Officers based on their posting, nature of work, and/or possession of additional training/qualifications/skills/competencies. Given their validity, we are maintaining the allowances whilst revising their quantum.

Recommendation 18

16.3.43 We recommend that the quantum of the work related and other allowances should be as per the table below:

Allowance	Payable to	Amount (Rs)
Trade Pay	Eligible Police Officers engaged in duties of a specialised nature as determined by the Commissioner of Police.	420 per month
Examiners' Allowance	(i) Police Officers who have successfully followed the vehicle examiner's course and who are required to examine damaged vehicles after accidents.	445 per month
	(ii) officers of the National Coast Guard who are qualified and who are called upon to examine the extent of damage to pleasure craft/boats during enquiry into accidents at sea.	445 per month
	(iii) in addition to (i) and (ii) above, Police Officers and officers of the National Coast Guard who are required to examine damaged vehicles or pleasure craft/boats outside their scheduled shift.	165 for every hour put in beyond their scheduled shift
Commuted Travelling Allowance	Police Officers who use their auto/motor cycles on official duties.	450 per month
Detective Allowance	Police Officers performing detective duties.	450 per month
Technician Pay	(i) Eligible Police Officers engaged in duties of a specialised nature as determined by the Commissioner of Police. (ii) Police Officers posted at the National Coast Guard who perform the duties of Coxswain	765 per month

Allowance	Payable to	Amount (Rs)
	<p>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.</p> <p>(iv) Police Officers holding a valid Lifesaving Certificate.</p>	
Allowance in lieu of uniform <i>formerly Clothing Allowance</i>	Police Officers whose duties and functions require them not to wear uniforms.	505 per month
Special Duty Allowance	Police Officers posted in the Special Mobile Force, Special Support Unit, National Coast Guard and Helicopter Squadron.	1075 per month
Prosecutor's Allowance	Police Officers who are required to work as Prosecutor.	1295 per month
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</p> <p>(ii) a Diploma in IT</p> <p>(2) Police Officers posted in the Legal Unit and possessing a Degree or a professional qualification in Law.</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</p>	<p>per month</p> <p>2645</p> <p>1545</p> <p>2645</p>

Allowance	Payable to	Amount (Rs)
	<p>use of their knowledge and skills and possess:</p> <p>(i) a Degree/professional qualification</p> <p>(ii) a Diploma or equivalent qualification</p>	<p>2645</p> <p>1545</p>
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 Assembly and in similar postings.</p> <p>(3) Police Officers performing as Police Riders who are posted at the Office of the President and Vice President.</p>	3780 per month
Bodyguard Allowance	Police Officers posted at the VIP Security Unit.	3780 per month
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 hrs.	150 per meal
Sergeant-at-Arms Allowance	Sergeant-at-Arms of the National Assembly.	4990 per month
Aide-de-Camp Allowance	<p>Aide-de-Camp attached to:</p> <p>(i) President</p> <p>(ii) Vice President</p> <p>(iii) Prime Minister</p>	<p>per month</p> <p>4990</p> <p>3780</p> <p>3780</p>

Allowance	Payable to	Amount (Rs)
Disturbance Allowance	Mauritian Police Officers posted in Rodrigues and Police Officers domiciled in Rodrigues posted in Mauritius.	25% of monthly salary
Driving Allowance	<p>(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.</p> <p>(ii) Police Officers of the Traffic Branch who hold the service licence, work on shift and perform the duties of Rider.</p>	<p>A monthly allowance equivalent to one increment at the initial of their respective salary scale.</p> <p>In the event the quantum of Driving Allowance payable to Police Officers as per (i) and (ii) above is lower than that drawn as at the eve of the publication of this Report, incumbents should continue to be paid the higher quantum on a personal basis.</p>
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>715 per dive, subject to a maximum of 10710 per month.</p> <p>770 per dive</p>

