



GOVERNMENT OF THE
REPUBLIC OF TRINIDAD AND TOBAGO

NINETY-EIGHTH REPORT
OF THE
SALARIES REVIEW COMMISSION
OF
THE REPUBLIC OF TRINIDAD AND
TOBAGO

**GENERAL REVIEW OF SALARIES AND OTHER TERMS
AND CONDITIONS OF SERVICE OF OFFICES WITHIN
THE PURVIEW OF THE SALARIES REVIEW
COMMISSION**

November 2013

**Ninety-Eighth Report
of the
Salaries Review Commission
of
The Republic of Trinidad and Tobago**

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OTHER TERMS AND CONDITIONS OF SERVICE OF
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NINETY-EIGHTH REPORT OF THE SALARIES REVIEW COMMISSION

General Review of Salaries and other Terms and Conditions of Service of offices within the purview of the Salaries Review Commission

CHAPTER 1

INTRODUCTION

The Salaries Review Commission is established in accordance with Section 140 of the Constitution of the Republic of Trinidad and Tobago. The Commission consists of a Chairman and four (4) members, who are appointed by the President after consultation with the Prime Minister and the Leader of the Opposition.

2. Section 141(1) of the Constitution provides for the Commission to review from time to time, with the approval of the President, the salaries and other terms and conditions of service of the offices falling within its purview.

3. The size of the remit group, which ranges from the office of President of the Republic to the most junior position in the Judicial and Legal Service, has continued to increase and some three hundred (300) categories of offices, representing an establishment of approximately nine hundred (900) persons, now are within our purview. The offices fall under the following groupings:-

Part I

The President of the Republic
The Higher Judiciary
The Ombudsman
The Auditor General
The Industrial Court
The Tax Appeal Board
The Environmental Commission
The Police Complaints Authority
The Equal Opportunity Tribunal
Top Managers in the Public Service
Top Managers in Statutory Bodies
Senior Officers in the Protective
Services and the Defence Force
Senior Diplomatic Representatives
Chairmen and Members of
Commissions and Boards
The Judicial and Legal Service

Part II

Members of Parliament
The Tobago House of Assembly
Local Government Officials

4. The following new positions were recently brought within our purview:-

Lay-assessor, Equal Opportunity Tribunal
Director, Electronic Monitoring
Deputy Director, Electronic Monitoring

5. A full listing of the groupings and the offices thereunder is set out in Appendix I.

6. Remuneration arrangements have been recommended for the office of Lay-assessor since the remit to review the salary and other terms and conditions of the office was received prior to the Commission undertaking this general review. The remit for the offices of Director and Deputy Director, Electronic Monitoring, having been received recently, has not been considered in the current review. The review of the salary and other terms and conditions of these offices will be undertaken on completion of this exercise.

Background to the current general review

7. This Report is the eighth comprehensive review of salaries and terms and conditions of service of offices within our purview. The last such review was undertaken in 2008 and recommendations thereon, contained in our Eighty-ninth Report, were submitted in June 2009.

8. Subsequent to the submission of that Report, we completed eight reports, the majority of which covered salaries and terms and conditions of service of new offices placed within the purview of the Commission. A listing of these Reports is set out in Appendix II.

9. The undertaking of the general review in 2012 is in keeping with the policy that such general reviews should take place in a three-year cycle so as to ensure that compensation for offices within our purview is kept relatively current.

Scope of the Review

10. By letter dated February 3, 2012, the President of the Republic of Trinidad and Tobago conveyed his approval for the Salaries Review Commission to undertake a general review of the salaries and other conditions of service of holders of offices within its purview. As is customary, the review was undertaken in two parts: one part pertaining to Members of Parliament, Members of the Tobago House of Assembly and Local Government Officials and the other part to all other office holders within the purview of the Commission.

11. As in previous general reviews, we invited written submissions in respect of all offices for the review of salaries and other terms and conditions of service.

However, on this occasion, we extended an invitation to meet with all office holders so as to give them the opportunity to make oral presentations on their written submissions as well as to allow the Commission to seek clarification of any issues that may have arisen. A large number of office holders accepted our invitation and whilst the exercise proved to be of assistance to us in our deliberations, it had a significant impact on the timeframe for completion of the exercise.

CHAPTER 2

CONSIDERATIONS UNDERLYING THE CURRENT REVIEW

12. In the course of our deliberations, we were guided by the principles and criteria that we utilised in the past, and we are of the view that the following precepts identified in previous Reports continue to be valid:-

- (i) remuneration should bear fair comparison with current levels of remuneration paid within the private sector for broadly comparable jobs, taking into account differences in other conditions of employment;
- (ii) there should be appropriate levels of remuneration to attract, recruit and retain persons of suitable competence, experience, knowledge, skills and personal attributes to fill positions of very high responsibility and trust;
- (iii) there should be appropriate differentials in compensation, to take into account significant differences in the levels of responsibility between one office and another; and
- (iv) compensation packages should provide motivational and intrinsic value.

13. Consideration was also given to:-

- (i) current remuneration trends in certain other jurisdictions;
- (ii) the general levels of adjustments that were made to compensation packages in the wider local economy since our last review;
- (iii) requests of certain office holders for changes in the relative positioning of jobs within the structure;
- (iv) economic and financial developments in the country;
- (v) the impending job evaluation exercise and compensation survey; and
- (vi) the fact that unlike other public sector employees, office holders within our purview have been in receipt of the same salaries for more than eight (8) years, those salaries having been established in 2005.

Current Remuneration Trends In Certain Other Jurisdictions

14. As in previous general review exercises, certain office holders pointed to the compensation packages paid to their counterparts in other jurisdictions, and the relativities that exist among offices in those jurisdictions.

15. As is customary, we examined information on the remuneration of public sector officials in a number of countries, including the United Kingdom, Canada, Singapore, United States of America, Australia and New Zealand. We observed that the fundamental considerations which we apply when recommending levels of remuneration are still applied by review bodies in other jurisdictions, the common ones being the need to provide levels of compensation to attract, retain and motivate suitable persons as well as the prevailing economic factors in the relevant country.

16. In some jurisdictions, account continues to be taken of factors such as salary/wage settlements in the public and private sectors, the market value of jobs and executive compensation. While making comparison with other jurisdictions is useful, we maintain the view that consideration must be given also to other factors such as differences in the cost of living and relativities existing among positions in relevant organizations in each country.

17. During our last general review, our recommendations were impacted by the financial crisis which began in the United States of America and spread throughout the world, resulting in a global economic slump. Economic prospects have improved since then although a number of advanced economies continue to encounter economic challenges. We are advised that in Trinidad and Tobago, the economy has begun to grow, albeit slowly.

Comparative Compensation Levels

18. As in previous reviews, a number of office holders continue to express the view that they should be compared with and compensated on a similar basis as Chief Executive Officers in the private sector. While we agree that remuneration ought to bear fair comparison with that paid to broadly comparable jobs, we maintain that when making compensation comparisons with jobs in the private sector, account must be taken of factors such as job security, level of risk and pension arrangements. This view is shared by review bodies in other jurisdictions.

19. In our last general review undertaken in 2008/2009, having regard to the impact of the global financial crisis which existed at that time, we had recommended that the levels of salaries be maintained and this recommendation was accepted. This resulted in the salaries of the office holders who fall within our purview being frozen since 2005. On the other hand, locally, increases in salaries continued to be provided. In certain sectors, such increases were significant.

One of the impacts of this has been that the salary differentials between unionized staff in the Public Service and offices within our purview have been eroded. We are mindful that negotiations for the period 2011 to 2013/2014 for unionized staff throughout the Public Service are imminent and any salary increases agreed to will erode the differential further and make salary administration difficult to manage. Similarly, we observe that the gap between the compensation levels of the remit group and those of comparable positions in State Enterprises and the private sector has widened.

20. It is with the above in mind that in this review we sought to:-

- (i) restore, as far as possible, the position of the remit group in relation to the external comparators taking into account that salaries were frozen at 2005 levels;
- (ii) maintain, as far as possible, the relative ranking of the offices which fall within our purview;
- (iii) ensure that a reasonable differential exists in pay between the salaries of these offices and those of other offices in the Public Service; and
- (iv) rationalise the application of existing allowances and provide appropriate adjustments, where necessary.

Changes in the Relative Positioning

21. A large number of office holders requested changes in the relative positioning of their jobs within the structure. In our last general review, we had recommended that an evaluation of the jobs within our purview as well as a compensation survey be undertaken. We are advised that the services of a consultant are currently being sought to undertake such an exercise and that work thereon will begin within the next few months. We anticipate that the results will be available for consideration when next a general review is undertaken.

22. In the absence of an evaluation which would support changes in the existing relativities, we maintained those relativities among the offices except in the case of the offices of President, Higher Judiciary, Chief Secretary, Tobago House of Assembly and specified offices in the Registrar General's Department. As regards the office of President, we are of the view that as the President is the Head of State, the value of the total cash compensation of this office should be at the highest level among the offices within our purview. The changes recommended in respect of the offices of the Higher Judiciary and the Chief Secretary have been made on the basis of legal opinions forwarded to us whereas the relevant offices in the Registrar General's Department were re-evaluated and re-positioned.

Economic and Financial Developments in the Country

23. In our deliberations, we considered carefully the changing economic environment, including the movement in the cost of living since our last general review.

24. Since our last review, Trinidad and Tobago displayed signs of modest economic growth. While Real Gross Domestic Product (GDP) declined by 2.6% in 2011, the country experienced a growth rate of 1.2% in 2012 and we are advised that in 2013 and 2014, it is anticipated that real GDP will grow by 1.6% and 2.5%, respectively. The main impetus for the GDP growth came from the non-petroleum sector and the services sector which expanded by 1.9% and 2.4%, respectively in 2012.

25. In an effort to boost the pace of economic activity, the Central Bank maintained an accommodative monetary policy by reducing the Repo Rate from 3% in August 2012 to 2.75% in September 2012. As a result, interest rates on loans declined from 7.75% in June 2012 to 7.5% in May 2013.

26. Also, we note that headline inflation fell sharply in 2011 from 12.5 % in January 2011 to a low of 0.6% in August 2011 but climbed to 10.8% in July 2012 on account of fluctuating food price inflation, which traditionally is the main driver of headline inflation. For the first six (6) months of 2013, headline inflation remained relatively moderate at 6.8% in June.

Conclusion

27. As we have done in the past, in recommending remuneration packages for the office holders within our purview, we examined the current economic environment, globally and locally. We bore in mind that the salaries of those office holders have remained unchanged since 2005 – a period of some eight (8) years with a resultant negative impact on their purchasing power. Also, we took account of the fact that the country has experienced a measure of growth since our last review and that despite the economic conditions at that time, other public sector officials received increases in salary, some of which were significant, over the period 2008-2010. In keeping with the principles advocated, we recommend revised salaries and allowances for the office holders within our purview for the period 2011 to 2014.

CHAPTER 3

BENEFITS

28. Benefits form a significant part of the compensation packages of top executives. Large business entities worldwide offer incentives to their top executives as part of their compensation strategy to attract, retain and motivate those persons best able to facilitate the attainment of the organisation's objectives. Similarly, it has been the practice of the Commission to recommend the inclusion of benefits in the compensation packages of offices which fall within our purview.

29. Notwithstanding the aforementioned, we have determined that consideration of the inclusion of any new allowances to office holders should be treated within the impending Job Evaluation Exercise and Compensation Survey.

30. In our Eighty-ninth Report, our recommendations for revised remuneration for offices within our purview, including increases in allowances, were influenced by the downward trend in the economic environment that existed then. In that Report, we had recommended adjustments only to allowances that were based on actual costs, because of the increase in such costs. In this review, while recommending increases in allowances where warranted, also, we rationalised allowances and benefits where we considered this necessary.

PROFESSIONAL ALLOWANCE

31. A number of office holders requested the inclusion of a Professional Allowance in their remuneration packages. At present, the office of Attorney General and all offices in the Judicial and Legal Service, with the exception of the entry level positions, are in receipt of such an allowance. In the case of the Attorney General, the allowance is payable in light of the fact that the holder of the office is required to be an attorney-at-law. Following the implementation of the results of a job evaluation exercise, the allowance was introduced in the Judicial and Legal Service in our 71st Report, as a temporary measure to bridge the gap between then existing salary rates and market rates in an effort to attract and retain the services of competent and experienced staff in that Service. No other offices within our purview meet the criteria for the payment of such an allowance. As a consequence, we do not recommend the provision of the allowance to office holders who are not currently in receipt of it.

TRANSPORT FACILITIES

Motor Vehicle Purchase Loan

32. At present, four (4) levels of Motor Vehicle Purchase Loans are provided for office holders, the quanta ranging from \$145,000 to \$350,000. These loans

are repayable over a period of six (6) years at a rate of interest of six percent (6%) per annum on the reducing balance. Some office holders proposed an increase of the loan facility and others, the reduction of the prevailing interest rate. With regard to the purchase loan facility, we recommend five (5) loan levels instead of the existing four (4). In this regard, a new loan level has been introduced for mid-level officers of the Judicial and Legal Service and a few other office holders. We are satisfied that the rate of interest as well as the period and terms of repayment are very competitive, when compared with terms for similar-type commercial loans. Therefore, we do not recommend any change in the existing interest rate or repayment period.

33. We reviewed data on the 'on-the-road' prices for a wide range of motor vehicles and recommend that the existing loan levels between \$145,000 and \$240,000 be revised to between \$160,000 and \$300,000 for the various office holders. The existing loan ceiling of \$350,000 has been maintained since we consider it adequate. The details are set out in the relevant chapters.

Tax/Duty Exemption on Motor Vehicles

34. A number of requests were made by office holders for enhanced duty/tax concessions. While, generally, we recommend increases in the level of tax exemptions given the increased cost of vehicles since our last review, we sought also to rationalise the existing duty/tax concessions. In this regard, we note that where provision exists for office holders to enjoy total exemption from duty and taxes, such a facility has become extremely generous consequent on increases in such duty and taxes on some motor vehicles over the years. The result is that it is possible for the holders of certain offices to enjoy exemptions from duty and taxes, and Customs Duty in particular, totalling several hundred thousand dollars on a single vehicle. In reviewing the benefit, we have recommended limits where provision exists currently for total exemptions from Customs Duty, Motor Vehicle Tax (including Special Motor Vehicles Tax) and Value Added Tax as detailed in the relevant chapters. However, in respect of those office holders protected by section 136(6) of the Constitution and by other legislation such as section 5(5) of the Tax Appeal Board Act, Chap. 4:50; section 5(3) of the Industrial Relations Act, Chap. 88:01; section 83(3) of the Environmental Management Act, Chap. 35:05; section 14(3) of the Police Complaints Authority Act, Chap. 15:05 and section 43(5) of the Equal Opportunity Act, Chap. 22:03 we recommend that they be given the option to retain the existing benefit or accept the revised arrangements. That option should be exercised in writing and once exercised, it should remain in effect as long as the incumbent holds such protected office. We recommend also that the revised arrangement be implemented from the date of the relevant Circular which gives effect to the new remuneration arrangements.

Transportation Allowance

35. The Transportation Allowance is provided to assist office holders in meeting the costs associated with keeping and using a motor vehicle for the performance of official duties and is not contingent on the ownership of a motor vehicle. Based on these costs, we recommend increases in the Transportation Allowance as set out in the relevant chapters.

Repair Loan/Insurance Loan

36. We have been advised that modern technology has impacted immensely on the manufacturing of motor vehicles and as a result, generally major repairs are no longer required, except for instance, where a vehicle may have been involved in an accident. Accordingly, we do not recommend any change in the quantum of this benefit.

37. Similarly, we recommend no change in the existing loan arrangement with respect to the Insurance Loan.

Personal Chauffeur/Service Allowance

38. A number of office holders are eligible for either a Personal Chauffeur or a Service Allowance. The Service Allowance provides the relevant office holders with the flexibility to secure services of their choice, including but not restricted to those of a chauffeur/driver, to ease the demands placed on them in the execution of their responsibilities within and outside of working hours.

39. We recommend a revision in the existing rates of Service Allowance to enable the office holders to continue to meet payments such as National Insurance contributions and the salary of the persons they engage.

40. A number of office holders who are not currently entitled to a Service Allowance requested this benefit. We examined their proposals and consider that, except in the case of the office of Assistant Secretary, Tobago House of Assembly, other office holders do not meet the criteria for provision of the allowance.

SUBSISTENCE ALLOWANCE

41. The existing Subsistence Allowance was re-examined and we recommend revised allowances for eligible offices, in light of the increase in the Index of Retail Prices with respect to the cost of dining out. For official overseas travel, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular will apply. Our recommendations are set out in the relevant chapters.

DUTY ALLOWANCE

42. A Duty Allowance is provided to certain offices that fall within our purview in recognition of the fact that holders of those offices must always be available to respond to the demands of their offices outside of working hours. The offices to which the allowance applies are generally at the most senior levels. In this review, we sought to rationalise further the rates of the allowance currently paid to office holders.

43. Since our last review, a Duty Allowance has been provided for the offices of Clerk of the House, Clerk of the Senate, Secretary to Cabinet and the Deputy Secretary to Cabinet. In this review, a number of office holders proposed that they be provided with a Duty Allowance. Taking into account the duties and responsibilities of the various offices and the reason for which the allowance is paid, we are generally satisfied that the allowance should be retained for offices currently in receipt of it. We recommend revised rates between 7.5% and 20% of the recommended salaries of eligible office holders.

HOUSING

44. Numerous office holders in their submissions expressed dissatisfaction with the existing rates of this allowance, citing the increased cost of appropriate accommodation.

45. In the case of office holders of the Higher Judiciary, we recommended revised allowances based on the recognition of the obligation in law of the State to provide housing for them. With respect to the office of President, there exists an obligation on the State to provide an official residence. Consequently, where the official residence is not available for use by the President and suitable alternative accommodation is not provided, we recommend a similar revision of the housing benefit.

46. For all other office holders, we maintained the principle established in our Forty-fourth Report of April, 1997, that is, that the Housing Allowance is to assist an office holder in obtaining suitable residential accommodation. In reviewing the rates of Housing Allowance, we examined existing rental and acquisition costs in addition to increases in the Rent Index of Index of Retail Prices over the period 2008 to 2011. Our recommendations are set out in the relevant chapters.

MEDICAL BENEFITS

47. We do not recommend any change in the existing medical benefits for any of the offices within our purview. With respect to part-time office holders who sought to be provided with medical benefits, we maintain that such benefits are not normally extended to persons who serve on a part-time basis.

48. We are advised that Cabinet has agreed that a Health Insurance Plan be introduced for full-time office holders. This initiative accords with the view which we expressed in our Fifty-second Report that the introduction of a Group Health Plan for office holders within our purview would be ideal for meeting a number of concerns raised over the years by office holders.

TELECOMMUNICATION FACILITIES

49. We recommend that Telephone Facilities be renamed 'Telecommunication Facilities' since the provision now incorporates the cost of bundled packages which cover the cost of phone calls and that of residential internet access. We examined the allowances paid to executives and managers within the public sector as well as the existing communication rates and charges of service providers, and noting that office holders who are required to be accessible constantly are generally provided with cellular phones as an administrative arrangement, we recommend no increase in the existing quantum of the allowance. In this regard, we are satisfied that the current levels of allowance are adequate to cover the cost of phone calls and internet access.

OVERSEAS TRAVEL FACILITIES

50. Some office holders, who do not now receive an allowance for Overseas Travel, proposed its inclusion in their remuneration package. We reiterate that we are not convinced of the need for such a provision as a feature of the remuneration package for public sector officials. However, where office holders are eligible currently for the benefit, we recommend increases in the value of the Travel Grants, given the increase in the cost of overseas travel.

PENSION/GRATUITY

51. In their submissions, some office holders requested improvements in their existing superannuation benefits. Others requested that the allowances which they receive be incorporated into salary so that they would be included in the computation of pension benefits. We examined the latter proposal since we are of the view that in some instances, the compensation packages contain allowances which may be considered a fundamental part of salary. While we sought to identify and consolidate those allowances which could be considered part of salary, this proved untenable since it would have created significant distortions in existing relationships, particularly among offices which are currently remunerated in the same salary grouping. This would necessitate an overhaul of the groupings and consequently, we are of the view that the issue of the relationship of salary to allowances provided would best be reviewed during the Job Evaluation Exercise and Compensation Survey.

52. A number of office holders who hold offices that are deemed to be part-time and who are currently not eligible for terminal benefits sought the introduction of a gratuity. As noted in previous Reports, part-time office holders are not

normally provided with terminal benefits. Therefore, we are unable to support such proposals.

53. We are aware that a comprehensive review by consultants of superannuation arrangements provided by the State to holders of public offices was completed and features were highlighted in the Budget Statement 2008/2009. We continue to hold the view that any review of such arrangements should be undertaken in the context of the outcome of that exercise. We recommend that the exercise be completed in time for the next general review.

OTHER BENEFITS

54. Where office holders made submissions for additional benefits, we treated with them in the chapters relevant to the individual offices or groups of offices.

PART 1

The President of the Republic

The Higher Judiciary

The Ombudsman

The Auditor General

The Industrial Court

The Tax Appeal Board

The Environmental Commission

The Police Complaints Authority

The Equal Opportunity Tribunal

Top Managers in the Public Service

Top Managers in Statutory Bodies

Senior Officers in the Protective
Services and the Defence Force

Senior Diplomatic Representatives

Chairmen and Members of
Commissions and Boards

The Judicial and Legal Service

CHAPTER 4

THE PRESIDENT OF THE REPUBLIC

55. The Constitution establishes the office of the President of the Republic as Head of State and Commander-in-Chief of the armed forces. The office of President ranks as the highest public office in the country and, is vested with executive authority in specific areas and on occasions under the Constitution.

56. Our recommendations for the office of President are as follows:-

Recommendations

Salary

\$64,270 per month.

Duty Allowance

\$9,650 per month.

Transport Facilities

A fleet of official motor vehicles, fully maintained by the State and manned by a complement of chauffeurs.

Housing

Official residences, fully furnished and maintained by the State with the necessary complement of household staff.

Where the official residence is not available for use by the President, and suitable alternative accommodation is not provided, an allowance of \$28,000 per month.

Entertainment

An Entertainment Vote to meet official expenses incurred by the President.

Vacation Leave

Sixty (60) calendar days per annum.

Overseas Travel Facilities

- (i) Entitlement to passages (to the maximum value of two adult first class, or equivalent class, return airfares to the United Kingdom) annually for the President, spouse, if any, and dependent children, if any, under the age of eighteen.
- (ii) Either provision of hotel accommodation and meals plus a Subsistence Allowance of US\$150 per day, or an allowance of US\$200 per day for accommodation plus a Subsistence Allowance of US\$150 per day.
- (iii) The cost of transportation to be met by the State.
- (iv) One hotel suite to facilitate the holding of conferences or any minor entertainment.
- (v) The cost of entertainment to be met by the State.
- (vi) A Warm Clothing Allowance of US\$900 per annum.

Telecommunication Facilities

The cost of internet access and telephone expenses to be paid by the State.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the costs at any other hospital, institution or nursing home in Trinidad and Tobago to be met by the State.

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the President's Emoluments Act, Chap. 2:50.

Exemption from Taxation

The salary, pension and any allowance of whatsoever nature payable to the office holder in respect of his/her service as President to be wholly exempt from the payment of income tax and any other tax.

CHAPTER 5

THE HIGHER JUDICIARY

57. The Supreme Court of Judicature for Trinidad and Tobago consists of a High Court of Justice and a Court of Appeal.

58. This Court comprises the Higher Judiciary, namely, the Chief Justice, Justices of Appeal and Puisne Judges.

59. The Supreme Court plays a critical role in a democratic society since the members of the Court adjudicate on all matters of criminal, civil and constitutional law and their decisions can have a significant impact on the individual and the society as a whole.

60. In their submissions, members of the Higher Judiciary referred to international (Commonwealth) precedents to support their proposals in respect of revised salaries as well as the need for separation of the three arms of the State as an inherent principle in the nation's governance model.

61. Specifically, the office holders requested that the following should be taken into consideration in treating with their compensation packages:-

- (i) the creation of a rewards framework that can attract, retain and motivate the resources required to successfully deliver on the Judiciary's mandate;
- (ii) market realities that demonstrate the relative total compensation of judicial officers versus a relevant labour market in Trinidad and Tobago;
- (iii) the deterioration of the purchasing power of the office holders since the last effective adjustment to pay; and
- (iv) the potential earnings of senior legal professionals, referenced against the potential earnings based on the legal fees the State assigns to private lawyers and attorneys as defined by the Civil Proceedings Rules (CPR), which far exceed those of the judicial officers before whom they appear.

62. The office holders proposed:-

- (i) payment of a Housing Allowance equivalent to the cost of securing super grade housing, rather than an allowance that would assist in obtaining suitable accommodation;

- (ii) discontinuation of the existing medical benefit and the establishment of a comprehensive Medical/Health Insurance Plan for the Judiciary, which should be completely sponsored for family coverage and should include continuing coverage for retirees;
- (iii) linking of the pension benefits of retired incumbents to the compensation of active Judges;
- (iv) introduction of a Professional Allowance and a Duty Allowance for members of the Higher Judiciary; and
- (v) introduction of other facilities, such as Sabbatical Leave, a Security Monitoring Allowance, provision of business tools and development of programmes for training and career planning for office holders.

63. Our views on the office holders' proposals are as follows:-

- (i) With reference to the Housing Allowance, the Higher Judiciary provided us with opinions of Queen's Counsel and Senior Counsel in which it is advocated that the effect of Regulations 8 and 8A of the Judges (Conditions of Service and Allowances) Regulations (No. 2) is to impose a clear obligation on the State to provide fully furnished residences of super-grade category rent free for all judges so long as they hold judicial office and where there is a default on the part of the State to so provide, there is the back-up protection (not option) of providing an allowance in lieu thereof. The opinions stress that the duty does not disappear and is not an option. Additionally, it is posited that the function and purpose of the monetary protection which Regulation 8A (1) provides is payment in lieu of housing. That payment is a monthly housing allowance and must be properly referable and equivalent to the monthly cost of securing housing of the super grade category.

We reviewed carefully the opinions of Counsel provided and accept the views expressed therein as to the treatment of the Judges' entitlement to housing. We recognize that the State has a primary duty to provide housing for the office holders and we anticipate that every effort would be made to satisfy this obligation. We took this into account in recommending the revised Housing Allowances for the office holders.

- (ii) On the proposal for the discontinuation of the existing medical benefit and the establishment of a Medical/Health Insurance Plan, while we support fully the introduction of a Health Plan for office holders within

our purview, pending the establishment of such a Plan we recommend that the existing arrangements be maintained.

- (iii) With regard to pension benefits, we have been made aware of an undertaking to improve the benefits for which the office holders are currently eligible. We are of the view, also, that improvements in such benefits should be treated with holistically, taking account of factors such as the level of salaries payable, the tax-free nature of the emoluments of the office holders and the fact that office holders do not contribute towards their superannuation benefits. We continue to hold that any review of existing arrangements should be undertaken in the context of the outcome of the comprehensive review of superannuation arrangements provided by the State to holders of public offices.
- (iv) In keeping with our recommendation in Chapter 3 that no new allowance be introduced, we are unable to support the proposals made in respect of the introduction of a Professional Allowance, Duty Allowance and Security Monitoring Allowance at this time.
- (v) We agree in principle to the proposal for the introduction of Sabbatical Leave for Judges. We recommend that office holders be eligible for a maximum of six (6) months such leave after a minimum of seven (7) continuous years of service. Thereafter, such leave should accrue to an eligible office holder at the rate of 6/7 of a month's leave for every additional year of service completed. Sabbatical Leave should be provided with full pay.

We consider that this leave should be provided for the following purposes:-

- (a) to participate in educational programmes that are related to the administration of justice, such as formal education programmes and teaching at educational institutions or study programme to improve the Judge's contribution; or
- (b) to undertake a project that would contribute to improvements in the efficiency and effectiveness of the Court.

Approval for the grant of any such leave should be determined administratively by the Chief Justice taking account of the exigencies of the Court's operations. Additionally, appropriate administrative arrangements should be developed by the Judiciary to give effect to the facility.

- (vi) We do not consider the provision of business tools, namely cellular phones, laptops, and the development of programmes for training and career planning to be terms and conditions of employment and are of the view that these matters should be treated with administratively.

64. Bearing in mind the nature of the expenses which the Judicial Contact Allowance is intended to cover, we are of the view that a payment should be made annually instead of monthly as currently exists. This recommended new arrangement would, however, apply to new office holders appointed on or after the date of relevant Circular giving effect to revised remuneration arrangements.

