

13. NATIONAL HUMAN RIGHTS COMMISSION

- 13.1 The National Human Rights Commission (NHRC) was set up in 2001 with the mission to promote and protect human rights through public sensitisation and timely investigation; and make recommendations in cases of alleged violation of human rights. Its objectives are to: attain a wider audience by holding regular sensitisation programmes on the protection and promotion of human rights pursuant to the relevant legislations; adopt a proactive approach by visiting places of detention and make recommendations; and monitor recommendations regularly *vis-à-vis* relevant authorities.
- 13.2 The Commission presently comprises only two Divisions namely the Human Rights Division and National Preventive Mechanism Division given that with the enactment of the Independent Police Complaints Commission (IPCC) Act in 2016, the functions of the Police Complaints Division have been transferred to the IPCC. The overall accountability of the Commission rests with the Chairperson who is responsible to head each Division. He is assisted in the exercise of his functions, by a Deputy Chairperson and other Members.
- 13.3 The structure equally consists of the professional grades of Barrister, National Human Rights Commission, Senior Investigator and Investigator. However, since these positions are vacant, Management has resorted to the contractual mode of employment for certain levels. The day-to-day administration of the Commission is looked into by a Deputy Permanent Secretary who acts as Secretary of the Commission and officers belonging to the General Services grades, who are on secondment from other Ministries, provide assistance.
- 13.4 For this review exercise, the Bureau did not receive any representation from the staff side and Management. We consider that the existing structure is appropriate to enable the Commission to deliver on its mandate.

NATIONAL HUMAN RIGHTS COMMISSION

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
12 000 118	Rs 150750 Deputy Chairperson, National Human Rights Commission
12 069 092	Rs 36550 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Barrister, National Human Rights Commission

Salary Code	Salary Scale and Grade
02 070 092	Rs 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Senior Investigator
02 058 088	Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Investigator
08 050 077	Rs 23025 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 44800 Transcriber <i>formerly Shorthand Writer</i>

