

## 14.2 MAURITIUS POLICE FORCE

- 14.2.1 The Mauritius Police Force (MPF) is the only body for ensuring law and order, peace, security and safety of the population. It has set a new vision under its reform programme: With You, Making Mauritius Safer. The Force is committed to deliver an efficient and effective policing service by meeting the Community's needs and expectations as well as attaining the ultimate objective of having a crime free society.
- 14.2.2 The Commissioner of Police is at the head of the MPF and is assisted by Deputy Commissioners, Assistant Commissioners and Police Officers of different ranks. The Force comprises a strength of about 12000 Police Officers, posted in various Units/Divisions and in police stations scattered all over the Island.
- 14.2.3 During consultations, the Bureau has been apprised that in view of coping with globalisation and new challenges in the field of crime and social and natural environment, the MPF should transform itself into a modern service. There is strong need for a trained and motivated Police Force capable of enforcing law and order with enhanced systems, structure and processes. In this context, both the Police Federation and Management made a series of representations, all aimed towards improving service delivery and motivating staff.
- 14.2.4 Whilst studying the proposals, the Bureau has taken into account the changing landscape within which the Police Officers are called upon to carry out their duties under challenging circumstances, the pattern of work at times involving long strenuous hours of work and the difficult demands placed on these officers coupled with the significant public responsibility they shoulder. In tandem with these considerations, we have also examined the representations made in line with the main orientation of this Report which aims at transforming the Public Sector for an enhanced service delivery to meet citizens' and non-citizens' and other stakeholders' needs.
- 14.2.5 We have therefore framed our recommendations with a view to enabling the MPF to achieve excellence in service delivery. The payment of new allowances has been recommended as well as other specific conditions of work. We have also considered the ever changing and challenging environment in which Police Officers are called upon to deliver in arriving at the recommendations.

### **Bank of Police Officers Scheme**

- 14.2.6 Both Management and the Police Federation have highlighted the problem of shortage of staff, especially in the case of those working on a shift pattern. In this context, we have been requested to consider the creation of a Bank of Police Officers Scheme to address the problem. With a view to meeting the needs of the public in respect of security on a 24-hour basis, the Bureau is agreeable to

the submission, the moreso such a scheme exists in the other disciplined forces to palliate a shortage of staff. However, we wish to point out that in parallel, Management should review its staffing complement with a view to attenuating the problem of shortage of staff.

## **Recommendation 1**

### **14.2.7 We recommend that:**

- (i) a Bank of Police Officers Scheme should be set up comprising officers who effectively work on a shift basis, in the grades of Police Constable, Police Corporal, Police Sergeant, Sub Inspector of Police and Inspector of Police. Officers in the Scheme who are off duty or on leave would be called upon to attend duty as and when required by Management to palliate any shortage of staff;**
- (ii) officers of the Bank of Police Officers Scheme who are called back on duty in the above mentioned case, should be paid an allowance as per the Table below for the first three hours put in and on a pro rata basis for any extra hour:**

<b>Grade</b>	<b>Amount (First 3 hours) Rs</b>
<b>Police Constable Woman Police Constable</b>	<b>610</b>
<b>Police Corporal Woman Police Corporal</b>	<b>650</b>
<b>Police Sergeant Woman Police Sergeant</b>	<b>685</b>
<b>Sub Inspector of Police Woman Sub Inspector of Police</b>	<b>730</b>
<b>Inspector of Police Woman Inspector of Police</b>	<b>755</b>

## **Performance Bonus**

**14.2.8** During consultations, the Bureau has been made aware of the constant challenges being faced by officers of the disciplined forces in a continuously changing environment. We consider that for the extraneous effort being deployed by these officers to cope with the new demands in their respective fields, incumbents should be provided with some kind of reward for their sustained performance. After careful study, the Bureau has opted for the grant

of an allowance to officers performing at operational level in lieu of incremental movement beyond top salary, as the latter option would have led to distortions in pay relativities.

## **Recommendation 2**

**14.2.9 We recommend that Police Officers in the grade of Police Constable up to Inspector of Police should be paid a one-off performance bonus equivalent to twelve times the value of one increment at the point reached in their respective salary scale provided that they have:**

**(i) been consistently efficient and effective in their performance as evidenced by their Performance Appraisal Report during the preceding two years; and**

**(ii) have not been adversely reported upon on ground of conduct.**

14.2.10 However, since the grant of the bonus is linked to performance, we strongly believe that the payment of the one-off bonus should be deferred so as to give full substance to the recommendation.