65. In making our recommendations, we considered the impact of the provision of tax-free emoluments which the office holders receive and which must be recognised as a benefit. Our recommendations in respect of office holders of the Higher Judiciary are as follows:-

Recommendations

<u>Salary</u>	<u>\$ per month</u>
Chief Justice	50,350
Justice of Appeal	42,020
Puisne Judge	37,300

Transport Facilities

Chief Justice

- (i) An official motor vehicle with all maintenance and operational costs met by the State.
- (ii) An official chauffeur who shall be a police officer.

Chief Justice
Justice of Appeal
Puisne Judge

- (i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemptions from Motor Vehicle Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Motor Vehicle Tax	\$30,000
VAT	\$53,000

Customs Duty \$90,000

or

- (b) a used motor vehicle with exemptions from Special Motor Vehicles Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Special Motor Vehicles Tax	\$30,000
VAT	\$53,000
Customs Duty	\$90,000

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance as follows:-

	<u>\$ per month</u>
Chief Justice	5,040
Justice of Appeal	4,560
Puisne Judge	4,560

- (v) A personal chauffeur.

The incumbents at the date of the relevant Circular giving effect to revised remuneration arrangements to opt in writing for the revised exemptions above or to retain the following exemptions:-

- (i) full exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty on a new motor vehicle; or
- (ii) full exemption from Special Motor Vehicle Tax, Value Added Tax and Customs Duty on a used motor vehicle.

(Once the option has been exercised, it should continue in effect for the duration of the office holder's tenure.)

Subsistence Allowance

- (i) \$200 per day in the following cases:-

- (a) Where the office holder lives in North Trinidad and is on duty in San Fernando;
 - (b) Where the office holder lives in South Trinidad and is on duty in Port of Spain;
 - (c) Where the office holder lives in Trinidad/Tobago and is on duty in Tobago/Trinidad and no meals are provided.
- (ii) Where the office holder lives in Trinidad/Tobago and is on duty in Tobago/Trinidad and meals are provided, \$75 per day;
 - (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

Chief Justice

Rent-free, fully furnished, super-grade residence or an allowance of \$28,000 per month in lieu.

Justice of Appeal

Puisne Judge

Rent-free, fully furnished, super-grade residence or an allowance of \$24,000 per month in lieu.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Chief Justice.

Vacation Leave

- (i) Vacation Leave to coincide with the “court vacation” at Christmas and Easter.

Chief Justice

Justice of Appeal

- (ii) In addition to (i) above, six (6) weeks per annum.

Puisne Judge

- (iii) In addition to (i) above, six (6) weeks per annum and four (4) weeks per annum in every alternate year.

Overseas Travel Facilities

- (i) A Travel Grant of \$69,000 per annum.
- (ii) Judicial Contact Allowance
\$118,000 per annum.

Telecommunication Facilities

The cost of internet access, telephone rental and other charges, including Value Added Tax, related to official business to be met by the State or at the office holder's option, an allowance of \$500 per month.

(Once the option is exercised, the chosen benefit should continue in effect as long as the incumbent holds the office.)

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the costs at any other hospital, institution or nursing home in Trinidad and Tobago to be met by the State.

('Medical attention/treatment' excludes optical and dental treatment/services. 'Prescribed drugs' exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Judges Salaries and Pensions Act, Chap. 6:02.

Exemption from Taxation

The salary, pension and every allowance of whatsoever nature payable to a Judge in respect of his service as a Judge to be wholly exempt from the payment of income tax or any other tax.

CHAPTER 6

THE OMBUDSMAN

66. The office of Ombudsman is established under the Constitution of the Republic of Trinidad and Tobago. An office holder is appointed by the President of the Republic of Trinidad and Tobago in consultation with the Prime Minister and Leader of the Opposition and is responsible for investigating any decision or recommendation made or action taken or omitted by any Ministry, Department or any other Authority in the exercise of their administrative functions.

67. Additionally, the Freedom of Information Act, Chap. 22:02 provides for the Ombudsman to investigate cases where access to documents is denied on the grounds that such documents do not exist or cannot be located.

68. By virtue of section 97(1) of the Constitution, the Ombudsman possesses the powers of the High Court with respect to the summoning of witnesses and taking of evidence.

69. The office holder proposed that the salary for the position should be commensurate with the level of responsibilities and the level of legal expertise necessary for effective performance of the job. However, the Ombudsman is not required to possess legal qualifications. Additionally, in determining the level of remuneration, consideration was given to the responsibilities and duties of the office which have remained largely unchanged. Accordingly, the existing relativity between this and other offices within our purview has been retained.

70. It has been proposed that the cost of the installation and maintenance of a security system be taken into consideration in determining a revised Housing Allowance. The Housing Allowance is a perquisite which provides assistance to an office holder in acquiring suitable residential accommodation. We are not of the view that incorporating the cost of installation and maintenance of a security system is relevant in determining the quantum of the Housing Allowance.

Recommendations

Salary

\$37,180 per month.

Transport Facilities

- (i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-

- (a) a new motor vehicle with exemptions from Motor Vehicle Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Motor Vehicle Tax	\$30,000
VAT	\$53,000
Customs Duty	\$90,000

or

- (b) a used motor vehicle with exemptions from Special Motor Vehicles Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Special Motor Vehicles Tax	\$30,000
VAT	\$53,000
Customs Duty	\$90,000

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$4,560 per month.

The incumbent at the date of the relevant Circular giving effect to revised remuneration arrangements to opt in writing for the revised exemptions above or to retain the following exemptions:-

- (i) full exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty on a new motor vehicle; or
- (ii) full exemption from Special Motor Vehicle Tax, Value Added Tax and Customs Duty on a used motor vehicle.

(Once the option has been exercised, it should continue in effect for the duration of the office holder's tenure.)

Service Allowance

\$5,050 per month.

Subsistence Allowance

- (i) When travelling on official business outside of Port of Spain or in Tobago, \$200 per day.
- (ii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$12,360 per month.

Vacation Leave

Thirty (30) calendar days per annum.

Overseas Travel Facilities

A Travel Grant of \$34,500 per annum.

Telecommunication Facilities

The cost of internet access, telephone rental and other charges, including Value Added Tax, related to official business to be met by the State or at the office holder's option, an allowance of \$500 per month.

(Once the option is exercised, the chosen benefit should continue in effect as long as the incumbent holds the office.)

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the office holder to be entitled to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

('Medical attention/treatment' excludes optical and dental treatment/services. 'Prescribed drugs' exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the term of office.

CHAPTER 7

THE AUDITOR GENERAL

71. The office of Auditor General is established under the Constitution and the office holder is appointed by the President after consultation with the Prime Minister and the Leader of the Opposition. The Auditor General is under statutory obligation to audit annually the public accounts of Trinidad and Tobago and submit reports on the findings to Parliament and the Minister responsible for Finance. He/she is empowered to audit also the accounts of all enterprises which are owned or controlled by or on behalf of the State and is not subject to the direction or control of any person or authority in the exercise of his/her functions.

72. Our recommendations for the office of Auditor General are as follows:-

Recommendations

Salary

\$ 38,920 per month.

Transport Facilities

- (i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) A new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 2200cc and exemption from Value Added Tax to a maximum of \$63,000; or
 - (b) A used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$63,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$4,560 per month.

- (v) When on duty in Tobago, provision of paid passages (by sea or air at the office holder's option) and free transport of his/her motor vehicle to and from Tobago.

Service Allowance

\$5,050 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on official duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$12,360 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Auditor General's Department.

Vacation Leave

Thirty (30) calendar pays per annum.

Overseas Travel Facilities

A Travel Grant of \$69,000 per annum.

Telecommunication Facilities

The cost of internet access, telephone rental and other charges, including Value Added Tax, related to official business to be met by the State or at the office holder's option, an allowance of \$500 per month.

(Once the option is exercised, the chosen benefit should continue in effect as long as the incumbent holds the office.)

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the office holder to be entitled to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

('Medical attention/treatment' excludes optical and dental treatment/services. 'Prescribed drugs' exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Pensions Act, Chap. 23:52.

CHAPTER 8

THE INDUSTRIAL COURT

73. Section 4 of the Industrial Relations Act, Chap. 88:01 established the Industrial Court as a superior court of record and a specialist court with responsibility to:-

- hear and determine trade disputes;
- register Collective Agreements and to hear and determine matters relating to the registration of such agreements;
- enjoin a trade union or other organization or workers or other persons or an employer from taking or continuing industrial action;
- hear and determine proceedings for industrial relations offences under the Act;
- hear and determine any other matter brought before it, pursuant to the provisions of the Act.

74. The Court has the responsibility to hear and determine all trade disputes in Trinidad and Tobago and as such, its mandate is to provide for the stabilisation, improvement and promotion of industrial relations in the country. The Industrial Court comprises the offices of President, Vice President, Chairman, Essential Services Division and Member.

75. In this review, the office holders proposed:-

- (i) the restoration of internal relationships between the offices of the Industrial Court which existed prior to the Commission's Fifty-second Report;
- (ii) the re-alignment of their salaries and other conditions of service, including superannuation benefits, with those of the offices in the Higher Judiciary;
- (iii) that like the President, Industrial Court all other office holders be exempt from the payment of income tax on salary and allowances applicable to them;
- (iv) the introduction of a Duty Allowance as well as a Professional Allowance as are applicable to holders of offices in Groups L1 and J1 of the Judicial and Legal Service as part of the compensation

packages of the Vice President, Industrial Court and Chairman, Essential Services Division;

- (v) the provision of an Industrial Court Contact Allowance to Members;
- (vi) that the tenure of Members of the Industrial Court should be up to their age of retirement.

76. In deliberating on the office holders' proposal for the restoration of previous internal relationships, we re-examined the scope, duties and responsibilities as well as the qualifications and experience required for all the offices in the Industrial Court which fall within our purview. We note that there has been no change in any of the existing factors and as a consequence, we find no rationale to alter the existing relationships. We recommend that in the absence of a Job Evaluation Exercise and Compensation Survey, the existing relativities among the offices and those of the Higher Judiciary be maintained.

77. We hold the view that only those offices which are currently exempt from income tax should continue to enjoy that benefit. We do not recommend the extension of that benefit to other office holders.

78. The purpose of the Duty Allowance and Professional Allowance has been outlined in Chapter 3. We note the rationale given by the office holders for the introduction for such allowances is that they are required at times to come out after hours and on weekends. This does not align with the basis for the payment of such allowances. As such, we do not recommend the provision of these allowances to the office holders.

79. With regard to the Industrial Court Contact Allowance, we maintain the view that it is not necessary to extend such a benefit to Members since we believe that the training and development of Members of the Industrial Court may be accommodated under the allocation for training at the Court.

80. Finally, the issue of the tenure of appointment of office holders (the President, Vice President, Chairman, Essential Services Division and Members of the Industrial Court) is not a matter for determination by the SRC.

81. Our recommendations for the offices of the Industrial Court are as follows:-

Recommendations

PRESIDENT, VICE PRESIDENT AND CHAIRMAN, ESSENTIAL SERVICES DIVISION

<u>Salary</u>	<u>\$ per month</u>
President	42,020
Vice President	37,300
Chairman, Essential Services Division	37,300

Transport Facilities

(i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-

(a) a new motor vehicle with exemptions from Motor Vehicle Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Motor Vehicle Tax	\$30,000
VAT	\$53,000
Customs Duty	\$90,000

or

(b) a used motor vehicle with exemptions from Special Motor Vehicles Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Special Motor Vehicles Tax	\$30,000
VAT	\$53,000
Customs Duty	\$90,000

(ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.

(iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.

(iv) A Transportation Allowance of \$4,560 per month.

(v) A personal chauffeur.

The incumbents at the date of the relevant Circular giving effect to revised remuneration arrangements to opt in writing for the revised exemptions above or to retain the following exemptions:-

- (i) full exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty on a new motor vehicle; or
- (ii) full exemption from Special Motor Vehicle Tax, Value Added Tax and Customs Duty on a used motor vehicle.

(Once the option has been exercised, it should continue in effect for the duration of the office holders' tenure.)

Subsistence Allowance

- (i) \$200 per day in the following cases:-
 - (a) Where the office holder lives in North Trinidad and is on duty in San Fernando;
 - (b) Where the office holder lives in South Trinidad and is on duty in Port of Spain;
 - (c) Where the office holder lives in Trinidad/Tobago and is on duty in Tobago/Trinidad and no meals are provided.
- (ii) Where the office holder lives in Trinidad/Tobago and is on duty in Tobago/Trinidad and meals are provided, \$75 per day;
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or any other relevant Circular to apply.

Housing Allowance

Rent-free, furnished, super-grade quarters or an allowance of \$12,360 per month in lieu.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the President, Industrial Court.

Vacation Leave

- (i) Vacation Leave to coincide with the "court vacation" at Christmas and Easter.

President

- (ii) In addition to (i) above, six (6) weeks per annum.

Vice President Chairman, Essential Services Division

- (iii) In addition to (i) above, six (6) weeks per annum and four (4) weeks per annum in every alternate year.

Overseas Travel Facilities

- (i) A Travel Grant of \$69,000 per annum.
- (ii) Industrial Court Contact Allowance
\$118,000 per annum.

Telecommunication Facilities

The cost of internet access, telephone rental and other charges, including Value Added Tax, related to official business to be met by the State or at the office holder's option, an allowance of \$500 per month.

(Once the option is exercised, the chosen benefit should continue in effect as long as the incumbent holds the office.)

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the costs at any other hospital, institution or nursing home in Trinidad and Tobago to be met by the State.

('Medical attention/treatment' excludes optical and dental treatment/services. 'Prescribed drugs' exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

President

- (i) Where the office holder is a Judge of the Supreme Court of Judicature, entitlement to superannuation benefits in accordance with the provisions of the Judges Salaries and Pensions Act, Chap. 6:02; and

- (ii) An office holder who is not a Judge of the Supreme Court to be provided with superannuation benefits in accordance with the provisions of the Industrial Court (Pensions and Gratuities of Members) Regulations.

**Vice President
Chairman, Essential Services Division**

Entitlement to superannuation benefits in accordance with the provisions of the Industrial Court (Pensions and Gratuities of Members) Regulations.

Exemption from Taxation

President

The salary, pension and every allowance of whatsoever nature payable to the office holder in respect of his service as President to be wholly exempt from the payment of income tax or any other tax.

MEMBER

Salary

\$32,080 per month.

Transport Facilities

- (i) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
- (a) a new motor vehicle with exemptions from Motor Vehicle Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Motor Vehicle Tax	\$30,000
VAT	\$38,000
Customs Duty	\$60,000

or

- (b) a used motor vehicle with exemptions from Special Motor Vehicles Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Special Motor Vehicles Tax	\$30,000
VAT	\$38,000

Customs Duty

\$60,000

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,900 per month.

The incumbents at the date of the relevant Circular giving effect to revised remuneration arrangements to opt in writing for the revised exemptions above or to retain the following exemptions:-

- (i) full exemption from Motor Vehicle Tax and Value Added Tax on a new motor vehicle; or
- (ii) full exemption from Special Motor Vehicle Tax and Value Added Tax on a used motor vehicle.

(Once the option has been exercised, it should continue in effect for the duration of the office holder's tenure.)

Service Allowance

\$5,050 per month.

Subsistence Allowance

- (i) \$200 per day in the following cases:-
 - (a) Where the office holder lives in North Trinidad and is on duty in San Fernando;
 - (b) Where the office holder is on duty in Tobago and no meals are provided.
- (ii) Where the office holder is on duty in Tobago and meals are provided, \$75 per day;
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$12,360 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the President, Industrial Court.

Vacation Leave

- (i) Vacation Leave to coincide with the “court vacation” at Christmas and Easter.
- (ii) In addition to (i) above, six (6) weeks per annum and four (4) weeks per annum in every alternate year.

Overseas Travel Facilities

A Travel Grant of \$40,200 per annum.

Telecommunication Facilities

The cost of internet access, telephone rental and other charges, including Value Added Tax, related to official business to be met by the State or at the office holder’s option, an allowance of \$400 per month.

(Once the option is exercised, the chosen benefit should continue in effect as long as the incumbent holds the office.)

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the costs at any other hospital, institution or nursing home in Trinidad and Tobago to be met by the State.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Industrial Court (Pensions and Gratuities of Members) Regulations.

CHAPTER 9

THE TAX APPEAL BOARD

82. The Tax Appeal Board is a superior court of record with jurisdiction to hear and determine appeals by individuals and corporate bodies against decisions of the Board of Inland Revenue and the Customs and Excise Division in respect of taxes and duties. It also hears appeals from decisions of the Central Bank made under the Financial Institutions Act, Chap. 79:09 as well as from those made under the Tourism Development Act, Chap. 87:22.

83. The Chairman and Vice-Chairman are appointed by the President of the Republic of Trinidad and Tobago in accordance with the advice of the Judicial and Legal Service Commission. Members are appointed by the President. Provision exists for members to serve on a full-time as well as a part-time basis. At present, the Board comprises a Chairman and three (full-time) members. The review of the terms and conditions of the office of Member only falls within our purview. The office of Chairman is remunerated, by law, at the same level as a Puisne Judge.

84. In their submissions, the full-time Members of the Board proposed that they be provided with similar terms and conditions as those applicable to the office of Member, Industrial Court. In this regard, they posited that the Tax Appeal Board is similar in stature to the Industrial Court since both bodies are superior courts of record, members of both bodies are appointed by the President of the Republic of Trinidad and Tobago and in terms of the experience, skill and competence required of the respective office holders, the qualification criteria are similar. In reviewing the proposals, we noted that since our last review, there have been no significant changes in the duties and responsibilities of the office and, consequently, we have maintained the existing relativities.

85. Members also proposed the inclusion of a Judicial Contact Allowance and a Professional Allowance in their remuneration packages.

86. In relation to the Judicial Contact Allowance, such an allowance is provided to members of the Higher Judiciary to facilitate the office holders establishing contact with their colleagues abroad. A similar allowance termed an Industrial Court Contact Allowance forms part of the remuneration packages of eligible office holders in the Industrial Court, namely, the offices of President, Vice President and Chairman, Essential Services Division. We do not consider it necessary to extend such a benefit to Members of the Tax Appeal Board since we are of the view that the training and development of those office holders may be treated with under an appropriate allocation for training for Members of the Board.

87. With regard to the proposal for the inclusion of a Professional Allowance in the remuneration package of the office of Member, Tax Appeal Board, we have outlined the basis of this allowance in Chapter 3 and as such we do not consider

the allowance to be appropriate to members of the Tax Appeal Board. Consequently, we do not recommend the introduction of such an allowance.

88. Members proposed also that their gratuity be computed on the basis of salary and Housing Allowance or alternatively, exclusively on the basis of salary, with the gratuity being exempt from income tax. It is the norm for gratuity to be based on salary, exclusive of allowances. We recommend that the existing arrangement be maintained. With regard to exemption from income tax on the gratuity paid to Members (full-time), we are unable to support such a proposal.

89. Our recommendations for the office of Member, Tax Appeal Board are as follows:-

Recommendations

MEMBER (full-time)

Salary

\$32,080 per month.

Transport Facilities

(i) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-

(a) a new motor vehicle with exemptions from Motor Vehicle Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Motor Vehicle Tax	\$30,000
VAT	\$38,000
Customs Duty	\$60,000

or

(b) a used motor vehicle with exemptions from Special Motor Vehicles Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Special Motor Vehicles Tax	\$30,000
VAT	\$38,000
Customs Duty	\$60,000

(ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.

- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,900 per month.

The incumbents at the date of the relevant Circular giving effect to revised remuneration arrangements to opt in writing for the revised exemptions above or to retain the following exemptions:-

- (i) full exemption from Motor Vehicle Tax and Value Added Tax on a new motor vehicle; or
- (ii) full exemption from Special Motor Vehicles Tax and Value Added Tax on a used motor vehicle.

(Once the option has been exercised, it should continue in effect for the duration of the office holders' tenure.)

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$12,360 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Chairman, Tax Appeal Board.

Vacation Leave

- (i) Vacation Leave to coincide with the "court vacation" at Christmas and Easter.
- (ii) In addition to (i) above, six (6) weeks per annum and four (4) weeks per annum in every alternate year.

Overseas Travel Facilities

A Travel Grant of \$40,200 per annum.

Telecommunication Facilities

The cost of internet access, telephone rental and other charges, including Value Added Tax, related to official business to be met by the State or at the office holder's option, an allowance of \$400 per month.

(Once the option is exercised, the chosen benefit should continue in effect as long as the incumbent holds the office.)

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the costs at any other hospital, institution or nursing home in Trinidad and Tobago to be met by the State.

('Medical attention/treatment' excludes optical and dental treatment/services. 'Prescribed drugs' exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the term of office.

MEMBER (part-time)

Salary

\$7,840 per month.

Transport Facilities

An allowance of \$1,140 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, an allowance of \$1,560 per month to be paid instead.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.

- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

CHAPTER 10

THE ENVIRONMENTAL COMMISSION

90. The Environmental Commission of Trinidad and Tobago, a superior court of record established under the Environmental Management Act, Chap. 35:05, is a specialist court with the authority to hear and determine environmental disputes arising out of the Act and any other written law where the jurisdiction of the Commission is provided for specifically, such as the Noise Pollution Rules and the Environmentally Sensitive Species Rules, 2001.

91. Additionally, the Act provides that the Environmental Commission shall encourage and promote alternative dispute resolution and any mechanism for resolving disputes other than by litigation.

92. The Environmental Commission comprises a full-time Chairman and a Deputy Chairman and Members who may be appointed by the President to serve in a full-time, part-time or periodic capacity as may be required to fulfil the objectives of the Act. The Chairman and Members are appointed by the President, in accordance with the Act.

93. The main proposal from the Commission is that the remuneration packages of the offices of Chairman and Deputy Chairman should be at the same levels with those of the President and Vice President, Industrial Court and office holders at a similar level in other superior courts of record. We re-examined the relationships between the various superior courts of record, based on the duties and responsibilities of the offices of Chairman and Deputy Chairman, as well as the scope of the Environmental Commission and we note that there have been no significant changes in the duties and responsibilities. Consequently, the existing relativities have been maintained pending the outcome of the Job Evaluation Exercise and Compensation Survey to be undertaken.

94. With regard to the Environmental Commission Contact Allowance, given the nature of the allowance, we recommend that the existing allowance be paid on an annual basis rather than monthly as currently exists.

95. We considered the proposals submitted by the office holders with respect to the introduction of superannuation arrangements and we maintain the view that any review of pension should be done in the context of the current pension review exercise being undertaken by the Ministry of Finance and the Economy.

96. Our recommendations for the offices of the Environmental Commission are as follows:-

Recommendations

CHAIRMAN

DEPUTY CHAIRMAN (FULL-TIME)

<u>Salary</u>	<u>\$ per month</u>
Chairman	40,160
Deputy Chairman (full-time)	33,820

Transport Facilities

(i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-

(a) a new motor vehicle with exemptions from Motor Vehicle Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Motor Vehicle Tax	\$30,000
VAT	\$53,000
Customs Duty	\$90,000

or

(b) a used motor vehicle with exemptions from Special Motor Vehicles Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Special Motor Vehicles Tax	\$30,000
VAT	\$53,000
Customs Duty	\$90,000

(ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.

(iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.

(iv) A Transportation Allowance of \$4,560 per month.

Chairman

- (v) A personal chauffeur.

The incumbents at the date of the relevant Circular giving effect to revised remuneration arrangements to opt in writing for the revised exemptions or to retain the following exemptions:-

- (i) full exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty on a new motor vehicle; or
- (ii) full exemption from Special Motor Vehicle Tax, Value Added Tax and Customs Duty on a used motor vehicle.

(Once the option has been exercised, it should continue in effect for the duration of the office holders' tenure.)

Service Allowance

Deputy Chairman

\$5,050 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to Tobago on official business, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Commission.
- (iii) For travel abroad on official business, the provisions of the Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$12,360 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Chairman, Environmental Commission.

Vacation Leave

- (i) Thirty (30) calendar days per annum.
- (ii) In addition to (i) above, Vacation Leave to coincide with the “court vacation” at Christmas and Easter.

Overseas Travel Facilities

Chairman Deputy Chairman

- (i) A Travel Grant of \$69,000 per annum.
- (ii) Environmental Commission Contact Allowance
\$118,000 per annum.

Telecommunication Facilities

The cost of internet access, telephone rental and other charges, including Value Added Tax, related to official business to be met by the State or at the office holder’s option, an allowance of \$500 per month.

(Once the option is exercised, the chosen benefit should continue in effect as long as the incumbent holds the office.)

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the office holder to be entitled to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the term of office.

DEPUTY CHAIRMAN (part-time)

Salary

\$17,290 per month.

Transport Facilities

A Transportation Allowance of \$1,140 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,560 to be paid instead.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to and from Trinidad/Tobago on official business:-
Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Environmental Commission.
- (iii) For travel abroad on official business, the provisions of the Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

MEMBER (full-time)

Salary

\$29,220 per month.

Transport Facilities

- (i) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemptions from Motor Vehicle Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Motor Vehicle Tax	\$30,000
VAT	\$38,000
Customs Duty	\$60,000

or

- (b) a used motor vehicle with exemptions from Special Motor Vehicles Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Special Motor Vehicles Tax	\$30,000
VAT	\$38,000
Customs Duty	\$60,000

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,900 per month.

The incumbents at the date of the relevant Circular giving effect to revised remuneration arrangements to opt in writing for the revised exemptions or to retain the following exemptions:

- (i) full exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty on a new motor vehicle; or
- (ii) full exemption from Special Motor Vehicle Tax, Value Added Tax and Customs Duty on a used motor vehicle.

(Once the option has been exercised, it should continue in effect for the duration of the office holders' tenure.)

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$12,360 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Environmental Commission.

Vacation Leave

- (i) Vacation Leave to coincide with the “court vacation” at Christmas and Easter.
- (ii) In addition to (i) above, six (6) weeks per annum and four (4) weeks per annum in every alternate year.

Overseas Travel Facilities

A Travel Grant of \$40,200 per annum.

Telecommunication Facilities

The cost of internet access, telephone rental and other charges, including Value Added Tax, related to official business to be met by the State or at the office holder’s option, an allowance of \$400 per month.

(Once the option is exercised, the chosen benefit should continue in effect as long as the incumbent holds the office.)

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the costs at any other hospital, institution or nursing home in Trinidad and Tobago to be met by the State.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the term of office.

MEMBER (part-time)

Salary

\$11,820 per month.

Transport Facilities

An allowance of \$1,140 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, an allowance of \$1,560 per month to be paid instead.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Member (full-time) (appointed on a periodic basis)

The office holder to be eligible for the Salary, Transportation Allowance, Housing Allowance and Telecommunication Facilities applicable to the office of Member (full-time), on a pro rata basis, as well as the Subsistence Allowance.

Member (part-time) (appointed on a periodic basis)

The office holder to be eligible for the Salary and Transport Facilities applicable to the office of Member (part-time) on a pro rata basis, as well as the Subsistence Allowance.

CHAPTER 11

THE POLICE COMPLAINTS AUTHORITY

97. The Police Complaints Authority was established by section 5(1) of the Police Complaints Authority Act, Chap. 15:05 and came into operation on January 1, 2007. This Act replaced the former Police Complaints Authority Act, No.17 of 1993.

98. The Police Complaints Authority is mandated to investigate criminal offences involving police officers, police corruption and serious police misconduct, to monitor such investigations conducted by any person or authority, and to advise the Police Service and other public authorities on ways in which police corruption and serious police misconduct may be eliminated.

99. The Director and Deputy Director, Police Complaints Authority are appointed by the President on the joint advice of the Prime Minister and the Leader of the Opposition.

100. The office holders have proposed in their remuneration packages:-

- (i) the introduction of a Risk Premium by means of a specific risk/security allowance or to be incorporated in the Service Allowance or the base salary; and
- (ii) the inclusion of a Police Complaints Authority Contact Allowance.

We have dealt with the issue of the introduction of new allowances in Chapter 3 and therefore do not recommend the proposed allowances.

Recommendations

<u>Salary</u>	<u>\$ per month</u>
Director	38,540
Deputy Director	33,570

Transport Facilities

- (i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemptions from Motor Vehicle Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Motor Vehicle Tax	\$30,000
VAT	\$53,000
Customs Duty	\$90,000

or

- (b) a used motor vehicle with exemptions from Special Motor Vehicles Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Special Motor Vehicles Tax	\$30,000
VAT	\$53,000
Customs Duty	\$90,000

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$4,560 per month.

