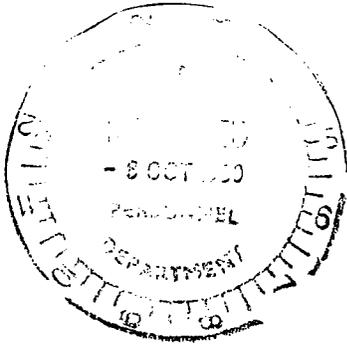
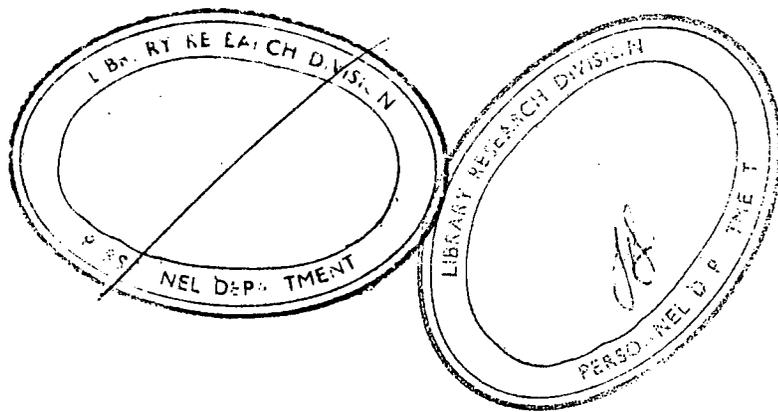




GOVERNMENT OF THE  
REPUBLIC OF TRINIDAD AND TOBAGO



**SECOND REPORT**  
OF THE  
**SALARIES REVIEW COMMISSION OF THE  
REPUBLIC OF TRINIDAD  
AND TOBAGO**

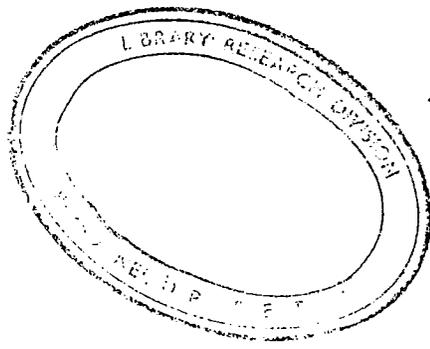


July, 1980

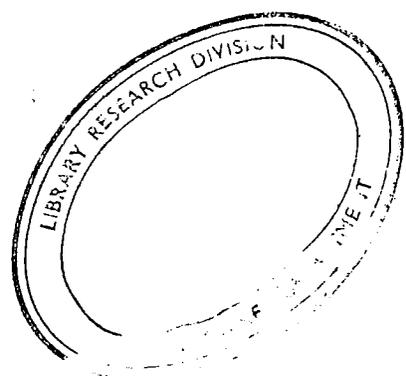
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**SECOND REPORT**  
OF THE  
**SALARIES REVIEW COMMISSION OF THE**  
**REPUBLIC OF TRINIDAD**  
**AND TOBAGO**



## SALARIES REVIEW COMMISSION

The Salaries Review Commission was appointed in August, 1978 in accordance with section 140 of the Constitution of the Republic of Trinidad and Tobago (Act No. 4 of 1976). The terms of reference of the Commission are to review from time to time, with the approval of the President, the salaries and other conditions of service of the President, Judges, the Auditor General, the Ombudsman, Members of Parliament, including Ministers of Government and Parliamentary Secretaries, the Director of Public Prosecution, the Chief Parliamentary Counsel, the Solicitor General, Members of the Elections and Boundaries Commission, Member of the Integrity Commission, Members of the Public Service Commission, Members of the Police Service Commission, Members of the Teaching Service Commission, Members of the Salaries Review Commission, and the holders of such other offices as may be prescribed.

2. The members of the Review Body are:—

MITRA G. SINANAN, T.C., S.C.—(*Chairman*)

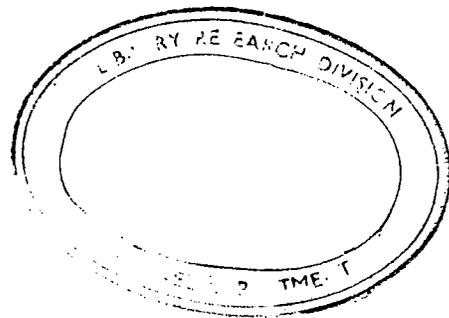
BERNARD PRIMUS

LOUIS G. ROSTANT

RODNEY ST. ROSE

LEONARD WILLIAMS

3. The Secretariat is provided by the Personnel Department and its Head, the Chief Personnel Officer, is the Secretary of the Salaries Review Commission.



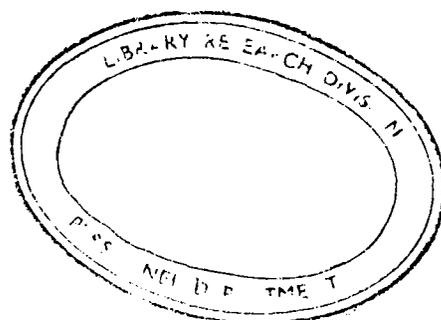
## SECOND REPORT OF THE SALARIES REVIEW COMMISSION

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## SECOND REPORT OF THE SALARIES REVIEW COMMISSION OF TRINIDAD AND TOBAGO

### INTRODUCTION

Following our appointment in August, 1978, we embarked upon a review of the salaries and other conditions of service for officers of the Judicial and Legal Service as a matter of priority, bearing in mind the obvious difficulty which was being experienced in recruiting and retaining suitable staff and the likely deleterious effect which such a state of affairs would have on the system of administration of justice in the country if this situation were allowed to continue. The outcome of our review and our recommendations formed the basis of our First Interim Report which was submitted to His Excellency, the President in July 1979.

2. Since then, we have been engaged in reviewing the salaries and other terms and conditions of employment of all the other offices which come under our purview. Appendix I identifies all of the offices for which we now have responsibility with the exception of offices of the Judicial and Legal Service which have already been identified in our First Interim Report. The present Report includes recommendations for all of these offices save those of Mayor, Alderman and Councillor of the Municipalities; Chairman, Alderman and Councillor of the County Councils and Chairman and Members of the Public Service Appeal Board. With regards to these latter cases, we have decided to refrain from making any recommendations for revision until we have had an opportunity to consider memoranda from the office-holders and to interview them concerning their submissions and functions.

3. Mindful of the fact that avenues of appeal and redress, a normal feature of collective bargaining and industrial relations processes, are not available to the office-holders under review, we have placed a great deal of emphasis on allowing incumbents to articulate their views, both in written and/or oral presentation, on terms and conditions of service which ought to apply.

4. In our deliberations, we have adhered to and been guided by the principles and criteria adopted in the First Interim Report.

In particular, we wish to identify the following considerations which we have kept in mind throughout the review:—

- (a) the necessity to attract, recruit and retain persons of suitable competence, experience, knowledge, skills and personal attributes to fill positions of the highest responsibility and trust in the State;
- (b) where possible, prevailing salaries and other terms and conditions of employment of personnel occupying broadly comparable positions in the country;
- (c) the implications of salary revisions for those office-holders on the pay structure of the Public Service and to a lesser extent compensation levels in the economy as a whole;
- (d) the need to ensure appropriate differentials in compensation to take account of significant differences in the levels of responsibility between one office and another.

5. We found it convenient for the purpose of our exercise to categorise the offices under review into groups broadly reflective of functional roles that are related to one another. For this reason, we identified the following groupings:—

- (1) Members and Officers of Parliament
- (2) The Higher Judiciary
- (3) Auditor General
- (4) The Industrial Court
- (5) Top Managers in the Public Service and the Central Bank
- (6) Top Managers in the Public Utilities and other Statutory Authorities
- (7) Senior Officers in the Protective Services and Defence Force
- (8) Senior Diplomatic Representatives
- (9) Chairmen and Members of Commissions and Boards.

6. Our report has, therefore, been structured to reflect this arrangement.

## CHAPTER 1

## MEMBERS AND OFFICERS OF PARLIAMENT

## MEMBERS OF PARLIAMENT

7. The Parliament of Trinidad and Tobago consists of the President, the Senate and the House of Representatives.

## THE PRESIDENT

8. The President of the Republic is the Head of State in whom the Constitution vests executive authority. This office is in effect the most senior position in the hierarchy of public offices and has been remunerated at the highest level. We are satisfied that this arrangement should not be altered.

