



OFFICE OF THE PRESIDENT  
REPUBLIC OF TRINIDAD AND TOBAGO

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**OTP: 1/6/5 Vol. I**

13<sup>th</sup> May, 2020

Mrs. Jacqui Sampson-Miguel  
Clerk of the House  
Office of the Parliament  
Parliamentary Complex  
Cabildo Building  
St. Vincent Street  
PORT OF SPAIN

Dear Mrs. Sampson-Miguel,

**Re: Section 122 (3) of the Constitution of the Republic of Trinidad and Tobago**

I am directed by Her Excellency Paula-Mae Weekes O.R.T.T., President of the Republic of Trinidad and Tobago, to forward herewith for presentation to the House of Representatives, a Notification issued by Her Excellency, the President under section 122 (3) of the Constitution of the Republic of Trinidad and Tobago, in respect of the nomination of Mr. Courtney McNish, as a member of the Police Service Commission.

A copy of Mr. McNish's Curriculum Vitae is enclosed.

Yours sincerely,

Cheryl-Arm Jackman-Waldron

Secretary to Her Excellency

The President

Secretary to  
**Her Excellency the President**

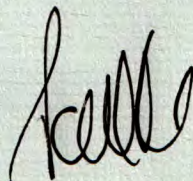
REPUBLIC OF TRINIDAD AND TOBAGO

THE CONSTITUTION OF THE REPUBLIC OF TRINIDAD AND TOBAGO

**NOTIFICATION**

**IT IS HEREBY NOTIFIED** that I, **PAULA-MAE WEEKES**, President, after consultation with the Prime Minister and the Leader of the Opposition, in accordance with section 122(3) of the Constitution of the Republic of Trinidad and Tobago, nominate **MR. COURTNEY MCNISH**, a person who is qualified and experienced in the discipline of Human Resource Management and is a holder of an LL.B and LL.M, to be appointed as a member of the Police Service Commission, with immediate effect.

Dated this 13<sup>th</sup> day of May, 2020.



**Paula-Mae Weekes O.R.T.T.**

**President**

REPUBLIC OF TRINIDAD AND TOBAGO

**THE CONSTITUTION OF THE REPUBLIC OF TRINIDAD AND TOBAGO**

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Dated this 13<sup>th</sup> day of May, 2020.

**Paula-Mae Weekes**

**Paula-Mae Weekes O.R.T.T.**

**President**



## **Courtney Arthur Mc Nish**

2 Wittet Drive, Central Park, Balmain, Couva

**CEO/ Principal Consultant & Advocate**

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### **PROFESSIONAL PROFILE**

A solution driven futurist, with extensive Human Resource Management and Industrial Relations experience. An advocate for the achievement of corporate objectives through pragmatic strategies and plans executed by appropriately optimizing the resourcefulness, creativity and intellect inherent in human talent.

A legally trained industry professional adept at analysing current and emerging social, legal, technological and economic issues, and developing attendant strategies to facilitate organizational sustainability and risk mitigation.

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### **AREAS OF EXPERTISE**

- Strategic and tactical HR Policy formulation.
- All areas of Benefits and Compensation administration (including job evaluations, variable pay applications, executive compensation and pension administration).
- Domestic and Regional labour legislation, standards and practice norms (including CSME and CARICOM Declarations on Labour Relations).
- In-depth expertise and experience in contract negotiation, dispute avoidance, settlement, and, arbitration.
- Employee Satisfaction Surveys.
- Advocacy at the Industrial Court and Industrial Tribunals
- Multi-sourced feedback assessments and contemporary Performance Appraisal Systems.
- Reward and Recognition.
- Strategic Business Planning.
- Corporate recruitment

## **PROFESSIONAL EXPERIENCE**

**2008 - Present**

**Chief Executive Officer / Principal Consultant & Advocate**

**Human Resource Technologies Limited, Chaguanas**

- Principal advisor to multiple clients within the public and private sectors, on all operational and strategic matters of H.R. Management, Industrial Relations practices and Labour Law
- Formal representative for both institutional and individual clients at the Ministry of Labour and at the Industrial Court as an Advocate

**2008 Vice President Human Resources**

**Caribbean Airlines Limited (CAL), Piarco**

- Developed and implemented the organization's HR strategic plans to address the unique issues posed by the organizational transformation of the organization
- Reengineered the management decision-making protocol to facilitate alignment with good governance practice
- Effectively addressed legacy benefits and compensation administration challenges affecting pilots, flight attendants and other critical non-office personnel