The incumbents at the date of the relevant Circular giving effect to revised remuneration arrangements to opt in writing for the revised exemptions above or to retain the following exemptions:-

- (i) full exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty on a new motor vehicle; or
- (ii) full exemption from Special Motor Vehicle Tax, Value Added Tax and Customs Duty on a used motor vehicle.

(Once the option has been exercised, it should continue in effect for the duration of the office holders' tenure.)

Service Allowance

\$5,050 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from headquarters.

- (ii) For travel to Tobago on official business, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Authority.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or any other relevant Circular.

Housing Allowance

Director

\$12,360 per month.

Deputy Director

\$10,080 per month.

Vacation Leave

Thirty (30) calendar days per annum.

Overseas Travel Facilities

A Travel Grant of \$34,500 per annum.

Telecommunication Facilities

\$400 per month.

Entertainment Allowance

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of Director, Police Complaints Authority.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the office holder to be entitled to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the term of office.

CHAPTER 12

THE EQUAL OPPORTUNITY TRIBUNAL

101. The Equal Opportunity Tribunal was established under section 41(1) of the Equal Opportunity Act, Chap. 22:03. The Tribunal which is a superior court of record, is empowered to enforce its own orders and judgments and possesses all powers, rights and privileges as are vested in the High Court of Justice on the occasion of an action. Its primary purpose is hearing and determining complaints of discrimination referred to it by the Equal Opportunity Commission. As such, the Tribunal has jurisdiction to require persons to appear before it for the purpose of giving evidence and producing documents, in addition to making such declarations, orders and awards of compensation as it thinks fit.

102. The Tribunal consists of a Judge of status equal to that of a High Court Judge, who shall be the Chairman and two (2) Lay-assessors. The Chairman is appointed by the President of the Republic, acting in accordance with the advice of the Judicial and Legal Service Commission pursuant to section 42(1) of the Act. The office of Lay-assessor was placed within the purview of the SRC by virtue of Legal Notice No. 285 dated November 20, 2000.

103. Section 42(3) of the Act makes provision for Lay-assessors to be appointed by the President from among such persons as appear to the President to be qualified by virtue of their knowledge of or experience in law, religion, race relation, gender affairs, employment issues, education, culture, economics, social welfare or human rights and who have served in any of those fields for a period of not less than ten years or who have served in a combination of those fields in the aggregate is of not less than ten years. The role of the Lay-assessors is to assist the Chairman in arriving at a decision in proceedings before the Tribunal.

104. Our recommendations for the office of the Lay-assessor of the Equal Opportunity Tribunal are as follows:-

Recommendations

Salary

\$32,080 per month

Transport Facilities

- (i) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-

- (a) a new motor vehicle with exemptions from Motor Vehicle Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Motor Vehicle Tax	\$30,000
VAT	\$38,000
Customs Duty	\$60,000

or

- (b) a used motor vehicle with exemptions from Special Motor Vehicles Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Special Motor Vehicles Tax	\$30,000
VAT	\$38,000
Customs Duty	\$60,000

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,900 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$12,360 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Chairman, Equal Opportunity Tribunal.

Vacation Leave

- (i) Vacation Leave to coincide with the “court vacation” at Christmas and Easter.
- (ii) In addition to (i) above six (6) weeks per annum and four (4) weeks per annum in every alternate year.

Overseas Travel Facilities

A Travel Grant of \$40,200 per annum.

Telecommunication Facilities

\$400 per month.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the costs at any other hospital, institution or nursing home in Trinidad and Tobago to be met by the State.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to superannuation benefits in accordance with provisions of the Pensions Act, Chap. 23:52.

CHAPTER 13

TOP MANAGERS IN THE PUBLIC SERVICE

105. In the hierarchical structure of the Public Service, the group of Top Managers consists of first and second level executives and senior administrative and technical personnel. These top office holders advise on the formulation of, and are responsible for the implementation of policies, programmes and projects necessary for national development and the social and economic well-being of the citizens of the country. The incumbents of offices in this grouping are required to supervise and administer substantial budgetary allocations and are accountable to the Executive and Parliament.

106. Since the conduct of our last general review, the following offices have been added to the group and appropriate remuneration arrangements were established:-

Director, Financial Intelligence Unit
Deputy Director, Financial Intelligence Unit
Administrator, Tobago House of Assembly
Clerk, Tobago House of Assembly.

107. The office holders in the Top Managers group continued to articulate the need for significant improvement in the remuneration arrangements attaching to their various offices. They highlighted the fact that the last increase in salaries received was in 2005 and pointed to significant increases in the rate of inflation and the cost of living since the last general review in 2009. They also referred to the level of salaries paid to their counterparts in a number of State Enterprises for many of which Permanent Secretaries have ultimate responsibility in terms of funds provided. They expressed the view that their existing compensation is not in line with their level of responsibility and the risks they face. The office holders were concerned also about the relationship between their salaries and allowances, pointing to the fact that a significant amount of their income was made up of allowances. In this regard, they explained that, in the main, allowances are not taken into account in determining their superannuation benefits. The office holders stressed the need for appropriate compensation to facilitate the attraction and retention of persons with the required competencies. In addition, certain office holders proposed the realignment of their offices with those in groupings higher than those in which they are placed.

108. We continue to recognise the need for compensation packages for this grouping, as for all offices within our purview, to reflect the duties and responsibilities of the offices and to be able to attract and retain qualified and competent professionals. We are aware also of the levels of the salaries of employees in certain State Enterprises and their impact on the group of Top Managers.

109. As stated in our introductory Chapters, a Job Evaluation Exercise and Compensation Survey for all offices within our purview is about to be conducted. The relative positioning of and compensation for such offices would be addressed in this exercise.

110. Our recommendations for the offices in the Top Managers grouping are as follows:-

Recommendations

GROUP 1

<u>Salary</u>	<u>\$ per month</u>
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Group 1A

Permanent Secretary to the Prime Minister and Head of the Public Service	36,430
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Group 1B

Permanent Secretary, Ministry of Finance and the Economy	34,440
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Group 1C

Permanent Secretary Chief Personnel Officer Director of Personnel Administration Chief Administrator, Tobago House of Assembly	}	32,700
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Group 1D

Secretary, National Security Council Secretariat	32,330
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Duty Allowance

Group 1A

\$7,290 per month.

Group 1B

\$3,450 per month.

Group 1C

\$3,270 per month.

Transport Facilities

- (i) A maximum loan of \$300,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 2200cc and exemption from Value Added Tax to a maximum of \$54,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$54,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$4,200 per month.

Permanent Secretary to the Prime Minister and Head of the Public Service

- (v) A personal chauffeur.

Service Allowance

Groups 1B, 1C and 1D

\$5,050 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) In the case of an office holder stationed in Tobago, \$200 per day when travelling on official business beyond a radius of ten (10) kilometres from official headquarters, and where it is necessary to purchase a meal(s).

(iii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-

(a) Official duty or assignment of one (1) month or less

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day. (The provisions at (i) and (ii) above shall not apply.)

(b) Temporary assignments in excess of one (1) month and not exceeding six (6) months

The office holder to be responsible for his/her accommodation and meals. However, the State may, at its option, provide accommodation only for the office holder.

(i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$2,775 per month.

(ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$6,750 per month.

(c) Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)

The office holder to be responsible for his/her accommodation and meals.

(i) Where the office holder is eligible for a Housing Allowance, to be paid, in addition to such allowance, a Tobago/Trinidad Duty Allowance of \$2,775 per month for a period not exceeding two (2) years.

(ii) Where the office holder is not eligible for a Housing Allowance, to be paid a Tobago/Trinidad Duty Allowance of \$6,750 per month for a period not exceeding two (2) years.

(iv) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$7,740 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry/Department to which the office holder is attached.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

\$500 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Pensions Act, Chap. 23:52.

GROUP 2

Salary

\$ per month

Group 2A

Commissioner of Inland Revenue
and Chairman of the Board of Inland Revenue

31,950

Group 2B

Chief Medical Officer
Director of Contracts
Commissioner of Inland Revenue
Comptroller of Accounts
Comptroller of Customs and Excise
Director of Budgets



30,340

Group 2B cont'd

Clerk of the House	}	30,340
Chief Immigration Officer		
Deputy Auditor General		
Chief Education Officer		
Chief Election Officer		
Director, Financial Intelligence Unit		

Duty Allowance

Group 2A

\$3,200 per month.

Group 2B

Chief Medical Officer
Comptroller of Customs and Excise
Clerk of the House
Chief Immigration Officer

\$3,040 per month.

Special Duty Allowance

Chief Medical Officer

\$3,590 per month.

Professional Allowance

Chief Medical Officer

\$5,990 per month.

Transport Facilities

- (i) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$45,000; or

- (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$45,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,900 per month.

Service Allowance

\$5,050 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$7,740 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry/Department to which the office holder is attached.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

\$500 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Pensions Act, Chap. 23:52.

<u>Salary</u>	GROUP 3	<u>\$ per month</u>
	Group 3A	
Deputy Permanent Secretary	}	26,980
Deputy Chief Personnel Officer		
Deputy Director of Personnel Administration		
Director, Forensic Science Centre		
Executive Director, Investment/Divestment		
Assistant Auditor General		
	Group 3B	
Executive Officer, Office of the Ombudsman	}	25,370
Secretary to Cabinet		
Registrar, Integrity Commission		
Deputy Comptroller of Accounts		
Deputy Director of Contracts		
Deputy Comptroller of Customs and Excise		
Deputy Director of Budgets		
Deputy Chief Immigration Officer		
Deputy Director, Financial Intelligence Unit		

Duty Allowance

Secretary to Cabinet

\$2,540 per month

Transport Facilities

- (i) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-

- (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$45,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$45,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
 - (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
 - (iv) A Transportation Allowance of \$3,900 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-

- (a) **Official duty or assignment of one (1) month or less**

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day. (The provision at (i) above shall not apply.)

- (b) **Temporary assignments in excess of one (1) month and not exceeding six (6) months**

The office holder to be responsible for his/her accommodation and meals. However, the State may, at its option, provide accommodation only for the office holder.

- (i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$2,775 per month.

- (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$6,750 per month.

(c) Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)

The office holder to be responsible for his/her accommodation and meals.

- (i) Where the office holder is eligible for a Housing Allowance, to be paid, in addition to such allowance, a Tobago/Trinidad Duty Allowance of \$2,775 per month for a period not exceeding two (2) years.
 - (ii) Where the office holder is not eligible for a Housing Allowance, to be paid a Tobago/Trinidad Duty Allowance of \$6,750 per month for a period not exceeding two (2) years.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$4,620 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry/Department to which the office holder is attached.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

\$400 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Pensions Act, Chap. 23:52.

<u>Salary</u>	GROUP 4	<u>\$ per month</u>
	Group 4A	
Assistant Commissioner of Inland Revenue		23,000
	Group 4B	
Clerk of the Senate	}	21,260
Deputy Secretary to Cabinet		
Administrator, Tobago House of Assembly		

Duty Allowance

Group 4B

Clerk of the Senate
Deputy Secretary to Cabinet

\$2,130 per month

Transport Facilities

- (i) A maximum loan of \$180,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1799cc and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$180,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and Value Added Tax limited to the amount payable on a vehicle costing \$180,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.

- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,480 per month.

Subsistence Allowance

Assistant Commissioner of Inland Revenue

Clerk of the Senate

Deputy Secretary to Cabinet

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-

(a) Official duty or assignment of one (1) month or less

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day. (The provision at (i) above shall not apply.)

(b) Temporary assignments in excess of one (1) month and not exceeding six (6) months

The office holder to be responsible for his/her accommodation and meals. However, the State may, at its option, provide accommodation only for the office holder.

(i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$2,775 per month.

(ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$6,750 per month.

(c) Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)

The office holder to be responsible for his/her accommodation and meals.

- (i) Where the office holder is eligible for a Housing Allowance, to be paid, in addition to such allowance, a Tobago/Trinidad Duty Allowance of \$2,775 per month for a period not exceeding two (2) years.
- (ii) Where the office holder is not eligible for a Housing Allowance, to be paid a Tobago/Trinidad Duty Allowance of \$6,750 per month for a period not exceeding two (2) years.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Administrator, Tobago House of Assembly

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

\$300 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Pensions Act, Chap. 23:52.

GROUP 5

Salary

\$ per month

Clerk, Tobago House of Assembly

17,040

Transport Facilities

- (i) A maximum loan of \$180,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1799cc and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$180,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and Value Added Tax limited to the amount payable on a vehicle costing \$180,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,480 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

\$300 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Pensions Act, Chap. 23:52.

CHAPTER 14

TOP MANAGERS IN STATUTORY BODIES

111. The offices in this grouping currently within our purview are:-

General Manager, Public Transport Service Corporation (PTSC)
Executive Director, National Library and Information System Authority (NALIS)
President, National Institute of Higher Education (Research, Science and Technology) (NIHERST)
Deputy Executive Director, NALIS
Director (Financial Institutions), NIHERST
Executive Director, Occupational Safety and Health Agency.

112. This group of executives is responsible for administering and directing the policies and procedures of those Statutory Bodies which provide services to the citizens of the Republic of Trinidad and Tobago in the areas of transportation, library services, higher education and occupational safety and health.

113. Our recommendations for the group were guided by the duties and responsibilities of the office holders and the reporting relationships within the organisations as well as the existing relativities among offices.

PUBLIC TRANSPORT SERVICE CORPORATION

114. The role of the PTSC is to provide an affordable, efficient and highly reliable transport service that is cost effective and within acceptable levels for citizens of Trinidad and Tobago.

115. Our recommendations for the office of General Manager are as follows:-

Recommendations

Salary

\$31,950 per month.

Transport Facilities

- (i) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine

capacity of 1999cc and exemption from Value Added Tax to a maximum of \$45,000; or

- (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$45,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,900 per month.

Service Allowance

\$5,050 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on official duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$7,740 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the PTSC.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

\$500 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Pensions Extension Act, Chap. 23:53.

NATIONAL LIBRARY AND INFORMATION SYSTEM AUTHORITY

116. NALIS was established as a central agency with responsibility for providing a national library and information service as well as for maintaining and developing a comprehensive collection of material and information, with particular emphasis on material produced within and about Trinidad and Tobago and the Caribbean region. NALIS also acts as a facilitator in the transition of Trinidad and Tobago to an information society.

117. It was proposed that salary differential between the offices of Executive Director and Deputy Executive Director should be wider, given the higher levels of responsibility and authority borne by the former office. However, we are of the view that the existing relativities should be maintained pending the outcome of the Job Evaluation Exercise and Compensation Survey to be undertaken for all offices within our purview.

118. With regard to the proposal for the provision of vehicles for use by office holders in lieu of a loan facility, we maintain that official vehicles are provided only to certain office holders such as the President, Prime Minister, Chief Justice and Heads of the Protective Services having regard to the status and security needs of these offices. We recommend, therefore, that the existing loan facility for the offices of NALIS continue.

119. The office holders requested that the cost of professional training and development be covered/reimbursed on an annual basis. We hold the view that the issue of development and training of office holders and career planning is fundamentally the responsibility of an organisation and should be handled administratively.

120. With regard to the pension arrangements for the offices, we have been advised that a pension plan has been established since October 2009 for

employees of the Authority and that the offices of Executive Director, NALIS and Deputy Executive Director, NALIS are members of the Plan.

121. Our recommendations for the offices of Executive Director, NALIS and Deputy Executive Director, NALIS are as follows:-

Recommendations

<u>Salary</u>	<u>\$ per month</u>
Executive Director	31,950
Deputy Executive Director	26,980

Transport Facilities

- (i) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$45,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$45,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,900 per month.

Service Allowance

Executive Director

\$5,050 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on official duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$ per month

Executive Director	7,740
Deputy Executive Director	4,620

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of NALIS.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

\$ per month

Executive Director	500
Deputy Executive Director	400

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

- (i) Entitlement to superannuation benefits in accordance with the provisions of the NALIS Pension Plan.
- (ii) An office holder who joins NALIS from outside the Public Service, serves for fixed terms of five (5) years or less and does not qualify for terminal benefits under the NALIS Pension Plan or the Pensions Extension Act, to

be provided with a gratuity equivalent to 20% of gross salary earned over the term of office.

**NATIONAL INSTITUTE OF HIGHER EDUCATION
(RESEARCH, SCIENCE AND TECHNOLOGY)**

122. The positions of President, NIHERST and Director (Financial Institutions), NIHERST fall within the purview of the Commission. The President, NIHERST is the chief executive officer and has the responsibility for the daily management, administration, direction and control of the Institute.

123. We are advised that since 2002, the office of Director (Financial Institutions) had been transferred to College of Science Technology and Applied Arts of Trinidad and Tobago (COSTAATT). As a consequence, we make no recommendations in respect of remuneration for the position of Director (Financial Institutions), NIHERST. However, we recommend the removal of that position from within our purview.

124. Our recommendations for the office of President, NIHERST are as follows:

Recommendations

Salary

\$31,950 per month.

Transport Facilities

- (i) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$45,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$45,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.

- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,900 per month.

Service Allowance

\$5,050 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on official duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$7,740 per month.

Entertainment

- (i) Actual expenses incurred for official entertainment to be met by NIHERST in keeping with existing policy.
- (ii) Approval to be obtained in advance from the Financial Committee or the Board for extraordinary official entertainment expenses, such expenses to be borne by NIHERST.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

\$500 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

- (i) Where the incumbent is seconded from the Public Service, entitlement to pension benefits in accordance with the provisions of the Pensions Act, Chap. 23:52.
- (ii) Where the incumbent is a non-public officer, entitlement to benefits in accordance with the terms of the NIHERST Pension Plan.
- (iii) Where the incumbent is on contract, on completion of the contract, entitlement to a gratuity equivalent to 20% of gross salary earned over the term of office.

OCCUPATIONAL SAFETY AND HEALTH AGENCY

125. The Occupational Safety and Health Agency, as the implementation arm of the Occupational Safety and Health Authority, is charged with promoting the safety, health and welfare of persons in the workplace.

126. The Executive Director of the Agency is required to direct and coordinate the activities of the Agency in close co-operation with the Authority and the Ministry of Labour and Small and Micro Enterprise Development. The office holder is the Accounting Officer on the Exchequer Account for the Authority and is responsible for all financial activities of the Agency.

127. Our recommendations for the office of Executive Director, Occupational Safety and Health Authority are as follows:

Recommendations

Salary

\$31,950 per month.

Transport Facilities

- (i) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine

capacity of 1999cc and exemption from Value Added Tax to a maximum of \$45,000; or

- (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$45,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,900 per month.

Service Allowance

\$5,050 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on official duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$7,740 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Occupational Safety and Health Authority.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

\$500 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided for under the UNIMED Group Health Plan.

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Pensions Extension Act, Chap. 23:53.

CHAPTER 15

SENIOR OFFICERS IN THE PROTECTIVE SERVICES AND THE DEFENCE FORCE

128. The composition of this group is as follows:-

- Chief of Defence Staff
- Commissioner of Police
- Commissioner of Prisons
- Chief Fire Officer
- Vice Chief of Defence Staff
- Deputy Commissioner of Police
- Deputy Commissioner of Prisons
- Deputy Chief Fire Officer
- Director, Special Anti-Crime Unit of Trinidad and Tobago
- Special Adviser to Cabinet on all Protective Services and
Chief Executive Officer of the National Security Council Secretariat
- Inspector of Police Services
- Director, Defence Transformation and Integration Secretariat
- Defence Adviser.

The offices of Director, Special Anti-Crime Unit and Director, Defence Transformation and Integration Secretariat, Ministry of National Security were abolished with effect from August 01, 2011 and July 01, 2011 respectively.

129. The incumbents in this group share the strategic responsibility for ensuring the safety and security of the country by advising on, developing and implementing policies and strategies for national security, law enforcement, crime deterrence and the protection of life and property of the citizens of Trinidad and Tobago.

130. The office holders indicated in their submissions to us that criminal activity in Trinidad and Tobago today is not only characterized by unprecedented levels of violence but also by a high degree of sophistication and complexity. This, they suggested, has altered the criminal environment and challenges traditional law enforcement practices. Additionally, they expressed the view that with the introduction of numerous pieces of legislation over the last seven years, their duties and responsibilities increased significantly and as a result, their jobs have become more complex and demanding.

131. The senior officers in the Defence Force pointed out their wide roles and responsibilities which emanate from having to preside over a large security force, and which extend nationally, regionally and to some extent, internationally.

Further, they indicated that in addition to the core functions of managing the Defence Force, the offices of Chief of Defence Staff (CDS) and Vice Chief of Defence Staff (VCDS) have the responsibility for the command and operational control of the Force (Land, Sea and Air) in military operations to defend the sovereignty of the country. Also, the office holders expressed the view that the core roles and functions, the minimum training and experience and the knowledge, skills and abilities of the CDS and VCDS may not have been defined properly previously, resulting in remuneration which did not reflect the extent of the responsibilities of the offices.

132. In our Eighty-ninth Report, we had acknowledged that the jobs of the Commissioner of Police (COP) and Deputy Commissioner of Police (DCOP) had changed significantly as a result of the enactment of the Constitution (Amendment) Act No. 6 of 2006. Subsequently, in our Ninetieth Report, following our review of the salaries and other conditions of service of the offices of the CDS, VCDS, COP and DCOP undertaken in November, 2009, we had indicated that it was necessary for an evaluation to be undertaken of all offices in the Senior Officers in the Protective Services and the Defence Force grouping. Further, we had pointed out that such an exercise would necessitate the identification of relevant benchmark positions drawn from the wider remit group, in order to place salary recommendations for the Senior Officers in the Protective Services and the Defence Force group appropriately within the existing Salaries Review Commission compensation structure. Since then, steps have been taken to commence a Job Evaluation Exercise and Compensation Survey for all offices within our purview. The Job Evaluation Exercise will establish the relative worth of all the offices which fall within our purview, including those in the Senior Officers of the Protective Services and Defence Force grouping.

133. The office holders in this grouping sought the introduction of several new allowances and benefits such as a Special Responsibility Allowance, Overseas Travel Facilities, Displacement/Settlement Allowance and Risk Allowance. Also, they proposed the inclusion of all taxable allowances in the calculation of pension benefits.

134. Similar proposals for the introduction of a Responsibility Allowance and Overseas Travel Facilities were submitted for consideration in our last two general reviews. We maintain that we do not support the provision of such allowances. With regard to the Displacement/Settlement Allowance, we have indicated in Chapter 3 that we are not of the view that new allowances should be introduced at this time and consequently, we do not support the introduction of such an allowance. The proposal that all taxable allowances be included in the calculation of pension benefits was also submitted for consideration during the last general review which the Commission undertook. We had indicated in the 89th Report that this is a matter for consideration at a policy level. That notwithstanding, in this review, we examined the feasibility of consolidating a number of allowances with salary. However, this would have resulted in distortions in existing relationships

particularly among offices within the same salary groupings as explained in Chapter 3. Consequently, this issue would best be reviewed when the Job Evaluation Exercise and Compensation Survey is completed.

135. Our recommendations for the offices of the Protective Services and Defence Force are as follows:-

Recommendations

CHIEF OF DEFENCE STAFF

Salary

\$31,080 per month.

Transport Facilities

- (i) An official car fully maintained by the State and provision of a military driver.
- (ii) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$45,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$45,000.
- (iii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iv) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (v) A Transportation Allowance of \$3,900 per month.
- (vi) A Special Depreciation Allowance for installation of a telecommunication unit in the office holder's motor vehicle at the rate of 2.2% of the showroom price of the vehicle; such showroom price to be subject to the maximum sum that may be advanced towards the purchase of the appropriate motor vehicle.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing

An allowance of \$7,740 per month, where accommodation is not provided.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of National Security.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

\$500 per month.

Duty Allowance

\$3,110 per month.

Uniform

Provision of uniforms, free of charge.

Medical Benefits

Entitlement to medical attention/treatment, dental and optical treatment and prescribed drugs for self at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Permanent Secretary in the Ministry

responsible for National Security to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

('Prescribed drugs' exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Defence (Pensions, Terminal and Other Grants) Regulations, 1968.

COMMISSIONER OF POLICE

Salary

\$31,080 per month.

Transport Facilities

- (i) An official car fully maintained by the State and provision of an official driver.
- (ii) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$45,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicle Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$45,000.
- (iii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iv) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (v) A Transportation Allowance of \$3,900 per month.
- (vi) A Special Depreciation Allowance for installation of a telecommunication unit in the office holder's motor vehicle at the rate of 2.2% of the showroom price of the vehicle; such showroom price to be subject to the maximum

sum that may be advanced towards the purchase of the appropriate motor vehicle.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing

Official residence fully furnished and maintained by the State. An allowance of \$7,740 per month to be provided where the official residence is not available and suitable alternative arrangements have not been made.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Commissioner of Police.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

\$500 per month.

Duty Allowance

\$3,110 per month.

Uniform

Provision of uniforms, free of charge.

Medical Benefits

Entitlement to medical attention/treatment, dental and optical treatment and prescribed drugs for self at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such attention/treatment is not available at such health care facility, the office holder to be entitled to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of Part XV of the Police Service Regulations, 2007.

COMMISSIONER OF PRISONS

Salary

\$28,720 per month.

Transport Facilities

- (i) An official car fully maintained by the State and provision of an official driver.
- (ii) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$45,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$45,000.
- (iii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iv) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.

- (v) A Transportation Allowance of \$3,900 per month.
- (vi) A Special Depreciation Allowance for installation of a telecommunication unit in the office holder's motor vehicle at the rate of 2.2% of the showroom price of the vehicle; such showroom price to be subject to the maximum sum that may be advanced towards the purchase of the appropriate motor vehicle.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing

Official residence fully furnished and maintained by the State. An allowance of \$7,740 per month to be provided where the official residence is not available and suitable alternative arrangements have not been made.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of National Security.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

\$500 per month.

Duty Allowance

\$2,880 per month.

Uniform

Provision of uniforms, free of charge.

Medical Benefits

Entitlement to medical attention/treatment, dental and optical treatment and prescribed drugs for self at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Permanent Secretary in the Ministry responsible for National Security to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Prison Service (Pension and Gratuity) Rules - Fifth Schedule to the Prison Service Act, Chap. 13:02.

CHIEF FIRE OFFICER

Salary

\$28,720 per month.

Transport Facilities

- (i) An official car fully maintained by the State and provision of an official driver.
- (ii) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$45,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$45,000.

- (iii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iv) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (v) A Transportation Allowance of \$3,900 per month.
- (vi) A Special Depreciation Allowance for installation of a telecommunication unit in the office holder's motor vehicle at the rate of 2.2% of the showroom price of the vehicle; such showroom price to be subject to the maximum sum that may be advanced towards the purchase of the appropriate motor vehicle.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing

An allowance of \$7,740 per month, where accommodation is not provided.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of National Security.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

\$500 per month.

Duty Allowance

\$2,880 per month.

Uniform

Provision of uniforms, free of charge.

Medical Benefits

Entitlement to medical attention/treatment, dental and optical treatment and prescribed drugs for self at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Permanent Secretary in the Ministry responsible for National Security to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Fire Service Act, Chap. 35:50.

VICE CHIEF OF DEFENCE STAFF

Salary

\$26,980 per month.

Transport Facilities

- (i) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$45,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$45,000.

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,900 per month.
- (v) A Special Depreciation Allowance for installation of a telecommunication unit in the office holder's motor vehicle at the rate of 2.2% of the showroom price of the vehicle; such showroom price to be subject to the maximum sum that may be advanced towards the purchase of the appropriate motor vehicle.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$4,620 per month, where accommodation is not provided.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of National Security.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

\$400 per month.

Duty Allowance

\$2,700 per month.

Uniform

Provision of uniforms, free of charge.

Medical Benefits

Entitlement to medical attention/treatment, dental and optical treatment and prescribed drugs for self at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Permanent Secretary in the Ministry responsible for National Security to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Defence (Pensions, Terminal and other Grants) Regulations, 1968.

DEPUTY COMMISSIONER OF POLICE

Salary

\$26,980 per month.

Transport Facilities

- (i) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$45,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$45,000.

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,900 per month.
- (v) A Special Depreciation Allowance for installation of a telecommunication unit in the office holder's motor vehicle at the rate of 2.2% of the showroom price of the vehicle; such showroom price to be subject to the maximum sum that may be advanced towards the purchase of the appropriate motor vehicle.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$4,620 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Commissioner of Police.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

\$400 per month.

Duty Allowance

\$2,700 per month.

Uniform

Provision of uniforms, free of charge.