9. The current remuneration of the office of President has been based on the arrangements which had been provided for the former office of Governor-General. This remuneration was last revised with effect from 1974 following upon the recommendations of our predecessor, the Salaries Commission.

10. The basic salary recommended and approved effective to 1976 was \$4,550 per month. However, the salary payable has in fact been adjusted subsequently, as an interim measure, to reflect the percentage increases granted to public servants in the last round of negotiations covering the period 1977-1980. The actual salary paid over this four-year period has, therefore, been as follows:—

1977—\$5,915 per month  
 1978—\$6,211 per month  
 1979—\$6,522 per month  
 1980—\$7,174 per month

11. The present structure also provides for a Duty Allowance of \$1,300 per month, primarily to cover entertainment expenses, which is payable to the holder of the office only when he is actually engaged in the performance of the duties and functions of the office. The quantum of the allowance has remained unchanged since 1974.

12. In our view, the existing remuneration arrangements fall far short of what would appear to be a reasonable compensation package for the holder of this important public office. We have, therefore, decided to recommend somewhat substantial improvements in the overall terms and conditions of service of the President.

**Salary**

13. We recommend that the basic salary of the President should be \$10,000 per month for the years 1977 and 1978 and \$11,000 for 1979 and 1980. This salary should continue to be paid free of tax.

**Entertainment**

14. Existing arrangements to cover expenses relating to entertainment appear to be woefully inadequate. The President is now required to bear the cost of normal entertainment out of his Duty Allowance and expenses relating to official entertainment are only met by the State if there is a specific decision of Cabinet that in a particular programme the President should be host on behalf of the Government.

15. We consider that the President should be provided with an unaccountable Entertainment Allowance of \$1,500 per month and that, in addition, provision should be made for a vote to cover expenses relating to official entertainment.

**Duty Allowance**

16. The President should continue, in our view, to receive a Duty Allowance, the level of which should be increased to \$1,500 per month. Our intention is that the allowance should serve to assist in defraying expenses on clothing and other incidentals relating to the functions of the office. Moreover, we consider that the President should be eligible for the Duty Allowance even during periods when he is not actually engaged in the performance of the duties of the office, for example, during periods of vacation leave.

**Housing, Transport and Telephone Facilities**

17. With regard to housing and transport facilities, the President should continue to be provided with an official residence, fully furnished and maintained by the State, with adequate domestic staff and chauffeurs, as well as a number of official motor vehicles, also fully-maintained by the State. The full cost of telephone rental, metered charges and ticketed calls related to official duties should also be met by the State.

**Vacation Leave**

18. After due consideration, we found ourselves in agreement with the observation of the President that the existing facility of sixty (60) calendar days Vacation Leave annually is too generous. Accordingly, we wish to recommend a reduction in the annual Vacation Leave entitlement of the President to forty-five (45) calendar days.

### Overseas Travel Facilities

19. (a) On visits abroad, the President should qualify for either an allowance to cover full hotel expenses including meals plus a subsistence allowance of \$75 (US) per day, or an allowance of \$150 (US) per day for boarding and lodging plus \$75 (US) per day for subsistence.
- (b) Bearing in mind the structure of remuneration arrangements enjoyed by top executives in private industry as well as Judges, we consider that it would be appropriate to provide the President with the following leave passage facilities:—

First-class passages to the maximum value of return air-fares to the United Kingdom annually for the President, his wife and dependent children under the age of eighteen.

### Medical Facilities

20. The President should be entitled to operative treatment, X-ray, bacteriological and pathological examinations and physiological treatment and to all incidental hospitalization services at any hospital or any State institution established and maintained by the State under the Hospitals Ordinance; or where these services are not available at such hospital to be paid the cost of such treatment and services at any other hospital, institution or nursing home in Trinidad and Tobago.

### PRIME MINISTER

21. The Office of the Prime Minister is unique. He is the Head of Government and as such has overall responsibility for the general direction and control of the affairs of the Government of Trinidad and Tobago. We consider that, quite apart from the status and prestige of the office, the duties and responsibilities of Prime Minister are extremely onerous and the remuneration arrangements should be a fair reflection of the demands of the office, particularly in the context of the expansion of the work-load related to the rapid economic development which has taken place in the country and the increased involvement of Government in industrial activity. In this case also the salary of the office was last reviewed in 1975 and a salary of \$4,290 per month was approved with effect from January 1, 1974. This salary has also been adjusted in concert with pay rises for public officers and the actual salary received by the Prime Minister since 1977 has been as follows:—

1977—\$5,577 per month  
 1978—\$5,856 per month  
 1979—\$6,149 per month  
 1980—\$6,764 per month

22. Apart from salary, the Prime Minister is now provided with certain benefits. He occupies an official residence, furnished and maintained at the expense of the State, domestic staff is provided and an official motor-car is also at his disposal. In addition, he is permitted the facility of a loan to purchase a private motor-car exempt from motor-vehicle tax and he receives in respect of this private vehicle a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service and a Commuted Travelling Allowance of \$650 per month. Telephone expenses related to official business are paid by the State.

23. The Prime Minister is not provided with any Entertainment Allowance.

24. As in the case of the President, we consider that the present remuneration arrangements are unrealistically low. The inadequacy of the benefits relate not only to the position of the holder as Chief Executive but also to considerations relating to his role as a Parliamentarian. With this in mind, we wish to recommend the following revised remuneration arrangements which involve in some instances innovative features, the rationale for which will be explained below.

### Salary

25. The salary of the Prime Minister is subject to taxation. We recommend that the salary of the Prime Minister for the years 1977 and 1978 should be revised to \$9,500 per month and a salary of \$10,500 per month should be paid to the holder of the office for the period 1979–1980.

### Entertainment Allowance

26. The absence of any provision for an Entertainment Allowance is an omission which should be remedied. Accordingly, we recommend that in keeping with the requirements of the office, the Prime Minister should receive an unaccountable Entertainment Allowance of \$1,000 per month, with additional provision for a vote for official entertainment expenses.

### Parliamentary Allowances

#### (a) *Parliamentary Expenses Allowance*

27. We recommend the introduction of a Parliamentary Expenses Allowance of \$1,500 per month for the Prime Minister to assist in defraying expenses related to his functions as a Parliamentarian with responsibilities to a Constituency. (The rationale for this recommendation will be developed later in the section dealing with other Members of Parliament).

*(b) Stationery and Postage*

The Prime Minister should be provided with official stationery and be entitled to free postage within Trinidad and Tobago of all correspondence related to the business of the Constituency.

**Housing, Transport and Telephone Facilities**

28. It is intended that the existing arrangements with respect to housing accommodation, transport and telephone facilities for the Prime Minister should continue, except that the Commuted Travelling Allowance, currently \$650 per month, should be increased to \$800 per month.

**Medical Facilities**

29. The Prime Minister should be entitled to operative treatment, X-ray, bacteriological and pathological examinations and physiological treatment and to all incidental hospitalization services at any hospital or any State institution established and maintained by State under the Hospitals Ordinance; or where these services are not available at such hospital, to be paid the cost of such treatment and services at any other hospital, institution or nursing home in Trinidad and Tobago.

**Subsistence Allowance**

30. We consider that when the Prime Minister travels beyond a radius of 10 miles from Port-of-Spain on official business, he should be entitled to receive an allowance of \$60 per day or part thereof. In cases of travel to Tobago, provision should be made for the State to cover the full cost of hotel expenses including meals and the holder of the office should be entitled to a Subsistence Allowance of \$30 per day.

**Overseas Travel Facilities**

31. On visits abroad, the Prime Minister should qualify for an allowance to cover full hotel expense including meals plus a Subsistence Allowance of \$75 (US) per day.

**MINISTERS OF GOVERNMENT**

32. The current salary of a Minister of Government is \$4,099 per month\*.

33. Ministers are now also entitled to a Commuted Travelling Allowance of \$650 per month, a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service while any Minister residing more than twenty (20) miles from Port-of-Spain may claim a Subsistence Allowance of \$200 per month.

