

## FORENSIC SCIENCE LABORATORY

- 14.79 The Forensic Science Laboratory (FSL), sole provider of forensic analysis in criminal cases, is an autonomous body which operates under the *aegis* of the Prime Minister's Office. It is mainly responsible to provide high quality, validated forensic services whilst adhering to internationally recognised accreditation standards. Besides being a major stakeholder in national projects, the FSL equally provides forensic services to the Government of Seychelles within the Framework Agreement on security and crime combatting. It is also a training center for the INTERPOL within the Maritime Security Project.
- 14.80 The vision of the FSL is to be the benchmark in providing forensic science services for testing competence, global acceptance and recognitions for the enhancement of the judicial system. Its strategic objectives are to offer investigative services to the criminal justice community; provide the best possible services to facilitate criminal justice process and other related cases and discharge its functions at the interest of the nation using professional competency and impartiality.
- 14.81 Further to changes in the landscape, technological advances and an increased emphasis on research and development, the FSL is called upon to shift from its traditional role of scientific provider to become a key player in the conduct of investigations, provision of quick, reliable and timely information on different scenarios and suspect items and identification and analysis of new psychoactive substances, among others.
- 14.82 A Director is at the apex of the organisation and is assisted by a Deputy Director. Officers in the professional and technical cadres provide support services and are the core staff of the Laboratory.
- 14.83 In the context of this Report, both Management and Staff Associations made representations to, among others, upgrade basic qualification requirements for entry to the technical cadre, restyle grades in line with developments and grant allowances for specific duties carried out. We have duly examined all proposals and considered only those deemed most meritorious, in line with the main theme of the Report, namely to transform the public sector for an enhanced service delivery to meet citizens', non citizens' and other stakeholders' needs.
- 14.84 As regards the organisation structure of the FSL, same is being maintained as we consider it to be appropriate. We are, however, reviewing the qualification requirements for appointment to the grade of Forensic Scientist/Senior Forensic Scientist to facilitate the career progression of qualified and experienced officers in the technical cadre as well as allowing movement for officers in the technical cadre. We are, in addition, restyling job appellations of technical grades to reflect

the true nature of duties performed; maintaining the payment of existing allowances and introducing justifiable ones.

### **Forensic Scientist/Senior Forensic Scientist**

- 14.85 In the 2013 PRB Report, the mode of recruitment to the grade of Forensic Scientist/Senior Forensic Scientist was amended such that appointment be made by selection from among officers in the grades of Principal Forensic Technologist, Forensic Technologist/Senior Forensic Technologist and Forensic Technician possessing a degree in Forensic Science or any related forensic discipline and in the absence of suitably qualified serving officers, appointment be made by selection from among candidates possessing the required qualification.
- 14.86 The Staff Associations represented that as per the existing qualification requirements, officers in the technical cadre possessing a degree in the scientific field or an equivalent qualification are not taken on board for appointment in the grade though they have acquired the relevant skills, competencies and work experience in forensic science. The Bureau has been apprised that officers in the grades concerned are provided appropriate training both locally and overseas in forensic science. They are thus able to conduct forensic work as per standards set.
- 14.87 The Bureau has examined the issue in depth and considers that there is merit in the case. We are, therefore, upon advice of the Management of FSL, widening the scope of recruitment of the grade of Forensic Scientist/Senior Forensic Scientist so as to give qualified and experience officers of the technical grades the opportunity to join the professional cadre whilst enabling recruitment from a larger pool of qualified serving officers.

### **Recommendation 16**

- 14.88 We recommend that, in future, appointment to the grade of Forensic Scientist/Senior Forensic Scientist should be made by selection from among officers in the Forensic Technologist cadre possessing a degree in either Forensic Science or Chemistry or Biology or Biotechnology or Biology with minor Forensic Science or Chemical Analysis and Instrumentation Techniques or Criminal Justice or Molecular and Cellular Biology or Quality Management or an equivalent qualification. In the absence of qualified serving officers, appointment should be made by selection from among candidates possessing the required qualification.**

### **Restyling of grades of the Technical Cadre**

- 14.89 The nature of duties and level of responsibility devolving upon officers in the Forensic Technician cadre as well as the intensive training acquired by them over the years no longer matches their job titles. We are, therefore, restyling the grades of the Forensic Technician cadre to appropriate job appellations.