Medical Benefits

Entitlement to medical attention/treatment, dental and optical treatment and prescribed drugs for self at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such attention/treatment is not available at such health care facility, the office holder to be entitled to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of Part XV of the Police Service Regulations, 2007.

DEPUTY COMMISSIONER OF PRISONS

Salary

\$24,620 per month.

Transport Facilities

- (i) A maximum loan of \$180,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1799cc and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$180,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$180,000.

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,480 per month.
- (v) A Special Depreciation Allowance for installation of a telecommunication unit in the office holder's motor vehicle at the rate of 2.2% of the showroom price of the vehicle; such showroom price to be subject to the maximum sum that may be advanced towards the purchase of the appropriate motor vehicle.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$4,620 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of National Security.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

\$400 per month.

Duty Allowance

\$2,470 per month.

Uniform

Provision of uniforms, free of charge.

Medical Benefits

Entitlement to medical attention/treatment, dental and optical treatment and prescribed drugs for self at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Permanent Secretary in the Ministry responsible for National Security to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Prison Service (Pension and Gratuity) Rules - Fifth Schedule to the Prison Service Act, Chap. 13:02.

DEPUTY CHIEF FIRE OFFICER

Salary

\$24,620 per month.

Transport Facilities

- (i) A maximum loan of \$180,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1799cc and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$180,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and

exemption from Value Added Tax limited to the amount payable on a vehicle costing \$180,000.

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,480 per month.
- (v) A Special Depreciation Allowance for installation of a telecommunication unit in the office holder's motor vehicle at the rate of 2.2% of the showroom price of the vehicle; such showroom price to be subject to the maximum sum that may be advanced towards the purchase of the appropriate motor vehicle.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$4,620 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of National Security.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

\$400 per month.

Duty Allowance

\$2,470 per month.

Uniform

Provision of uniforms, free of charge.

Medical Benefits

Entitlement to medical attention/treatment, dental and optical treatment and prescribed drugs for self at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Permanent Secretary in the Ministry responsible for National Security to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Fire Service Act, Chap. 35:50.

DIRECTOR, SPECIAL ANTI-CRIME UNIT

Salary

\$31,080 per month.

Transport Facilities

- (i) An official car fully maintained by the State and provision of an official driver.
- (ii) A Transportation Allowance of \$3,900 per month.
- (iii) A Special Depreciation Allowance for installation of a telecommunication unit in the office holder’s motor vehicle at the rate of 2.2% of the showroom price of the vehicle; such showroom price to be subject to the maximum sum that may be advanced towards the purchase of the appropriate motor vehicle.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$7,740 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of National Security.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

\$500 per month.

Duty Allowance

\$3,110 per month.

Medical Benefits

Entitlement to medical attention/treatment, dental and optical treatment and prescribed drugs for self at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Permanent Secretary in the Ministry of National Security to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the period of employment. (To apply to an office holder who does not hold a substantive appointment in the Public Service or the Defence Force.)

SPECIAL ADVISER TO CABINET ON ALL PROTECTIVE SERVICES AND CHIEF EXECUTIVE OFFICER OF THE NATIONAL SECURITY COUNCIL

Salary

\$26,980 per month.

Transport Facilities

- (i) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$45,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$45,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,900 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day.

- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$4,620 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of National Security.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

\$400 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Pensions Act, Chap. 23:52. Where the office holder is recruited from the Police Service, entitlement to superannuation benefits in accordance with the provisions of the Pension Rights (Special Provisions) Act, Chap. 23:56.

INSPECTOR OF POLICE SERVICES

Salary

\$26,980 per month.

Transport Facilities

- (i) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
- (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine

capacity of 1999cc and exemption from Value Added Tax to a maximum of \$45,000; or

- (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$45,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,900 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$4,620 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of National Security.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

\$400 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Pensions Act, Chap. 23:52. Where the office holder is recruited from the Police Service, entitlement to superannuation benefits in accordance with the provisions of the Pension Rights (Special Provisions) Act, Chap. 23:56.

DIRECTOR, DEFENCE TRANSFORMATION AND INTEGRATION SECRETARIAT

Salary

\$31,080 per month.

Transport Facilities

- (i) An official car fully maintained by the State and provision of an official driver.
- (ii) A Transportation Allowance of \$3,900 per month.
- (iii) A Special Depreciation Allowance for installation of a telecommunication unit in the office holder's motor vehicle at the rate of 2.2% of the showroom price of the vehicle; such showroom price to be subject to the maximum sum that may be advanced towards the purchase of the appropriate motor vehicle.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$7,740 per month, where accommodation is not provided.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of National Security.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

\$500 per month.

Duty Allowance

\$3,110 per month.

Uniform

Provision of uniforms, free of charge.

Medical Benefits

Entitlement to medical attention/treatment, dental and optical treatment and prescribed drugs for self at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Permanent Secretary in the Ministry of National Security to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the period of employment. (To apply to an office holder who does not hold a substantive appointment in the Public Service or the Defence Force.)

DEFENCE ADVISER
(performing functions of Director General, Inter-American Defence Board)

Salary

\$31,080 per month.

Transport Facilities

A car maintained by the State and provision of a chauffeur.

Housing

Fully furnished accommodation, with maintenance costs to be met administratively by the Defence Force.

Foreign Service Allowance

US\$5,674 per month.

Outfit Allowance

	<u>TTD</u>
Self	6,425
Spouse	6,425
Child between 12 and 20	3,215
Child under 12	1,290

Warm Clothing Allowance

(a) Initial Allowance

	<u>USD</u>
Self	946
Spouse	946
Child between 12 and 20	665
Child under 12	270

(b) Renewal Allowance

Self	} fifty percent (50%) of the initial rate annually
Spouse	
Child between 12 and 20	
Child under 12	the full amount annually

Education Allowance

An Education Allowance to the office holder in respect of each child educated at primary or secondary levels as follows:-

- (i) \$400 per month per child to a maximum of three children (for a child under the age of 20 who is attending school in Trinidad and Tobago.)
- (ii) The actual cost of tuition and other compulsory fees to such limit as approved by the Minister of Finance where the office holder's child resides with him but free education of the standard provided in Trinidad and Tobago is not available in the host country.
- (iii) Tuition fees for pre-school children not younger than three years.

Entertainment

An allowance of US\$200 per month. Additionally, entertainment expenses incurred when the office holder hosts an official event to be met by the State.

Overseas Travel Facilities

Where the office holder's children are attending primary and secondary schools in Trinidad and Tobago, entitlement to the cost of economy return air passages for children (to a maximum of three) to the country of his/her posting, once per year.

Leave Passage

Entitlement to first class (or equivalent class) return passages to Trinidad and Tobago, subject to a maximum of three (3) adult passages each year.

Compassionate Travel Allowance

Refund of airfare of office holder, spouse, if any, and dependent children, if any, where the death of a member of the family necessitates travel to Trinidad and Tobago.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

The cost of internet access, telephone rental and other charges related to official business to be met by the State or at the office holder's option, an allowance of \$400 per month.

(Once the option is exercised, the chosen benefit should continue in effect as long as the incumbent holds office.)

Duty Allowance

\$3,110 per month.

Uniform

Provision of uniforms, free of charge.

Medical Benefits

Where an approved Medical Insurance Plan is operative at the IADB, the office holder to be provided with coverage under such plan for himself and members of his family, if allowed, with the State bearing the full cost of contribution to the Plan. Where the IADB does not provide such a Plan, the State to meet the cost of a Medical Insurance Plan for self, spouse and children who are unmarried and under the age of eighteen.

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provision of the Defence Force (Pensions, Terminal and Other Grants) Regulations, 1968.

CHAPTER 16

SENIOR DIPLOMATIC REPRESENTATIVES

136. The office holders in this group are resident High Commissioners/Ambassadors who are posted at Missions abroad and non-resident High Commissioners/Ambassadors who function at the local head office of the Ministry of Foreign Affairs.

137. High Commissioners/Ambassadors articulate and affect the foreign policy of the Government of Trinidad and Tobago. They represent the interests of the country and foster friendly and harmonious relations between Trinidad and Tobago and the countries and international organizations to which they are accredited. In addition, Heads of Missions have an important role in projecting a positive image of the country in the international community. Their role in the Ministry of Foreign Affairs is important in the promotion of Government's efforts to improve inflows of investment and technology, develop avenues for exports and increase the flow of bilateral and multilateral assistance.

138. In making their submissions, the office holders requested that consideration be given to the following matters:

- (i) the decline in purchasing power of allowances brought about by decline/fluctuations in exchange rates;
- (ii) high rates of inflation internationally and the overall rise in the cost of living worldwide;
- (iii) the inadequacy of allowances currently paid given the high cost of living;
- (iv) introduction of certain benefits/allowances for resident High Commissioners/Ambassadors such as the provision of a Domestic Staff Allowance and a facility to purchase a vehicle with exemption from taxes on their return to Trinidad and Tobago.

139. In making our recommendations in respect of relevant benefits/allowances, we considered the decline/fluctuation in exchange rates, rates of inflation and the rise in living costs worldwide. We recommend revised rates of Warm Clothing Allowance for High Commissioners/Ambassadors resident in missions in the USA, Canada and Latin America. Based on research of the cost of such clothing, in all other countries where the allowance is payable, we recommend that the existing rates should be maintained. With regard to the Outfit Allowance, our research indicates a general decrease in the cost of clothing for men and women. We recommend that the existing rates of the allowance be maintained.

140. A Foreign Service Allowance (FSA) is provided to foreign service personnel posted at Trinidad and Tobago Missions and is intended to take account of the difference between living costs in Trinidad and Tobago and those in the host country, given their role as diplomatic representatives. We recommended increases in the existing FSAs wherever the established formula for determining the level of the allowances yielded higher rates. In the case of Canada, the derived allowance resulted in a figure that was lower than that being paid at present. We recommend that the existing allowance payable in that country be maintained.

141. The Ambassador to Caracas proposed that an allowance be paid to cover the cost of meals for domestic staff at the residence since Venezuelan law requires that the employer provide workers with meals to a certain value at the place of work. We are advised that a stipend is provided to domestic staff at the Embassy, the cost of which is borne by the State. Given that the aforementioned legal requirement is being met, the payment of an allowance is not necessary.

142. One Head of Mission proposed that a light armoured vehicle should be provided to offer some degree of protection to the office holder in light of prevailing security concerns in the country to which he is posted. This is a matter to be addressed by the Ministry of Foreign Affairs since the determination of the type of vehicle to be provided to a Head of Mission is not within the mandate of the Salaries Review Commission.

143. High Commissioners/Ambassadors (resident) proposed that where a returning office holder does not utilize the existing facility to import a motor vehicle at the end of his/her posting, he/she should be given the option of purchasing a motor vehicle in Trinidad and Tobago free from taxes and duties within a specified time of arrival in Trinidad and Tobago. On his/her return to Trinidad and Tobago, he/she would no longer be functioning in such office and therefore would not be eligible for any facilities available to an office holder in the position of High Commissioner/Ambassador. Consequently, we are unable to support the proposal.

144. Our recommendations for the offices of High Commissioner/Ambassador (resident) and (non-resident) are as follows:-

Recommendations

HIGH COMMISSIONER/AMBASSADOR (resident)

Salary

\$28,720 per month.

Foreign Service Allowance

<u>Mission</u>	<u>per month</u>
	<u>USD</u>
Brasilia	6,353
Caracas	6,297
Costa Rica	4,936
Cuba	5,049
Kingston	5,162
Permanent Representative to the United Nations, New York	5,674
Washington	5,390
	<u>CND</u>
Ottawa	6,692
	<u>£</u>
Abuja	3,989
London	3,650
New Delhi	3,087
Pretoria	3,027
Uganda	3,275
	<u>Swiss Francs</u>
Geneva	7,797
	<u>€</u>
Brussels	4,720

Warm Clothing Allowance

(a) Initial Allowance

(i) Missions in USA

	<u>USD</u>
Self	946
Spouse	946
Child between 12 and 20	665
Child under 12	270

(ii) Canada

	<u>CND</u>
Self	901
Spouse	901
Child between 12 and 20	555
Child under 12	225

(iii) Missions in Latin America

	<u>USD</u>
Self	1,481
Spouse	1,481
Child between 12 and 20	1,269
Child under 12	508

(iv) Missions in the United Kingdom, India and Pretoria

	<u>£</u>
Self	655
Spouse	655
Child between 12 and 20	535
Child under 12	220

(v) Missions in Europe (excluding Geneva)

	<u>€</u>
Self	895
Spouse	895
Child between 12 and 20	760
Child under 12	305

(vi) Geneva

	<u>Swiss Francs</u>
Self	1,395
Spouse	1,395
Child between 12 and 20	1,145
Child under 12	460

(b) Renewal Allowance

- (i) Self
Spouse
Child between 12 and 20
- } fifty percent (50%) of the initial rate annually
- (ii) Child under 12
- and the full amount annually.

Outfit Allowance

(a) Initial Allowance

	<u>TTD</u>
Self	6,425
Spouse	6,425
Child between 12 and 20	3,215
Child under 12	1,290

(b) Renewal Allowance

- (i) Self
Spouse
Child between 12 and 20
- } the full amount every three years
- (ii) Child under 12
- and the full amount annually.

Education Allowance

- (i) \$400 per month per child to a maximum of three (3) children. (For a child under the age of 20 who is attending school in Trinidad and Tobago and is separated from his/her parents.)
- (ii) The actual cost of tuition and other compulsory fees to such limit as approved by the Minister of Finance where an office holder's child resides with him but free education of the standard provided in Trinidad and Tobago is not available in the host country.
- (iii) Tuition fees for pre-school children not younger than three (3) years.

Entertainment Allowance

<u>Mission</u>	<u>per month</u>
	<u>USD</u>
Brasilia	260
Caracas	635
Costa Rica	330
Cuba	330
Kingston	385
Permanent Representative to the United Nations, New York Washington	235
	<u>CND</u>
Ottawa	330
	<u>£</u>
Abuja	225
London	155
New Delhi	190
Pretoria	175
Uganda	175
	<u>Swiss Francs</u>
Geneva	210
	<u>€</u>
Brussels	235

Hardship Allowance

10% of the Foreign Service Allowance payable in Abuja and New Delhi and such other locations as may be approved by the Minister responsible for Foreign Affairs.

Compassionate Travel

Refund of airfare of High Commissioner/Ambassador, spouse, if any, and dependent children, if any, where the death of a member of the immediate family necessitates travel to Trinidad and Tobago or to a country other than Trinidad and Tobago.

Settlement/Displacement Allowance

A sum equivalent to one month's basic salary to be paid where a High Commissioner/Ambassador is posted overseas or is transferred from one Mission to another.

Overseas Travel Facilities

An office holder whose children are attending primary and secondary schools in Trinidad and Tobago to be entitled to have the cost of economy return air passages for children (to a maximum of three) to the country of their posting borne by the State once per year.

Leave Passages

Entitlement to first class (or equivalent class) return passages to Trinidad and Tobago, subject to a maximum of three (3) adult passages each year.

Housing

An official residence, fully furnished and maintained by the State.

Transport Facilities

Provision of an official car and a chauffeur with all maintenance and operational costs to be borne by the State.

Subsistence Allowance

Where the office holder is required to travel on official business outside the host country, payment of allowances for overseas travel in accordance with the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular.

Resettlement Allowance

A sum equivalent to one month's basic salary to be paid where a High Commissioner/Ambassador has completed his/her tenure abroad and returns to Trinidad and Tobago to resettle.

Vacation Leave

Two (2) calendar months per annum.

Domestic Staff

Provision of domestic staff of up to a maximum of three persons – a Butler, a Maid and a Cook - at the State's expense. Two of these may be recruited from Trinidad and Tobago and transported to the Head of Mission's residence at the State's expense.

Medical Benefits

Where an approved Medical Insurance Plan is operative at a Mission, the office holder to be provided with coverage under such plan for self and members of his/her family, with the State bearing the full cost of contributions to this Plan. Where no Medical Insurance Plan exists, the office holder to be provided with free medical and surgical treatment for self, spouse and unmarried, dependent children under the age of twenty. The term 'medical and surgical treatment' includes any extraordinary oral surgery (that would not fall within the general definition of normal dental care) but does not include:-

- (i) normal dental care such as extraction of teeth, orthodontic care, polishing of teeth and other routine dental matters;
- (ii) ophthalmologists' or opticians' fees in respect of testing or examination of eyes;
- (iii) the cost of spectacles.

Pension/Gratuity

Where a civil servant is seconded as a Head of Mission, he/she to be eligible to receive superannuation benefits in accordance with the provision of the Pensions Act, Chap. 23:52. In all other cases, to be paid a retiring allowance in accordance with the provisions of the Retiring Allowances (Diplomatic Service) Act, Chap. 17:04.

HIGH COMMISSIONER/AMBASSADOR (non-resident)

Salary

\$28,720 per month.

Transport Facilities

- (i) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine

capacity of 1999cc and exemption from Value Added Tax to a maximum of \$45,000; or

- (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$45,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,900 per month.

Service Allowance

\$5,050 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) When on official duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$7,740 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of Foreign Affairs.

Outfit Allowance

(a) Initial Allowance

	<u>TTD</u>
Self	6,425
Spouse	6,425
Child between 12 and 20	3,215
Child under 12	1,290

(b) Renewal Allowance

- (i) Self
Spouse
Child between
12 and 20 } the full amount
every three years
- and
- (ii) Child under 12 the full amount annually

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

\$500 per month.

Domestic Staff

The State to pay the salaries/wages of one (1) of the following:-

Cook
Maid
Butler

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex, in accordance with the provisions of Minister of Finance Circular No. 7 of 2001 dated August 28, 2001. Where such medical attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Permanent Secretary in the Ministry

responsible for Foreign Affairs to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(Medical attention/treatment' excludes optical and dental treatment/services. 'Prescribed drugs' exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Where a civil servant is seconded as a Head of Mission, he/she to be eligible to receive superannuation benefits in accordance with the provisions of the Pensions Act, Chap. 23:52. In all other cases, to be paid a retiring allowance in accordance with the provisions of the Retiring Allowances (Diplomatic Service) Act, Chap. 17:04.

CHAPTER 17

CHAIRMEN AND MEMBERS OF COMMISSIONS AND BOARDS

145. This group consists of offices in several Commissions and Boards which were established by various enactments. They are as follows:-

- Law Reform Commission
- Law Revision Commission
- Equal Opportunity Commission
- Integrity Commission
- Elections and Boundaries Commission
- Registration, Recognition and Certification Board
- Public Service Commission
- Teaching Service Commission
- Judicial and Legal Service Commission
- Police Service Commission
- Statutory Authorities Service Commission
- Public Service Appeal Board
- Statutory Authorities Appeal Board
- Salaries Review Commission

146. In their submissions, a number of office holders proposed realignment of their offices with others such as those of the Higher Judiciary, the Industrial Court and other positions within the grouping. Given that the Job Evaluation Exercise and Compensation Survey for offices within our purview is about to commence and in the absence of any significant changes, since our last general review, in the duties and responsibilities of these offices the existing relativities have been maintained. Also, the office holders proposed the introduction of a number of allowances. In keeping with our position at Chapter 3 that no new allowances be introduced, we are unable to support the proposals made in respect of new allowances.

CHAIRMAN, LAW REFORM COMMISSION

147. The Law Reform Commission is the permanent Law Reform body for Trinidad and Tobago established by the Law Reform Commission Act, Chap. 3:04. This Commission is required by statute to keep all the laws of Trinidad and Tobago under review and therefore must be familiar with all branches of the law – both statute and common law.

148. The Law Reform Commission consists of a Chairman and such other Commissioners as may be appointed by the President.

149. It has been proposed that the Chairman, Law Reform Commission, in his role as a member of the Law Revision Commission should receive separate compensation for duties performed in the latter capacity. Section 3(b) of the Law Revision Act, Chap. 3:03 provides for the composition of Law Revision Commission as follows:

- (i) Chairman, Law Revision Commission;
- (ii) Chairman, Law Reform Commission; and
- (iii) Such other legal offices as the President may appoint.

150. We note that the Act does not make provision for an office of Member, that the membership of the Chairman, Law Reform Commission on the Law Revision Commission is inherent in the duties of Chairman, Law Reform Commission and that there has been no change in these duties. Further, the remuneration of persons who serve on the Law Revision Commission, other than the office of Chairman, does not fall within the purview of the Salaries Review Commission. We are unable therefore to accept the proposal of the Chairman, Law Reform Commission.

151. Our recommendations for the office of Chairman, Law Reform Commission are as follows:-

Recommendations

Salary

\$31,950 per month.

Transport Facilities

(i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-

(a) a new motor vehicle with exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Motor Vehicle Tax	-	\$30,000
VAT	-	\$53,000
Customs Duty	-	\$90,000

or

(b) a used motor vehicle with exemptions from Special Motor Vehicles Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Special Motor Vehicles Tax	-	\$30,000
VAT	-	\$53,000
Customs Duty	-	\$90,000

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$4,560 per month.

Service Allowance

\$5,050 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from headquarters.
- (ii) For travel to Tobago on official business, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Law Reform Commission Department.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$10,080 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of the Attorney General.

Vacation Leave

Thirty (30) calendar days per annum.

Overseas Travel Facilities

A Travel Grant \$40,200 per annum.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the office holder to be entitled to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the term of office.

CHAIRMAN, LAW REVISION COMMISSION

152. The Law Revision Commission was established under section 3 of the Law Revision Commission Act, Chap. 3:03. It consists of a Chairman, the Chairman of the Law Reform Commission and such other legal officers as the President may appoint. The principal function of the Law Revision Commission is to prepare, publish and maintain a Revised Edition of the written laws of Trinidad and Tobago.

153. The office holder indicated that the Chairman, Law Revision Commission must carry responsibility for both the legal and administrative affairs of that Commission with no assistance from any other senior legal person, thus, making the job extremely onerous and time consuming. We view the provision of administrative support to the Law Revision Commission as an administrative matter and therefore does not fall within our purview.

154. Our recommendations for the office of Chairman, Law Revision Commission are as follows:-

Recommendations

Salary

\$31,950 per month.

Transport Facilities

- (i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-

- (a) a new motor vehicle with exemptions from Motor Vehicle Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Motor Vehicle Tax	-	\$30,000
VAT	-	\$53,000
Customs Duty	-	\$90,000

or

- (b) a used motor vehicle with exemptions from Special Motor Vehicles Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Special Motor Vehicles Tax	-	\$30,000
VAT	-	\$53,000
Customs Duty	-	\$90,000

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$4,560 per month.

Service Allowance

\$5,050 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from headquarters.
- (ii) For travel to Tobago on official business, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Ministry of Legal Affairs.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$10,080 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of Legal Affairs.

Vacation Leave

Thirty (30) calendar days per annum.

Overseas Travel Facilities

A Travel Grant of \$40,200 per annum.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the office holder to be entitled to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Medical attention/treatment’ excludes optical and dental treatment/services.
‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the term of office.

EQUAL OPPORTUNITY COMMISSION

155. The Equal Opportunity Commission was established by the Equal Opportunity Act, Chap. 22:03. It comprises five Commissioners, including a Chairman or Vice Chairman appointed by the President after consultation with the Prime Minister and the Leader of the Opposition. Its principal function is to work towards the elimination of discrimination in Trinidad and Tobago. In so doing, the Equal Opportunity Commission is required to promote equality of opportunity and good relations between persons of different status. The Equal Opportunity Commission is also a conciliatory body aimed at resolving conflicts without the intervention of the courts.

156. Our recommendations for the offices of Chairman, Vice Chairman and Members of the Equal Opportunity Commission are as follows:-

Recommendations

CHAIRMAN (full-time)

Salary

\$28,720 per month.

Transport Facilities

- (i) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$45,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax limited to a maximum of \$45,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,900 per month.

Service Allowance

\$5,050 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to Tobago on official business, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Commission.

- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$7,740 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of the Attorney General.

Vacation Leave

Thirty (30) calendar days per annum.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the office holder to be entitled to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the term of office.

CHAIRMAN (part-time)

VICE CHAIRMAN

MEMBER

<u>Salary</u>	<u>\$ per month</u>
Chairman (part-time)	21,570
Vice Chairman	16,420
Member	9,080

Transport Facilities

A Transportation Allowance of \$1,140 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,560 to be paid instead.

Subsistence Allowance

(i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.

(ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Commission.

(iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

INTEGRITY COMMISSION

157. The Integrity in Public Life Act, Chap. 22:01 makes provision for the prevention of corruption of persons in public life through public disclosure, regulating the conduct of persons exercising public functions and preserving and promoting the integrity of public officials and institutions. The Integrity Commission is established under the Constitution and consists of a Chairman, a Deputy Chairman and three Members who are appointed by the President after consultation with the Prime Minister and the Leader of the Opposition.

158. Our recommendations for the relevant offices are as follows:-

Recommendations

CHAIRMAN (full-time)

Salary

\$28,720 per month.

Transport Facilities

(i) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-

- (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$45,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax limited to a maximum of \$45,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
 - (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
 - (iv) A Transportation Allowance of \$3,900 per month.

Service Allowance

\$5,050 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to Tobago on official business, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Integrity Commission Department.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$7,740 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Chairman, Integrity Commission.

Vacation Leave

Thirty (30) calendar days per annum.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the office holder to be entitled to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the term of office.

CHAIRMAN (part-time) DEPUTY CHAIRMAN MEMBER

<u>Salary</u>	<u>\$ per month</u>
Chairman (part-time)	21,570
Deputy Chairman	16,420
Member	9,080

Transport Facilities

A Transportation Allowance of \$1,140 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,560 to be paid instead.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Integrity Commission Department.

- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

ELECTIONS AND BOUNDARIES COMMISSION

159. The Elections and Boundaries Commission derives its functions and responsibilities from the Constitution, the Representation of the People Act, Chap. 2:01, the Municipal Corporations Act, Chap. 25:04 and the Tobago House of Assembly Act, Chap. 25:03. Under our system of government, the Elections and Boundaries Commission has the very important role of reviewing constituency boundaries and supervising the conduct of all elections. The Chairman and Members of the Commission are appointed by the President; after consultation with the Prime Minister and Leader of the Opposition.

160. In their submissions, the members of the Elections and Boundaries Commission proposed that like the Chairman, the Members be provided with transport facilities, medical benefits and gratuity. We maintain that the provision of such benefits is not appropriate for offices of a part-time nature.

161. Our recommendations for the relevant offices are as follows:-

Recommendations

CHAIRMAN (full-time)

Salary

\$24,620 per month.

Transport Facilities

- (i) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
- (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$45,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$45,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.

- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,900 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to Tobago on official business, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Elections and Boundaries Commission Department.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Vacation Leave

Thirty (30) calendar days per annum.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the office holder is to be entitled to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the term of office.

**CHAIRMAN (part-time)
MEMBER**

<u>Salary</u>	<u>\$ per month</u>
Chairman (part-time)	18,470
Member	8,210

Transport Facilities

A Transportation Allowance of \$1,140 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,560 to be paid instead.

Subsistence Allowance

(i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.

(ii) For travel to and from Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Elections and Boundaries Commission Department.

(iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

CHAIRMAN, REGISTRATION, RECOGNITION AND CERTIFICATION BOARD

162. The Registration, Recognition and Certification Board was established under Section 21(1) of the Industrial Relations Act, Chap. 88:01. The Board has, inter alia, responsibility for determining all applications, petitions and matters concerning certification of recognized majority unions, recording of certification of such unions and making of agency shop orders.

163. The Board consists of a Chairman and eight Members who are appointed by the Minister responsible for labour matters. It plays a significant role in the regulatory process established by the Industrial Relations Act and, as such, performs a facilitating role in promoting good industrial relations in Trinidad and Tobago.

164. Our recommendations for the office of Chairman, Registration, Recognition and Certification Board are as follows:-

Recommendations

CHAIRMAN (full-time)

Salary

\$21,260 per month.

Transport Facilities

- (i) A maximum loan of \$180,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1799cc and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$180,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$180,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,480 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to and from Tobago on official business, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Registration, Recognition and Certification Board Department.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Vacation Leave

Thirty (30) calendar days per annum.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex, in accordance with the provisions of Minister of Finance

Circular No. 7 of 2001 dated August 28, 2001. Where such medical attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Permanent Secretary of the Ministry with responsibility for Labour to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

('Medical attention/treatment' excludes optical and dental treatment/services. 'Prescribed drugs' exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the term of office.

CHAIRMAN (part-time)

Salary

\$15,980 per month.

Transport Facilities

A Transportation Allowance of \$1,140 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,560 to be paid instead.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Registration, Recognition and Certification Board Department.

- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

SERVICE COMMISSIONS

165. This group comprises the following five Service Commissions:-

Public Service Commission

Teaching Service Commission
Judicial and Legal Service Commission
Police Service Commission
Statutory Authorities Service Commission.

166. With the exception of the Statutory Authorities Service Commission, the Service Commissions are established by the Constitution and the Chairmen and Members are appointed by the President after consultation with the Prime Minister and the Leader of the Opposition.

167. The Statutory Authorities Service Commission is established under the Statutory Authorities Act, Chap. 24:01 and its Chairman and Members are appointed by the President.

168. The Constitution (Amendment) Act, 2006 provides for the reform of the Police Service Commission. The Police Service Commission now possesses the power to appoint, promote, exercise disciplinary control over and remove the Commissioner and Deputy Commissioner of Police only. It hears and determines appeals from decisions of the Commissioner of Police or any person to whom the powers of the Commissioner have been delegated in relation to promotions or disciplinary action brought against police officers. Also, the Police Service Commission is required to monitor the efficiency and effectiveness of the discharge of the functions of the office holders and to prepare annual Performance Appraisal Reports on their work.

169. The other Service Commissions, however, exercise authority in the human resource management areas of appointments, promotions, transfers and discipline in respect of officers in the Public Service and relevant Statutory Authorities.

170. Generally, in their submissions, the Service Commissions pointed to their responsibilities, increased workloads, the need for equity among full-time Chairmen of Commissions and to the significant increase in the cost of goods and services over the period 2006 to 2011.

171. Specifically, the Public Service Commission and Teaching Service Commission in their submissions, proposed that:-

- (i) a Housing Allowance, Service Allowance, Professional Allowance and Telephone Allowance be provided for the office of Chairman, Public Service Commission and Teaching Service Commission;
- (ii) a Service Allowance, Interview Allowance, Professional Allowance and Telephone Allowance be provided to the office of Deputy Chairman, Public Service Commission, in light of the full-time demands of the job;

- (iii) a Telephone Allowance and Interview Allowance be provided to the office of Member, Public Service Commission and Teaching Service Commission.

172. The Judicial and Legal Service Commission proposed the provision of an Interview Allowance for the offices of Chairman and Member.

173. The Police Service Commission proposed the provision of a Telephone Allowance and that of a non-taxable Service Allowance for the office of Chairman and an Appeal Member's Stipend. In its view, the latter allowance has become necessary given the time consuming nature of its responsibilities under Section 123(1)(f) of the Constitution.

174. We reviewed the various proposals and as indicated in Chapter 3, we are unable to support any proposals for the provision of new allowances. Our recommendations for the relevant offices of the various Service Commissions are set out below.

Recommendations

PUBLIC SERVICE COMMISSION

CHAIRMAN (full-time)

Salary

\$24,620 per month.

Transport Facilities

- (i) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$45,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax limited to a maximum of \$45,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.

- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,900 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to Tobago on official business, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Service Commissions Department.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Vacation Leave

Thirty (30) calendar days per annum.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the office holder to be entitled to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the term of office.

DEPUTY CHAIRMAN (full-time)

Salary

\$17,290 per month.

Transport Facilities

- (i) A maximum loan of \$180,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1799cc and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$180,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$180,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,480 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to Tobago on official business, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Service Commissions Department.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Vacation Leave

Thirty (30) calendar days per annum.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex, in accordance with the provisions of Minister of Finance

Circular No. 7 of 2001 dated August 28, 2001. Where such medical attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Director of Personnel Administration to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

('Medical attention/treatment' excludes optical and dental treatment/services. 'Prescribed drugs' exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the term of office.

CHAIRMAN (part-time) DEPUTY CHAIRMAN (part-time) MEMBER

<u>Salary</u>	<u>\$ per month</u>
Chairman (part-time)	18,470
Deputy Chairman (part-time)	13,000
Member	9,830

Transport Facilities

A Transportation Allowance of \$1,140 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,560 per month to be paid instead.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Service Commissions Department.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

TEACHING SERVICE COMMISSION

CHAIRMAN (full-time)

Salary

\$23,000 per month.

Transport Facilities

- (i) A maximum loan of \$180,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1799cc and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$180,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$180,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,480 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to Tobago on official business, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Service Commissions Department.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Vacation Leave

Thirty (30) calendar days per annum.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex, in accordance with the provisions of Minister of Finance Circular No. 7 of 2001 dated August 28, 2001. Where such medical attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Director of Personnel Administration to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the term of office.

CHAIRMAN (part-time) MEMBER

<u>Salary</u>	<u>\$ per month</u>
Chairman (part-time)	17,290
Member	9,080

Transport Facilities

A Transportation Allowance of \$1,140 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,560 per month to be paid instead.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Service Commissions Department.

- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

JUDICIAL AND LEGAL SERVICE COMMISSION

CHAIRMAN

Salary

\$8,210 per month.

Transport Facilities

A Transportation Allowance of \$1,140 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to Tobago on official business, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Service Commissions Department.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

MEMBER

Salary

\$6,590 per month.

Transport Facilities

A Transportation Allowance of \$1,140 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,560 per month to be paid instead.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Service Commissions Department.

- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

POLICE SERVICE COMMISSION

CHAIRMAN

Salary

\$15,540 per month.

Transport Facilities

A Transportation Allowance of \$1,140 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,560 per month to be paid instead.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.

- (ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Service Commissions Department.

- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

MEMBER

Salary

\$9,080 per month.

Transport Facilities

A Transportation Allowance of \$1,140 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,560 per month to be paid instead.

Subsistence Allowance

(i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.

(ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Service Commissions Department.

(iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

STATUTORY AUTHORITIES SERVICE COMMISSION

CHAIRMAN

Salary

\$15,540 per month.

Transport Facilities

A Transportation Allowance of \$1,140 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,560 to be paid instead.

Subsistence Allowance

(i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.

(ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Statutory Authorities Service Commissions Department.

- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

**DEPUTY CHAIRMAN
MEMBER**

<u>Salary</u>	<u>\$ per month</u>
Deputy Chairman	9,830
Member	7,460

Transport Facilities

A Transportation Allowance of \$1,140 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,560 to be paid instead.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.

- (ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Statutory Authorities Service Commissions Department.

- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

**PUBLIC SERVICE APPEAL BOARD AND STATUTORY
AUTHORITIES APPEAL BOARD**

175. The Public Service Appeal Board was established in accordance with section 130 of the Constitution. It is mandated to hear appeals from public officers, with the exception of police officers, regarding decisions taken in disciplinary matters by the respective Service Commissions. However, since the enactment and proclamation of the Constitution (Amendment) Act, 2006, the Police Service Commission has the power to hear and determine appeals from decisions resulting from disciplinary proceedings brought against police officers.

176. The Statutory Authorities Act, Chap. 24:01 provides for the establishment of the Statutory Authorities Appeal Board. Its role is similar to that of the Public Service Appeal Board since it is required to hear appeals of aggrieved officers

against decisions taken against them by the Statutory Authorities Service Commission.

177. The Public Service Appeal Board and the Statutory Authorities Appeal Board each comprise a Chairman and two Members. The Chairman is appointed by the President after consultation with the Chief Justice whereas Members are appointed by the President following consultation with the Prime Minister and the Leader of the Opposition.

178. The Chairman, Public Service Appeal Board proposed the introduction of a Telephone Allowance in the remuneration package. We are not convinced of the need for this allowance.

179. Our recommendations for the relevant offices are as follows:-

Recommendations

PUBLIC SERVICE APPEAL BOARD

CHAIRMAN

Salary

\$9,330 per month.

Transport Facilities

A Transportation Allowance of \$1,140 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,560 to be paid instead.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Board.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

MEMBER

Salary

\$6,590 per month.

Transport Facilities

A Transportation Allowance of \$1,140 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,560 to be paid instead.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Board.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

STATUTORY AUTHORITIES APPEAL BOARD

CHAIRMAN

Salary

\$8,210 per month.

Transport Facilities

A Transportation Allowance of \$1,140 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,560 to be paid instead.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Board.

- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

MEMBER

Salary

\$5,850 per month.

Transport Facilities

A Transportation Allowance of \$1,140 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,560 to be paid instead.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Board.

- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

SALARIES REVIEW COMMISSION

180. The Salaries Review Commission which comprises a Chairman and four Members, is established under section 140 of the Constitution. The Chairman and Members of the Commission are appointed by the President after consultation with the Prime Minister. The Commission achieves its mandate by undertaking comprehensive reviews of remuneration arrangements applicable to the offices within its purview, taking into account remuneration arrangements provided to persons holding comparable positions in the private sector, State Enterprises and other jurisdictions.

181. Our recommendations for the relevant offices are as follows:

Recommendations

CHAIRMAN

Salary

\$15,540 per month.

Transport Facilities

A Transportation Allowance of \$1,140 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,560 to be paid instead.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Personnel Department.
- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

MEMBER

Salary

\$8,210 per month.

Transport Facilities

A Transportation Allowance of \$1,140 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,560 to be paid instead.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.

- (ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Personnel Department.

- (iii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

CHAPTER 18

THE JUDICIAL AND LEGAL SERVICE

182. The Judicial and Legal Service comprises attorneys-at-law who hold either judicial or legal offices as defined in the First or Second Schedules of the Judicial and Legal Service Act, Chap. 6:01.

183. The judicial offices are:

- Master of the High Court
- Chief Magistrate
- Deputy Chief Magistrate
- Senior Magistrate
- Magistrate
- Registrar and Marshal
- Deputy Registrar and Marshal
- Assistant Registrar and Deputy Marshal
- Administrative Secretary to the Chief Justice
- Court Executive Administrator
- Registrar, Tax Appeal Board
- Registrar, Environmental Commission
- Registrar, Industrial Court
- Assistant Registrar, Industrial Court
- Magistracy Registrar and Clerk of the Court
- Coroner
- Registrar, Equal Opportunity Tribunal.

184. The legal offices comprise the three Chief Legal Officers, namely, the Solicitor General, the Director of Public Prosecutions and the Chief Parliamentary Counsel as well as the other legal offices attached to the Departments responsible for Civil Law, Criminal Law, Legislative Drafting and to certain Ministries and Departments such as the Service Commissions Department.

185. Since our last review, the offices of Registrar General, Deputy Registrar General and Senior Assistant Registrar General have been re-evaluated and we recommend that they be placed in Groups L2A, L3 and L5A, respectively, with effect from April 21, 2005. In the case of the office of Senior Assistant Registrar General which has been placed in a lower group, we recommend that the salary as contained in Minister of Finance Circular 1 of 2006 dated March 8, 2006 as well as Minister of Finance Circular 4 of 2009 dated August 27, 2009 remain personal to the incumbent as long as he/she holds that office, until the salary of

the office overtakes that contained in the latter Circular. We are advised that steps are being taken currently to convene a Job Evaluation Committee to undertake the evaluation of the offices of Coroner, Registrar, Equal Opportunity Tribunal and Legislative Draftsman. In the interim, these offices continue to be remunerated in the salary groups in which they are placed at present. On completion of that exercise, appropriate recommendations will be formulated.

186. We note that in the current general review, approximately twenty-five submissions were received from holders of offices in this Service. Generally, office holders reiterated proposals that had been made during previous general reviews for significant increases in salaries and other terms and conditions of service pointing to the distinct expansion in the scope, volume and complexity of their respective duties and responsibilities over the years. In addition, a number of office holders referred to inflation rates, increases in the cost of living and the earnings of legal personnel in the local private sector to highlight what they considered to be the inadequacy of their remuneration packages and to provide a basis for their revision.

187. Pending the completion of the Job Evaluation Exercise and Compensation Survey for all positions within our purview, except in the case of the offices in the Registrar General's Department which were re-evaluated during the course of this review, we are of the view that the relativities which were established consequent on the job evaluation undertaken on positions in the Judicial and Legal Service in 2004 should be maintained.

188. Other proposals made by office holders in this Service are as follows:-

- (a) inclusion of the office of Master of the High Court in the Higher Judiciary Grouping and the placing of that office within the ambit of section 136(6) of the Constitution of Trinidad and Tobago;
- (b) restoration of internal relationships of offices in the Registrar General's Department and Law Reform Commission to those which existed prior to the Commission's Seventy-first Report;
- (c) discontinuation of the payment of a Service Allowance to the offices of Court Executive Administrator and the Administrative Secretary to the Chief Justice;
- (d) parity of the remuneration package of the Chief Legal Officers with those of the Chairman, Law Reform Commission and Chairman, Law Revision Commission in respect of Transport Facilities and the provision of a Travel Grant;

- (e) introduction of a Senior Counsel Allowance consequent upon an office holder attaining the status of 'Silk' in recognition of the fact that he/she is restricted from engaging in private practice;
- (f) introduction of Sabbatical Leave for Magistrates;
- (g) introduction of a Personal Security Allowance/Risk Allowance/Security Monitoring Allowance due to the nature of the jobs of certain office holders and the direct interaction with the criminal elements in society which places them into high risk situations;
- (h) introduction of a Specialization Allowance as compensation for commitment to a particular field of law such as legal drafting since office holders in these fields are placed at a disadvantage should they decide to seek a lucrative career elsewhere;
- (i) extension of facilities such as Professional Allowance, Housing Allowance and Service Allowance to office holders who are not in receipt of such allowances at present; and
- (j) introduction of allowances such as Incentive Allowance, Special Duty Allowance, Book Allowance, Robing Allowance and an Amenities Allowance.

189. We are unable to support the proposal that the office of Master be placed in the Higher Judiciary salary grouping. Unlike the office of Puisne Judge, the office of Master is set out in the Second Schedule of the Judicial and Legal Service Act, thus creating a significant distinction between that office and those of the Higher Judiciary. While we recognize the importance of the office of Master in the administration of justice, we maintain that Judges occupy a unique position in our society. Further, the determination of the inclusion of offices within section 136(6) of the Constitution is not part of the mandate of the Salaries Review Commission.

190. With regard to the various requests for changes in existing relativities among office holders, the current relativities were established consequent on a job evaluation exercise for positions in this Service in 2004. Having regard to the foregoing, changes can only be made if jobs are re-evaluated. This will be done in the Job Evaluation Exercise and Compensation Survey which is to be undertaken for all offices within our purview.

191. A Service Allowance is provided to offices based on factors such as the complexity of the job, the distances which office holders are required to travel regularly in the performance of their official duties, and the mental and physical strain of driving long distances combined with the mental and psychological

demands of the job. Until the completion of the Job Evaluation Exercise and Compensation Survey, we are of the view that the Service Allowance for the Administrative Secretary to the Chief Justice and the Chief Executive Administrator should be maintained since removal would alter existing relativities.

192. On the issue of Sabbatical Leave for Magistrates, given that the offices are compensated in a structure comprising all offices in the Judicial and Legal Service, we are of the view that any changes in the components of the compensation package of such office holders would best be considered in the context of the upcoming Job Evaluation Exercise and Compensation Survey.

193. With regard to the proposal for introduction of a Senior Counsel Allowance, Personal Security/Risk/Security Monitoring Allowance, Specialisation Allowance, Incentive Allowance, Special Duty Allowance, Book Allowance, Robing Allowance and Amenities Allowances, consistent with our position outlined in Chapter 3, we do not recommend the introduction of any new allowances at this time. Additionally, we do not consider security arrangements to be a term and condition of employment of office holders. Instead, we recommend that this matter be dealt with administratively.

194. At this time, we are unable to support the extension of the payment of Professional Allowance, Housing Allowance or Service Allowance to office holders not in receipt of such allowances at present. The payment of such allowances can be considered in the context of the upcoming Job Evaluation Exercise and Compensation Survey.

195. Our recommendations for the positions in the Judicial and Legal Service are as follows:-

Recommendations

Judicial Offices

GROUP J1

Master of the High Court
Chief Magistrate

Salary

\$32,700 per month.

Professional Allowance

\$4,400 per month.

Duty Allowance

\$2,460 per month.

Transport Facilities

- (i) A maximum loan of \$300,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 2200cc and exemption from Value Added Tax to a maximum of \$54,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$54,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$4,200 per month.

Service Allowance

\$5,050 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) In the case of an office holder serving in Tobago, \$200 per day when travelling on official business beyond a radius of ten (10) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (iii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-

(a) Official duty or assignment of one (1) month or less

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day. (The provisions at (i) and (ii) above shall not apply.)

(b) Temporary assignments in excess of one (1) month and not exceeding six (6) months

The office holder to be responsible for his/her accommodation and meals. The State may, at its option, provide accommodation only for the office holder.

- (i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$2,775 per month.
- (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$6,750 per month.

(c) Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)

The office holder to be responsible for his/her accommodation and meals and to be paid a Tobago/Trinidad Duty Allowance of \$2,775 per month for a period not exceeding two (2) years, in addition to the Housing Allowance.

- (iv) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$7,740 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Court Executive Administrator.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

\$500 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Pensions Act, Chap. 23:52.

GROUP J2

Deputy Chief Magistrate
Registrar and Marshal

Salary

\$30,340 per month.

Professional Allowance

\$3,750 per month.

Special Duty Allowance

Registrar and Marshal

\$3,040 per month.

Transport Facilities

- (i) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$45,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in

respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$45,000.

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,900 per month.

Service Allowance

Deputy Chief Magistrate

\$5,050 per month.

Special Allowance

Magistrates who are assigned for duty in the Magisterial districts of Mayaro, Rio Claro, Princes Town, Siparia and Point Fortin only.

\$1,840 per month to be paid subject to prescribed conditions.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) In the case of an office holder serving in Tobago, \$200 per day when travelling on official business beyond a radius of ten (10) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (iii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-

(a) Official duty or assignment of one (1) month or less

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day. (The provisions at (i) and (ii) above shall not apply.)

(b) Temporary assignments in excess of one (1) month and not exceeding six (6) months

The office holder to be responsible for his/her accommodation and meals. The State may, at its option, provide accommodation only for the office holder.

- (i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$2,775 per month.
- (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$6,750 per month.

(c) Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)

The office holder to be responsible for his/her accommodation and meals and to be paid a Tobago/Trinidad Duty Allowance of \$2,775 per month for a period not exceeding two (2) years, in addition to the Housing Allowance.

- (iv) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

Deputy Chief Magistrate

\$7,740 per month.

Registrar and Marshal

\$4,620 per month.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

\$400 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Pensions Act, Chap. 23:52.

GROUP J3

Salary **\$ per month**

Group J3A

Senior Magistrate	}	28,720
Court Executive Administrator		

Group J3B

Administrative Secretary to the Chief Justice	28,230
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Professional Allowance

\$3,200 per month.

Transport Facilities

- (i) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$45,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$45,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.

(iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.

(iv) A Transportation Allowance of \$3,900 per month.

Service Allowance

\$5,050 per month.

Special Allowance

For Magistrates who are assigned for duty in the Magisterial districts of Mayaro, Rio Claro, Princes Town, Siparia and Point Fortin only.

\$1,840 per month to be paid subject to prescribed conditions.

Subsistence Allowance

(i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).

(ii) In the case of an office holder serving in Tobago, \$200 per day when travelling on official business beyond a radius of ten (10) kilometres from official headquarters, and where it is necessary to purchase a meal(s).

(iii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-

(a) Official duty or assignment of one (1) month or less

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day. (The provisions at (i) and (ii) above shall not apply.)

(b) Temporary assignments in excess of one (1) month and not exceeding six (6) months

The office holder to be responsible for his/her accommodation and meals. The State may, at its option, provide accommodation only for the office holder.

(i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$2,775 per month.

- (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$6,750 per month.

(c) Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)

The office holder to be responsible for his/her accommodation and meals.

- (i) Where the office holder is eligible for a Housing Allowance, to be paid, in addition to such allowance, a Tobago/Trinidad Duty Allowance of \$2,775 per month for a period not exceeding two (2) years.
- (ii) Where the office holder is not eligible for a Housing Allowance, to be paid a Tobago/Trinidad Duty Allowance of \$6.750 per month for a period not exceeding two (2) years.

- (iv) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

Senior Magistrate

\$7,740 per month.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

**Administrative Secretary to the Chief Justice
Court Executive Administrator**

\$400 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Pensions Act, Chap. 23:52.

GROUP J4

Salary

\$ per month

Magistrate	}	25,370 – 25,660 – 25,950 – 26,240
Deputy Registrar and Marshal		
Registrar, Tax Appeal Board		
Registrar, Industrial Court		

Professional Allowance

\$3,000 per month.

Special Duty Allowance

Deputy Registrar and Marshal

\$1,930 per month.

Transport Facilities

- (i) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$45,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$45,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,900 per month.

Service Allowance

Magistrate

\$5,050 per month.

Special Allowance

For Magistrates who are assigned for duty in the Magisterial districts of Mayaro, Rio Claro, Princes Town, Siparia and Point Fortin only.

\$1,840 per month to be paid subject to prescribed conditions.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) In the case of an office holder serving in Tobago, \$200 per day when travelling on official business beyond a radius of ten (10) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (iii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-

(a) Official duty or assignment of one (1) month or less

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day. (The provisions at (i) and (ii) above shall not apply.)

(b) Temporary assignments in excess of one (1) month and not exceeding six (6) months

The office holder to be responsible for his/her accommodation and meals. The State may, at its option, provide accommodation only for the office holder.

- (i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$2,775 per month.

- (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$6,750 per month.

(c) Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)

The office holder to be responsible for his/her accommodation and meals.

- (i) Where the office holder is eligible for a Housing Allowance, to be paid, in addition to such allowance, a Tobago/Trinidad Duty Allowance of \$2,775 per month for a period not exceeding two (2) years.
- (ii) Where the office holder is not eligible for a Housing Allowance, to be paid a Tobago/Trinidad Duty Allowance of \$6,750 per month for a period not exceeding two (2) years.

- (iv) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

Magistrate

\$7,740 per month.

Deputy Registrar and Marshal

\$4,620 per month.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

Deputy Registrar and Marshal

\$400 per month.

Registrar, Tax Appeal Board and Registrar, Industrial Court

\$300 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Pensions Act, Chap. 23:52.

GROUP J5

Salary

\$ per month

Registrar, Environmental Commission
Assistant Registrar and Deputy Marshal
Registrar, Equal Opportunity Tribunal



23,750 – 24,190 – 24,620

Professional Allowance

\$2,900 per month.

Special Duty Allowance

Assistant Registrar and Deputy Marshal

\$1,820 per month.

Transport Facilities

- (i) A maximum loan of \$180,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1799cc and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$180,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and

exemption from Value Added Tax limited to the amount payable on a vehicle costing \$180,000.

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,480 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) In the case of an office holder serving in Tobago, \$200 per day when travelling on official business beyond a radius of ten (10) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (iii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-

(a) Official duty or assignment of one (1) month or less

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day. (The provisions at (i) and (ii) above shall not apply.)

(b) Temporary assignments in excess of one (1) month and not exceeding six (6) months

The office holder to be responsible for his/her accommodation and meals. The State may, at its option, provide accommodation only for the office holder.

- (i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$2,775 per month.
- (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$6,750 per month.

(c) Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)

The office holder to be responsible for his/her accommodation and meals and to be paid a Tobago/Trinidad Duty Allowance of \$6,750 per month for a period not exceeding two (2) years.

- (iv) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

\$300 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Pensions Act, Chap. 23:52.

GROUP J6

Salary

\$ per month

Assistant Registrar, Industrial Court Magistracy Registrar and Clerk of the Court Coroner	} 20,770 – 21,110 – 21,450 – 21,790 – 22,130
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Professional Allowance

\$2,700 per month.

Transport Facilities

- (i) A maximum loan of \$180,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-

- (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1799cc and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$180,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$180,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
 - (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
 - (iv) A Transportation Allowance of \$3,480 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) In the case of an office holder serving in Tobago, \$200 per day when travelling on official business beyond a radius of ten (10) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (iii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-

(a) Official duty or assignment of one (1) month or less

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day. (The provisions at (i) and (ii) above shall not apply.)

(b) Temporary assignments in excess of one (1) month and not exceeding six (6) months

The office holder to be responsible for his/her accommodation and meals. The State may, at its option, provide accommodation only for the office holder.

- (i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$2,775 per month.
- (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$6,750 per month.

(c) Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)

The office holder to be responsible for his/her accommodation and meals and to be paid a Tobago/Trinidad Duty Allowance of \$6,750 per month for a period not exceeding two (2) years.

- (iv) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Vacation Leave

Thirty (30) calendar days per annum.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Pensions Act, Chap. 23:52.

Magistrate (appointed on contract)

Salary

\$23,130 per month.

Professional Allowance

\$3,000 per month.

Transport Facilities

- (i) A maximum loan of \$250,000 at a rate of interest of 6% per annum to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$45,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax limited to a maximum of \$45,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,900 per month.

Service Allowance

\$5,050 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) For official duty in Tobago, hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day.

Vacation Leave

Twenty (20) working days per annum.

Twenty-five (25) working days per annum after six (6) consecutive years of service.

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the period of the contract.

Coroner (appointed on contract)

Salary

\$20,770 per month.

Professional Allowance

\$2,700 per month.

Transport Facilities

- (i) A maximum loan of \$180,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1799cc and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$180,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$180,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,480 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).

- (ii) For official duty in Tobago, hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day.

Vacation Leave

Twenty (20) working days per annum.

Twenty-five (25) working days per annum after six (6) consecutive years of service.

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the period of the contract.

Legal Offices

GROUP L1

Solicitor General
Director of Public Prosecutions
Chief Parliamentary Counsel
Chief State Solicitor
Controller, Intellectual Property Office

Salary

\$32,700 per month.

Professional Allowance

Solicitor General, Director of Public Prosecutions and Chief Parliamentary Counsel

\$6,250 per month.

Chief State Solicitor and Controller, Intellectual Property Office

\$4,400 per month.

Duty Allowance

Solicitor General, Director of Public Prosecutions and Chief Parliamentary Counsel

\$3,270 per month.

Chief State Solicitor and Controller, Intellectual Property Office

\$2,460 per month.

Transport Facilities

- (i) A maximum loan of \$300,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 2200cc and exemption from Value Added Tax to a maximum of \$54,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$54,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$4,200 per month.

Service Allowance

Solicitor General, Director of Public Prosecutions and Chief Parliamentary Counsel

\$5,050 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) In the case of an office holder serving in Tobago, \$200 per day when travelling on official business beyond a radius of ten (10) kilometres from official headquarters, and where it is necessary to purchase a meal(s).

(iii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-

(a) Official duty or assignment of one (1) month or less

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day. (The provisions at (i) and (ii) above shall not apply.)

(b) Temporary assignments in excess of one (1) month and not exceeding six (6) months

The office holder to be responsible for his/her accommodation and meals. The State may, at its option, provide accommodation only for the office holder.

(i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$2,775 per month.

(ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$6,750 per month.

(c) Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)

The office holder to be responsible for his/her accommodation and meals and to be paid a Tobago/Trinidad Duty Allowance of \$2,775 per month for a period not exceeding two (2) years, in addition to the Housing Allowance.

(iv) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$7,740 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of the Attorney General, in respect of the Solicitor General, Director of Public Prosecutions, Chief

Parliamentary Counsel and Chief State Solicitor and in the case of the Controller, Intellectual Property Office, an official Entertainment Vote under the control of the Ministry of Legal Affairs.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

\$500 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Pensions Act, Chap. 23:52.

GROUP L2

<u>Salary</u>		<u>\$ per month</u>
	Group L2A	
Treasury Solicitor	}	29,470
Registrar General		
	Group L2B	
Deputy Solicitor General	}	27,850
Deputy Director of Public Prosecutions		
Deputy Chief Parliamentary Counsel		
Deputy Chief State Solicitor		
Chief State Counsel, Inland Revenue Division		
Director, Law Revision Commission		
Commission Secretary, Law Reform Commission		

Professional Allowance

Group L2A

\$3,750 per month.

Group L2B

\$3,200 per month.

Transport Facilities

- (i) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$45,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$45,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,900 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) In the case of an office holder serving in Tobago, \$200 per day when travelling on official business beyond a radius of ten (10) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (iii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-

(a) Official duty or assignment of one (1) month or less

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day. (The provisions at (i) and (ii) above shall not apply.)

(b) Temporary assignments in excess of one (1) month and not exceeding six (6) months

The office holder to be responsible for his/her accommodation and meals. The State may, at its option, provide accommodation only for the office holder.

- (i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$2,775 per month.
- (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$6,750 per month.

(c) Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)

The office holder to be responsible for his/her accommodation and meals.