## **Recommendation 3**

**14.2.11 We recommend that the above recommendation should take effect as from 01 January 2018.**

### **Trainee Police Constable**

### **Trainee Band Constable**

14.2.12 At present, selected candidates join the Police Force as Trainee Police Constables. They are required to follow a two-year training programme/course comprising both theoretical and on-the-job training, after which they are appointed as Police Constable. In the context of this Report, Management has submitted that the need to maintain the positions of Trainee Police Constable and Trainee Band Constable is no longer felt and the training policy would be reviewed accordingly. This request is being supported by the Prime Minister's Office.

14.2.13 The Bureau views that since this arrangement would enable a better functioning of the Department, we are recommending for the abolition of both positions. However it is worth pointing out that with the abolition of the post of Trainee Police Constable and Trainee Band Constable, the Police Department should ensure that the selected Temporary Police Constables are provided with the appropriate training which would aim towards forming and transforming these new recruits into capable Police Officers possessing the right competencies, skills, knowledge, character and behaviour.

14.2.14 In addition, the training policy should lay much emphasis on inculcating the right mindset required from a public officer who is entrusted the responsibility of ensuring law and order and protection of the population from social threats. In the same breath, much stress should be put on the fundamental traits of character namely honesty, loyalty, integrity, bravery, among others, as being the core qualities required from a Police Officer of the right calibre.

#### **Recommendation 4**

**14.2.15 We recommend that:**

- (i) the grades of Trainee Police Constable and Trainee Band Constable be abolished.**
- (ii) In future, appointment to the grade of Police Constable and Woman Police Constable should be made by selection from among candidates aged between 18 and 28 years, possessing a School Certificate with passes in at least five subjects including English Language or an equivalent qualification acceptable to the Disciplined Forces Service Commission. Candidates should also possess a good physique, have a normal eyesight (without glasses or contact lenses) and be able to undergo strenuous physical exercise.**
- (iii) Appointment to the grade of Band Constable should henceforth be made by selection from among candidates aged between 18 and 35 years, possessing School Certificate with passes in at least five subjects including English Language or an equivalent qualification acceptable to the Disciplined Forces Service Commission. Candidates should also possess knowledge of music and ability to play string, wind, percussion and keyboard musical instruments as well as a good physique, have a normal eyesight (without glasses or contact lenses) and be able to undergo strenuous physical exercise.**
- (iv) Trainee Police Constables and Trainee Band Constables in post as at 31 December 2015 should draw the initial salary of the revised scale of the grade of Police Constable and Band Constable respectively or the conversion of their salary point drawn as at 31.12.15, whichever is higher, until their appointment as Police Constable or Band Constable in a substantive capacity.**

#### **Upgrading of Qualification Requirements**

14.2.16 At present, the entry qualification requirements to the base grade are a School Certificate with passes in at least five subjects and a good physique, with specific physical requirements. Management as well as the Federation have requested for an upgrading of the qualification requirements at entry level to a School Certificate with at least five credits. The reason put forward is that owing

to change in the nature of duties where same is becoming more complex with efflux of time, Police Officers need to be academically more qualified with a view to coping with the new challenges.

- 14.2.17 After careful study, the Bureau holds the considered view that too much focus should not be laid on raising the minimum educational standard but instead the training dispensed to Police Officers should ensure that the officers have rightly mastered the sophisticated techniques of modern police work and are capable of developing skills and powers of leadership and command not normally associated with academic achievement. In addition, we have also kept in mind the social aspect of the issue which is of paramount importance. We are, therefore bringing no change to the existing qualification requirements at source.

### **Extension of Trade Pay**

- 14.2.18 A Trade Pay of Rs 400 monthly is payable to Police Officers who possess basic knowledge in certain specific trades and as a result are required to perform additional duties normally undertaken by employees of the Tradesman's class or Workmen's Group. For this Report, the Federation has submitted that the Trade Pay may also be extended to Police Officers who are required to drive specialised vehicles, warranting the possession of specific licences. The Bureau views that there is some merit in the case and we are therefore making provision for the extension of the Trade Pay.

