C/133/2025

Anonymous Complaint from Officers of the Probation Cadre

On 06 May 2025, we received an anonymous complaint from officers of the Probation Cadre alleging that: -

(i) Probation Officers were being harassed, intimidated and unequally treated by management.

(ii) Works were unfairly assigned among Probation Officers where some were favoured.

(iii) There were malpractices, unethical conduct and mismanagement within the Probation and Aftercare Service by certain senior officers in the cadre.

(iv) There was a general decline in service delivery in the Probation and Aftercare Service, which needs urgent reform.

(v) Two senior Probation Officers had been assigned the duties of Principal Probation Officers and relatively two Probation Officers were assigned the tasks of Senior Probation Officers regardless of their constant poor level of performance.

Following our query to the Prime Minister's Office, under the aegis of which the Probation and Aftercare Service operates, it was reported that the Commissioner of Probation denied all the allegations in the anonymous letter stating that they were baseless, of malicious intent and highly vexatious. He also averred that it was no co-incidence to Management that such a letter had emerged shortly after the transfer of a few officers who were recently called to order for serious incidents and shortcomings. Furthermore, the Commissioner of Probation asserted that previous Commissioners of Probation and Aftercare had been the target of unfounded allegations, which had not even a thread of evidence to support them. Lastly, he affirmed that management has consistently performed its duties diligently, effectively and efficiently and emphasised that persons occupying managerial positions today have never in the past been adversely reported by their supervisors, but have, on the contrary, been consistently well rated in the Performance Management System.

The Prime Minister's Office concurred with the comments of the Commissioner of Probation and Aftercare and further highlighted that: -

(i) all promotions/assignment of higher duties have been made in accordance with established procedures and guidelines governing the delegation of responsibilities within the Public Service; and

(ii) as per records available, under the Performance Management System, the officers highlighted in the complaint who have been assigned higher duties have not been unfavourably rated by their immediate supervisor. All the work assigned has been carried out without any issue.

In addition, the Prime Minister's Office assured that any complaint received through appropriate channels and supported by relevant details, would be given due and objective consideration. However, in this case, given the anonymous nature of the complaint and the lack of specific facts or supporting documentation, the allegations could not be acted upon and were considered baseless.

In the absence of supporting evidence, this Office is not in a position to verify the allegations and, therefore, this matter is being set aside, but investigations may resume in case substantiated information/documentation is received.