- (i) Where the office holder is eligible for a Housing Allowance, to be paid, in addition to such allowance, a Tobago/Trinidad Duty Allowance of \$2,775 per month for a period not exceeding two (2) years.
 - (ii) Where the office holder is not eligible for a Housing Allowance, to be paid a Tobago/Trinidad Duty Allowance of \$6,750 per month for a period not exceeding two (2) years.
- (iv) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

Treasury Solicitor, Registrar General, Deputy Solicitor General, Deputy Director of Public Prosecutions, Deputy Chief Parliamentary Counsel and Deputy Chief State Solicitor.

\$4,620 per month.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

Treasury Solicitor, Registrar General, Deputy Solicitor General, Deputy Director of Public Prosecutions, Deputy Chief Parliamentary Counsel and Deputy Chief State Solicitor.

\$400 per month.

Chief State Counsel, Inland Revenue Division, Director, Law Revision and Commission Secretary, Law Reform Commission.

\$300 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Pensions Act, Chap. 23:52.

GROUP L3

Salary

\$ per month

Legal Adviser (Service Commissions, Health)
Assistant Solicitor General
Assistant Director of Public Prosecutions
Assistant Chief Parliamentary Counsel
Assistant Chief State Counsel (Inland Revenue Division)
Deputy Controller, Intellectual Property Office



25,860

Salary

\$ per month

Assistant Chief State Solicitor
Senior State Counsel (Tobago House of Assembly)
Deputy Registrar General



25,860

Professional Allowance

\$3,000 per month.

Transport Facilities

- (i) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$45,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$45,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,900 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) In the case of an office holder serving in Tobago, \$200 per day when travelling on official business beyond a radius of ten (10) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (iii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-

(a) Official duty or assignment of one (1) month or less

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day. (The provisions at (i) and (ii) above shall not apply.)

(b) Temporary assignments in excess of one (1) month and not exceeding six (6) months

The office holder to be responsible for his/her accommodation and meals. The State may, at its option, provide accommodation only for the office holder.

(i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$2,775 per month.

(ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$6,750 per month.

(c) Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)

The office holder to be responsible for his/her accommodation and meals and to be paid a Tobago/Trinidad Duty Allowance of \$6,750 per month for a period not exceeding two (2) years.

(iv) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Vacation Leave

Thirty (30) calendar days per annum.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Pensions Act, Chap. 23:52.

GROUP L4

Salary

\$ per month

Group L4A

Senior State Counsel (Customs & Excise) Legal Adviser (Attorney General)	} 24,250 – 24,810 – 25,370
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Group L4B

Law Reform Officer Senior Parliamentary Counsel (Legislative Drafting Department) Senior State Counsel (Criminal Law Department; Treasury Solicitor; Service Commissions Department; Energy & Energy Affairs; Inland Revenue Division) Senior Legal Research Officer Senior State Solicitor (Chief State Solicitor's Department)	} 23,870 – 24,210 – 24,540 – 24,870
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Professional Allowance

\$2,900 per month.

Transport Facilities

- (i) A maximum loan of \$180,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1799cc and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$180,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$180,000.

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,480 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) In the case of an office holder serving in Tobago, \$200 per day when travelling on official business beyond a radius of ten (10) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (iii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-

(a) Official duty or assignment of one (1) month or less

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day. (The provisions at (i) and (ii) above shall not apply.)

(b) Temporary assignments in excess of one (1) month and not exceeding six (6) months

The office holder to be responsible for his/her accommodation and meals. The State may, at its option, provide accommodation only for the office holder.

- (i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$2,775 per month.
- (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$6,750 per month.

(c) Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)

The office holder to be responsible for his/her accommodation and meals and to be paid a Tobago/Trinidad Duty Allowance of \$6,750 per month for a period not exceeding two (2) years.

- (iv) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Vacation Leave

Thirty (30) calendar days per annum.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Pensions Act, Chap. 23:52.

GROUP L5

Salary

\$ per month

Group L5A

Assistant Registrar General (Tobago)	}	23,250 – 23,580 –
Senior Assistant Registrar General		23,920 – 24,250

Group L5B

Senior Parliamentary Counsel (Law Reform Commission)	}	23,130 – 23,380 – 23,630
Senior State Counsel (Solicitor General's Department; Planning & Sustainable Development; Housing, Land & Marine Affairs)		
Head, Legal Division (Office of the Ombudsman)		
State Counsel III (Customs and Excise)		
Parliamentary Counsel III (Legislative Drafting Department)		

Group L5C

Parliamentary Counsel II (Legislative Drafting Department)	}	20,770 – 21,110 –
State Counsel III (Criminal Law Department; Solicitor General's Department; Attorney General; Inland Revenue Division; National Security; Trade, Industry and Investment)		21,450 – 21,790 –
Assistant Registrar General (Trinidad)		22,130

Professional Allowance

\$2,700 per month.

Transport Facilities

- (i) A maximum loan of \$180,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1799cc and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$180,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$180,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,480 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) In the case of an office holder serving in Tobago, \$200 per day when travelling on official business beyond a radius of ten (10) kilometres from official headquarters, and where it is necessary to purchase a meal(s).

(iii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-

(a) Official duty or assignment of one (1) month or less

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day. (The provisions at (i) and (ii) above shall not apply.)

(b) Temporary assignments in excess of one (1) month and not exceeding six (6) months

The office holder to be responsible for his/her accommodation and meals. The State may, at its option, provide accommodation only for the office holder.

(i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$2,775 per month.

(ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$6,750 per month.

(c) Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)

The office holder to be responsible for his/her accommodation and meals and to be paid a Tobago/Trinidad Duty Allowance of \$6,750 per month for a period not exceeding two (2) years.

(iv) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Vacation Leave

Thirty (30) calendar days per annum.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Pensions Act, Chap. 23:52.

GROUP L6

Salary

\$ per month

Group L6A

Legal Research Officer II (Law Reform Commission)	}	19,400 – 19,650 – 19,900 – 20,140 – 20,390
State Counsel III (Service Commissions Department)		
Parliamentary Counsel I (Legislative Drafting Department)		
State Counsel II (Criminal Law Department, Solicitor General's Department; Treasury Solicitor; Service Commissions Department; Energy & Energy Affairs; Inland Revenue Division; Attorney General; Statutory Authorities Service Commission; Planning & Sustainable Development; Health)		
State Solicitor II (Chief State Solicitor's Department)		

Group L6B

Parliamentary Counsel II (Law Reform Commission; Attorney General)	}	18,530 – 18,780 – 19,030 - 19,270 –
Legislative Draftsman (Law Reform Commission)		

Professional Allowance

\$1,900 per month.

Transport Facilities

- (i) A maximum loan of \$160,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1799cc and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$160,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$160,000.

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$2,880 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) In the case of an office holder serving in Tobago, \$200 per day when travelling on official business beyond a radius of ten (10) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (iii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-

(a) Official duty or assignment of one (1) month or less

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day. (The provisions at (i) and (ii) above shall not apply.)

(b) Temporary assignments in excess of one (1) month and not exceeding six (6) months

The office holder to be responsible for his/her accommodation and meals. The State may, at its option, provide accommodation only for the office holder.

- (i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$2,775 per month.
- (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$6,750 per month.

(c) Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)

The office holder to be responsible for his/her accommodation and meals and to be paid a Tobago/Trinidad Duty Allowance of \$6,750 per month for a period not exceeding two (2) years.

- (iv) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Vacation Leave

Thirty (30) calendar days per annum.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Pensions Act, Chap. 23:52.

GROUP L7

Salary

\$ per month

Group L7A

2 years service and over

Legal Research Officer I (Law Reform Commission; Service Commissions Department)

Parliamentary Counsel I (Law Reform Commission)

State Counsel I (Criminal Law Department; Solicitor General's Department; Treasury Solicitor; Inland Revenue Division; Attorney General; Health; Customs & Excise; Ombudsman)

State Solicitor I (Chief State Solicitor's Department)

Examiner of Title

15,300 – 15,540 –
15,790 – 16,040

Group L7B

Less than 2 years service

Legal Research Officer (Law Reform Commission; Service Commissions Department)	}	11,820 – 12,310
Parliamentary Counsel I (Law Reform Commission)		
State Counsel I (Criminal Law Department; Solicitor General's Department; Treasury Solicitor; Inland Revenue Division; Attorney General; Health; Customs & Excise; Ombudsman)		
State Solicitor I (Chief State Solicitor's Department)		
Examiner of Title		

Transport Facilities

- (i) A maximum loan of \$160,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1799cc and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$160,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$160,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$2,880 per month.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) In the case of an office holder serving in Tobago, \$200 per day when travelling on official business beyond a radius of ten (10) kilometres from official headquarters, and where it is necessary to purchase a meal(s).

(iii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-

(a) Official duty or assignment of one (1) month or less

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$200 per day. (The provisions at (i) and (ii) above shall not apply.)

(b) Temporary assignments in excess of one (1) month and not exceeding six (6) months

The office holder to be responsible for his/her accommodation and meals. The State may, at its option, provide accommodation only for the office holder.

(i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$2,775 per month.

(ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$6,750 per month.

(c) Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)

The office holder to be responsible for his/her accommodation and meals and to be paid a Tobago/Trinidad Duty Allowance of \$6,750 per month for a period not exceeding two (2) years.

(iv) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Vacation Leave

Thirty (30) calendar days per annum.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Pensions Act, Chap. 23:52.

PART II

Members of Parliament

The Tobago House of Assembly

Local Government Officials

CHAPTER 19

MEMBERS OF PARLIAMENT

196. In our review of the offices within this grouping, we were cognizant of the responsibility of the office holders for providing guidance and leadership necessary to ensure good governance in a modern society. Also, we are mindful of the demands being made of office holders by citizens for greater levels of accountability and continuous improvement in providing services and levels of representation.

197. The office holders in their submissions proposed two (2) separate components for the salary of parliamentarians:–

- (i) a basic salary for a Member of the House of Representatives/Member of the Senate; and
- (ii) an additional salary for an office holder who holds a ministerial portfolio/other higher-order responsibilities.

198. Further, in their representation, the office holders expressed the view that not only should their salaries be pegged to that of top officials in the private sector but they should be so configured to allow for a proper differential with those salaries of Top Managers in the Public Service grouping.

199. Other proposals submitted were for:-

- (i) consideration to be given to the fact that the work of the parliamentary representatives is onerous, there are no fixed hours of work and they are on call on a 24/7 basis to attend to the needs of citizens;
- (ii) the Motor Vehicle Loan to be covered by a Life Insurance policy administered by the Comptroller of Accounts;
- (iii) the inclusion of a Duty Allowance for certain office holders including Ministers of Government (Cabinet and non-Cabinet);
- (iv) the inclusion of a Clothing Allowance to defray expenses of office holders who have to attend meetings and live parliamentary debates;
- (v) the discontinuation of the Tobago Constituency Allowance, Tobago Special Transport Facility, Committee Service Allowance and Parliamentary Allowance;

- (vi) the inclusion of the Overseas Travel Facilities in the remuneration package of certain office holders;
- (vii) the introduction of a Special Tobago Allowance for an office holder other than a Minister who normally resides in Tobago and is required to work in Trinidad;
- (viii) the inclusion of a Housing Allowance as well as medical benefits for certain members who are not now in receipt of them;
- (ix) the introduction of vacation leave for certain members who are not now in receipt of it; and
- (x) a non-taxable Subsistence Allowance for Senators.

200. For some Members of Parliament, their role is multi-functional in that they bear responsibilities as the elected representatives of a constituency, Members of Parliament and members of a political party. While we are cognizant of the onerous demands on the time of the office holders, particularly those who are Members of the House of Representatives we hold the view that the issue of the part-time or full-time nature of the role of such office holders would best be dealt with in the Job Evaluation Exercise and Compensation Survey which is about to commence.

201. While we recognize the benefit of life insurance coverage on motor vehicle loans, the provision of such insurance is outside our scope and would better be addressed by the Comptroller of Accounts.

202. As we have stated in Chapter 3 the inclusion/extension of allowances such as Duty Allowance, Clothing Allowance, Overseas Travel Facilities, Housing Allowance, medical benefits and Subsistence Allowance in terms and conditions of service of office holders who are not currently in receipt of such allowances should be addressed in the context of the Job Evaluation Exercise and Compensation Survey.

203. With regard to the proposal to discontinue the payment of the Tobago Constituency Allowance, Tobago Special Transport Facility, Committee Service Allowance and Parliamentary Allowance, we note that the existing provisions cater to the particular needs of parliamentarians and are of the view that they should not be discontinued at this time.

204. We reviewed the provision for office holders who reside in Tobago and are required to work in Trinidad. We recognize that office holders, other than Ministers and Parliamentary Secretaries for whom provisions currently exist, who normally reside in Tobago would experience significant inconvenience and disruptions in their normal routine and would incur costs associated with travelling

to Trinidad. Therefore, we recommend some amendments to the Subsistence Allowance provided to certain office holders and further, that the Tobago Allowance be extended to holders of the offices of President of the Senate and Speaker of the House of Representatives who are normally resident in Tobago but are required to live in Trinidad to carry out their responsibilities. We also recommend that the Tobago Ministerial Allowance be renamed the Tobago Allowance given that the purpose of the allowances is the same.

205. With regard to the proposal on vacation leave, such leave is not normally provided for offices which are considered to be part-time. As a consequence, we do not recommend that vacation leave be included in the terms and conditions of service of such offices.

PRIME MINISTER

206. The Prime Minister, as head of government in Trinidad and Tobago, provides leadership to government and general direction in the affairs of the State with the support of a Cabinet.

207. Our recommendations for the office of Prime Minister are as follows:-

Recommendations

Salary

\$59,680 per month.

Duty Allowance

\$8,960 per month.

Transport Facilities

- (i) A fleet of official motor vehicles, fully furnished by the State and manned by a complement of chauffeurs.
- (ii) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Motor Vehicle Tax	\$30,000
VAT	\$53,000
Customs Duty	\$90,000

or

- (b) a used motor vehicle with exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Special Motor Vehicles Tax	\$30,000
VAT	\$53,000
Customs Duty	\$90,000.

- (iii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iv) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (v) A Transportation Allowance of \$6,660 per month.
- (vi) A personal chauffeur.

Subsistence Allowance

- (i) For travel to Tobago on official business, the cost of accommodation and meals, as necessary, to be met by the State.
- (ii) Travel/accommodation expenses, including meals, incurred by the spouse of the office holder in Trinidad when attending official functions in Tobago, to be met by the State.

Housing

Official residences, fully furnished and maintained by the State with the necessary complement of household staff.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Office of the Prime Minister.

Vacation Leave

Thirty (30) calendar days per annum. Where it is not convenient for the office holder to proceed on leave in any given year, such leave to be preserved to be taken at a convenient time or alternatively, the office holder to be given the option

to receive salary in lieu thereof. Such payment to be made at the end of the Full Parliamentary Term to which the leave relates.

Overseas Travel Facilities

- (i) On visits abroad, to be provided with hotel accommodation and meals plus a Subsistence Allowance of US\$150 per day.
- (ii) An annual Travel Grant of \$36,800.

Telecommunication Facilities

The cost of internet access and telephone expenses related to official business to be paid by the State.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the costs at any other hospital, institution or nursing home in Trinidad and Tobago to be met by the State.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Prime Minister’s Pension Act, Chap. 2:51.

MINISTER OF GOVERNMENT

208. A Minister of Government is selected either from among Members of the House of Representatives or the Senate and is appointed by the President on the advice of the Prime Minister.

209. The Minister’s political function involves formulation of national policy at the level of Cabinet, while the administrative aspect entails overall management of the Ministry to which they are assigned and accountability to Parliament in respect of matters arising from their respective portfolios.

210. Our recommendations for the office of Minister of Government are as follows:-

Recommendations

<u>Salary</u>	<u>\$ per month</u>
Minister of Government (Cabinet)	41,030
Minister of Government (Non-Cabinet)	33,940

Transport Facilities

(i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-

(a) a new motor vehicle with exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty limited to the following maxima:

Motor Vehicle Tax	\$30,000
VAT	\$53,000
Customs Duty	\$90,000

or

(b) a used motor vehicle with exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty limited to the following maxima:

Special Motor Vehicles Tax	\$30,000
VAT	\$53,000
Customs Duty	\$90,000

(ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.

(iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.

(iv) A Transportation Allowance of \$6,660 per month.

(v) A personal chauffeur.

Tobago Special Transport Facility

(i) Where a Minister who is an elected Member of Parliament normally resides in Tobago, works in Trinidad, and maintains a residence in Tobago, a maximum of eighty-five (85) return tickets per annum, by air, to Tobago;

- (ii) Where a Minister who is an elected Member of Parliament normally resides in Tobago, works in Trinidad, and does not maintain a residence in Tobago, a maximum of fifty-five (55) return tickets per annum, by air, to Tobago; and
- (iii) Where a Minister who is not an elected Member of Parliament normally resides in Tobago, works in Trinidad, and maintains a residence in Tobago, a maximum of thirty (30) return tickets per annum, by air, to Tobago.

(The cost of the tickets to be met by Parliament Department.)

Tobago Allowance

\$6,330 per month, where a Minister who normally resides in Tobago is required to live in Trinidad to carry out his/her ministerial responsibilities.

Subsistence Allowance

- (i) A Subsistence Allowance of \$2,000 per month.
- (ii) Entitlement to the cost of accommodation and meals in the event that the office holder is required to stay overnight as a result of late sittings of Parliament, provided that he/she resides beyond a radius of sixteen (16) kilometres from Port of Spain.
- (iii) For travel to Tobago on official business, or where the office holder resides in Tobago to carry out his/her ministerial duties and is required to travel to Trinidad on official business, the cost of accommodation and meals to be met by the State, as necessary.
- (iv) Travel/accommodation expenses, including meals, incurred by the spouse of an office holder in Tobago/Trinidad when attending official functions in Trinidad/Tobago, to be met by the State.
- (v) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing

- (i) \$12,360 per month.
- (ii) Where normal residence is in Tobago and the office holder resides in Trinidad and appropriate housing accommodation is not provided by the State, the Housing Allowance at (i) above to apply.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the relevant Ministry to which the office holder is assigned.

Vacation Leave

Thirty (30) calendar days per annum. Where it is not convenient for the office holder to proceed on leave in any given year, such leave to be preserved to be taken at a convenient time or alternatively, the office holder to be given the option to receive salary in lieu thereof. Such payment to be made at the end of the Full Parliamentary Term to which the leave relates.

Overseas Travel Facilities

An annual Travel Grant of \$36,800 per annum.

Telecommunication Facilities

The cost of installation of a telephone with internet access in the office holder's private residence, rental costs and other charges, including Value Added Tax, related to official business to be met by the State.

Tobago Constituency Allowance

\$4,710 per month, where a Minister who normally resides in Tobago but works in Trinidad is an elected Member of Parliament.

Professional Allowance

Attorney General

\$4,110 per month.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the costs at any other hospital, institution or nursing home in Trinidad and Tobago to be met by the State.

('Medical attention/treatment' excludes optical and dental treatment/services. 'Prescribed drugs' exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Retiring allowance and/or gratuity to be provided in accordance with the provisions of the Retiring Allowances (Legislative Service) Act, Chap. 2:03.

PRESIDENT OF THE SENATE AND SPEAKER OF THE HOUSE OF REPRESENTATIVES

211. The President of the Senate and the Speaker of the House of Representatives are presiding officers in Parliament and are responsible for ensuring that members adhere to parliamentary procedures and practices. They are responsible for consistently maintaining impartial control of debates. These office holders play a key role in the conduct of the affairs of the Senate and the House of Representatives.

212. Our recommendations for the offices of President of the Senate and the Speaker of the House are as follows:-

Recommendations

PRESIDENT OF THE SENATE

Salary

\$29,590 per month.

Transport Facilities

(i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-

(a) a new motor vehicle with exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Motor Vehicle Tax	\$30,000
VAT	\$53,000
Customs Duty	\$90,000
or	

(b) a used motor vehicle with exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Special Motor Vehicles Tax	\$30,000
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VAT	\$53,000
Customs Duty	\$90,000.

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$4,560 per month.
- (v) A personal chauffeur.

Tobago Allowance

\$6,330 per month, where an office holder who normally resides in Tobago is required to live in Trinidad to carry out his/her responsibilities as President of the Senate.

Subsistence Allowance

- (i) Entitlement to the cost of accommodation and meals in the event that the office holder is required to stay overnight as a result of late sittings of Parliament, provided that he/she resides beyond a radius of sixteen (16) kilometres from Port of Spain.
- (ii) For travel to Tobago on official business, the cost of accommodation and meals, as necessary to be met by the State.
- (iii) Travel/accommodation expenses, including meals, incurred by the spouse of an office holder in Tobago/Trinidad when attending official functions in Trinidad/Tobago to be met by the State.
- (iv) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$12,360 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Speaker of the House of Representatives.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

The cost of installation of a telephone with internet access in the office holder's private residence, rental costs and other charges, including Value Added Tax, related to official business to be met by the State.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the costs at any other hospital, institution or nursing home in Trinidad and Tobago to be met by the State.

('Medical attention/treatment' excludes optical and dental treatment/services. 'Prescribed drugs' exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Retiring allowance and/or gratuity to be provided in accordance with the provisions of the Retiring Allowances (Legislative Service) Act, Chap. 2:03.

SPEAKER OF THE HOUSE OF REPRESENTATIVES

Salary

\$29,590 per month.

Transport Facilities

- (i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
- (a) a new motor vehicle with exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Motor Vehicle Tax	\$30,000
VAT	\$53,000
Customs Duty	\$90,000

or

- (b) a used motor vehicle with exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Special Motor Vehicles Tax	\$30,000
VAT	\$53,000
Customs Duty	\$90,000.

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) Transportation Allowance:
- (a) \$4,560 per month where the Speaker is non-elected; or
- (b) \$4,920 per month where the Speaker is an elected Member of the House of Representatives; or
- (c) \$5,040 per month where the Speaker is an elected Member who represents a constituency in Trinidad located beyond a radius of fifty (50) kilometres from Port of Spain.
- (v) A personal chauffeur.

Tobago Allowance

\$6,330 per month, where an office holder who normally resides in Tobago is required to live in Trinidad to carry out his/her responsibilities as Speaker of the House of Representatives.

Subsistence Allowance

- (i) Entitlement to the cost of accommodation and meals in the event that the office holder is required to stay overnight as a result of late sittings of Parliament, provided that he/she resides beyond a radius of sixteen (16) kilometres from Port of Spain.
- (ii) For travel to Tobago on official business, the cost of accommodation and meals, as necessary to be met by the State.

- (iii) Travel/accommodation expenses, including meals, incurred by the spouse of an office holder in Tobago/Trinidad when attending official functions in Trinidad/Tobago, to be met by the State.
- (iv) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$12,360 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Speaker of the House of Representatives.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

The cost of installation of a telephone with internet access in the office holder's private residence, rental costs and other charges, including Value Added Tax, related to official business to be met by the State.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the costs at any other hospital, institution or nursing home in Trinidad and Tobago to be met by the State.

('Medical attention/treatment' excludes optical and dental treatment/services. 'Prescribed drugs' exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Retiring allowance and/or gratuity to be provided in accordance with the provisions of the Retiring Allowances (Legislative Service) Act, Chap. 2:03.

LEADER OF THE OPPOSITION

213. The office of Leader of the Opposition has an important role to play in the democratic process. As head of the Opposition, the office holder is responsible for the continuous monitoring of Government's policies and programmes and for proposing alternatives.

214. Our recommendations for the office of Leader of the Opposition are as follows:-

Recommendations

Salary

\$29,590 per month.

Transport Facilities

(i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-

(a) a new motor vehicle with exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Motor Vehicle Tax	\$30,000
VAT	\$53,000
Customs Duty	\$90,000

or

(b) a used motor vehicle with exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Special Motor Vehicles Tax	\$30,000
VAT	\$53,000
Customs Duty	\$90,000.

(ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.

(iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.

(iv) A Transportation Allowance of \$5,880 per month.

- (v) A personal chauffeur.

Subsistence Allowance

- (i) A Subsistence Allowance of \$1,500 per month.
- (ii) Entitlement to the cost of accommodation and meals in the event that the office holder is required to stay overnight as a result of late sittings of Parliament, provided he/she resides beyond a radius of sixteen (16) kilometres from Port of Spain.
- (iii) For travel to Tobago on official business, or where the office holder represents a constituency in Tobago and resides in Tobago and is required to travel to Trinidad on official business, the cost of accommodation and meals, as necessary, to be met by the State.
- (iv) Travel/accommodation expenses, including meals, incurred by the spouse of an office holder in Tobago/Trinidad when attending official functions in Trinidad/Tobago, to be met by the State.
- (v) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$12,360 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Speaker of the House of Representatives.

Telecommunication Facilities

The rental costs of a telephone with internet access in the office holder's private residence and other charges, including Value Added Tax, related to official business to be met by the State.

Committee Service Allowance

Where the office holder serves on the Public Accounts Committee, the Public Accounts (Enterprises) Committee or on the Joint Select Committees established by section 66A of the Constitution, entitlement to the following:-

Chairman

A Committee Service Allowance of \$3,000 per month per Committee.

Member

A Committee Service Allowance of \$1,500 per month per Committee.

Pension/Gratuity

Retiring allowance and/or gratuity to be provided in accordance with the provisions of the Retiring Allowances (Legislative Service) Act, Chap. 2:03.

PARLIAMENTARY SECRETARY (Elected and Non-Elected)

215. Parliamentary Secretaries are appointed by the President, on the advice of the Prime Minister, to provide support to Ministers and assist in the management and formulation of policy of the Ministries to which they are assigned.

216. Our recommendations for the office of Parliamentary Secretary are as follows:-

Recommendations

Salary

\$23,500 per month.

Transport Facilities

(i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-

(a) a new motor vehicle with exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Motor Vehicle Tax	\$30,000
VAT	\$53,000
Customs Duty	\$90,000

or

- (b) a used motor vehicle with exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Special Motor Vehicles Tax	\$30,000
VAT	\$53,000
Customs Duty	\$90,000.

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$5,880 per month.
- (v) A personal chauffeur.

Tobago Special Transport Facility

- (i) Where a Parliamentary Secretary who is an elected Member of Parliament normally resides in Tobago, works in Trinidad, and maintains a residence in Tobago, a maximum of eighty-five (85) return tickets per annum, by air, to Tobago;
- (ii) Where a Parliamentary Secretary who is an elected Member of Parliament normally resides in Tobago, works in Trinidad, and does not maintain a residence in Tobago, a maximum of fifty-five (55) return tickets per annum, by air, to Tobago; and
- (iii) Where a Parliamentary Secretary who is not an elected Member of Parliament normally resides in Tobago, works in Trinidad, and maintains a residence in Tobago, a maximum of thirty (30) return tickets per annum, by air, to Tobago.

(The cost of the tickets to be met by Parliament Department.)

Tobago Allowance

\$6,330 per month where a Parliamentary Secretary who normally resides in Tobago is required to live in Trinidad to carry out his/her responsibilities as a Parliamentary Secretary.

Subsistence Allowance

- (i) A Subsistence Allowance of \$1,500 per month.

- (ii) Entitlement to the cost of accommodation and meals in the event that the office holder is required to stay overnight as a result of late sittings of Parliament, provided that he/she resides beyond a radius of sixteen (16) kilometres from Port of Spain.
- (iii) For travel to Tobago on official business, or where the office holder resides in Tobago to carry out his/her duties as Parliamentary Secretary and is required to travel to Trinidad on official business, the cost of accommodation and meals, as necessary, to be met by the State.
- (iv) Travel/accommodation expenses, including meals, incurred by the spouse of an office holder in Tobago/Trinidad when attending official functions in Trinidad/Tobago to be met by the State.
- (v) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

- (i) \$7,740 per month.
- (ii) Where normal residence is in Tobago and the office holder resides in Trinidad and appropriate housing accommodation is not provided by the State, the Housing Allowance at (i) above to apply.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the relevant Ministry to which the office holder is assigned.

Vacation Leave

Thirty (30) calendar days per annum. Where in the opinion of the Prime Minister, it is not convenient for him (the Prime Minister) to allow the office holder to proceed on leave in any given year, such leave to be preserved to be taken at a convenient time, or alternatively, the office holder to be given the option to receive salary in lieu thereof. Such payment to be made at the end of the Full Parliamentary Term to which the leave relates.

Telecommunication Facilities

The cost of installation of a telephone with internet access in the office holder's private residence rental costs and other charges, including Value Added Tax, related to official business to be met by the State.

Tobago Constituency Allowance

\$4,710 per month, where a Parliamentary Secretary who normally resides in Tobago but works in Trinidad is an elected Member of Parliament.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the costs at any other hospital, institution or nursing home in Trinidad and Tobago to be met by the State.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Retiring allowance and/or gratuity to be provided in accordance with the provisions of the Retiring Allowances (Legislative Service) Act, Chap. 2:03.