34. A Minister is also eligible for a loan not exceeding \$20,000 to facilitate the purchase of a motor vehicle. This loan, and the interest thereon, is normally repayable over a period of five (5) years. Ministers who avail themselves of this facility may also obtain an additional loan to cover the cost of motor insurance premium. The motor insurance loan is repayable over a period of one year. Vehicles purchased under this arrangement are fully exempt from Motor Vehicle Tax if they are locally assembled.

35. The complexity and importance of this task for the well being of the people can hardly be over-emphasized and we have seen the need to provide for fairly substantial increases in salary and somewhat more generous allowances to Ministers so as to reflect more realistically their constitutional position and administrative responsibilities. In so doing we have also removed what we considered to be an anomaly, regarding the relative salaries of a Minister and a Permanent Secretary. In our view, as a matter of principle, a Minister of Government should receive a salary higher than that of his Permanent Secretary. Accordingly, we wish to recommend the following revised compensation arrangements for Ministers of Government.

36. The First Interim Report of the then Salaries Commission established a Professional Allowance for the office of Attorney General. In consideration of the fact that the Attorney General is the only Minister of Government who is specifically required to possess a professional qualification for his appointment and for the proper execution of his functions. The quantum of this allowance is now \$650 per month.

**Salary**

37. Ministers should receive a basic salary of \$7,500 per month for the period 1977 to 1978 and \$8,500 per month for the period 1979 to 1980.

**Entertainment**

38. In keeping with the requirements of their office they should also be entitled to an unaccountable Entertainment Allowance of \$500 per month.

**Housing**

39. Ministers of Government should be provided with an official residence or an allowance of \$1,000 per month in lieu thereof.

\*The interim salary rates received by Ministers for the years 1977-1979 were as follows:—

1977—\$3,380 per month  
1978—\$3,549 per month  
1979—\$3,727 per month

## PARLIAMENTARY ALLOWANCES

### Parliamentary Expenses Allowance

40. A Parliamentary Expenses Allowance should be provided on the following basis:—

- (i) Ministers who are elected Members of Parliament—\$1,500 per month.
- (ii) Ministers who are Senators—\$500 per month.

In addition, Ministers who are elected Members of Parliament should be entitled to official stationery and to free postage within Trinidad and Tobago for all correspondence related to the business of the Constituency.

### Transport

- 41. (i) Ministers should be entitled to either an official motor car with all maintenance and running costs to be met by the State or a loan of \$25,000 to be applied towards the purchase of a motor car subject to full exemption from motor vehicle tax if the vehicle is locally assembled. The loan and the interest thereon should be repayable over five (5) years and a Minister should also be eligible for an additional loan to cover the cost of motor vehicle insurance premium repayable over a period of one (1) year.
- (ii) The existing arrangement whereby a Minister is eligible to receive a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service should continue in effect, such allowance being payable directly to the Chauffeur.
- (iii) A Commuted Travelling Allowance should be provided at the rate of \$800 per month.

### Telephone Facilities

42. Ministers should be provided with telephone service with rental, metered charges and ticketed calls related to official business being paid by the State.

### Overseas Travel

43. A Minister's spouse should be able to accompany him/her on one official trip per year, apart from those special occasions which may be decided by the Cabinet, with the cost of first class air passage and full hotel accommodation including meals, being met by the State.

### Medical

44. Ministers should be entitled without charge to operative treatment, X-ray, bacteriological and pathological examinations and physiological treatment and to all incidental hospitalization services at any hospital, or other institution established and maintained by the State under the Hospitals Ordinance; or where these services are not available at such hospital, to be paid the cost of such treatment and services at any other hospital, institution or nursing home in Trinidad and Tobago. Ministers should also belong to a medical group plan, on either a contributory or non-contributory basis, which should include a provision to take care of the necessity of having to travel abroad for medical treatment.

### Subsistence

45. Ministers residing beyond a radius of 10 miles from Port-of-Spain should receive a Subsistence Allowance of \$300 per month. When travelling beyond a radius of 10 miles from Port-of-Spain on official business, they should receive \$60 per day. When travelling to and in Tobago, Ministers should be eligible to receive either full hotel expenses, including meals plus \$30 per day or a flat sum of \$80 per day.

46. Where a Cabinet Minister is required to stay overnight at a hotel as a result of late sittings of Parliament, he should be entitled to have the cost of his accommodation and meals met by the State, provided always that he resides beyond a radius of 10 miles from Port-of-Spain.

### Other

47. The Attorney General should continue to receive a Professional Allowance in lieu of private practice. The quantum of this allowance should be increased to \$1,000 per month.

## LEADER OF THE OPPOSITION

48. The Parliamentary system of Government in this country confers a very important role on the Leader of the Opposition in relation to the maintenance of democratic processes. For this reason it seems necessary to provide for a substantial increase in salary to ensure that the holder of this post is appropriately remunerated. By way of allowances the Leader of the Opposition now receives the following:—

### Transport

- (a) (i) A maximum loan of \$20,000 to facilitate the purchase of a motor vehicle;
- (ii) Full exemption from Motor Vehicle Tax;
- (iii) A Commuted Travelling Allowance of \$600 per month;
- (iv) A Chauffeur Allowance equivalent to the minimum salary of a Chauffeur I in the Public Service.

**Telephone**

- (b) Telephone service with the cost of rental, metered charges and ticketed calls being met by the State.

**Salary**

49. The salary of the Leader of the Opposition is now \$3,688 per month. The monthly salary rates for the preceding three years have been \$3,042, \$3,194 and \$3,354 respectively. We recommend that the salary rate should be revised in the following manner:—

- 1977-1978—\$5,000 per month  
1979-1980—\$6,000 per month

**Entertainment**

50. In our view the holder of this post will need to incur expenses relating to entertainment as a normal feature of the discharge of his responsibilities. We therefore recommend that he should receive an unaccountable Entertainment Allowance of \$300 per month.

**Parliamentary Allowances**

51. (i) A Parliamentary Expenses Allowance should be paid to the Leader of the Opposition at the rate of \$1,500 per month to assist in defraying necessary expenses on secretarial and research assistance and accommodation related to his representational role.  
(ii) The Leader of the Opposition should also be entitled to receive official stationery and free postage within Trinidad and Tobago for all official correspondence related to the business of his constituency.

**Transport**

52. (i) The Leader of the Opposition should continue to be eligible to receive a loan for the purchase of a motor vehicle with full exemption from Motor Vehicle Tax but the ceiling of the loan should be increased from \$20,000 to \$25,000.  
(ii) The Commuted Travelling Allowance of \$600 per month which the Leader of the Opposition now receives should be increased to \$750.  
(iii) The Leader of the Opposition should continue to be provided with a Chauffeur Allowance but this should be equivalent to the minimum salary of a Chauffeur II in the Public Service payable directly to the Chauffeur.

**Telephone**

53. We recommend that the Leader of the Opposition should be entitled to telephone service with the full cost of rental, metered charges and ticketed calls relating to official business being met by the State.

**Subsistence**

54. (i) A Subsistence Allowance of \$250 per month should be paid to the Leader of the Opposition as long as he resides beyond a radius of ten (10) miles from Port-of-Spain.  
(ii) Where the Leader of the Opposition is required to stay overnight at a hotel as a result of late sittings of Parliament, he should be entitled to have the cost of his accommodation and meals met by the State, provided always that he resides beyond a radius of ten (10) miles from Port-of-Spain.

**THE PRESIDENT OF THE SENATE AND THE SPEAKER  
OF THE HOUSE OF REPRESENTATIVES**

55. The President of the Senate is remunerated at the rate of \$2,459 per month. He is also paid a Travelling Allowance of \$260 per month plus mileage at the rate of twenty (20) cents per mile in respect of official travel and is eligible for a Chauffeur Allowance of \$696 per month. In addition he is eligible for Grade I quarters or a Housing Allowance of \$250 per month and an Entertainment Allowance of \$160 per month.

56. The Speaker of the House of Representatives receives an interim monthly salary of \$3,587 for 1980 as well as a monthly Travelling Allowance consisting of a flat sum of \$260 for the upkeep of his motor vehicle plus mileage at the rate of twenty (20) cents per mile in respect of official travel. He is also eligible for a Chauffeur Allowance of \$696 per month, Grade I quarters or a Housing Allowance of \$250 per month and an Entertainment Allowance of \$160 per month.

57. Both the President of the Senate and the Speaker of the House are eligible for a maximum loan of \$20,000 to assist in the purchase of a private motor vehicle with exemption from Motor Vehicle Tax associated with the maximum value of the loan.

