



The Government of the Republic of Trinidad & Tobago

PERSONNEL DEPARTMENT

(Office of the Chief Personnel Officer)

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MEDIA RELEASE

CPO signs MoA with Prison & Police Associations

November 16th 2022 – On **November 15th, 2022** the **Chief Personnel Officer (CPO) Commander Dr. Daryl Dindial**, signed **Memoranda of Agreements (MoA)** with the Associations representing the **Trinidad and Tobago Police Service (TTPS)** and the **Trinidad and Tobago Prison Service**, on the establishment of formal **Grievance Procedures** for their Officers.

The signing of the **MoA's** reinforced the **State's** commitment to treating with dissatisfaction among Officers caused by the inaccurate interpretation and administration of their terms and conditions, and undue delays in the resolution of complaints made. The Associations were reminded that the **Grievance Procedures** will only treat with issues which fall within the statutory remit of the **Personnel Department**.

Commander Dindial informed, that a comprehensive training exercise/programme will be undertaken for approximately 100 persons including the leadership of the **Police and Prison Service Associations**; and selected administrative staff in the **Ministry of National Security**, to sensitise and educate them on the purpose and usage of the Procedures prior to their implementation in **March 2023**. **The CPO** envisions that the training will allow for a deeper understanding and appreciation of the formal procedure to be adopted by the persons charged with the responsibility of resolving disputes in a timely and efficient manner, thereby minimising errors in administration.

Commander Dindial warned that if matters are referred to the **Personnel Department** or the **Minister of Finance** without being properly addressed by Administration, or are not within the **Statutory Remit** of the **Personnel Department**, they will be returned to the parties to be rectified. He further stated that there will be no opportunity for the leadership at the various levels to evade their responsibilities in addressing grievances that impact the lives and well-being of our Officers.

The CPO acknowledged the potential impact these Procedures can have in addressing matters of concern for our **Police and Prisons** Officers. He added that keen awareness by Administrators of the application of terms and

conditions of Officers is a basic requirement to allow for grievances to be minimised and resolved. Dr. Dindial thanked the Associations for advocating for the establishment of these Procedures, based on their assessment of the many issues that are impacting their members' well-being.

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