Allowance	Payable to	Amount (Rs)
	Note: 'Diving' refers to the "activity of working below the surface of water/underwater with the aid of a breathing apparatus, excluding a snorkel."	
Duty Allowance	Police Officers of the Special Mobile Force and National Coast Guard for shouldering higher responsibilities.	265 per month.
Allowance to Police Cadet Inspector	Police Cadet Inspector (Male and Female) during their period of training.	830 per month.
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. In the event the quantum of the above allowance payable to eligible Police Officers is lower than that drawn as at the eve of the publication of this Report, incumbents should continue to be paid the higher quantum on a personal basis.
Ration Allowance	All eligible personnel of the National Coast Guard and the Helicopter Squadron who must be available for work at any time of the day. Police Officers posted to Agalega and St Brandon on a tour of service.	130 a day for actual days of attendance. 170 a day
Sea-Going Allowance	Officers who form part of the crew or are deputed on board of the National Coast Guard Vessels or any other authorized vessels.	200 on Weekdays and 290 on Sundays and Public Holidays for every completed period of 12 hours at a

Allowance	Payable to	Amount (Rs)
		stretch spent at sea and on a prorata basis for any additional hour spent at sea beyond the 12 hours.
Transfer Allowance	Police Officers who are required to change place of residence on being transferred or when instructed to occupy police quarters.	1050 per month

Attending duty during emergencies

16.3.44 Currently, Police Officers who are off-duty but have to attend duty during cyclonic weather conditions and other emergencies are granted equivalent time-off. Moreover, in case time-off cannot be granted within a period of four months, the Police Officers are paid an allowance at the normal hourly rate for the period covered. Union members have requested that they should be paid an allowance at an increased rate instead of the grant of time-off whereas Management averred that the allowance should be paid as from Cyclone Warning Class III and to exclude other emergencies. The Bureau has examined the requests made by both the staff side and Management. Considering the climatic fluctuations and the advent of unprecedented events like the Covid-19, the Bureau holds the view that the present provision is still valid.

Recommendation 19

16.3.45 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.

Early Retirement Scheme

Recommendation 20

16.3.46 We recommend that Police Officers appointed as from 01 July 2008 should:

- (a) be allowed to retire on a proportionate pension after completing 28³/₄ years of service; and
- (b) be 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 34¹/₂ years of service.

16.3.47 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

16.3.48 By virtue of the Standing Orders, Police Officers in the grades of Police Constable up to Inspector of Police need to work on shift, whereas Chief Inspectors up to Deputy Commissioners are on call and have to attend duty whenever required, irrespective of the length of time. **It should be highlighted that these elements have been taken into account whilst determining the salaries recommended for the grades.**

Special Provision for officers of the Disciplined Forces working on shift

16.3.49 The purpose of leave is to allow employees time away from duty so as to return to work refreshed. Managing leave devolves upon a Responsible Officer, who should ensure that, wherever possible, officers take their leave entitlement in the leave year it is allocated.

16.3.50 Yet, the above is not an easy task when it pertains to essential services. The ILO defines essential services as that which, if interrupted, would endanger the life, health or personal safety of the whole or part of the population. Frontline workers form part of the essential services and are those who cannot feasibly work from home and need to be physically present at their workplace.

16.3.51 At present, officers in the grades of Police Constable up to Inspector of Police are required to work on shift to provide a 24-hour service. It has been submitted that these officers do not have the opportunity to avail of their leave entitlement, be it sick, casual or vacation leave as they are very often called to attend duty due to exigencies of service. The Bureau has examined the request carefully and considers that as the officers are foregoing their leaves to ensure the operational efficiency of the MPF, there should be a mechanism to compensate them for the untaken casual leave. We are, therefore, making a recommendation to that effect.

Recommendation 21

16.3.52 We recommend that Police Officers in the grades of Police Constable up to 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.

16.3.53 We further 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 22

16.3.54 We recommend that officers in the grades of Police Constable up to 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 that 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

16.3.55 The Police Medical and Scientific Unit (PMSU), which is responsible for carrying out autopsies and exhumation as well as examination of victims and suspects, among others, is headed by a Chief Police Medical Officer. The latter is assisted in his tasks by Principal Police Medical Officers, Police Medical Officer/Senior Police Medical Officers and Trainee Police Medical Officers.