58. At present, the remuneration of the President of the Senate is set at a lower level than that of the Speaker of the House. However, in recognition of the relative responsibilities and status of the two offices we recommend that the salaries of the posts should be equated. In this connection it should be noted that prior to 1971, holders of both offices were remunerated at the same level of salary.

59. As a consequence of our proposed change in relativities the salaries and allowances which we now recommend for both offices are identical, with the sole exception of the Parliamentary Expenses Allowance.

#### Salary

60. The basic salary of the President of the Senate and the Speaker of the House of Representatives should be \$5,000 per month for the years 1977 and 1978 and \$6,000 for the period 1979 and 1980.

#### Entertainment

61. The holders of these offices should receive an unaccountable Entertainment Allowance of \$500 per month.

#### Housing

62. We recommend an improvement in the existing housing arrangements. The President of the Senate as well as the Speaker of the House of Representatives should be entitled to an official residence or an allowance of \$1,000 per month in lieu thereof.

#### Transport

63. The holders of the offices of President of the Senate and Speaker of the House of Representatives should:—

- (i) be eligible for a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service;
- (ii) continue to receive a loan to assist in the purchase of a private motorvehicle, but the maximum value of the loan should be increased to \$25,000, with provision for full exemption from Motor Vehicle Tax\*;
- (iii) be entitled to a Commuted Travelling Allowance at the rate of \$500 per month.

#### Telephone Service

64. The cost of telephone rental, metered charges and ticketed calls related to official business should be paid by the State.

#### Medical Facilities

65. The President of the Senate and the Speaker of the House of Representatives should be entitled to the same medical facilities as recommended for a Minister of Government.

#### Subsistence Allowance

- 66. (i) When travelling beyond a radius of ten (10) miles from Port-of-Spain, the holders of the offices of President of the Senate and Speaker of the House of Representatives should qualify for a Subsistence Allowance of \$60 per day;
- (ii) In the case of travel to or within Tobago, we recommend the payment of full hotel expenses including meals plus \$30 per day or a flat sum of \$80 per day;
- (iii) Where the President of the Senate and the Speaker of the House of Representatives are required to stay overnight at a hotel as a result of late sittings of Parliament, they should be entitled to have the cost of their accommodation and meals met by the State, provide always that they reside beyond a radius of ten (10) miles from Port-of-Spain.
- (iv) The President of the Senate and the Speaker of the House of Representatives should be eligible for a Subsistence Allowance of \$250 per month should they reside over a radius of ten (10) miles from Port-of-Spain.

#### Parliamentary Expenses Allowance

67. Where the Speaker of the House of Representatives is an elected member he should receive a Parliamentary Expenses Allowance of \$1,500 per month.

### PARLIAMENTARY SECRETARIES

68. Parliamentary Secretaries are in effect Junior Ministers whose responsibilities are to relieve their seniors of some of the burden of their parliamentary duties as well as assisting in their departmental duties. They now receive a monthly salary of \$2,050 as well as a Travelling Allowance of \$325 per month plus mileage at the rate of twenty (20) cents per mile in respect of official travel. They are eligible as well for a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur I in the Public Service. The facility of a maximum loan of \$20,000 for the purchase of a motor vehicle also exists and Parliamentary Secretaries qualify for full exemption from Motor Vehicle Tax. Those who reside over twenty (20) miles from Port-of-Spain qualify for a Subsistence Allowance of \$130 per month.

\*In all instances when an officer is eligible for a loan to purchase a motor vehicle, he should also be eligible for a loan to cover the cost of Motor Vehicle Insurance Premium although this may not be explicitly stated.

**Salary**

69. We recommend that Parliamentary Secretaries be paid a basic salary of \$3,500 per month for 1977-78 and \$4,500 per month for 1979 and 1980.

**Entertainment**

70. We also recommend an Entertainment Allowance of \$300 per month for holders of the office of Parliamentary Secretary.

**Parliamentary Allowances**

71. The Parliamentary Secretary who is elected should receive a Parliamentary Expenses Allowance of \$1,500 per month and should be granted the facility of official stationery and free postage for official correspondence within Trinidad and Tobago. Parliamentary Secretaries who are Senators should be provided with a Parliamentary Expenses Allowance of \$500 per month.

**Transport**

72. Parliamentary Secretaries should be entitled to a loan of \$25,000 for the purchase of a motor vehicle, with full exemption from Motor Vehicle Tax. They should also be eligible for a Commuted Travelling Allowance of \$750 per month, if an elected Member of Parliament or \$600 if a Senator. Parliamentary Secretaries should continue to be eligible for a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur I in the Public Service.

**Telephone**

73. The cost of telephone rental, metered charges and ticketed calls relating to official business should be paid by the State.

**Subsistence**

74. (i) Parliamentary Secretaries who reside beyond a radius of 10 miles from Port-of-Spain, should receive a Subsistence Allowance of \$250 per month.
- (ii) Where Parliamentary Secretaries are required to stay overnight in a hotel, as a result of late Sittings of Parliament they should be entitled to have the cost of accommodation and meals met by the State, provided always that they reside beyond a radius of ten (10) miles from Port-of-Spain.

**VICE-PRESIDENT OF THE SENATE AND DEPUTY SPEAKER OF  
THE HOUSE OF REPRESENTATIVES**

75. At present both the Vice-President of the Senate and the Deputy Speaker of the House of Representatives receive an interim monthly salary of \$1,742. They are also eligible for a maximum loan of \$20,000 to assist in the purchase of a private motor vehicle with exemption from the Motor Vehicle Tax associated with the maximum value of the loan.

76. The Vice-President of the Senate receives a monthly Travelling Allowance of \$200 in addition to mileage at the rate of twenty (20) cents per mile, whereas the Deputy Speaker of the House of Representatives receives a monthly Travelling Allowance of \$260 plus mileage at the rate of twenty (20) cents per mile in respect of official travel.

**Salary**

77. We are satisfied that the salaries of both these posts should continue to be equated and we recommend a monthly salary at the rate of \$2,800 for the period 1977-78 and \$3,500 for 1979-1980.

**Parliamentary Expenses Allowance**

78. The Vice-President of the Senate should receive an allowance of \$500 in keeping with his status as a Senator, while the Deputy Speaker of the House of Representatives, as an elected Member of Parliament, should be entitled to a Parliamentary Expenses Allowance of \$1,500 per month. Both the Vice-President of the Senate and the Deputy Speaker of the House of Representatives should be entitled to official stationery and to free postage within Trinidad and Tobago for all correspondence related to official business.

**Transport**

79. The Vice-President of the Senate and the Deputy Speaker of the House of Representatives should also be entitled to the following:—

- (i) A maximum loan of \$25,000 for the purchase of a private motor vehicle with full exemption from Motor Vehicle Tax;
- (ii) A Commuted Travelling Allowance of \$500 per month.\*

\*In the case of the Deputy Speaker of the House of Representatives the holder should qualify for a Commuted Travelling Allowance of \$650 per month should he or she represent a Constituency beyond a radius of ten (10) miles from Port-of-Spain.

### Telephone

80. The cost of telephone rental, metered charges and ticketed calls related to official business and incurred by these officials should be paid by the State.

### Subsistence

81. We recommend a Subsistence Allowance of \$250 per month for the Vice-President of the Senate and the Deputy Speaker of the House of Representatives should they reside beyond a radius of ten (10) miles from Port-of-Spain. They should also be eligible for overnight subsistence provisions on the same basis as have been recommended for the President of the Senate and Speaker of the House of Representatives, on occasions of late sittings of Parliament.

## MEMBERS OF THE HOUSE OF REPRESENTATIVES

82. The existing rate of remuneration for Members of the House of Representatives is fixed at \$1,537 per month. The corresponding interim salaries for the three previous years were \$1,398, \$1,331 and \$1,268 respectively. In addition to basic salary, Members of the House receive a Travelling Allowance comprising a flat sum of \$325 per month plus a mileage allowance of twenty (20) cents per mile in respect of official travel. Recognised official travel for Members of the House of Representatives may relate to either Parliamentary Business, Party Caucuses or Constituency Visits.