### **Recommendation 5**

- 14.2.19 We recommend that the Trade Pay should be extended to Police Officers of the SMF and SSU who are required to drive regularly specialised vehicles for which a specific driving licence is a requirement.**

### **Allowance to officers of the National Security Service (NSS)**

- 14.2.20 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. Furthermore, they are often on duty at unsocial hours. The Bureau has taken into consideration these aspects of the work of NSS Officers and strongly view that they should be compensated additionally.

### **Recommendation 6**

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

### **Extension of Technician Pay**

- 14.2.22 The Police Federation has submitted that Police Officers of the National Coast Guard who are called upon to perform as Watchkeepers on NCG Board Ships and as Coxswain should be paid an allowance for the specific duties carried out.
- 14.2.23 The Bureau views that given the nature of duties being performed by the Police Officers as well as the level of training followed by the incumbents, there is a case to grant them the Technician Pay. We have been apprised that Watchkeepers who have followed an approved course in the field are already being paid the said allowance. We are therefore making provision for the extension of the Technician Pay to Police Officers performing the duties of Coxswain.

### **Recommendation 7**

- 14.2.24 We recommend that Police Officers posted at the National Coast Guard who perform the duties of Coxswain and possess a relevant certificate or having followed a relevant approved course in the field should be paid the Technician Pay on a monthly basis as recommended at paragraph 14.2.52.**

### **Trainee Police Constable (Personal)**

#### **Temporary Police Constable**

- 14.2.25 The Bureau has repeatedly received representations regarding the payment of allowances to Trainee Police Constables owing to the fact that they perform as a full-fledged Police Constable after the passing out parade ceremony. For this Report also, both the Federation and Management have reiterated this proposal.
- 14.2.26 The Bureau has studied the issue in-depth and views that owing to the specificity of the Police Force among the Disciplined Forces coupled with the fact that the Trainee Police Constables are called upon to perform as substantive Police Constables and in the same conditions, they may be paid the allowances. We are recommending in this direction.

### **Recommendation 8**

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

### **Allowance to GIPM Officers**

- 14.2.28 The Groupe d'Intervention de la Police Mauricienne (GIPM) is considered as the elite group in the Police Force owing to the special competencies and skills possessed by the officers and the strict selection exercise and strenuous training which they undergo. The Police Force has recourse to the services of the GIPM

in complex cases and risky interventions on land, in air, water and sea, as they have been trained to operate in difficult conditions and hostile environments.

- 14.2.29 The Bureau views that for these aspects of the work of the GIPM coupled with the special competencies and skills held by the officers, the latter should be given due recognition in the Police Force. In this perspective, we strongly consider that these officers should be additionally compensated. We are making a provision to that end.

#### **Recommendation 9**

- 14.2.30 We recommend that Police Officers of the GIPM should be paid a monthly allowance equivalent to one increment at the point reached in their respective salary scale.**

#### **Enhanced Pension Benefit to GIPM Officers and Marine Commandos**

- 14.2.31 The Bureau views that the officers of the GIPM and Marine Commandos should be additionally compensated at their time of retirement for exceptional work performed whilst serving these units. This practice of additional reward is also in line with what obtains in the army and navy of certain countries. In this respect, we are making provision for incumbents to profit from an enhanced pension benefit.

#### **Recommendation 10**

- 14.2.32 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 1 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**

- 14.2.33 Both Management and the Police Federation have apprised that the proper conduct of Enquiries specially in complex cases, requires Police Officers to possess certain specific skills and competencies, which are essential in providing a better service to the community. In this respect a few Police Officers possessing these specific skills and competencies are called upon to perform as Enquiring Officers. However, it has been reported that there are capable Police Officers who are not willing to perform in this position, the moreso such enquiries involve extended hours of work. Against this background, request has been made for the grant of some kind of monetary incentive to these officers with a view to motivating them to continue to perform as Enquiring Officers and to attract other Police Officers to join this field.

14.2.34 While examining the proposal, we took into account the valuable contribution being brought by these officers in improving service delivery and enabling citizens to benefit from improved services. We are therefore agreeable to the request.