## Recommendation 17

**14.90 We recommend that the job appellations of grades of the technical cadre be restyled as hereunder:**

<b>From</b>	<b>To</b>
<b>Forensic Technician</b>	<b>Forensic Technologist/Senior Forensic Technologist</b>
<b>Forensic Technologist/Senior Forensic Technologist</b>	<b>Principal Forensic Technologist</b>
<b>Principal Forensic Technologist</b>	<b>Chief Forensic Technologist</b>

### **Forensic Technologist/Senior Forensic Technologist**

#### ***formerly Forensic Technician***

- 14.91 At present appointment to the grade of Forensic Technician is made by selection from among candidates possessing a Cambridge Higher School Certificate with passes in Chemistry and Physics for the Chemistry/Toxicology Section; and Chemistry and Biology for the Biology Section. For this Report, request has been made to upgrade the entry qualification requirements to diploma level on the ground that the nature of work has become more complex, coupled with the use of sophisticated technologies and methods in view of meeting world class standards.
- 14.92 Whilst studying the request, the Bureau has taken into account the fact that once officers join the cadre, they are provided relevant and updated theoretical and practical training. Hence, incumbents are adequately equipped with the appropriate knowledge, competencies and skills with a view to delivering efficient and effective service. In this respect, and keeping in mind the social aspect in recruitment policy, we consider that the existing qualification requirements should be maintained.
- 14.93 However, we do recognise that additional knowledge may contribute in bringing an improved service delivery. In this perspective, we believe that incumbents and future entrants may be provided with some kind of incentive to acquire higher qualifications and motivate them to remain in the organisation, so that they continue to offer their expert services. We are, therefore, providing a mechanism to compensate incumbents possessing higher qualifications in line with our general philosophy favouring career earnings.

### **Recommendation 18**

**14.94 We recommend that officers in the grade of Forensic Technologist/Senior Forensic Technologist, *formerly Forensic Technician*, possessing a diploma in Forensic Science or Chemistry or Biology or Biotechnology or Biology with minor Forensic Science or Chemical Analysis and Instrumentation Techniques or Criminal Justice or Molecular and Cellular Biology or Quality Management or an equivalent qualification, should be allowed on reaching the top of their salary scale, to move incrementally in the master salary scale up to salary point Rs 38350 provided they:**

- (i) have drawn the top salary for a year;**
- (ii) have been efficient and effective in their performance during the preceding year; and**
- (iii) are not under report.**

### **Movement in salary scale**

14.95 At present, officers in the Forensic Technician cadre possessing a Degree in the field of Forensic Science are allowed on reaching the top of their salary scale to move incrementally in the master salary scale subject to satisfying certain conditions. We are maintaining this provision while enlarging the field of study in which a degree is required.

### **Recommendation 19**

**14.96 We recommend that officers in the grades of Forensic Technologist/Senior Forensic Technologist, *formerly Forensic Technician*, Principal Forensic Technologist, *formerly Forensic Technologist/Senior Forensic Technologist* and Chief Forensic Technologist, *formerly Principal Forensic Technologist*, possessing a degree in either Forensic Science or Chemistry or Biology or Biotechnology or Biology with minor Forensic Science or Chemical Analysis and Instrumentation Techniques or Criminal Justice or Molecular and Cellular Biology or Quality Management or an equivalent qualification should be allowed, on reaching the top of their respective salary scale, to move incrementally in the master salary scale up to salary point Rs 40800, Rs 51575 and Rs 59700 respectively, provided they:**

- (i) have drawn the top salary for a year;**
- (ii) have been efficient and effective in their performance during the preceding year; and**
- (iii) are not under report.**

## Allowances

### On-Call and In-Attendance Allowances

14.97 Officers of the FSL are paid On-Call and In-Attendance Allowances for being on call beyond normal working hours and for attending duty whilst being on call. This arrangement is being maintained.