16.3.56 Overall, we consider the three-level structure to be adequate to enable the Unit to deliver effectively on its mandate. Hence, we are not bringing any change related thereto. Besides, most of the representations received from the staff side in the context of this Report pertained to administrative/implementation issues, for which we advised them on the appropriate course of action to be taken. Concerning the request for the payment of a hardship allowance to the Trainee Police Medical Officers and Police Medical Officer/Senior Police Medical Officers, we could not accede to same as the philosophy behind the grant of such allowance to the other category of officers of the MPF posted to the outer islands is not applicable in their case. On the merit of the case, **we are, however, recommending that they be paid the Sea Going Allowance as specified at paragraph 16.3.43.**

On-Call and In-Attendance Allowances

16.3.57 Officers of the Police Medical Officer Cadre are entitled to the payment of an on-call allowance and an additional allowance whenever they are required to attend duty while on call. As the present arrangement would continue to prevail, we are recommending the continued payment of these allowances.

Recommendation 23

16.3.58 We recommend that the Trainee Police Medical Officers, Police Medical Officer/Senior Police Medical Officers, Principal Police Medical Officers and Chief Police Medical Officer should be paid On-Call allowances as hereunder:

On-Call Allowance	Trainee Police Medical Officer (Rs)	Police Medical Officer/Senior Police Medical Officer (Rs)	Principal Police Medical Officer (Rs)	Chief Police Medical Officer (Rs)
Weekday 1600 hours to 0900 hours the following day	525	1030	1145	1170
Saturday 1200 hours to Sunday 0900 hours	790	1525	1715	1765
Sunday and Public Holiday 0900 hours to 0900 hours the following day	790	1525	1715	1765

16.3.59 We also recommend that 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 300, Rs 700, Rs 815 and Rs 865 per hour inclusive of travelling time whenever they are required to perform medico-legal examination while on call.

Specific Conditions of Service

16.3.60 At present, certain specific conditions of service that exist for the medical and dental profession at the Ministry of Health and Wellness (MOHW) are equally applicable to officers of the Police Medical Officer Cadre and the Police Dental Surgeon/Senior Police Dental Surgeon of the PMSU. The said provisions should continue to be applicable to these officers.

Recommendation 24

16.3.61 We recommend that the under-mentioned provisions, under the Ministry of Health and Wellness, should be equally applicable to the members of the medical and dental profession serving the PMSU.

Specific Conditions of service	Recommendation under the MOHW	Applicable to
Smart Phone for Medical Cadres	R 29 Para 36.96(i)	Members of the Medical and Dental profession serving the PMSU.
Continuing Professional Development	R 30 Para 36.98	Members of the Medical profession serving the PMSU
Special Medical Service Allowance	R 31 Para 36.101	Members of the Medical and Dental profession serving the PMSU.
Rent Free Telephone and free calls	R 34 Para 36.108	Members of the Medical and Dental profession serving the PMSU.
Special Provision for Officers of the Medical and Dental Profession	R 35 Para 36.110 and 36.111	Members of the Medical and Dental profession serving the PMSU.

Senior Psychologist (New Grade)

16.3.62 Management made submission with respect to the creation of a supervisory level to coordinate and monitor incumbents in the grade of Psychologist. The Bureau examined the matter at length and considers that there are reasonable grounds for providing a new level. We are, therefore, making an appropriate recommendation to that end.

Recommendation 25

16.3.63 We recommend the creation of a grade of Senior Psychologist. Appointment thereto should be by promotion, on the basis of experience and merit, of officers in the grade of Psychologist reckoning at least five years' service in a substantive capacity in the grade.

16.3.64 Incumbent would be required, among others, to: plan, co-ordinate and monitor the work of Psychologists; make assessment and therapy of selected, difficult and complex cases; evaluate the effectiveness of counselling or psychological treatments and the accuracy and completeness of diagnoses and modify plans and diagnoses as deemed appropriate; ensure that records and logging systems are well kept regarding all interventions carried out by the Psychologists and ensure confidentiality of all collected data in accordance with existing policies; assist the Chief Police Medical Officer in audit, research projects and publication of pamphlets related to psychological health; and assist the Chief Police Medical Officer in organising psychological training programmes, seminars and workshops for police officers.