#### **Recommendation 11**

**14.2.35 We recommend that 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 should be granted a monthly allowance equivalent to one increment at the point reached in their respective salary scale.**

#### **Pregnant Police Officers**

14.2.36 The Bureau has received persistent representations to the effect that much hardship is endured by pregnant Women Police Officers as they are required to work on night shift and perform duties necessitating continuous standing. The Bureau has carefully examined the issue and views that a specific recommendation should be made for female officers of the Disciplined Forces who are in this state.

#### **Recommendation 12**

**14.2.37 We recommend that Management should strongly consider the advisability of not requiring, as far as possible, pregnant female Police Officers to perform extra hours or night shift or duties involving continuous standing for at least three months before their confinement.**

#### **Hardship Allowance – Officers posted in Agalega and St Brandon**

14.2.38 Management has informed that a few Police Officers of the NCG are posted to Agalega and St Brandon for short periods to carry out maintenance works. Their period of stay may vary from 50 days to less than 120 days depending on the movement of NCG vessels. These officers are paid an out of pocket allowance for the number of days spent on the islands. It has been represented that the officers concerned should also be eligible to the payment of disturbance allowance, earn vacation leave at an enhanced rate as well as the period served on these islands to be reckoned as enhanced pensionable service.

14.2.39 The Bureau has studied the issue in depth and wishes to point out that the context in which the Police Officers are posted to these islands is different from that when a Police Officer is posted on a tour of duty. In the latter case, the minimum period of stay is four months. From this angle, we consider that the representation made is not justified. However, we do recognise that though the Police Officers are posted there to carry out maintenance works for a shorter duration, they are subject to some degree of disturbance and hardship owing to the rough and haphazard conditions which prevail on these islands.

14.2.40 Against this background, we strongly view that a more attractive compensation be paid to these Police Officers in lieu of the Out of Pocket Allowance to which they are currently entitled. We are, therefore, making an appropriate recommendation to that effect.

14.2.41 As regards proposals for earning of vacation leave at an enhanced rate and reckoning the period served as enhanced pensionable service, we consider same to be not fully justified on the ground that being posted to these islands for periods of less than four months for carrying such duties, do not deem to be considered as a tour of duty.

### **Recommendation 13**

**14.2.42 We recommend that Police Officers of the NCG who are posted in the Outer Islands (Agalega and St Brandon) for carrying out repairs and maintenance works for a duration of less than four months, should be paid a Hardship Allowance equivalent to 20% of their monthly salary per month.**

**14.2.43 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 on these islands.**

### **Special Retention Allowance in Critical Areas**

14.2.44 At present, certain Police Officers performing specialised duties in critical areas are paid a monthly Special Retention Allowance. The Bureau has been informed that there is still need to retain these officers on account of the scarce skills and competencies they possess. In the context of this Review, we have reassessed the pertinence of this allowance and consider that payment of same should be maintained to eligible officers, up to 31 December 2016.

### **Recommendation 14**

**14.2.45 We recommend that:**

- (i) Police Officers operating as Air Pilot, Engineer (Aeronautical, Electronic, Civil, Mechanical, Environmental) and Bridge Watchkeeper at the NCG, should continue to be paid a monthly Special Retention Allowance equivalent to two increments at the point reached in their respective salary scale subject to satisfactory performance and upon the recommendation of the Commissioner of Police up to 31 December 2016.**
- (ii) Police Officers who leave the service prior to the age at which they may retire without the approval of the appropriate Service Commission (Table II at Chapter 15 of Volume 1) or before completing 28<sup>3</sup>/<sub>4</sub> years' service (for officers in post as from 01 July 2008) and 25 years of service (for officers in post as at 30 June 2008)**

in the Mauritius Police Force, should refund the totality of the Special Police Allowance paid to them.

- (iii) the recommendation made at (ii) above should not apply to officers retiring as per their (new) compulsory retirement age or on medical ground.

### Risk Allowance

#### Recommendation 15

14.2.46 We recommend that Risk Allowance should continue to be paid to eligible Police Officers as hereunder:

Category	Eligible Police Officers	Amount
Category I	<ul style="list-style-type: none"> <li>- Police Officers posted at the GIPM and NCG Commandos Unit; and</li> <li>- Police Officers performing as Air Pilot</li> </ul>	Rs 1800
Category II	<ul style="list-style-type: none"> <li>- Police Officers posted at Anti Drug Smuggling Unit (ADSU), Explosives Handling Unit of the SMF</li> <li>- Aircrew Winchman/Life Savers of the Police Helicopter Squadron</li> </ul>	Rs 1300
Category III	<ul style="list-style-type: none"> <li>- 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</li> </ul>	1½ increments at the initial of their respective salary scale subject to a maximum of Rs 900.

