



The Government of the Republic of Trinidad & Tobago

PERSONNEL DEPARTMENT

(Office of the Chief Personnel Officer)

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MEDIA RELEASE

Police Meets with CPO on Job Evaluation Exercise

February 28, 2023 - The Trinidad and Tobago Police Service Social and Welfare Association (TTPSWA) representing the **1st and 2nd Divisions** met with the **Chief Personnel Officer (CPO), Commander Dr. Daryl Dindial** to commence preliminary discussions on a **new Job Evaluation Exercise** for Offices within the **Trinidad and Tobago Police Service (TTPS)** at the Office of the **CPO**, earlier today.

Some of the issues that were discussed in the meeting covered the potential **Job Evaluation** methodologies, timelines, governance structures, and composition of the **Job Evaluation Committees** and the requisite next steps for the Cabinet's consideration.

Commander Dindial recognises the impact a new **Job Evaluation Exercise** can have on the **TTPS' Compensation and Classification Structure**. He added that the **Job Evaluation Exercise** will update the competency profile of all jobs and it will consequently impact human resource functions such as training and development, recruitment and selection and performance management.

The current **TTPS Classification and Compensation** system was an outcome of a successfully completed **Job Evaluation Exercise** between the **CPO** and the **Association** in the early **2000s**. In that exercise, a new grade structure was completed along with recommendations arising from a salary survey. The **CPO** advises that there are one **hundred and eighty-eight (188)** positions within an establishment of approximately **seven thousand, eight hundred and eighty-four (7,884)** Officers that will be subject to the **Job Evaluation Exercise**.

Following the meeting, **Dr. Dindial** expressed his commitment to working collaboratively with the **Association** and the **Ministry of National Security** throughout the exercise. He further stated that the **Personnel Department** learnt valuable lessons in the leadership, management, and administration of previous **Job Evaluation Exercises** and is well-equipped to complete this exercise within the timelines, from its commencement.

Further to the recent completion of negotiations with the **CPO**, the President of the **TTPSWA**, ASP **Gideon Dickson** sees the advancement of the **TTPS' Job Evaluation Exercise** as critical and the **Association** and its members look forward to the development of the process. He added, twenty years have elapsed since the last exercise and the offices in the **TTPS** deserve to be evaluated in line with international best practices.

The exercise is expected to commence in **January 2024**.

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