**February 1997 – 2007: Group Human Resources Manager**

**Trinidad Cement Limited (TCL) Group of Companies, Corporate Office, Claxton Bay**

- Led the Group's Human Capital Management function, aligning strategic and operational HR processes and systems with the company's medium and long-term objectives and strategies.
- Provided leadership, guidance and corporate oversight for achieving bi-lateral agreements with sixteen (16) Bargaining Units in six (6) Caribbean territories.
- Conducted HR due diligence and conceptualized the HR strategic framework for integrating the Caribbean Cement Company into the TCL Group.
- Achieved seven (7) continuous years of industrial peace across all Group Companies.
- Revised the system of Executive Compensation including the Economic Value Added (EVA) incentive system and International Assignments.
- Created and implemented a Group-wide Reward and Recognition programme and introduced the 360° Competency Assessment System.
- Introduced a holistic leadership development programme dovetailed with succession planning procedures within a competency driven framework.
- Institutionalized mechanisms for internal stakeholder partnering.

- Achieved best practice status from ILO under the PROMALCO Project.
- Acted as Group CEO in the absence of the substantive incumbent / Secretary to HR Committee of the Parent Board.

**1989 – 1997: Human Resource Manager  
Carib Brewery/Carib Glass, Champs Fleurs**

- Seamlessly effected the merger of the Stag Brewery into the operations of the Carib Brewery.
- Completed detailed and complex job evaluation and job re-classification exercise consequent upon the integration of the operations of the Stag and Carib breweries
- Completed major Collective Agreements with six (6) Bargaining Units at Carib Brewery, Carib Glass, Match Factory, Stag and Bescrete/Abel.
- Developed and implemented a new Performance Management System.
- Represented the Company at the Industrial Court and Ministry of Labour.
- Achieved zero days lost due to industrial action.

**1983 – 1989: Senior Personnel & Industrial Relations Officer  
Airports Authority of Trinidad & Tobago, Piarco**

- Completed Job Evaluation of all Clerical Administrative Support functions in conjunction with the office of the Chief Personnel Officer.
- Finalized two (2) Collective Agreements with both Hourly Rated and Monthly Rated recognized majority Trade Unions.
- Organized and structured the final absorption of Public Servants into the full time services of the Authority.
- Created and chaired the Authority's Sports & Wellness Committee.

**1977 – 1983: Supervisor/Union Branch President  
Cannings & Company, Port of Spain**

- Led the Cold Storage Branch of the Seamen Waterfront Workers Trade Union, representing over 500 workers in three (3) different companies.
- Completed three (3) Collective Agreements as a member of the Union Team with Private and Public Sector employees and represented the Union at the Ministry of Labour and Industrial Court.
- Chaired the Union Branch Executive Council and represented the Union Branch at the General Congress.

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## OTHER

- **Guest Lecturer** MBA Programme - The Institute of Business (UWI, St. Augustine), Mona School of Business (UWI, Mona) & Cave Hill School of Business (UWI, Cave Hill)
- **Professional Consultancies** PSCU Credit Union, Carib Brewery, EMA, Caribbean Communication Network Ltd, Caribbean Airlines Limited, TCL Group of Companies, College of the Bahamas, Grenada Broadcasting Company, National Flour Mills Limited, Unit Trust Corporation, PLNL, Stork Technical Services, Bryden pi, CUNA Caribbean Insurance, TRINRE

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## EDUCATION & PROFESSIONAL TRAINING

- 2006 **Master of Laws (LLM), Faculty of Law, UWI**  
(Thesis entitled "A Case for the Harmonization of Labour Laws & Practices in a Single Market Caribbean")
- 2002 **Bachelor of Laws (LLB), University of London (Honors)**
- 1990 **Advanced Diploma – Strategic Human Resource Management, Babson College, Boston, Mass., USA**
- 1980 **National Diploma – Personnel & Industrial Relations, Cipriani College of Labour & Cooperative Studies**

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## MEMBERSHIPS & AFFILIATIONS

- **Society of Human Resource Management (SHRM, USA)**
- **Human Resource Management Association of Trinidad & Tobago (HRMATT)**
- **President of Merikin Commission**
- **Director of Abbytopia of Hope**
- **Director of Marine Consultants (Trinidad) Limited**