### Night Duty Allowance

14.2.47 We are maintaining the payment of Night Duty Allowance to eligible officers.

#### Recommendation 16

14.2.48 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

14.2.49 We recommend that Police Officers in the grades mentioned below and of similar levels should continue to be paid a monthly Rent Allowance 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

14.2.50 A series of work related allowances are paid to Police Officers depending on their posting, nature of work, and/or possession of additional training/qualifications/skills/competencies, etc. These allowances are being maintained and their quantum are being revised.

### Recommendation 18

14.2.51 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	400 per month

<b>Allowance</b>	<b>Payable to</b>	<b>Amount (Rs)</b>
<b>Examiners' Allowance</b>	<b>(i) Police Officers who have successfully followed the vehicle examiner's course and who are required to examine damaged vehicles after accidents</b>	<b>425 per month</b>
	<b>(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.</b>	<b>425 per month</b>
	<b>(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.</b>	<b>155 for every hour put in beyond their scheduled shift</b>
<b>Commuted Travelling Allowance</b>	<b>Police Officers who use their auto/motor cycles on official duties</b>	<b>430 per month</b>
<b>Detective Allowance</b>	<b>Police Officers performing detective duties</b>	<b>430 per month</b>
<b>Technician Pay</b>	<b>Eligible Police Officers engaged in duties of a specialised nature as determined by the Commissioner of Police</b>	<b>730 per month</b>
<b>Clothing Allowance</b>	<b>Police Officers whose duties and functions require them not to wear uniforms</b>	<b>480 per month</b>
<b>Special Duty Allowance</b>	<b>Police Officers posted in the Special Mobile Force, Special Support Unit, National Coast Guard and Helicopter Squadron</b>	<b>1025 per month</b>

<b>Allowance</b>	<b>Payable to</b>	<b>Amount (Rs)</b>
<b>Prosecutor's Allowance</b>	<b>Police Officers who are required to work as Prosecutor</b>	<b>1235 per month</b>
<b>Allowance to officers holding professional qualifications</b>	<p><b>(1) Police Officers called upon to work in the IT Unit and possessing:</b></p> <p><b>(i) a degree in IT</b></p> <p><b>(ii) a diploma in IT</b></p> <p><b>(2) Police Officers posted in the Legal Unit and possessing a degree or a professional qualification in Law.</b></p> <p><b>(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 use of their knowledge and skills and possess:</b></p> <p><b>(i) a degree/ professional qualification</b></p> <p><b>(ii) a diploma or equivalent qualification</b></p>	<p><b>per month</b></p> <p><b>2520</b></p> <p><b>1470</b></p> <p><b>2520</b></p> <p><b>2520</b></p> <p><b>1470</b></p>
<b>Commuted Overtime Allowance</b>	<p><b>(1) Police Officers who perform duties of Driver to Parliamentary Private Secretaries</b></p> <p><b>(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.</b></p> <p><b>(3) Police Officers performing as Police Riders who are posted</b></p>	<p><b>3600 per month</b></p> <p><b>3600 per month</b></p> <p><b>3600 per month</b></p>

<b>Allowance</b>	<b>Payable to</b>	<b>Amount (Rs)</b>
	<b>at the Office of the President and Vice President</b>	
<b>Bodyguard Allowance</b>	<b>Police Officers posted at the VIP Security Unit</b>	<b>3600 per month</b>
<b>Meal Allowance</b>	<b>Police Officers posted at the VIP Security Unit should be provided either with meals where catering facilities are available or paid an allowance of Rs 130 for each meal for work performed after 1900hrs.</b>	
<b>Sergeant-at-Arms Allowance</b>	<b>Sergeant-at-Arms of the National Assembly</b>	<b>4750 per month</b>
<b>Aide-de-Camp Allowance</b>	<b>Aide-de-Camp attached to:</b> (i) <b>President</b> (ii) <b>Vice President</b> (iii) <b>Prime Minister</b>	<b>Per month</b> <b>4750</b> <b>3600</b> <b>3600</b>
<b>Disturbance Allowance</b>	<b>Mauritian Police Officers posted in Rodrigues and Police Officers domiciled in Rodrigues posted in Mauritius</b>	<b>25% of monthly salary</b>
<b>Driving Allowance</b>	(i) <b>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.</b> (ii) <b>Police Officers of the Traffic Branch who hold the service licence, work on shift and perform the duties of Rider.</b>	<b>A monthly allowance equivalent to one increment at the initial of their respective salary scale</b>
<b>Diving Allowance</b>	(i) <b>Qualified Divers of the MPF who are called upon to perform scuba diving during official underwater</b>	<b>680 per dive, subject to a maximum of 10200 per month.</b>