Catering Cadre

- 16.3.65 The Catering Cadre comprises five levels namely Chief Catering Administrator, Senior Catering Officer, Catering Officer, Assistant Catering Officer and Catering Supervisor. The main demands of both Management and staff side pertain to the creation of additional level; abolition of grade; and provision of training and duty free facilities as well as specific allowances. Management has submitted that there has been an evolution in the nature and complexity of work involved in the Catering Unit as well as a considerable increase in the number of meals being prepared. Hence, there is need to restructure the Unit with the creation of an additional level of Deputy Chief Catering Administrator and abolition of the grade of Catering Supervisor. During discussions, Management was apprised that grades are created on organisational needs and functional requirements. They were equally made aware that eligibility or otherwise for duty free facilities would depend on the findings of the Survey on Travelling and Car Benefits.
- 16.3.66 Union on its side has made a case for the creation of a grade of Principal Catering Administrator to assist the Chief Catering Administrator and take charge of the operational management of the Catering Cadre of the Rodrigues Regional Assembly. This request could not be acceded to as a scrutiny of the proposed scheme of service has revealed that there is major overlapping of duties between the proposed grade and the existing position of Chief Catering Administrator. As such, this request could not be acceded to.
- 16.3.67 Management also averred that during cyclone warning class II and above and until the waiving of same, a skeleton staff of the Police Catering Unit belonging to both manual and non-manual group, has to remain at their workplace to provide catering services to members of the Police Force who are on duty. A case for the payment of an allowance to these officers was, therefore, made to the Ministry of Public Service, Administrative and Institutional Reforms (MPSAIR) in 2018 and the latter approved the payment of 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 21 00 hours to 04 00 hours. However, Management informed that they had to seek the approval of the MPSAIR for the payment of this allowance after the waiving of subsequent cyclone warnings. They, therefore, requested for a firm recommendation to be made on this issue to avoid the delay in payment of the allowance. Against this backdrop, we are making appropriate recommendation to address the issue.

Recommendation 26

- 16.3.68 We recommend that 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, be paid 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 21 00 hours to 04 00 hours.**

Plan Printing Operator

16.3.69 Presently, provision is made for incumbents in the grade of Plan Printing Operator (PPO) who possess a Certificate in Autocad in addition to the prescribed qualification of the grade, to proceed beyond the top salary of their grade by one increment provided they satisfy the set criteria. This provision was introduced as an inducement for PPOs to upgrade their qualification to better equip them to cope with technical issues. We are, in this Report, reviewing this provision.

Recommendation 27

16.3.70 We recommend that Plan Printing Operators should, on obtention of a Certificate in Autocad or a relevant equivalent qualification, be granted one additional increment subject to the top salary recommended for the grade.

Risk Insurance Scheme for officers of the MPF

16.3.71 In view of the level of risk faced in the performance of their duties, request has been made to set up an insurance scheme for Police Officers of the MPF. As provision related thereto has been made in Volume I of this Report: Conditions of Service – Risk, Insurance and Compensation, **the Bureau holds that the MPF considers the advisability of implementing a Risk Insurance Scheme for Police Officers, in collaboration with the Ministry of Public Service, Administrative and Institutional Reforms, Ministry of Finance, Economic Planning and Development and other relevant organisations in line with recommendations made at paragraphs 16.16.38 and 16.16.39.**

MAURITIUS POLICE FORCE**SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
14 000 120	Rs 163250 Commissioner of Police
14 000 110	Rs 119500 Commanding Officer Deputy Commissioner of Police Director-General, National Security Service Woman Deputy Commissioner of Police

Salary Code	Salary Scale and Grade
14 091 102	<p>Rs 68000 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500</p> <p>Assistant Commissioner of Police Assistant Commissioner of Police (Engineer Squadron) Deputy Director-General, National Security Service Woman Assistant Commissioner of Police</p>
14 079 096	<p>Rs 47675 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 77950</p> <p>Bandmaster Superintendent of Police Superintendent of Police (Engineer Squadron) Woman Police Superintendent</p>
14 069 087	<p>Rs 36550 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 61000</p> <p>Assistant Superintendent of Police Assistant Superintendent of Police Band Deputy Bandmaster Woman Police Assistant Superintendent</p>
14 065 083	<p>Rs 33175 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200</p> <p>Deputy Assistant Superintendent of Police Woman Police Deputy Assistant Superintendent</p>
14 064 082	<p>Rs 32350 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 52550</p> <p>Chief Inspector of Police Chief Inspector of Police Band Woman Police Chief Inspector</p>
14 060 078	<p>Rs 29050 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100</p> <p>Band Inspector Inspector of Police Woman Police Inspector</p>