83. Members of the House of Representatives are also eligible for loans to facilitate the purchase of a motor vehicle and to meet the cost of vehicle insurance. Additionally, a Subsistence Allowance of \$130 per month may be claimed by those Members of the House of Representatives who reside over twenty (20) miles from Port-of-Spain.

84. Special arrangements apply to those Members of the House of Representatives representing constituencies in Tobago, who are allowed either \$30 per day or full hotel expenses plus \$10 per day for periods spent in Trinidad on official business. These Members may also claim the cost of transportation to and from airports on such occasions.

85. In our view the social and economic development of the country has been accompanied by a widening of the scope and complexity of the issues with which Members of Parliament are expected to deal, which has meant the need to devote more time and effort to study issues and prepare for debates if a high level of performance is to be maintained.

86. In this respect our counterpart in the United Kingdom, the Top Salaries Review Body headed by the Right Honourable Lord Boyle of Handsworth, has remarked, *inter alia*, as follows:—

- (a) Constituents are making greater demands on their Members of Parliament;
- (b) A conscientious Member of Parliament, attentive to the needs of his constituents, has a significantly more exacting life than his counterpart of ten or fifteen years ago;
- (c) The quality of Members of Parliament now matters more than ever before and while it would be wrong to set Members' of Parliament salaries so high as to make the financial rewards of service in Parliament a main attraction in themselves, it would equally be mistaken, and bad for Parliamentary democracy, for able men and women to be deterred from standing for Parliament by the inadequacy of the salary.

These observations are, in our view, equally applicable to this country.

87. As such we are in no doubt that the remuneration arrangements for Members of the House of Representatives should be substantially increased and we recommend as follows:—

#### (i) Salary

88. The salary of each Member of the House of Representatives should be \$2,500 per month for the years 1977-78 and \$3,000 per month for 1979-80.

#### (ii) Parliamentary Allowances

##### *Parliamentary Expenses Allowance*

89. In general, there seems to be an urgent need to provide Parliamentarians with facilities to assist them in the performance of their Parliamentary duties. A Parliamentarian who is an elected Member will, whether or not he is a Member of Government, in the course of his representational role find it necessary to incur expenses related to the maintenance of a Constituency Office, secretarial and research assistance and other incidentals.

90. Parliamentarians now suffer the liability of having to meet such expenses entirely out of their basic salary. We have observed that this practice differs markedly from arrangements provided for Parliamentarians in other countries, for example, the United Kingdom, the Federal Republic of Germany and Sweden.

91. In our opinion, at this stage of our political development, it would seem undesirable to continue an arrangement which may well result in discouraging persons with ability from presenting themselves for public service at the highest level. Accordingly, we think it expedient to introduce a Parliamentary Expenses Allowance to assist in defraying those costs identified above.

92. We recommend that the quantum of this allowance be fixed at \$1,500 per month for Members of the House of Representatives.

93. In addition to this allowance, we further recommend that the facilities of free postage for official correspondence relating to constituency business within Trinidad and Tobago, and official stationery should be available to Members of the House of Representatives.

#### (iii) Transport

94. Each Member of the House of Representatives should be eligible for the following:—

- (a) A loan of \$25,000 to purchase a new motor vehicle with full exemption from Motor Vehicle Tax;
- (b) A loan to cover the cost of motor insurance premium;
- (c) A Commuted Travelling Allowance of \$500 per month, or \$650 per month if the Member represents a constituency beyond a radius of ten (10) miles from Port-of-Spain.

#### (iv) Subsistence

95. Members of the House of Representatives should receive an allowance of \$250 per month if residing beyond a radius of 10 miles from Port-of-Spain. In addition, where a Member of the House of Representatives is required to stay overnight at a hotel as a result of late sittings of Parliament, he should be entitled to have the cost of his accommodation and meals met by the State, provided always that he resides beyond a radius of 10 miles from Port-of-Spain. Hotel expenses, meals, the cost of air-fare and transportation to and from airports in Trinidad and Tobago will be met by the State in respect of Members of the House representing constituencies in Tobago for attending meetings of Parliament and Committees of Parliament; and for attending official functions. The expenses of the spouse of such representatives should also be met by the State for attendance at official functions.

### MEMBERS OF THE SENATE

96. Each Senator who is not a Minister, Parliamentary Secretary or temporary appointee currently receives a basic salary of \$1,229 per month and a Travelling Allowance of \$200 per month plus mileage at the rate of twenty (20) cents per mile in respect of official travel. Comparative salaries for the three previous years were \$1,118, \$1,065 and \$1,014 respectively. Senators are also eligible for loans applicable to the purchase and insurance of new motor vehicles under the terms and conditions outlined previously for other Parliamentarians.

97. We have observed that the constitutional changeover to Republican status has resulted in an enhancement of the role of the Senate in so far as Bills may now be introduced in the Senate rather than exclusively in the Lower Chamber as was the case before 1976.

98. Taking all relevant considerations into account we recommend that the salary of a Member of the Senate who is not a Minister or Parliamentary Secretary should be \$2,500 per month. Temporary appointees to the Senate should be entitled to receive the same salary, allowances and privileges of a regular Member of the Senate.

#### Parliamentary Allowances

##### *Parliamentary Expenses Allowance*

- 99. (a) Each Member of the Senate should receive a Parliamentary Expenses Allowance of \$500 per month.
- (b) All Senators should be entitled to official stationery and full postage within Trinidad and Tobago for correspondence related to official business.

#### Transport

100. Senators should be entitled to a Commuted Travelling Allowance of \$500 per month, and with the exception of temporary appointees should be also eligible for—

- (i) A loan of \$25,000 to purchase a new motor-car with full exemption from Motor Vehicle Tax;
- (ii) A loan to cover the cost of Motor Insurance premium.

#### Telephone

101. The full cost of telephone rental, metered charges and ticketed calls related to official business of Members of the Senate should be met by the State.

#### Subsistence

102. Members of the Senate who are not Ministers should receive a Subsistence Allowance of \$250 per month if residing beyond a radius of ten (10) miles from Port-of-Spain. Where it is necessary for a Senator to stay overnight at a hotel as a result of late sittings of Parliament then he should be entitled to have the cost of his accommodation and meals met by the State, provided always that he resides beyond a radius of ten (10) miles from Port-of-Spain.

## THE OMBUDSMAN

103. The office of the Ombudsman, which is an office of Parliament, is relatively new and unique and intended as an institution to protect the rights of the individuals with respect to action of the State and its agents. In this context the Ombudsman is required to investigate any decision or recommendation made, including any advice given, or recommendation made to a Minister, or any act of commission or omission by any department of Government or other authority or by their member or officers in the exercise of administrative functions.

104. According to the contract of the incumbent, the Ombudsman has been paid salary at the following rates since 1977:—

- 1977—\$5,000 per month
- 1978—\$5,250 per month
- 1979—\$5,512.50 per month
- 1980—\$6,063.75 per month.

105. In addition he is entitled to the conditions of service and allowances based on the Judges' (Conditions of Service and Allowances) Regulations, 1971, as amended by the 1974 Regulations. Among the major features of this compensation package are the following:—

- (i) *Housing*  
Rent-free fully-furnished residence of the super-grade category.
- (ii) *Transport*
  - (a) An official motor vehicle, the cost of upkeep of the vehicle to be borne by the Government of Trinidad and Tobago.
  - (b) Chauffeur Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service.
- (iii) *Entertainment Allowance*  
Entertainment Allowance of \$250 per month.
- (iv) *Medical Treatment*  
Operative treatment, X-ray, bacteriological and pathological examinations and physiotherapy treatment and all incidental hospital services at any hospital, institution or nursing home in Trinidad and Tobago, free of charge.
- (v) *Telephone*  
An official telephone at his residence, the cost of rental of which, as well as other charges relating to its use for official purposes, refundable as claimed.
- (vi) *Vacation Leave*  
Forty-five (45) working days per year, with provision for casual absences not in excess of 14 days to be deductible from this leave.
- (vii) *Sick Leave*  
Fourteen (14) days normal sick leave per year with provision for extension of sick leave at the discretion of the President.
- (viii) *Leave Passage Allowances*  
At the expiration of each contract, leave passage allowances equivalent to the full actual cost of three adult first class return air passages to the United Kingdom by the most direct route.
- (ix) *Gratuity*  
Gratuity at the rate of 20 per cent of salary on the satisfactory completion of his term of engagement.
- (x) *General*  
If the Ombudsman shall take his leave or any part of it at the expiry of his term of office, he shall be entitled to be paid his salary, or a proportionate part of it, during the period of such leave, to occupy the rent-free, fully-furnished residence of the super-grade category and to medical treatment in accordance with this contract until the expiration of his leave.