Allowance	Payable to	Amount (Rs)
	<p>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 for implementation purpose, the qualified diver acting as Dive Leader in an official underwater intervention should be paid the Diving Allowance only as provided at (ii) above.</p>	735 per dive
<p><b>Duty Allowance</b></p>	<p>Eligible Police Officers who are called upon to shoulder responsibilities of the next higher rank for the reasons mentioned hereunder:</p> <p>(i) the officer in the next higher rank may not be available, on training overseas, on long leave or posted out;</p> <p>(ii) for ensuring continued command, control and supervision; and</p> <p>(iii) shortage of officers in the appropriate ranks</p>	<p>Per month</p> <p>Police Constable 250</p> <p>Police Corporal 275</p> <p>Police Sergeant 300</p> <p>Sub Inspector of Police 325</p> <p>Inspector of Police 350</p>
<p><b>Allowance to Police Cadet Inspector</b></p>	<p>Police Cadet Inspector (Male and Female) during their period of training.</p>	790 per month.
<p><b>Allowance to Police Officers holding a Degree in Police Studies</b></p>	<p>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.</p>	<p>A monthly allowance equivalent to two increments at the point reached in their respective salary scale.</p>

<b>Allowance</b>	<b>Payable to</b>	<b>Amount (Rs)</b>
<b>Ration Allowance</b>	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	125 a day for actual days of attendance.  160 a day.
<b>Sea-Going Allowance</b>	Crew members of the National Coast Guard vessels	190 on week days and 275 on Sundays and Public Holidays for every completed period of 24 hours at a stretch spent at sea
<b>Transfer Allowance</b>	Police Officers who are required to change place of residence on being transferred or when instructed to occupy police quarters	Rs 1000
<b>Special Allowance</b>	Police Officers of the NCG, GIPM, SMF and SSU who are called upon to provide armed escort protection on board commercial vessels to ensure a safe navigation in private infested areas in the Indian Ocean.	Daily allowance up to a maximum of 10 days as below:  Rs Police Constable 175 Police Corporal 175 Police Sergeant 200 Sub Inspector of Police 225 Inspector of Police and above 250

## Attending duty during emergencies

### Recommendation 19

14.2.52 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. However, in case 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

14.2.53 We are maintaining the early retirement scheme for Police Officers.

### Recommendation 20

14.2.54 We recommend that Police Officers appointed as from 1 July 2008 should:

(a) be allowed to retire on a proportionate pension after completing  $28\frac{3}{4}$  years of service; and

(b) be eligible to earn pension at an enhanced rate of  $\frac{1}{414\text{th}}$  of pensionable emoluments for each additional month of service to enable them to qualify for full pension after  $34\frac{1}{2}$  years of service.

14.2.55 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

14.2.56 As per the Standing Orders, Police Officers in the grades of Police Constable and up to Inspector of Police are required 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. **These elements have been taken into account whilst determining the salaries recommended for the grades.**

### Police Medical and Scientific Unit

#### On-Call and In-Attendance Allowances

14.2.57 Presently, officers in the grades of Trainee Police Medical Officer, Police Medical Officer/Senior Police Medical Officer, Principal Police Medical Officer and Chief Police Medical Officer are paid allowances when On-call and when actually in attendance, they are paid an additional in-attendance allowance. We are maintaining the allowances and revising the quantum.

