

**Public Service Commission (Prison Officers) (Disciplinary Proceedings —
Delegation of Functions) Directions**

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THE SCHEDULE

Legislative History

**CONSTITUTION OF THE REPUBLIC OF SINGAPORE
(ARTICLE 116(3))**

**PUBLIC SERVICE COMMISSION (PRISON OFFICERS) (DISCIPLINARY
PROCEEDINGS — DELEGATION OF FUNCTIONS) DIRECTIONS**

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[30th April 1998]

Citation

1. These Directions may be cited as the Public Service Commission (Prison Officers) (Disciplinary Proceedings — Delegation of Functions) Directions.

Definitions

2. In these Directions, unless the context otherwise requires —

“Commission” means the Public Service Commission;

“Director” means the Director of Prisons appointed under section 8 of the Prisons Act (Cap. 247);

“inmate” means a person who is detained in an approved institution under the Misuse of Drugs Act (Cap. 185);

“prison officer” means a Rehabilitation Officer, warder or other subordinate officer of Division II rank and below serving in the Prisons Department, whether such officer is holding a permanent, temporary or contract appointment;

“Superintendent” means a Superintendent of Prisons appointed under section 8 of the Prisons Act (Cap. 247).

Delegation to Director

3.—(1) The functions of the Commission relating to disciplinary control of prison officers may be exercised by the Director acting in accordance with and subject to these Directions.

(2) The Commission may, in its discretion, exercise such functions as are delegated to the Director under paragraph (1) notwithstanding such delegation.

Procedure when complaint is lodged

4. When a complaint is lodged against a prison officer alleging the commission by him of any of the offences referred to in the Schedule, the following procedure shall be adopted:

- (a) the complaint shall be communicated in writing to the prison officer who may be required to submit a written explanation within 24 hours or such

further time as the Director may allow; and

- (b) where the Director is of the opinion that the complaint requires further investigation, he shall appoint a public officer of Division I rank to conduct an investigation.

Penalties

5.—(1) The Director may upon a consideration of the result of such investigation, if he is of the opinion that the prison officer has committed an offence, impose one of the following penalties:

- (a) a reprimand;
- (b) stoppage of increment of up to 2 years; or
- (c) a fine not exceeding an amount equal to the total annual increments the officer would, if not for this direction, receive in a period of 2 years, except that in the case of an officer who has attained or will, within 2 years, attain the maximum of his current salary scale, the last annual increment provided in that officer's salary scale shall be reckoned to determine the maximum amount of fine.

(2) The Director may, either in addition to or in lieu of the above penalties, issue the prison officer with a written warning.

Variation by Commission

6.—(1) Notwithstanding direction 5, the Commission may, within one month of the imposition of a penalty by the Director, vary such penalty by way of enhancement, reduction, substitution or otherwise.

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(2) Where the Commission varies such penalty under paragraph (1) which would result in an enhancement thereof, no imposition of the enhanced penalty shall be made on any prison officer unless he has been given a reasonable opportunity of being heard.

Report by Director

7. The Director shall, in every case where he has imposed a penalty on a prison officer under these Directions, submit within 7 days of the imposition of such a penalty a report to the Commission containing a summary of the facts of the case and the penalty imposed.

Recommendation for more severe penalty

8. Where the Director considers that a more severe penalty than is otherwise provided