### Recommendation 20

14.98 We recommend that the On-Call Allowances payable to officers of the Forensic Science Laboratory be revised as follows:

Grades	Weekdays 0600 hours to 0845 hours 1600 hours to 1800 hours Amount (Rs)	Weekdays 1800 hours to 0600 hours the following day Amount (Rs)	Saturdays 0600 hours to 0600 hours the following day Amount (Rs)	Sundays and Public Holidays 0600 hours to 0600 hours the following day Amount (Rs)
Director, FSL	135	335	800	960
Deputy Director, FSL	120	305	730	865
Chief Forensic Scientist	110	280	650	785
Forensic Scientist/ Senior Forensic Scientist	95	230	575	695
Chief Forensic Technologist <i>formerly Principal Forensic Technologist</i>	75	175	420	500
Principal Forensic Technologist <i>formerly Forensic Technologist/ Senior Forensic Technologist</i>	65	160	395	460
Forensic Technologist/ Senior Forensic Technologist <i>formerly Forensic Technician</i>	50	115	280	335

14.99 We further recommend that, when attending work while on-call, officers of the Forensic Science Laboratory should be paid allowances per hour, inclusive of travelling time, as follows:

<b>Grade</b>	<b>Amount (Rs)</b>
<b>Director, FSL</b>	<b>335</b>
<b>Deputy Director, FSL</b>	<b>300</b>
<b>Chief Forensic Scientist</b>	<b>275</b>
<b>Forensic Scientist/Senior Forensic Scientist</b>	<b>245</b>
<b>Chief Forensic Technologist <i>formerly Principal Forensic Technologist</i></b>	<b>180</b>
<b>Principal Forensic Technologist <i>formerly Forensic Technologist/Senior Forensic Technologist</i></b>	<b>160</b>
<b>Forensic Technologist/Senior Forensic Technologist <i>formerly Forensic Technician</i></b>	<b>115</b>

### **Risk Allowance**

14.100 A Risk Allowance is currently paid to officers of the Forensic Scientist cadre and Forensic Technologist cadre. We are maintaining the allowance.

### **Recommendation 21**

**14.101 We recommend the continued payment of a monthly risk allowance equivalent to one and a half increments at the initial of the respective salary scale to officers of the Forensic Scientist cadre and Forensic Technologist cadre.**

### **Allowance for Accreditation and ISO Certification**

14.102 During consultations, Management has submitted that as the FSL is an ISO Certified organisation, there is need for the creation of a grade of Quality Manager to perform duties related to ISO Certification and accreditation of the Laboratory. After carefully analysing the request, we are of the view that acceding to same would result into the creation of a dead end post, with no possibility of career movement. We are, however, providing for another mechanism to incentivise officers to perform these duties.

### **Recommendation 22**

**14.103 We recommend that officers in the grades of Forensic Scientist/Senior Forensic Scientist and Chief Forensic Scientist should be designated on a rotational basis to perform duties related to ISO Certification and accreditation of the Laboratory.**

**14.104 We further recommend that the designated officers should be paid a monthly allowance of Rs 2700.**

**FORENSIC SCIENCE LABORATORY  
SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
19 000 102	<b>Rs 110000</b> Director, Forensic Science Laboratory
19 085 095	<b>Rs 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000</b> Deputy Director, Forensic Science Laboratory
19 075 089	<b>Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450</b> Chief Forensic Scientist
19 055 085	<b>Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950</b> Forensic Scientist/Senior Forensic Scientist
19 067 081	<b>Rs 36200 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450</b> Chief Forensic Technologist <i>formerly Principal Forensic Technologist</i>
19 056 076	<b>Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425</b> Principal Forensic Technologist <i>formerly Forensic Technologist/Senior Forensic Technologist</i>
19 036 066	<b>Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275</b> Forensic Technologist/Senior Forensic Technologist <i>formerly Forensic Technician</i>
24 040 061	<b>Rs 18075 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30950</b> Senior Forensic Laboratory Auxiliary <i>formerly Senior Forensic Laboratory Attendant</i>

Salary Code	Salary Scale and Grade
24 023 056	<b>Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 –  17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075</b>  Forensic Laboratory Auxiliary <i>formerly Forensic Laboratory Attendant</i>
24 022 051	<b>Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 –  17700 x 375 – 19575 x 475 – 21950 x 625 – 23200</b>  Driver
24 015 041	<b>Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 –  15750 x 325 – 17700 x 375 – 18450</b>  Handy Worker

\*\*\*\*\*