## Recommendation 21

14.2.58 We recommend that Trainee Police Medical Officer, Police Medical Officer/Senior Police Medical Officer, Principal Police Medical Officer and Chief Police Medical Officer should be paid On-Call allowances as follows:

<i>On-Call Allowance</i>	<i>Trainee Police Medical Officer (Rs)</i>	<i>Police Medical Officer/Senior Police Medical Officer (Rs)</i>	<i>Principal Police Medical Officer (Rs)</i>	<i>Chief Medical Police Officer (Rs)</i>
<b>Weekday</b> 1600 hours to 0900 hours the following day	500	980	1090	1115
<b>Saturday</b> 1200 hours to Sunday 0900 hours	750	1450	1635	1680
<b>Sunday and Public Holiday</b> 0900 hours to 0900 hours the following day	750	1450	1635	1680

14.2.59 We further recommend that Trainee Police Medical Officer, Police Medical Officer/Senior Police Medical Officer, Principal Police Medical Officer and Chief Police Medical Officer be paid an in-attendance allowance of Rs 285, Rs 665, Rs 775 and Rs 825 respectively when they are required to perform medico-legal examination while on call.

## Special Medical Service Allowance

### Recommendation 22

14.2.60 We recommend that the provision made at paragraph 23.71 under the Ministry of Health and Quality of Life in respect of Special Medical Service Allowance should be made applicable to members of the Medical and Dental Professions serving the Police Medical and Scientific Unit.

## Special Provisions for officers of the Medical and Dental Professions

### Recommendation 23

14.2.61 We recommend that the provision made at paragraphs 23.80 and 24.81 under the Ministry of Health & Quality of Life in respect of the Special provisions for officers of the Medical and Dental professions should be extended to members of the Medical and Dental profession serving the Police Medical and Scientific Unit.

## **Continuing Professional Development**

### **Recommendation 24**

**14.2.62 We recommend that the provision made at paragraph 23.69 under the Ministry of Health and Quality of Life in respect of the Continuing Professional Development for officers of the Medical Profession should equally apply to members of the Medical profession serving the Police Medical and Scientific Unit.**

## **Rent Free Telephone and free calls**

### **Recommendation 25**

**14.2.63 We recommend that the provision made at paragraph 23.78 under the Ministry of Health and Quality of Life in respect of rent free telephone and free calls for officers of the Medical and Dental Profession should be extended to members of the Medical and Dental Professions in the Police Medical and Scientific Unit.**

## **Plan Printing Operator**

14.2.64 At present, the qualification requirements of the grade of Plan Printing Operator are a School Certificate with passes in at least five subjects and a National Trade Certificate (Level 3) in Printing or a National Certificate (Level 3) in Print Finishing or an equivalent relevant qualification.

14.2.65 The Bureau has been apprised that in certain Ministries, the duties of Plan Printing Operators have evolved and become more complex, depending upon the type of technologies used. However, at other places, the mode of operation has remained the same. We have also been informed that knowledge in Autocad is essential in view of coping with the evolution in the duties.

14.2.66 Given that this situation is not prevalent in all the organisations where the grade of Plan Printing Operator exists, we believe that it would be more appropriate to compensate incumbents who possess a Certificate in Autocad. We are recommending along these lines.

### **Recommendation 26**

**14.2.67 We recommend that Plan Printing Operators possessing a Certificate in Autocad or a relevant equivalent qualification should proceed beyond the top salary of their grade in the master salary scale by one increment 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.**

## Health Surveillance

14.2.68 The Bureau has been informed that Plan Printing Operators are constantly exposed to substances emanating from the printing machines which are hazardous to health. In this context, we are recommending for Health Surveillance for incumbents.

## Recommendation 27

14.2.69 We recommend that Management should make necessary arrangements with the Health Authorities to enable Plan Printing Operators to undergo regular medical/health checkup free of charge.

## MAURITIUS POLICE FORCE

### SALARY SCHEDULE

Salary Code	Salary Scale and Grade
14 000 108	<b>Rs 152000</b> Commissioner of Police
14 000 102	<b>Rs110000</b> Commanding Officer Deputy Commissioner of Police Director General, National Security Service Woman Deputy Commissioner of Police
14 085 095	<b>Rs 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000</b> Assistant Commissioner of Police Assistant Commissioner of Police (Engineer Squadron) Deputy Director General, National Security Service Woman Assistant Commissioner of Police
14 074 089	<b>Rs 45375 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450</b> Bandmaster Superintendent of Police Superintendent of Police (Engineer Squadron) Woman Police Superintendent