VICE PRESIDENT OF THE SENATE AND DEPUTY SPEAKER OF THE HOUSE OF REPRESENTATIVES

217. The holders of the offices of Vice President of the Senate and Deputy Speaker of the House of Representatives deputise for the President of the Senate and Speaker of the House of Representatives, respectively, when they are away from their Chambers.

VICE PRESIDENT OF THE SENATE

218. Our recommendations for the office of Vice President of the Senate are as follows:-

Recommendations

Salary

\$18,280 per month.

Transport Facilities

- (i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-

- (a) a new motor vehicle with exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Motor Vehicle Tax	\$30,000
VAT	\$53,000
Customs Duty	\$90,000

or

- (b) a used motor vehicle with exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Special Motor Vehicles Tax	\$30,000
VAT	\$53,000
Customs Duty	\$90,000.

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$4,560 per month.

Subsistence Allowance

- (i) Entitlement to the cost of accommodation and meals in the event that the office holder is required to stay overnight as a result of late sittings of Parliament, provided that he/she resides beyond a radius of sixteen (16) kilometres from Port of Spain.
- (ii) For travel to Tobago/Trinidad on official business, the cost of accommodation and meals, as necessary, to be met by the State.
- (iii) Travel/accommodation expenses, including meals, incurred by the spouse of an office holder in Tobago/Trinidad when attending official functions in Trinidad/Tobago to be met by the State.
- (iv) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Speaker of the House of Representatives.

Telecommunication Facilities

\$400 per month.

Committee Service Allowance

Where the office holder serves on the Public Accounts Committee, the Public Accounts (Enterprises) Committee or on the Joint Select Committees established by section 66A of the Constitution, entitlement to the following:-

Chairman

A Committee Service Allowance of \$3,000 per month per Committee.

Member

A Committee Service Allowance of \$1,500 per month per Committee.

Pension/Gratuity

Where the office holder has served for at least one year, entitlement to a gratuity equivalent to 20% of basic salary earned over the term of office.

DEPUTY SPEAKER OF THE HOUSE OF REPRESENTATIVES

219. Our recommendations for the office of Deputy Speaker of the House of Representatives are as follows:-

Recommendations

Salary

\$18,280 per month.

Transport Facilities

- (i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Motor Vehicle Tax	\$30,000
VAT	\$53,000
Customs Duty	\$90,000

or

- (b) a used motor vehicle with exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Special Motor Vehicles Tax	\$30,000
VAT	\$53,000
Customs Duty	\$90,000.

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) Transportation Allowance:
- (a) \$4,920 per month; or
- (b) \$5,040 per month where the office holder represents a constituency in Trinidad located beyond a radius of fifty (50) kilometres from Port of Spain.

Subsistence Allowance

- (i) Entitlement to the cost of accommodation and meals in the event that the office holder is required to stay overnight as a result of late sittings of Parliament, provided that he/she resides beyond a radius of sixteen (16) kilometres from Port of Spain.
- (ii) For travel to Tobago on official business, or where the office holder represents a constituency in Tobago and resides in Tobago and is required to travel to Trinidad on official business, the cost of accommodation and meals, as necessary, to be met by the State.
- (iii) Travel/accommodation expenses, including meals, incurred in respect of the spouse of an office holder in Tobago/Trinidad when attending official functions in Trinidad/Tobago to be met by the State.
- (iv) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Speaker of the House of Representatives.

Committee Service Allowance

Where the office holder serves on the Public Accounts Committee, the Public Accounts (Enterprises) Committee or on the Joint Select Committees established by section 66A of the Constitution, entitlement to the following:-

Chairman

A Committee Service Allowance of \$3,000 per month per Committee.

Member

A Committee Service Allowance of \$1,500 per month per Committee.

Pension/Gratuity

Retiring allowance and/or gratuity to be provided in accordance with the provisions of the Retiring Allowances (Legislative Service) Act, Chap. 2:03.

MEMBER OF THE SENATE (other than Ministers and Parliamentary Secretaries)

220. In accordance with the provisions of the Constitution, Members of the Senate are appointed by the President and form the Upper House of Parliament. The office holders participate in debates and serve on Standing Committees of the Senate and Joint Committees of both Houses.

221. Our recommendations for the office of Member of the Senate are as follows:-

Recommendations

Salary

\$13,060 per month.

Transport Facilities

Senators, other than temporary appointees

(i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-

(a) a new motor vehicle with exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Motor Vehicle Tax	\$30,000
VAT	\$53,000
Customs Duty	\$90,000

or

(b) a used motor vehicle with exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Special Motor Vehicle Tax	\$30,000
VAT	\$53,000
Customs Duty	\$90,000.

(ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.

(iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.

(iv) A Transportation Allowance of \$4,560 per month.

Temporary appointees

A Transportation Allowance of \$4,560 per month.

Subsistence Allowance

(i) Entitlement to the cost of accommodation and meals in the event that the office holder is required to stay overnight as a result of late sittings of Parliament, provided that he/she resides beyond a radius of sixteen (16) kilometres from Port of Spain.

- (ii) For travel to Tobago or where an office holder who resides in Tobago travels to Trinidad, on official business, the cost of accommodation and meals, as necessary, to be met by the State.
- (iii) Travel/accommodation expenses, including meals, incurred by the spouse of an office holder in Tobago/Trinidad when attending official functions in Trinidad/Tobago to be met by the State.
- (iv) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Speaker of the House of Representatives.

Telecommunication Facilities

\$400 per month.

Committee Service Allowance

Where the office holder serves on the Public Accounts Committee, the Public Accounts (Enterprises) Committee or on the Joint Select Committees established by section 66A of the Constitution, entitlement to the following:-

Chairman

A Committee Service Allowance of \$3,000 per month per Committee.

Member

A Committee Service Allowance of \$1,500 per month per Committee.

Pension/Gratuity

Where a Member of the Senate is not a legislator as defined and has served for at least one year, entitlement to a gratuity equivalent to 20% of basic salary earned over the term of office.

MEMBER OF THE HOUSE OF REPRESENTATIVES (other than Ministers and Parliamentary Secretaries)

222. The House of Representatives is the Lower House of Parliament and comprises Members elected by the citizens of the respective constituencies to

represent their interests in Parliament. Members are required to assist in making laws for the good governance of Trinidad and Tobago, serve on Joint Select and Select Committees, research, prepare and file motions in Parliament for debate and, when necessary, represent Trinidad and Tobago at international fora. Their functions in their constituencies include assisting constituents in times of need as well as attending to concerns articulated by constituents with regard to their communities.

223. Our recommendations for the office of Member of the House of Representatives are as follows:-

Recommendations

Salary

\$17,410 per month.

Transport Facilities

(i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-

(a) a new motor vehicle with exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Motor Vehicle Tax	\$30,000
VAT	\$53,000
Customs Duty	\$90,000

or

(b) a used motor vehicle with exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty limited to the following maxima:

Special Motor Vehicles Tax	\$30,000
VAT	\$53,000
Customs Duty	\$90,000.

(ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.

(iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.

- (iv) Transportation Allowance:
 - (a) \$4,920 per month; or
 - (b) \$5,040 per month where the office holder represents a constituency in Trinidad located beyond a radius of fifty (50) kilometres from Port of Spain.

Subsistence Allowance

- (i) Entitlement to the cost of accommodation and meals in the event that the office holder is required to stay overnight as a result of late sittings of Parliament, provided that he/she resides beyond a radius of sixteen (16) kilometres from Port of Spain.
- (ii) For travel to Tobago on official business, or where the office holder represents a constituency in Tobago and resides in Tobago and is required to travel to Trinidad on official business, the cost of accommodation and meals, as necessary, to be met by the State.
- (iii) Travel/accommodation expenses, including meals, incurred by the spouse of an office holder in Tobago/Trinidad when attending official functions in Trinidad/Tobago to be met by the State.
- (iv) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Speaker of the House of Representatives.

Committee Service Allowance

Where the office holder serves on the Public Accounts Committee, the Public Accounts (Enterprises) Committee or on the Joint Select Committees established by section 66A of the Constitution, entitlement to the following:-

Chairman

A Committee Service Allowance of \$3,000 per month per Committee.

Member

A Committee Service Allowance of \$1,500 per month per Committee.

Pension/Gratuity

Retiring allowance and/or gratuity to be provided in accordance with the provisions of the Retiring Allowances (Legislative Service) Act, Chap. 2:03.

CHAPTER 20

THE TOBAGO HOUSE OF ASSEMBLY

224. The Tobago House of Assembly (THA) is a body corporate consisting of:-

Twelve Assemblymen
Four Councillors
A Presiding Officer.

225. There are two (2) main arms of the Assembly, namely:-

- (i) the Legislative arm (Assembly Legislature), which is responsible for the formulation of policy with respect to the operations of the Assembly; and
- (ii) the Executive arm, which has the responsibility for the execution of functions of the Assembly through the various Divisions to which specific functional areas are assigned, such as, Finance, State Lands and Health Services.

226. The Assembly proposed that the salary of the office of Chief Secretary should be equated to that of a Minister of Government who is a member of Cabinet. It is contended that the term 'Minister' in section 16(1) of the Tobago House of Assembly Act, Chap. 25:03 cannot mean a non-Cabinet Minister but means a Minister who is the holder of a chief political office of State or head of a government department, all of whom are Cabinet Ministers. Further, that as the top serving representative of the executive arm in Tobago, the Chief Secretary must at least, for the purpose of section 16(1) of the Act, be treated as a Minister who heads a government department. In further support of its contention it has been expressed that:-

- (i) the Act provides for the Chief Secretary to have an official residence, an official car and appropriate security services, none of which are provided for Cabinet Ministers except the Prime Minister;
- (ii) the office of Chief Secretary is the head of and presides over the THA's Executive Council which is part of the executive arm of the THA. With the exception of the Prime Minister, no other member of Cabinet has such a responsibility; and
- (iii) the Act provides for the office of Chief Secretary to attend meetings of Cabinet on the invitation of the Prime Minister although he has no right to vote on any matter before Cabinet.

227. In light of the foregoing, we reviewed the relationship between the office of Chief Secretary and Cabinet Minister and recommend that the salary of the two offices be equated.

228. Also, the Assembly requested a review of the salary differential between the office of Deputy Chief Secretary and that of Secretary, citing that the differential does not reflect the difference in the responsibilities and scope of the work of the offices. We found no significant change in the duties and responsibilities of the offices since our last review to warrant any adjustments in the relationship at this time.

229. Other proposals made by the Assembly are as follows:-

- (i) that the office of Presiding Officer be provided with vacation leave as is applicable to the Speaker of the House of Representatives;
- (ii) the provision of a Personal Chauffeur as part of the Transport Facilities for the office of Assistant Secretary; and
- (iii) that the Commission recommend that the Executive Council of the THA approve the implementation of similar arrangements with regard to Assembly/Constituency Allowances as are provided to elected Members of Parliament, for elected Members of the Assembly.

230. We are unable to support the proposal for the provision of vacation leave for the office of Presiding Officer since that office is considered a part-time one and such leave is only provided to full-time office holders.

231. With respect to the provision of a Personal Chauffeur to the office of Assistant Secretary, we consider a Service Allowance to be appropriate and so recommend. This allowance would provide the office holder with the flexibility to secure the services of a driver.

232. Finally, we reiterate the position taken in our 89th Report that the Assembly/Constituency Allowances are not terms and conditions of employment and should be dealt with administratively. We recommended therefore the removal of those allowances from the remuneration arrangements of office holders.

233. Our recommendations for offices of the Assembly are as follows:-

Recommendations

CHIEF SECRETARY

Salary

\$41,030 per month.

Transport Facilities

- (i) An official motor vehicle, fully maintained by the Assembly.
- (ii) An official driver.
- (iii) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-

- (a) a new motor vehicle with exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Motor Vehicle Tax	\$30,000
VAT	\$53,000
Customs Duty	\$90,000

or

- (b) a used motor vehicle with exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty limited to the following maxima:

Special Motor Vehicles Tax	\$30,000
VAT	\$53,000
Customs Duty	\$90,000.

- (iv) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (v) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (vi) A Transportation Allowance of \$6,660 per month.

Subsistence Allowance

- (i) A Subsistence Allowance of \$2,000 per month.

- (ii) In the event that the official residence is unavailable for occupation and the office holder resides beyond a radius of ten (10) kilometres from Scarborough, and he/she is required to seek overnight accommodation in Scarborough or its environs as a result of late sittings of the Assembly, the Assembly to make appropriate arrangements for accommodation and meals.
- (iii) Travel/accommodation expenses, including meals, incurred when on official business or attending official functions in Trinidad to be met by the Assembly.
- (iv) Travel/accommodation expenses, including meals, incurred in respect of the spouse of the office holder, when attending official functions in Trinidad to be met by the Assembly.
- (v) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing

Official residence to be maintained by the Assembly. Where the official residence is not available for occupation and appropriate alternative arrangements for official accommodation are not established, an allowance of \$12,360 per month to be payable.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote established by the Assembly.

Vacation Leave

Thirty (30) calendar days per annum.

Overseas Travel Facilities

A Travel Grant of \$36,800 per annum.

Telecommunication Facilities

Telephone expenses with internet access related to official business to be paid by the Assembly. In the event that the official residence is not available for occupation and appropriate alternative arrangements for official accommodation are not established, the cost of installation of a telephone with internet access in

his/her private residence, rental costs and other charges, including Value Added Tax, related to official business to be met by the Assembly.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the office holder to be entitled to have the costs met at any hospital, institution or nursing home in Trinidad and Tobago.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Benefits in accordance with a contributory pension scheme established for members of the Assembly.

DEPUTY CHIEF SECRETARY/SECRETARY/ASSISTANT SECRETARY

<u>Salary</u>	<u>\$ per month</u>
Deputy Chief Secretary	25,240
Secretary	24,370
Assistant Secretary	19,150

Transport Facilities

(i) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-

(a) a new motor vehicle with exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Motor Vehicle Tax	\$30,000
VAT	\$38,000
Customs Duty	\$60,000

or

(b) a used motor vehicle with exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty limited to the following maxima:

Special Motor Vehicle Tax	\$30,000
VAT	\$38,000
Customs Duty	\$60,000.

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance as follows:-

Deputy Chief Secretary and Secretary

\$5,040 per month.

Assistant Secretary

\$4,920 per month.

Deputy Chief Secretary and Secretary

- (v) A personal chauffeur.

Service Allowance

Assistant Secretary

\$5,050 per month

Subsistence Allowance

- (i) A Subsistence Allowance of \$1,200 per month.
- (ii) Where the office holder resides beyond a radius of ten (10) kilometres from Scarborough, and he/she is required to seek overnight accommodation in Scarborough or its environs as a result of late sittings of the Assembly, the Assembly to make appropriate arrangements for accommodation and meals.
- (iii) Travel/accommodation expenses, including meals, incurred when on official business or attending official functions in Trinidad to be met by the Assembly.

- (iv) Travel/accommodation expenses, including meals, incurred in respect of the spouse of the office holder, when attending official functions in Trinidad to be met by the Assembly.
- (v) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

Deputy Chief Secretary and Secretary

\$7,740 per month.

Assistant Secretary

\$4,620 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote established by the Assembly.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

Deputy Chief Secretary and Secretary

The cost of internet access, telephone rental and other charges, including Value Added Tax, related to official business to be met by the State or at the office holder's option, an allowance of \$400 per month. (Once the option is exercised, the chosen benefit should continue in effect as long as the incumbent holds office.)

Assistant Secretary

\$400 per month.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex, in accordance with the provisions of Minister of Finance Circular No. 7 of 2001 dated August 28, 2001. Where such medical

attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Chief Secretary to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Benefits in accordance with a contributory pension scheme established for members of the Assembly.

PRESIDING OFFICER

Salary

\$20,890 per month.

Transport Facilities

(i) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-

(a) a new motor vehicle with exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Motor Vehicle Tax	\$30,000
VAT	\$38,000
Customs Duty	\$60,000

or

(b) a used motor vehicle with exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Special Motor Vehicles Tax	\$30,000
VAT	\$38,000
Customs Duty	\$60,000.

(ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.

(iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.

- (iv) A Transportation Allowance of \$3,540 per month or \$3,900 per month, if an Assemblyman.
- (v) A personal chauffeur.

Subsistence Allowance

- (i) \$200 per day when travelling on official business beyond a radius of ten (10) kilometres from Scarborough.
- (ii) Where the office holder resides beyond a radius of ten (10) kilometres from Scarborough, and he/she is required to seek overnight accommodation in Scarborough or its environs as a result of late sittings of the Assembly, the Assembly to make appropriate arrangements for accommodation and meals.
- (iii) Travel/accommodation expenses, including meals, incurred when on official business or attending official functions in Trinidad to be met by the Assembly.
- (iv) Travel/accommodation expenses, including meals, incurred in respect of the spouse of the office holder, when attending official functions in Trinidad to be met by the Assembly.
- (v) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Housing Allowance

\$4,620 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote established by the Assembly.

Telecommunication Facilities

\$400 per month.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex, in accordance with the provisions of Minister of Finance Circular No. 7 of 2001 dated August 28, 2001. Where such medical

attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Chief Secretary to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

('Medical attention/treatment' excludes optical and dental treatment/services. 'Prescribed drugs' exclude drugs which are available without a prescription.)

Pension/Gratuity

Benefits in accordance with a contributory pension scheme established for members of the Assembly.

MINORITY LEADER

Salary

\$16,540 per month.

Transport Facilities

(i) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-

(a) a new motor vehicle with exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Motor Vehicle Tax	\$30,000
VAT	\$38,000
Customs Duty	\$60,000

or

(b) a used motor vehicle with exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Special Motor Vehicles Tax	\$30,000
VAT	\$38,000
Customs Duty	\$60,000.

(ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.

(iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.

- (iv) A Transportation Allowance of \$4,560 per month.

Subsistence Allowance

- (i) A Subsistence Allowance of \$1,200 per month.
- (ii) Where the office holder resides beyond a radius of ten (10) kilometres from Scarborough and he/she is required to seek overnight accommodation in Scarborough or its environs as a result of late sittings of the Assembly, the Assembly to make appropriate arrangements for accommodation and meals.
- (iii) Travel/accommodation expenses, including meals, incurred when on official business or attending official functions in Trinidad to be met by the Assembly.
- (iv) Travel/accommodation expenses, including meals, incurred in respect of the spouse of the office holder, when attending official functions in Trinidad to be met by the Assembly.
- (v) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote established by the Assembly.

Telecommunication Facilities

\$400 per month.

Pension/Gratuity

Benefits in accordance with a contributory pension scheme established for members of the Assembly.

DEPUTY PRESIDING OFFICER

Salary

\$13,930 per month.

Transport Facilities

(i) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-

(a) a new motor vehicle with exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Motor Vehicle Tax	\$30,000
VAT	\$38,000
Customs Duty	\$60,000

or

(b) a used motor vehicle with exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Special Motor Vehicles Tax	\$30,000
VAT	\$38,000
Customs Duty	\$60,000.

(ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.

(iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.

(iv) A Transportation Allowance of \$3,540 per month or \$3,900 per month, if an Assemblyman.

Subsistence Allowance

(i) Where the office holder resides beyond a radius of ten (10) kilometres from Scarborough, and he/she is required to seek overnight accommodation in Scarborough or its environs as a result of late sittings of the Assembly, the Assembly to make appropriate arrangements for accommodation and meals.

(ii) Travel/accommodation expenses, including meals, incurred in respect of the office holder and spouse, when attending official functions in Trinidad to be met by the Assembly.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote established by the Assembly.

Telecommunication Facilities

\$400 per month.

Pension/Gratuity

Benefits in accordance with a contributory pension scheme established for members of the Assembly.

ASSEMBLYMAN (other than the holder of another office)

Salary

\$11,320 per month.

Transport Facilities

(i) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-

(a) a new motor vehicle with exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Motor Vehicle Tax	\$30,000
VAT	\$38,000
Customs Duty	\$60,000

or

(b) a used motor vehicle with exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Special Motor Vehicles Tax	\$30,000
VAT	\$38,000
Customs Duty	\$60,000.

(ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.

- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,900 per month.

Subsistence Allowance

- (i) Where the office holder resides beyond a radius of ten (10) kilometres from Scarborough, and he/she is required to seek overnight accommodation in Scarborough or its environs as a result of late sittings of the Assembly, the Assembly to make arrangements for accommodation and meals.
- (ii) Travel/accommodation expenses, including meals, incurred in respect of the office holder and spouse, when attending official functions in Trinidad to be met by the Assembly.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote established by the Assembly.

Telecommunication Facilities

\$300 per month.

Pension/Gratuity

Benefits in accordance with a contributory pension scheme established for members of the Assembly.

COUNCILLOR (other than the holder of another office)

Salary

\$8,710 per month.

Transport Facilities

- (i) A maximum loan of \$180,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemptions from Motor Vehicle Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Motor Vehicle Tax	\$15,000
VAT	\$27,000
Customs Duty	\$30,000

or

- (b) a used motor vehicle with exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Special Motor Vehicles Tax	\$15,000
VAT	\$27,000
Customs Duty	\$30,000.

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,480 per month.

Subsistence Allowance

- (i) Where the office holder resides beyond a radius of ten (10) kilometres from Scarborough, and he/she is required to seek overnight accommodation in Scarborough or its environs as a result of late sittings of the Assembly, the Assembly to make appropriate arrangements for accommodation and meals.
- (ii) Travel/accommodation expenses, including meals, incurred in respect of the office holder and spouse, when attending official functions in Trinidad to be met by the Assembly.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote established by the Assembly.

Telecommunication Facilities

\$300 per month.

Pension/Gratuity

Benefits in accordance with a contributory pension scheme established for members of the Assembly.

CHAPTER 21

LOCAL GOVERNMENT OFFICIALS

234. The system of local government in Trinidad and Tobago is regulated by the Municipal Corporations Act, Chap. 25:04 which facilitates political administration at the local level. The existing system provides for fourteen Municipal Corporations which have jurisdiction over two (2) cities, three (3) boroughs and nine (9) regions. The offices in the Municipal Corporations are:-

Mayor or Chairman
Deputy Mayor or Vice Chairman
Alderman
Councillor.

235. In its submission to us, the Association of Local Government Officials indicated that, since our last general review, local government has become more challenging in that office holders are now required to deal with disaster management/preparedness, public health issues and are even required to work on week-ends. Against this background, the Association proposed the following, as we understand them:-

- (i) the offices of Deputy Mayor and Vice-Chairman, Alderman and Councillor should be full-time;
- (ii) the provision of a salary instead of 'honoraria';
- (iii) upgrades of the transport facilities;
- (iv) alignment of the Corporation/Constituency Allowance with that provided to the Tobago House of Assembly (THA);
- (v) the provision of a number of benefits including Overseas Travel Facilities, a Responsibility Allowance, personal chauffeur, security, a contributory pension scheme, overseas medical treatment and a 25% defrayment of the cost of optical and dental expenses in the medical benefit for Mayor/Chairman; and
- (vi) the introduction of certain benefits such as Vacation Leave, medical benefits and retiring benefits for the offices of Deputy Mayor and Vice-Chairman, Alderman and Councillor.

236. Our responses to the specific proposals are as follows:-

- (i) In the existing system, only the offices of Mayor and Chairman are considered to be full-time in nature given the scope, duties and

responsibilities of the office-holders. The offices of Deputy Mayor and Vice-Chairman, Alderman and Councillor are considered 'part-time'.

- (ii) The Municipal Corporations Act provides for the payment of 'honoraria' and allowances to Mayors, Aldermen and Councillors of a Corporation at the end of each month in recognition of the community service rendered. While it appears that the nature of the work of Local Government officials has become more onerous and should be considered as more than simply service to the community, the legislation would need to be amended to address the change in the term.
- (iii) On the issue of Transport Facilities, we are advised that Mayors and Chairmen are provided with drivers and consider that such arrangement should continue to be dealt with administratively. With regard to the proposal for an upgrade of the Transport Facilities, this has been addressed in Chapter 3 and cannot be supported at this time.
- (iv) Regarding the Corporation/Constituency Allowance, we are unable to support the proposal that that allowance should be aligned to the Assembly/Constituency Allowance payable to the THA. We had recommended in our 89th Report that that matter be dealt with administratively and recommended revised arrangements to allow for appropriate arrangements to be made. In this Report, we recommend its removal as a term and condition of employment.
- (v) With respect to the proposal for the provision of benefits such as referred to at sub-paragraph (v) of the preceding paragraph, we reiterate our position with regard to the provision of new benefits.
- (vi) Given that the office of Deputy Mayor and Vice Chairman, Alderman and Councillor are part-time in nature, we are unable to support the provision of Vacation Leave, medical benefits and retiring benefits for such offices.
- (vii) We do not consider security arrangements to be a term and condition of employment and hold the view that this should be dealt with administratively.

237. Our recommendations for Local Government officials are as follows:-

Recommendations

MAYOR CHAIRMAN OF A REGIONAL CORPORATION

<u>Honorarium</u>	<u>\$ per month</u>
<u>City and Borough Corporations</u>	
Mayor	
Port of Spain	20,890
San Fernando	18,280
Chaguanas	17,040
Arima	15,670
Point Fortin	15,670

Regional Corporations

Chairman	15,670
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Chairman-Convenor of a committee

Where an office holder serves as a Chairman-Convenor of a committee of the Council of a Corporation, to be eligible for an allowance of \$870 per month, in addition to the honorarium for which he/she is eligible.

Transport Facilities

(i) A maximum loan of \$250,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-

(a) a new motor vehicle with exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Motor Vehicle Tax	\$30,000
VAT	\$38,000
Customs Duty	\$60,000

or

(b) a used motor vehicle with exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty limited to the following maxima:-

Special Motor Vehicles Tax	\$30,000
VAT	\$38,000
Customs Duty	\$60,000.

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,900 per month.

Subsistence Allowance

- (i) \$1,050 per month.
- (ii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the respective Corporations.

Vacation Leave

Thirty (30) calendar days per annum.

Telecommunication Facilities

\$400 per month.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex, in accordance with the provisions of Minister of Finance Circular No. 7 of 2001 dated August 28, 2001. Where such medical attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Permanent Secretary of the Ministry with responsibility for Local Government to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

A gratuity equivalent to 20% of gross honorarium earned during the term of office.

OTHER LOCAL GOVERNMENT OFFICIALS

Honorarium **\$ per month** **City and Borough Corporations**

Deputy Mayor

Port-of-Spain	10,450
San Fernando	9,080
Chaguanas	8,580
Arima	7,840
Point Fortin	7,840
Alderman and Councillor	4,360

Regional Corporations

Vice Chairman	7,840
Alderman and Councillor	4,360

Chairman-Convenor of a Committee

Where an office holder serves as a Chairman-Convenor of a committee of the Council of a Corporation, to be eligible for an allowance of \$870 per month, in addition to the honorarium for which he/she is eligible.

Transport Facilities

A Transportation Allowance of \$1,860 per month.

Subsistence Allowance

(i) \$650 per month.

Deputy Mayor and Vice Chairman

(ii) For travel abroad on official business, the provisions of Minister of Finance Circular No. 2 dated April 7, 2006 or other relevant Circular to apply.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the respective Corporations.

Telecommunication Facilities

Deputy Mayor and Vice Chairman

\$400 per month.

Alderman and Councillor

\$300 per month.

CHAPTER 22

CONCLUDING REMARKS AND RECOMMENDED EFFECTIVE DATES OF IMPLEMENTATION

238. In making recommendations on revised salary and other conditions of service for the offices within our purview, we attempted to establish remuneration which bears fair comparison with current levels payable in the economy, particularly in the State sector. We took into account the projections for the global economy as well as other factors referred to in Chapter 2. We are of the view that pending the results of the Job Evaluation Exercise and Compensation Survey which is about to be undertaken, our recommendations are reasonable and equitable.

Effective Dates of Implementation

239. In determining appropriate effective dates, we were guided by the following:-

- (a) the dates from which the recommendations in the Eighty-ninth Report took effect; and
- (b) the agreed principle that a general review be undertaken every three years so that compensation arrangements for public sector executives may be kept relatively current.

In keeping with the principle at sub-paragraph (b) revised remuneration arrangements would be due for offices in the remit group in Part 1 and Part 2 of this Report effective April 1, 2011 and October 1, 2011, respectively.