106. From our assessment of the duties we are of the view that the salary payable to the Ombudsman should be the same as that payable to a Justice of Appeal and that he should be provided with allowances which relate as closely as possible to those of an Appeal Court Judge. Accordingly, we recommend the following:—

- (i) *Salary*  
Salary at the rate of \$7,500 per month for 1977-78 and \$8,500 per month for 1979-1980.
- (ii) *Housing*  
Rent-free, furnished quarters of super-grade quality or an allowance of \$1,000 per month in lieu thereof.

- (iii) *Entertainment Allowance*  
An unaccountable Entertainment Allowance of \$500 per month.
- (iv) *Transport*  
(a) An official motor vehicle, the cost of upkeep of the vehicle to be borne by the State, or  
(b) (i) A loan of \$25,000 to purchase a private motor car with full exemption from Motor Vehicle Tax;  
(ii) A loan to cover the cost of Motor Vehicle Insurance premium; and  
(iii) A Commuted Travelling Allowance of \$500 per month.  
(c) An allowance equivalent to the minimum salary of a Chauffeur II in the Public Service.
- (v) *Telephone*  
As per existing arrangement.
- (vi) *Vacation Leave*  
Present eligibility should continue to apply.
- (vii) *Overseas Travel*  
Continuation of existing leave facilities.
- (viii) *Medical Treatment*  
Retention of existing benefits.
- (ix) *Book Allowance*  
An unaccountable Book Allowance of \$250 per month.
- (x) *Subsistence*  
(a) When the holder of the office is required to travel on official business beyond radius of ten (10) miles from Port-of-Spain he should receive a Subsistence Allowance of \$60 per day, and when travelling to Tobago on such business he should receive either full hotel expenses, including meals plus \$30 per day, or a flat sum of \$80 per day.  
(b) When the Ombudsman is abroad on official business he should be provided with Subsistence Allowance on the same basis as now exists i.e. \$50 (US) per day together with hotel accommodation plus meals in all countries other than CARICOM countries, with the exception of Jamaica, where payment should be in United States currency at the rate of \$50 (US) per day.  
In CARICOM countries, excluding Jamaica, the arrangement should be a Subsistence Allowance of \$50 (US) per day, plus hotel accommodation and meals.
- (xi) *Superannuation Benefits*  
The existing provision with respect to a gratuity of 20 per cent of basic salary over the contractual period should be retained.
- (xii) *General*  
If the Ombudsman shall take his leave or any part of it at the expiry of his term of office, he shall be entitled to be paid his salary, or a proportionate part of it, during the period of such leave, to occupy the rent-free, fully furnished residence of the super grade category and to medical treatment, in accordance with this contract until the expiration of his leave.

## CHAPTER 2

## THE HIGHER JUDICIARY

107. To the Judiciary is entrusted the very grave responsibility for the administration of justice in an efficient, impartial and independent manner which would contribute to the maintenance of democratic processes, stability and the protection of the rights of the citizen. This requires men and women of the highest legal competence and integrity who are undoubtedly in short supply.

108. In their written and oral submissions to the Commission the Judges of the Supreme Court stated, *inter alia*:—

- (1) The nature of the judicial office is such as to require that it should command the utmost confidence and respect of the community. One obvious means of seeking to attain this objective is the provision of adequate emoluments for judicial service and thus protect a Judge and his family against the effects of pecuniary embarrassment.
- (2) After retirement from judicial service a Judge is not at liberty to revert to the practice of the profession in which he was trained to make his livelihood, nor are alternative sources of earning an income normally open to him. One must emphasize this fact not only because judicial office appears to be unique in this respect but because the economic position of the holders of such office normally leaves them, on their retirement from office after many years of the most exacting kind of labour, not far from the verge of destitution. One has only to realize the difficulties inherent in the acquisition by Judges of suitable homes.
- (3) In order to preserve his independence and impartiality a Judge is unable to make, prior to his retirement, any arrangements for subsequent employment in the private sector. The impropriety and undesirability of his doing so are obvious. One of the results of the present situation is that it is extremely difficult (and will become increasingly so) to recruit to the Judicial Bench persons of the requisite character and calibre at a time when the demand for such persons is rendered progressively greater by the continuous growth in the magnitude and complexity of judicial work as well as of the society in which we live."

We accept these submissions.

## CHIEF JUSTICE

109. At the head of the system of administration of justice, the Chief Justice now receives an interim salary of \$6,558 per month. The salaries paid to the holder of the Office during the preceding three years were, \$5,408, \$5,678 and \$5,962 respectively.

110. The Chief Justice is also now entitled to free furnished super-grade quarters or an allowance of \$300 per month in lieu thereof. He is also paid an Entertainment Allowance of \$350 per month, while the cost of telephone rental, metered charges and ticketed calls related to official business is reimbursed.

111. He is provided with an official car and is also eligible for a loan of \$20,000 to purchase a motor vehicle with exemption from Motor Vehicle Tax. A Commuted Travelling Allowance at the rate of \$250 per month is provided and the Chief Justice is also eligible for a Chauffeur Allowance of \$696 per month payable directly to the Chief Justice.

112. When on duty in San Fernando or Tobago the Chief Justice now receives a Subsistence Allowance at the rate of \$40 per day.

113. By way of Medical Benefits the Chief Justice is entitled without charge to operative treatment, X-ray, bacteriological and pathological examinations and physiotherapy treatment and to all incidental hospitalization services at any hospital or other institution established and maintained by the State under the Hospitals Ordinance; or where these services are not available at such hospital to be paid the cost of such treatment and services at any other hospital institution or nursing home in Trinidad and Tobago.

114. Provision is made for Vacation Leave during the "Court Vacation", that is, the whole of any period prescribed as a Court Vacation by rules of Court in relation to the High Court and the Court of Appeal and during the "long Vacation".

115. In every alternate year the Chief Justice is entitled to go abroad during the long vacation and qualifies for a free passage allowance payable for himself, his wife and children if any. The passage allowance should not exceed the cost of three adult, first-class, return air fares by the most direct route to Kingston, Jamaica. For every alternate occasion on which the Chief Justice is entitled to go abroad, the passage allowance should not exceed the cost of three adult, first-class, air fares to the United Kingdom.

## JUSTICES OF APPEAL AND PUISNE JUDGES

116. The existing conditions for Justices of Appeal and Puisne Judges are, apart from salary, very similar to those of the Chief Justice. The monthly salary of a Justice of Appeal for the years 1977, 1978, 1979 and 1980 are \$4,732, \$4,969, \$5,218 and \$5,739 per month respectively. The corresponding salaries for Puisne Judges are \$4,225, \$4,436, \$4,658 and \$5,124 per month.

117. Both categories of Judges are eligible for a maximum loan of \$20,000 to purchase a motor car, with full exemption from Motor Vehicle Tax as well as a loan to cover the insurance of the motor vehicle. A Commuted Travelling Allowance is payable to them at the rate of \$250 per month, and they are entitled to a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur II.

118. Puisne Judges and Justices of Appeal, like the Chief Justice, are entitled to free furnished, super-grade quarters but the allowance in lieu thereof is \$250 per month. Entertainment Allowance of \$250 per month is also provided. In all other respects the terms and conditions now existing are the same as for the Chief Justice.

119. It is fair to say that it has become increasingly difficult in recent years to fill vacancies on the Bench, and while it would be unrealistic to set salaries for these posts at levels which approach the earning potential of leading legal professionals in private practice, it does seem to us that the existing levels of salaries and allowances are so unattractive as to contribute to the problem.

120. In the light of these considerations and in a desire to set remuneration arrangements which would more adequately reflect the grave responsibilities of the Judges, we recommend the following:—

**(A) Chief Justice***(i) Salary*

A revised salary of \$9,000 per month for the period 1977–1978 and \$10,000 per month for the years 1979–1980.

*(ii) Entertainment Allowance*

An unaccountable Entertainment Allowance of \$800 per month.

*(iii) Housing*

Free furnished quarters of super-grade quality.