Salary Code	Salary Scale and Grade
14 065 080	<b>Rs 34350 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 54825</b> Assistant Superintendent of Police Assistant Superintendent of Police Band Deputy Bandmaster Woman Police Assistant Superintendent
14 061 076	<b>Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425</b> Deputy Assistant Superintendent of Police Woman Police Deputy Assistant Superintendent
14 060 075	<b>Rs 30175 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 46900</b> Chief Inspector of Police Chief Inspector of Police Band Woman Police Chief Inspector
14 056 071	<b>Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800</b> Band Inspector Inspector of Police Woman Police Inspector
14 051 070	<b>Rs 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575</b> Band Sub-Inspector Sub-Inspector of Police Woman Police Sub-Inspector
14 048 068	<b>Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125</b> Band Sergeant Police Sergeant Woman Police Sergeant
14 045 066	<b>Rs 20050 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275</b> Band Corporal Police Corporal Woman Police Corporal

Salary Code	Salary Scale and Grade
14 034 064	<b>Rs 16075 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 33425</b> Band Constable Police Constable Woman Police Constable
14 049 056	<b>Rs 21950 x 625 – 23200 x 775 – 27075</b> Cadet Officer (Communication Engineer) Cadet Officer (Electrical and Mechanical Engineer) Cadet Officer (Graduate) Police Cadet Inspector (Male) Police Cadet Inspector (Female)
14 046 055	<b>Rs 20525 x 475 – 21950 x 625 – 23200 x 775 – 26300</b> Cadet Officer (Others)
14 024 026	<b>Rs 13270 x 260 – 13790</b> Trainee Band Constable (Personal) Trainee Police Constable (Personal)
09 000 102	<b>Rs 110000</b> Chief Police Medical Officer
09 000 100	<b>Rs 101000</b> Principal Police Medical Officer
09 083 098	<b>Rs 59700 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 95000</b> Police Medical Officer/Senior Police Medical Officer
09 071 089	<b>Rs 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450</b> Trainee Police Medical Officer
09 070 089	<b>Rs 39575 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450</b> Police Dental Surgeon/Senior Police Dental Surgeon

Salary Code	Salary Scale and Grade
19 059 081	<b>Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450</b> Psychologist
11 066 081	<b>Rs 35275 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450</b> Chief Catering Administrator
11 061 077	<b>Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950</b> Senior Catering Officer
11 056 072	<b>Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325</b> Catering Officer
11 048 067	<b>Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200</b> Assistant Catering Officer
11 030 060	<b>Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175</b> Catering Supervisor
16 023 057	<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 – 28750</b> Plan Printing Operator
16 025 062	<b>Rs 13530 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525 QB 26300 x 775 – 31725</b> Machine Minder/Senior Machine Minder (Bindery) (Roster)
25 049 063	<b>Rs 21950 x 625 – 23200 x 775 – 32500</b> Master Tailor

Salary Code	Salary Scale and Grade
25 041 060	<b>Rs 18450 x 375 – 19575 x 475 –21950 x 625 – 23200 x 775 – 30175</b> Assistant Master Tailor Chief Tradesman
25 023 052	<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 – 23975</b> Carpenter Gun Fitter Leather Worker Tailor
24 016 043	<b>Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200</b> Stores Attendant
24 038 055	<b>Rs 17375 x 325 – 17700 x 375 – 19575 x 475 –21950 x 625 – 23200 x 775 – 26300</b> Head Cook
24 031 053	<b>Rs 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 –21950 x 625 – 23200 x 775 – 24750</b> Senior Cook
24 024 050	<b>Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 –21950 x 625 – 22575</b> Cook (Roster)
24 036 052	<b>Rs 16725 x 325 – 17700 x 375 – 19575 x 475 –21950 x 625 – 23200 x 775 – 23975</b> Head Police Attendant
24 019 048	<b>Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 –21475</b> Police Attendant/Senior Police Attendant

Salary Code	Salary Scale and Grade
24 022 047	<b>Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 –21000</b> Range Warden Senior Gardener/Nursery Attendant
24 019 045	<b>Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 –20050</b> Gardener/Nursery Attendant Wardress (Roster)
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> Swimming Pool Attendant
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
24 015 040	<b>Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18075</b> Lorry Loader Sanitary Attendant
24 001 038	<b>Rs 7800 x 200 – 8000 x 205 – 8820 x 230 –10200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17375</b> General Worker

\*\*\*\*\*