240. That notwithstanding, where offices in the Judicial and Legal Service which existed prior to April 1, 2011 have been re-evaluated, we recommended the relevant salary groupings into which they should be placed and the effective dates thereof. Where offices have been placed in salary groups with a recommended effective date prior to April 1, 2011, the arrangements applicable to those groups at the relevant dates will apply until March 31, 2011.

241. In this regard, we recommend as follows:-

- (a) Salaries
 - (i) The revised salaries set out in Appendix III should take effect from April 1, 2011, except in the case of Members of Parliament and offices identified at sub-paragraph (iv) below;

- (ii) the revised salaries for Members of Parliament should take effect from October 1, 2011;
- (iii) the salary for the office of Lay-assessor should take effect from April 1, 2011;
- (iv) revised salaries for the following offices should take effect from April 21, 2005, the date on which Cabinet agreed, inter alia, that steps should be taken to determine whether changes had taken place in the role and reporting relationships of the Registrar General's Department:-

Office

Registrar General

Deputy Registrar General

Senior Assistant Registrar General

- (v) a revised salary of \$33,000 per month for the office of Chief Secretary, Tobago House of Assembly for the period April 1, 2011 to September 30, 2011; and
- (vi) a revised salary for the office of Chief Secretary, Tobago House of Assembly as set out in Appendix III with effect from October 1, 2011;

(b) Allowances and Benefits

Allowance/ Benefit	Effective Date
Motor Vehicle Loan Facilities and Tax Exemptions	The date of the appropriate Circular giving effect to the recommendations of the Commission.
Subsistence Allowance	The date of the appropriate Circular giving effect to the recommendations of the Commission.

242. Unless otherwise specified in the relevant Chapters, all other allowances and benefits in respect of which we recommend increases should take effect from April 1, 2011 and in the case of Members of Parliament and the Chief Secretary, Tobago House of Assembly, from October 1, 2011.

Dated this 29th day of November, 2013.

Sgd. Edward Collier

.....

Edward Collier
(Chairman)

Sgd. Haseena Ali

.....

Haseena Ali

Sgd. Gerard Pinard

.....

Gerard Pinard

Sgd. Kenneth Dalip

.....

Kenneth Dalip

Sgd. Monica Clement

.....

Monica Clement

Sgd. Stephanie Lewis

.....

Stephanie Lewis
(Chief Personnel Officer and
Secretary to the Commission)

NINETY-EIGHTH REPORT

OF THE

SALARIES REVIEW COMMISSION

OF

THE REPUBLIC OF TRINIDAD AND TOBAGO

APPENDICES

Appendix I

List of offices within the purview of the
Salaries Review Commission

**List of offices within the purview of the
Salaries Review Commission**

The President of the Republic

The Higher Judiciary

Chief Justice

Justice of Appeal

Puisne Judge

Ombudsman

Auditor General

The Industrial Court

President

Vice President

Chairman, Essential Services Division

Member

The Tax Appeal Board

Member, Tax Appeal Board (full-time) and (part-time)

The Environmental Commission

Chairman, Environmental Commission

Deputy Chairman, Environmental Commission (full-time) and (part time)

Member (full-time)

Member (part-time)

Member (periodic)

The Police Complaints Authority

Director, Police Complaints Authority

Deputy Director, Police Complaints Authority

The Equal Opportunity Tribunal

Lay-assessor

Top Managers in the Public Service

Permanent Secretary to the Prime Minister and Head of the Public Service

Permanent Secretary, Ministry of Finance and the Economy

Permanent Secretary

Chief Personnel Officer

Director of Personnel Administration

Chief Administrator, Tobago House of Assembly

Secretary, National Security Council Secretariat

Commissioner of Inland Revenue and Chairman of the Board of Inland Revenue

Chief Medical Officer

Director of Contracts

Commissioner of Inland Revenue

Comptroller of Accounts

Comptroller of Customs and Excise

Director of Budgets

Director, Financial Intelligence Unit

Clerk of the House

Chief Immigration Officer

Deputy Auditor General

Chief Education Officer

Chief Election Officer

Deputy Permanent Secretary

Deputy Chief Personnel Officer

Deputy Director of Personnel Administration

Director, Forensic Science Centre

Executive Director, Investment/Divestment

Assistant Auditor General

Executive Officer, Office of the Ombudsman

Top Managers in the Public Service cont'd

Secretary to Cabinet
Registrar, Integrity Commission
Deputy Comptroller of Accounts
Deputy Director of Contracts
Deputy Director of Budgets
Deputy Chief Immigration Officer
Deputy Director, Financial Intelligence Unit
Assistant Commissioner of Inland Revenue
Clerk of the Senate
Deputy Secretary to Cabinet
Administrator, Tobago House of Assembly
Clerk, Tobago House of Assembly

Top Managers in Statutory Bodies

General Manager, Public Transport Service Corporation
President, National Institute of Higher Education (Research, Science and Technology)
Executive Director, National Library and Information System Authority
Director (Financial Institutions), National Institute of Higher Education (Research, Science and Technology)¹
Deputy Executive Director, National Library and Information System Authority
Executive Director, Occupational Safety and Health Agency

Senior Officers in the Protective Services and the Defence Force

Chief of Defence Staff
Vice Chief of Defence Staff
Commissioner of Police
Deputy Commissioner of Police
Commissioner of Prisons
Deputy Commissioner of Prisons
Chief Fire Officer
Deputy Chief Fire Officer
Defence Adviser

¹ Recommended for removal from within the purview of the Salaries Review Commission

Senior Officers in the Protective Services and the Defence Force cont'd

Director, Defence Transformation and Integration Secretariat ²

Director, Special Anti-crime Unit of Trinidad and Tobago³

Special Adviser to Cabinet on all Protective Services and
Chief Executive Officer of the National Security Council Secretariat

Inspector of Police Services

Senior Diplomatic Representatives

High Commissioner/Ambassador (resident)

High Commissioner/Ambassador (non-resident)

Chairmen and Members of Commissions, Boards and Tribunals

Chairman, Law Reform Commission

Chairman, Law Revision Commission

Chairman, Equal Opportunity Commission

Vice-Chairman, Equal Opportunity Commission

Member, Equal Opportunity Commission

Chairman, Integrity Commission

Deputy Chairman, Integrity Commission

Member, Integrity Commission

Chairman, Elections and Boundaries Commission

Member, Elections and Boundaries Commission

Chairman, Registration, Recognition and Certification Board

Chairman, Public Service Commission

Deputy Chairman, Public Service Commission

Member, Public Service Commission

Chairman, Teaching Service Commission

Member, Teaching Service Commission

Chairman, Judicial and Legal Service Commission

Member, Judicial and Legal Service Commission

Chairman, Police Service Commission

Member, Police Service Commission

Chairman, Statutory Authorities Service Commission

² Abolished with effect from July 1, 2011

³ Abolished with effect from August 1, 2011

Chairmen and Members of Commissions, Boards and Tribunals cont'd

Deputy Chairman, Statutory Authorities Service Commission

Member, Statutory Authorities Service Commission

Chairman, Public Service Appeal Board

Chairman, Statutory Authorities Appeal Board

Member, Public Service Appeal Board

Member, Statutory Authorities Appeal Board

Chairman, Salaries Review Commission

Member, Salaries Review Commission

The Judicial and Legal Service

Judicial Offices

Master of the High Court

Chief Magistrate

Deputy Chief Magistrate

Registrar and Marshal

Senior Magistrate

Court Executive Administrator

Administrative Secretary to the Chief Justice

Magistrate

Deputy Registrar and Marshal

Registrar, Tax Appeal Board

Registrar, Industrial Court

Registrar, Environmental Commission

Assistant Registrar and Deputy Marshal

Registrar, Equal Opportunity Tribunal

Assistant Registrar, Industrial Court

Magistracy Registrar and Clerk of the Court

Coroner

Magistrate (appointed on contract)

Coroner (appointed on contract)

Legal Offices

Solicitor General

Director of Public Prosecutions

Chief Parliamentary Counsel

The Judicial and Legal Service cont'd

Chief State Solicitor
Controller, Intellectual Property Office
Treasury Solicitor
Registrar General
Deputy Solicitor General
Deputy Director of Public Prosecutions
Deputy Chief Parliamentary Counsel
Deputy Chief State Solicitor
Chief State Counsel
Director, Law Revision Commission
Commission Secretary, Law Reform Commission
Legal Adviser
Assistant Chief State Counsel
Assistant Solicitor General
Assistant Director of Public Prosecutions
Assistant Chief Parliamentary Counsel
Deputy Controller, Intellectual Property Office
Assistant Chief State Solicitor
Senior State Counsel
Deputy Registrar General
Law Reform Officer
Senior Parliamentary Counsel
Senior Legal Research Officer
Senior State Solicitor
Senior Assistant Registrar General
Assistant Registrar General
Head, Legal Division, Office of the Ombudsman
State Counsel III
Parliamentary Counsel III
Parliamentary Counsel II
Legal Research Officer II
Parliamentary Counsel I
State Counsel II
State Solicitor II

Legal Offices cont'd

Legislative Draftsman
Legal Research Officer I
State Counsel I
State Solicitor I
Examiner of Title

Members of Parliament

Prime Minister
Minister of Government (Cabinet)
Minister of Government (Non-Cabinet)
President of the Senate
Speaker of the House of Representatives
Leader of the Opposition
Parliamentary Secretary
Vice President of the Senate
Deputy Speaker of the House of Representatives
Member of the Senate
Member of the House of Representatives

The Tobago House of Assembly

Chief Secretary
Deputy Chief Secretary
Secretary
Presiding Officer
Assistant Secretary
Minority Leader
Deputy Presiding Officer
Assemblyman
Councillor

Local Government Officials

(City and Borough Corporations)

Mayor

Deputy Mayor

Alderman and Councillor

(Regional Corporations)

Chairman

Vice Chairman

Alderman and Councillor.

New Offices

Director, Electronic Monitoring⁴

Deputy Director, Electronic Monitoring⁵

⁴ Salaries and terms and conditions to be reviewed

⁵ Salaries and terms and conditions to be reviewed

Appendix II

Reports prepared by the Salaries Review Commission following the publication of the Eighty-ninth Report of the Commission

Reports prepared by the Salaries Review Commission following the publication of the Eighty-ninth Report of the Commission in June 2009

Ninetieth Report of the Salaries Review Commission (November 2010)

Review of the salaries and other conditions of service of the offices of the Chief of Defence Staff, Vice Chief of Defence Staff, Commissioner of Police and Deputy Commissioner of Police

Ninety-first Report of the Salaries Review Commission (December 2010)

Remuneration Arrangements for the office of Executive Director, Occupational Safety and Health Agency

Ninety-second Report of the Salaries Review Commission (February 2011)

Determination of the salary and other conditions of service of the office of Chairman, Equal Opportunity Tribunal

Ninety-third Report of the Salaries Review Commission (July 2011)

Determination of the salary and other terms and conditions of service of the offices of Director and Deputy Director of the Police Complaints Authority

Ninety-fourth Report of the Salaries Review Commission (September 2011)

Determination of the salary and other terms and conditions of service of the offices of Director and Deputy Director, Financial Intelligence Unit

Ninety-fifth Report of the Salaries Review Commission (January 2012)

Review of the Terms and Conditions of Service of the offices of the Clerk of the House and Clerk of the Senate

Ninety-sixth Report of the Salaries Review Commission (January 2012)

Review of the Terms and Conditions of Service of the offices of the Secretary to Cabinet and Deputy Secretary to Cabinet

Ninety-seventh Report of the Salaries Review Commission (December 2012)

Determination of the salary and other conditions of service of the offices of Administrator, Tobago House of Assembly and Clerk, Tobago House of Assembly

Appendix III

Existing and recommended salaries of offices within the purview of the Salaries Review Commission

**Existing and recommended salaries of offices within the purview
of the Salaries Review Commission**

	Existing Salary	Recommended Salary
	\$ per month	\$ per month
The President	49,500	64,270
The Higher Judiciary		
Chief Justice	40,500	50,350
Justice of Appeal	33,800	42,020
Puisne Judge	30,000	37,300
Ombudsman	29,900	37,180
Auditor General	31,300	38,920
The Industrial Court		
President	33,800	42,020
Vice President	30,000	37,300
Chairman, Essential Services Division	30,000	37,300
Member	25,800	32,080
The Tax Appeal Board		
Member (full-time)	25,800	32,080
Member (part-time)	6,300	7,840
The Environmental Commission		
Chairman, Environmental Commission	32,300	40,160
Deputy Chairman, Environmental Commission (full-time)	27,200	33,820
Deputy Chairman, Environmental Commission (part-time)	13,900	17,290
Member (full-time)	23,500	29,220
Member (part-time)	9,500	11,820
Member (periodic)	To be pro-rated	To be pro-rated

**Existing and recommended salaries of offices within the purview
of the Salaries Review Commission**

	Existing Salary	Recommended Salary
	\$ per month	\$ per month
The Police Complaints Authority		
Director, Police Complaints Authority	31,000	38,540
Deputy Director, Police Complaints Authority	27,000	33,570
The Equal Opportunity Tribunal		
Lay-assessor	-	32,080
Top Managers in the Public Service		
Group 1		
Group 1A		
Permanent Secretary to the Prime Minister and Head of the Public Service	29,300	36,430
Group 1B		
Permanent Secretary, Ministry of Finance and the Economy	27,700	34,440
Group 1C		
Permanent Secretary	}	}
Chief Personnel Officer		
Director of Personnel Administration		
Chief Administrator, Tobago House of Assembly		
	26,300	32,700
Group 1D		
Secretary, National Security Council Secretariat	26,000	32,330
Group 2		
Group 2A		
Commissioner of Inland Revenue and Chairman of the Board of Inland Revenue	25,700	31,950
Group 2B		
Chief Medical Officer	}	}
Director of Contracts		
Commissioner of Inland Revenue		
Comptroller of Accounts		
	24,400	30,340

**Existing and recommended salaries of offices within the purview
of the Salaries Review Commission**

	Existing Salary	Recommended Salary
	\$ per month	\$ per month
Top Managers in the Public Service (cont'd)		
Group 2B (cont'd)		
Comptroller of Customs and Excise	} 24,400	} 30,340
Director of Budgets		
Clerk of the House		
Chief Immigration Officer		
Deputy Auditor General		
Chief Education Officer		
Chief Election Officer		
Director, Financial Intelligence Unit		
Group 3		
Group 3A		
Deputy Permanent Secretary	} 21,700	} 26,980
Deputy Chief Personnel Officer		
Deputy Director of Personnel Administration		
Director, Forensic Science Centre		
Executive Director, Investment/Divestment		
Assistant Auditor General		
Group 3B		
Executive Officer, Office of the Ombudsman	} 20,400	} 25,370
Secretary to Cabinet		
Registrar, Integrity Commission		
Deputy Comptroller of Accounts		
Deputy Director of Contracts		
Deputy Comptroller of Customs and Excise		
Deputy Director of Budgets		
Deputy Chief Immigration Officer		
Deputy Director, Financial Intelligence Unit		

**Existing and recommended salaries of offices within the purview
of the Salaries Review Commission**

	Existing Salary	Recommended Salary
	\$ per month	\$ per month
Top Managers in the Public Service (cont'd)		
Group 4		
Group 4A		
Assistant Commissioner of Inland Revenue	18,500	23,000
Group 4B		
Clerk of the Senate	}	}
Deputy Secretary to Cabinet		
Administrator, Tobago House of Assembly		
Group 5		
Clerk, Tobago House of Assembly	13,700	17,040
Top Managers in Statutory Bodies		
Group 1		
General Manager, Public Transport Service Corporation	}	}
President, National Institute of Higher Education (Research, Science and Technology)		
Executive Director, National Library and Information System Authority		
Executive Director, Occupational Safety and Health Agency		
Group 2		
Deputy Executive Director, National Library and Information System Authority	21,700	26,980
Senior Officers in the Protective Services and the Defence Force		
Defence Force		
Chief of Defence Staff	25,000	31,080
Vice Chief of Defence Staff	21,700	26,980

**Existing and recommended salaries of offices within the purview
of the Salaries Review Commission**

	Existing Salary	Recommended Salary
	\$ per month	\$ per month
Senior Officers in the Protective Services and the Defence Force (cont'd)		
Police Service		
Commissioner of Police	25,000	31,080
Deputy Commissioner of Police	21,700	26,980
Prison Service		
Commissioner of Prisons	23,100	28,720
Deputy Commissioner of Prisons	19,800	24,620
Fire Service		
Chief Fire Officer	23,100	28,720
Deputy Chief Fire Officer	19,800	24,620
Ministry of National Security		
Defence Adviser	25,000	31,080
Director, Defence Transformation and Integration Secretariat ⁶		
Director, Special Anti-crime Unit of Trinidad and Tobago ⁷	21,700	26,980
Special Adviser to Cabinet on all Protective Services and Chief Executive Officer of the National Security Council Secretariat		
Inspector of Police Services		
Senior Diplomatic Representatives		
High Commissioner/Ambassador (resident)	23,100	28,720
High Commissioner/Ambassador (non-resident)		

⁶ Abolished with effect from July 1, 2011

⁷ Abolished with effect from August 1, 2011

**Existing and recommended salaries of offices within the purview
of the Salaries Review Commission**

	Existing Salary	Recommended Salary
	\$ per month	\$ per month
Chairmen and Members of Commissions and Boards		
Chairman, Law Reform Commission	25,700	31,950
Chairman, Law Revision Commission	25,700	31,950
Chairman, Equal Opportunity Commission (full-time)	23,100	28,720
Chairman, Equal Opportunity Commission (part-time)	17,350	21,570
Vice Chairman, Equal Opportunity Commission	13,200	16,420
Member, Equal Opportunity Commission	7,300	9,080
Chairman, Integrity Commission (full-time)	23,100	28,720
Chairman, Integrity Commission (part-time)	17,350	21,570
Deputy Chairman, Integrity Commission	13,200	16,420
Member, Integrity Commission	7,300	9,080
Chairman, Elections and Boundaries Commission (full-time)	19,800	24,620
Chairman, Elections and Boundaries Commission (part-time)	14,850	18,470
Member, Elections and Boundaries Commission	6,600	8,210
Chairman, Registration Recognition and Certification Board (full-time)	17,100	21,260
Chairman, Registration Recognition and Certification Board (part-time)	12,850	15,980
Chairman, Public Service Commission (full-time)	19,800	24,620
Chairman, Public Service Commission (part-time)	14,850	18,470
Deputy Chairman, Public Service Commission (full-time)	13,900	17,290
Deputy Chairman, Public Service Commission (part-time)	10,450	13,000
Member, Public Service Commission	7,900	9,830
Chairman, Teaching Service Commission (full-time)	18,500	23,000
Chairman, Teaching Service Commission (part-time)	13,900	17,290
Member, Teaching Service Commission	7,300	9,080

**Existing and recommended salaries of offices within the purview
of the Salaries Review Commission**

	Existing Salary	Recommended Salary
	\$ per month	\$ per month
Chairmen and Members of Commissions and Boards (cont'd)		
Chairman, Judicial and Legal Service	6,600	8,210
Member, Judicial and Legal Service	5,300	6,590
Chairman, Police Service Commission	12,500	15,540
Member, Police Service Commission	7,300	9,080
Chairman, Statutory Authorities Service Commission	12,500	15,540
Deputy Chairman, Statutory Authorities Service Commission	7,900	9,830
Member, Statutory Authorities Service Commission	6,000	7,460
Chairman, Public Service Appeal Board	7,500	9,330
Chairman, Statutory Authorities Appeal Board	6,600	8,210
Member, Public Service Appeal Board	5,300	6,590
Member, Statutory Authorities Appeal Board	4,700	5,850
Chairman, Salaries Review Commission	12,500	15,540
Member, Salaries Review Commission	6,600	8,210
The Judicial and Legal Service		
Judicial Offices		
Group J1		
Master of the High Court	} 26,300	} 32,700
Chief Magistrate		
Group J2		
Deputy Chief Magistrate	} 24,400	} 30,340
Registrar and Marshal		

**Existing and recommended salaries of offices within the purview
of the Salaries Review Commission**

	Existing Salary	Recommended Salary
	\$ per month	\$ per month
The Judicial and Legal Service (cont'd)		
Group J3		
Group J3A		
Senior Magistrate	} 23,100	} 28,720
Court Executive Administrator		
Group J3B		
Administrative Secretary to the Chief Justice	22,700	28,230
Group J4		
Magistrate	} 20,400 – 20,633- 20,867 – 21,100	} 25,370 – 25,660- 25,950 – 26,240
Deputy Registrar and Marshal		
Registrar, Tax Appeal Board		
Registrar, Industrial Court		
Group J5		
Registrar, Environmental Commission	} 19,100 – 19,450 - 19,800	} 23,750 -24,190 - 24,620
Assistant Registrar and Deputy Marshal		
Registrar, Equal Opportunity Tribunal		
Group J6		
Assistant Registrar, Industrial Court	} 16,700 – 16,975 - 17,250 – 17,526 - 17,800	} 20,770 – 21,110 - 21,450 – 21,790 - 22,130
Magistracy Registrar and Clerk of the Court		
Coroner		
Magistrate (appointed on contract)	18,600	23,130
Coroner (appointed on contract)	16,700	20,770

**Existing and recommended salaries of offices within the purview
of the Salaries Review Commission**

	Existing Salary	Recommended Salary
	\$ per month	\$ per month
The Judicial and Legal Service (cont'd)		
Legal Offices		
Group L1		
Solicitor General	}	}
Director of Public Prosecutions		
Chief Parliamentary Counsel		
Chief State Solicitor		
Controller, Intellectual Property Office		
Group L2		
Group L2A		
Treasury Solicitor	}	}
Registrar General		
Group L2B		
Deputy Solicitor General	}	}
Deputy Director of Public Prosecutions		
Deputy Chief Parliamentary Counsel		
Deputy Chief State Solicitor		
Chief State Counsel, Inland Revenue Division		
Director, Law Revision Commission		
Commission Secretary, Law Reform Commission		
Group L3		
Legal Adviser (Service Commissions Department; Health)	}	}
Assistant Chief State Counsel, Inland Revenue Division		
Assistant Solicitor General		
Assistant Director of Public Prosecutions		
Assistant Chief Parliamentary Counsel		
Deputy Controller, Intellectual Property Office		

**Existing and recommended salaries of offices within the purview
of the Salaries Review Commission**

	Existing Salary	Recommended Salary
	\$ per month	\$ per month
Group L3 (cont'd)		
Assistant Chief State Solicitor	} 20,800	} 25,860
Senior State Counsel (Tobago House of Assembly)		
Deputy Registrar General		
Group L4		
Group L4A		
Senior State Counsel (Customs and Excise)	} 19,500 – 19,950 - 20,400	} 24,250 – 24,810 - 25,370
Legal Adviser (Attorney General)		
Group L4B		
Law Reform Officer	} 19,200 – 19,467- 19,734 – 20,000	} 23,870 – 24,210- 24,540 – 24,870
Senior Parliamentary Counsel (Legislative Drafting Department)		
Senior State Counsel (Criminal Law Department; Treasury Solicitor; Service Commissions Department; Energy & Energy Affairs; Inland Revenue Division)		
Senior Legal Research Officer		
Senior State Solicitor (Chief State Solicitor's Department)		
Group L5		
Group L5A		
Assistant Registrar General (Tobago)	} 18,700 -18,967 - 19,234 -19,500	} 23,250 – 23,580- 23,920 – 24,250
Senior Assistant Registrar General		
Group L5B		
Senior Parliamentary Counsel (Law Reform Commission)	} 18,600 - 18,800 – 19,000	} 23,130 – 23,380- 23,630
Senior State Counsel (Solicitor General's Department; Planning and Sustainable Development; Housing, Land & Marine Affairs)		
Head, Legal Division, Office of the Ombudsman		
State Counsel III (Customs & Excise)		
Parliamentary Counsel III (Legislative Drafting Department)		

**Existing and recommended salaries of offices within the purview
of the Salaries Review Commission**

	Existing Salary	Recommended Salary
	\$ per month	\$ per month
Legal Offices (cont'd)		
Group L5C		
Parliamentary Counsel II (Legislative Drafting Department)	16,700 -16,975- 17,250 -17,525- 17,800	20,770 – 21,110- 21,450 – 21,790- 22,130
State Counsel III (Criminal Law Department; Solicitor General's Department; Inland Revenue Division; Attorney General; National Security; Trade, Industry & Investments)		
Assistant Registrar General (Trinidad)		
Group 6		
Group L6A		
State Counsel III (Service Commissions Department)	15,600 -15,800- 16,000 -16,200- 16,400	19,400 – 19,650- 19,900 -20,140- 20,390
Legal Research Officer II (Law Reform Commission)		
Parliamentary Counsel I (Legislative Drafting Department)		
State Counsel II (Criminal Law Department; Solicitor General's Department; Treasury Solicitor; Service Commissions Department; Energy & Energy Affairs; Inland Revenue Division; Attorney General; Planning and Sustainable Development; Health; Statutory Authorities Service Commission)		
State Solicitor II (Chief State Solicitor's Department)		
Group L6B		
Parliamentary Counsel II (Law Reform Commission; Attorney General)	14,900 – 15,100- 15,300 – 15,500-	18,530 – 18,780 - 19,030 – 19,270 -
Legislative Draftsman (Law Reform Commission)		
Group L7		
Group L7A		
<u>2 years service and over</u>		
Legal Research Officer (Law Reform Commission; Service Commissions Department)	12,300 – 12,500- 12,700 – 12,900	15,300 – 15,540- 15,790 – 16,040
Parliamentary Counsel I (Law Reform Commission)		
State Counsel I (Criminal Law Department; Solicitor General's Department; Treasury Solicitor; Inland Revenue Division; Health; Attorney General; Customs and Excise; Ombudsman)		
State Solicitor I (Chief State Solicitor's Department)		
Examiner of Title		

**Existing and recommended salaries of offices within the purview
of the Salaries Review Commission**

	Existing Salary	Recommended Salary
	\$ per month	\$ per month
Legal Offices (cont'd)		
Group L7B		
<u>Less than 2 years service</u>		
Legal Research Officer (Law Reform Commission; Service Commissions Department)	} 9,500 – 9,900	} 11,820 – 12,310
Parliamentary Counsel I (Law Reform Commission)		
State Counsel I (Criminal Law Department; Solicitor General's Department; Treasury Solicitor; Inland Revenue Division; Health; Attorney General; Customs and Excise; Ombudsman)		
State Solicitor I (Chief State Solicitor's Department)		
Examiner of Title		
PART II		
Members of Parliament		
Prime Minister	48,000	59,680
Minister of Government (Cabinet)	33,000	41,030
Minister of Government (Non-Cabinet)	27,300	33,940
President of the Senate	23,800	29,590
Speaker of the House of Representatives	23,800	29,590
Leader of the Opposition	23,800	29,590
Parliamentary Secretary	18,900	23,500
Vice President of the Senate	14,700	18,280
Deputy Speaker of the House of Representatives	14,700	18,280
Member of the Senate	10,500	13,060
Member of the House of Representatives	14,000	17,410
The Tobago House of Assembly		
Chief Secretary	27,300	41,030
Deputy Chief Secretary	20,300	25,240
Secretary	19,600	24,370
Presiding Officer	16,800	20,890
Assistant Secretary	15,400	19,150

**Existing and recommended salaries of offices within the purview
of the Salaries Review Commission**

	Existing Salary	Recommended Salary
	\$ per month	\$ per month
The Tobago House of Assembly (cont'd)		
Minority Leader	13,300	16,540
Deputy Presiding Officer	11,200	13,930
Assemblyman	9,100	11,320
Councillor	7,000	8,710
Local Government Officials		
	Honorarium	Honorarium
(City and Borough Corporations)		
Mayor (Port of Spain)	16,800	20,890
Mayor (San Fernando)	14,700	18,280
Mayor (Chaguanas)	13,700	17,040
Mayor (Arima)	12,600	15,670
Mayor (Point Fortin)	12,600	15,670
Deputy Mayor (Port of Spain)	8,400	10,450
Deputy Mayor (San Fernando)	7,300	9,080
Deputy Mayor (Chaguanas)	6,900	8,580
Deputy Mayor (Arima)	6,300	7,840
Deputy Mayor (Point Fortin)	6,300	7,840
Chairman of a Committee **	700	870
Alderman and Councillor	3,500	4,360
(Regional Corporations)		
Chairman	12,600	15,670
Vice Chairman	6,300	7,840
Chairman of a Committee **	700	870
Alderman and Councillor	3,500	4,360

**** Where a Local Government official serves as a Chairman of a committee, to be eligible for an allowance of \$870 per month in addition to the honorarium for which he/she is eligible.**