Salary Code	Salary Scale and Grade
14 054 077	<p>Rs 25000 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 44800</p> <p>Band Sub-Inspector Sub-Inspector of Police Woman Sub-Inspector of Police <i>formerly Woman Police Sub-Inspector</i></p>
14 051 075	<p>Rs 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200</p> <p>Band Sergeant Police Sergeant Woman Police Sergeant</p>
14 048 073	<p>Rs 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 40300</p> <p>Band Corporal Police Corporal Woman Police Corporal</p>
14 037 071	<p>Rs 18650 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 38400</p> <p>Band Constable Police Constable Woman Police Constable</p>
14 052 063	<p>Rs 23950 x 525 - 26050 x 675 - 27400 x 825 - 31525</p> <p>Cadet Officer (Communication Engineer) Cadet Officer (Electrical and Mechanical Engineer) Cadet Officer (Graduate) Police Cadet Inspector (Male) Police Cadet Inspector (Female)</p>
14 049 062	<p>Rs 22625 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 30700</p> <p>Cadet Officer (Others)</p>

Salary Code	Salary Scale and Grade
14 027 029	Rs 16005 x 260 – 16525 Trainee Band Constable (Personal) Trainee Police Constable (Personal)
09 000 110	Rs 119500 Chief Police Medical Officer
09 000 107	Rs 110125 Principal Police Medical Officer
09 089 105	Rs 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 103875 Police Medical Officer/Senior Police Medical Officer
09 074 096	Rs 41250 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 – 77950 Trainee Police Medical Officer
09 073 096	Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 – 77950 Police Dental Surgeon/Senior Police Dental Surgeon
19 073 092	Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Senior Psychologist (New Grade)
19 063 088	Rs 31525 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Psychologist
11 070 088	Rs 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Chief Catering Administrator

Salary Code	Salary Scale and Grade
11 065 084	Rs 33175 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 55900 Senior Catering Officer
11 060 079	Rs 29050 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675 Catering Officer
11 051 074	Rs 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 41250 Assistant Catering Officer
11 033 067	Rs 17565 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34825 Catering Supervisor
16 028 070	Rs 16265 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 29875 QB 30700 x 825 - 35650 x 900 - 37450 Print Finishing/Book Binding Operator (Roster) <i>formerly Machine Minder/Senior Machine Minder (Bindery) (Roster)</i>
16 026 065	Rs 15745 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 33175 Plan Printing Operator
25 052 070	Rs 23950 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 Master Leather Worker (New Grade) Master Tailor

Salary Code	Salary Scale and Grade
25 044 067	<p>Rs 20825 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34825</p> <p>Assistant Master Leather Worker (New Grade) Assistant Master Tailor Chief Tradesman (Personal)</p>
25 026 059	<p>Rs 15745 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 28225</p> <p>Carpenter Gun Fitter Leather Worker Tailor</p>
24 041 062	<p>Rs 19850 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 30700</p> <p>Head Cook</p>
24 034 060	<p>Rs 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 29050</p> <p>Senior Cook</p>
24 039 059	<p>Rs 19225 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 28225</p> <p>Head Police Attendant</p>
24 025 058	<p>Rs 15485 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400</p> <p>Swimming Pool Attendant</p>
24 027 057	<p>Rs 16005 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 26725</p> <p>Cook (Roster)</p>

Salary Code	Salary Scale and Grade
24 022 055	Rs 14725 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 25525 Police Attendant/Senior Police Attendant
24 025 054	Rs 15485 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 25000 Range Warden Senior Gardener/Nursery Attendant
24 022 052	Rs 14725 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 23950 Gardener/Nursery Attendant Wardress (Roster)
24 019 050	Rs 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23025 Stores Attendant
24 018 048	Rs 13745 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 Handy Worker
24 018 047	Rs 13745 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 21850 Sanitary Attendant
24 001 045	Rs 10250 x 175 - 10775 x 200 - 11775 x 205 - 12595 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21150 General Worker