*(iv) Transport*

- (a)* An official car with all maintenance and operational costs paid by the State;
- (b)* A maximum loan of \$25,000 to purchase a private motor car with full exemption from Motor Vehicle Purchase Tax;
- (c)* A loan to finance payment of motor vehicle insurance premium;
- (d)* A Commuted Travelling Allowance of \$500 per month;
- (e)* A Chauffeur Allowance equivalent to the salary of a Chauffeur II in the Public Service.

*(v) Telephone*

Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State.

*(vi) Medical*

The existing arrangements to continue in effect.

*(vii) Vacation*

The existing arrangement to be maintained.

*(viii) Overseas Travel*

The existing arrangements to continue in effect.

*(ix) Book*

An unaccountable Book Allowance of \$300 per month.

*(x) Subsistence*

- (a)* \$60 per day when travelling beyond a radius of ten (10) miles from Port-of-Spain;
- (b)* For travel to and within Tobago either hotel accommodation and meals plus \$30 per day or a flat sum of \$80 per day;
- (c)* For travel abroad on official business a Subsistence Allowance of \$50 (US) per day together with accommodation and meals should be payable to the Chief Justice in all countries other than CARICOM countries with the exception of Jamaica, where payment should be in United States currency *pro tem* as above;

In CARICOM countries (excluding Jamaica) the Subsistence Allowance payable in addition to hotel accommodation and meals should be \$50 (TT) per day.

*(xi) Pensions*

Pending the report of the Cabinet-appointed Committee now engaged in a comprehensive review of the pension arrangements for employees of the Central Government, Statutory Boards and Government Agencies, we propose to defer consideration of any modification in existing pension arrangements which ought to continue in force for the time being.

### Justices of Appeal and Puisne Judges

(i) *Salary*

- (a) A revised monthly salary for Justices of Appeal—\$7,500 for 1977–1978 and \$8,500 for 1979–1980.
- (b) A revised monthly salary for Puisne Judges of \$6,500 for 1977–1978 and \$7,500 for 1979–1980.

### Allowances

(ii) *Entertainment*

Both Judges of the Appeal Court and the High Court should receive an unaccountable Entertainment Allowance of \$500 per month.

(iii) *Housing*

Free, furnished super-grade quarters or an allowance of \$1,000 per month in lieu thereof should be paid to all Judges.

(iv) *Transport*

- (a) A maximum loan of \$25,000 to purchase a private motor car with full exemption from Motor Vehicle Tax;
- (b) A loan to finance payment of Motor Insurance Premium;
- (c) A Commuted Travelling Allowance of \$500 per month.
- (d) A Chauffeur Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service.

(v) *Book*

We recommend an unaccountable Book Allowance of \$250 per month.

(vi) *Other Allowances and Conditions of Service*

All other allowances and conditions of service should be provided on the same basis as those recommended for the Chief Justice.

121. The existing arrangement whereby all allowances paid to Judges are wholly exempt from payment of Income Tax or any other tax should continue in effect.

## CHAPTER 3

## AUDITOR GENERAL

122. Under the Constitution the Auditor General holds an office of special importance being responsible solely to Parliament for monitoring and ensuring proper financial accountability for the expenditure and appropriation of public funds.

123. The interim monthly salary rates paid to the Auditor General since 1977 are as follows:—

- 1977—\$5,070 per month
- 1978—\$5,324 per month
- 1979—\$5,591 per month
- 1980—\$6,150 per month.

124. Under the existing arrangements the holder of the office receives a Commuted Travelling Allowance of \$200 per month and is also eligible for a maximum loan of \$20,000 for the purchase of a motor vehicle as well as a loan to cover the cost of motor vehicle insurance premium. The Auditor General is entitled to exemption from the Motor Vehicle Tax associated with the quantum of the maximum loan. A Chauffeur Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service is also payable.

125. Apart from these benefits, the Auditor General is entitled to free, furnished super-grade quarters or an allowance of \$250 per month in lieu thereof. He is also entitled to an Entertainment Allowance of \$150 per month.

126. Every two years the Auditor General is entitled to spend his long vacation in the United Kingdom and to receive three adult, first class, return passages for himself, wife and dependent children under the age of twenty-one years.

127. We recommend that the Auditor General should be remunerated in the following manner:—

(i) *Salary*

Revised salary at the rates set out below for the period 1977 to 1980:—

- 1977-78—\$7,500 per month
- 1979-80—\$8,500 per month.

(ii) *Housing*

Free, furnished super-grade quarters or an allowance of \$1,000 per month in lieu thereof.

(iii) *Transport*

- (a) A maximum loan of \$25,000 to facilitate the purchase of a motor vehicle.
- (b) Full exemption from Motor Vehicle Tax.
- (c) A Commuted Travelling Allowance of \$500 per month.
- (d) A Chauffeur Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service.

(iv) *Entertainment*

An unaccountable Entertainment Allowance of \$500 per month.

(v) *Telephone*

The cost of telephone rental, metered charges and ticketed calls relating to official business to be paid by the State.

(vi) *Overseas Travel*

Entitlement biennially to first-class return passages to the United Kingdom for himself, wife and dependent children under the age of eighteen.

(vii) *Medical Benefits*

Medical benefits on the same basis as recommended earlier for Cabinet Ministers.

(viii) *Book Allowance*

A Book Allowance of \$250 annually to assist in the cost of purchasing books, periodicals and other literature necessary to keep abreast of developments in his field.

(ix) *Subsistence*

Whenever required to travel on official business beyond a radius of ten (10) miles from Port-of-Spain, a Subsistence Allowance of \$60 per day; and in respect of such travel to Tobago, full hotel accommodation and meals, plus \$30 per day by way of Subsistence Allowance or a flat sum for subsistence of \$80 per day.

(x) *Vacation Leave*

Continued entitlement on the existing basis.

(xi) *Pensions*

Pending the report of the Cabinet-appointed Committee now engaged in a comprehensive review of the pension arrangements for employees of the Central Government, Statutory Boards and Government Agencies, we propose to defer consideration of any modification in existing pension arrangements which ought to continue in force for the time being.

## CHAPTER 4

## THE INDUSTRIAL COURT

128. The Industrial Court is a superior court of record with jurisdiction to hear and determine trade disputes and to regulate the industrial relations processes within the country. The existence of this Court and the extent of its power reflects the importance ascribed to industrial stability and the complexity of industrial relations issues.

129. Under the existing arrangements the President of the Industrial Court has terms and conditions of employment equivalent to that of a Justice of Appeal, while the Vice-President of the Court and the Chairman, Essential Services Division have been equated with a High Court Judge. Other members of the Court receive a salary slightly lower than that of a Judge of the High Court, but their allowances and other terms and conditions of office are the same as those of Judges.

130. We consider that these established relativities are altogether reasonable. Interim salary arrangements over the period 1977-80 for the holders of these offices in the Industrial Court have been as follows:—

	1977	1978	1979	1980
	\$	\$	\$	\$
President ... ..	4,732	4,969	5,218	5,739
Vice-President ... ..	4,225	4,436	4,658	5,124
Chairman, Essential Services Division*	—	—	4,658	5,124
Member ... ..	4,056	4,259	4,472	4,919

131. Taking into account our earlier recommendations concerning the Judiciary as well as our endorsement of the relativities already established, we recommend the following revised terms for the holders of offices in the Industrial Court coming under our purview.

132. Salary	1978-79	1979-80
	\$	\$
President ... ..	7,500	8,500
Vice-President ... ..	6,500	7,500
Chairman, Essential Services Division ... ..	6,500	7,500
Member ... ..	6,000	7,000

#### Allowances and Other Conditions of Service

133. The following allowances and other conditions of service are further recommended for all the holders of the offices of the Industrial Court:—

(i) *Entertainment Allowance*

An unaccountable Entertainment Allowance of \$500 per month.

(ii) *Housing*

Free, furnished super-grade quarters or an allowance of \$1,000 per month in lieu thereof.

(iii) *Transport*

- (a) A maximum loan of \$25,000 to purchase a private motor car which would be fully exempt from Motor Vehicle Tax;
- (b) A loan to finance payment of motor vehicle insurance premium;
- (c) A Commuted Travelling Allowance of \$500 per month;
- (d) A Chauffeur Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service.

(iv) *Telephone*

Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State.

(v) *Medical*

The existing arrangements whereby officials of the Industrial Court receive the same medical benefits as Judges of the Supreme Court should continue in effect.

(vi) *Vacation*

The existing arrangements should be maintained.

(vii) *Overseas Travel*

The existing arrangements should continue in effect.

(viii) *Book*

An unaccountable Book Allowance of \$250 per month.

\*This post was not filled until 1979.

(ix) *Subsistence*

- (a) \$60 per day when travelling beyond a radius of 10 miles from his official headquarters;
- (b) for travelling to and within Tobago, either full hotel accommodation and meals plus \$30 per day or a flat sum of \$80 per day;
- (c) for travel abroad on official business a Subsistence Allowance of \$50 (US) per day together with accommodation and meals should be payable to the President of the Industrial Court in all countries other than CARICOM countries, with the exception of Jamaica, where payment should be in United States currency *pro tem*, as above; in CARICOM countries (excluding Jamaica) the Subsistence Allowance payable in addition to hotel accommodation and meals should be \$50 (TT) per day.

(x) *Pensions*

Pending the report of the Cabinet-appointed Committee now engaged in a comprehensive review of the pension arrangements for employees of the Central Government, Statutory Boards and Government Agencies, we propose to defer consideration of any modification in existing pension arrangements which ought to continue in force for the present.

134. The existing arrangements whereby all allowances paid to the holders of the offices in the Industrial Court are wholly exempt from payment of Income Tax or any other tax should continue in effect.

## CHAPTER 5

TOP MANAGEMENT PERSONNEL IN THE PUBLIC SERVICE AND  
THE CENTRAL BANK

135. Included in this category relating to the top management personnel in the Public Service and the Central Bank are the following prescribed offices:—

Permanent Secretary  
Economic Adviser to the Prime Minister  
Chief Personnel Officer  
Adviser to the Minister of Industry and Commerce  
Director of Personnel Administration  
Executive Director, National Advisory Council  
Commissioner of Inland Revenue and Chairman of the Board of Inland Revenue  
Chief Medical Officer  
Director of Contracts  
Secretary to the Ombudsman  
Commissioner of Inland Revenue  
Governor of the Central Bank  
Deputy Governor of the Central Bank.

136. This group performs a managerial role, critical to the proper and efficient operation of the Ministries, Departments and Agencies of the State which come under their administration and ultimately the quality of their performances determines the degree to which Government policies and programmes result in economic and social progress in the country.

137. Although subject to ministerial direction they must exercise in their day-to-day functioning a considerable degree of authority and control and are responsible for creating the environmental conditions which will facilitate the accomplishment of the broad objectives of their organizations. Their responsibilities span policy formation, the implementation of Government policy, Financial and Administrative Management and are often more burdensome than those of the private sector because of the complexity of the objective function of Government organizations.

138. We have made a point of drawing specific attention to the role and responsibilities of the personnel filling these public offices because it seems to us that insufficient recognition has been given, in the traditional structure of their remuneration, to the importance and the burden of their responsibilities particularly since these have grown tremendously with economic expansion and social development and created a need for personnel of the highest competence, specialized knowledge and skills, not least among them managerial skills.

139. Given the rapid development taking place in the industrial, commercial and financial sectors of the economy, inclusive of State-owned enterprises, which is already exerting a serious pull on experienced and qualified personnel in the Public Service, it seems critical to us that there should be a substantial improvement in the remuneration arrangements for top managers in the Public Service and Central Bank.

140. Details of interim salaries paid to these top management personnel for the period 1977 to 1980 are set out in Appendix II to this report. However, in 1980 the interim monthly salaries being paid to the holders of these posts are as follows:—

	\$
Governor of the Central Bank ... ..	6,149
Permanent Secretary to the Prime Minister and Head of the Civil Service ... ..	4,945
Permanent Secretary, Ministry of Finance ... ..	4,945
Economic Adviser to the Prime Minister ... ..	4,945
Deputy Governor of the Central Bank ... ..	4,919
Permanent Secretary to the Prime Minister ... ..	4,716
Permanent Secretary, Ministry of External Affairs and Head of the Foreign Service ... ..	4,716
Permanent Secretary, Ministry of National Security ... ..	4,716
Chief Personnel Officer ... ..	4,716
Director of Personnel Administration ... ..	4,716
Chief Medical Officer ... ..	4,716
Director of Contracts ... ..	4,716
Adviser to the Minister of Industry and Commerce ... ..	4,716
Permanent Secretary (other than those mentioned above) ... ..	4,600
Executive Director, National Advisory Council ... ..	4,600
Commissioner of Inland Revenue and Chairman of the Board Inland Revenue ... ..	4,600
Secretary to the Ombudsman ... ..	4,600
Commissioner of Inland Revenue ... ..	4,485

141. The main features of the existing allowances and other conditions of service of officers in this grouping are as follows:—

#### **Housing**

- (i) The Governor and Deputy Governor of the Central Bank are provided with free furnished accommodation of a standard commensurate with the offices.
- (ii) Except for the Permanent Secretary, Ministry of Finance, Permanent Secretaries, the Economic Adviser to the Prime Minister, the Chief Personnel Officer and the Director of Personnel Administration and other officers in this group are not entitled to housing accommodation but may be eligible for Grade I quarters, where available, at a rental rate of fifteen per cent (15%) of salary.

#### **Transport**

142. The Governor and Deputy Governor of the Central Bank are each provided with an official car maintained at the Bank's expense and a Chauffeur. Holders of posts in the Public Service included in this group are entitled to a Commuted Travelling Allowance of \$285 per month. In the course of our review, it emerged that some of these public officers received an Upkeep Allowance of \$288 per month plus mileage at the rate of twenty-two (22) cents per mile for official travel. All public officers in this group are eligible for a maximum loan of \$20,000 to enable them to purchase a locally-assembled motor vehicle with exemption from Motor Vehicle Tax associated with the maximum value of the loan. However, apart from the Permanent Secretary, Ministry of Finance and the Chief Medical Officer no provision is currently made for a Chauffeur Allowance for these public officers.

#### **Entertainment**

143. The Permanent Secretary, Ministry of Finance receives an Entertainment Allowance of \$200 per month while the Governor of the Central Bank and the Deputy Governor are provided with allowances of \$500 and \$400 per month, respectively. None of the other office-holders are provided with Entertainment Allowances.

#### **Telephone**

144. Arrangements generally exist for telephone rental and other expenses related to official business to be met by the State or the Central Bank.

#### **Overseas Travel**

145. Vacation leave travel facilities are generally not available to persons in this group but in the case of the Governor and Deputy Governor of the Central Bank the existing arrangement is that they are permitted to be accompanied by their wives at least once per year on official business abroad at the Bank's expense.

#### **Vacation Leave**

146. All holders of offices in the Public Service in this group are eligible for 35 working days vacation annually while the Governor and Deputy Governor are eligible for 30 working days vacation leave each year.

#### **Medical**

147. The Public Officers in this group are eligible for free X-ray and operative treatment at State institutions. In the case of the Governor and Deputy Governor of the Central Bank, they are members of a non-contributory Group Medical Scheme under which standard benefits are provided for members and their dependants.

#### **Administrative Allowance**

148. Unique among the officers in this Group, the Chief Medical Officer currently receives a taxable non-pensionable Administrative Allowance equivalent to 30 per cent of salary in lieu of private practice.

149. In terms of existing relativities, we are of the view that the differentiation which now exists between Permanent Secretaries should be eliminated save in respect of the Head of the Civil Service and the Permanent Secretary, Ministry of Finance.

150. In the latter case, we could not but fail to recognise the tremendous responsibility entrusted to the holder of this post considering not only the size of the national budget and the scope and importance of matters economic and financial for which he has responsibility as principal adviser to Government, but also the fact that under the existing structure of the distribution of ministerial responsibilities the Ministry of Finance, for which he is Accounting Officer, embraces several non-financial activities such as Public Utilities and Housing.

151. In drawing up our recommendations for this group we have taken note of information which suggests that basic salaries for managers in the private sector and State enterprises who hold posts of similar and even arguably lesser responsibility normally range from \$6,000 to more than \$10,000 per month in 1980, the higher levels being primarily indicative of remuneration in the Petroleum Industry and in the largest enterprises in other sectors of the economy.

152. Taking all relevant considerations into account we recommend the following revised structure of remuneration for top managerial personnel in the Public Service and the Central Bank:—

### Salary

#### *Top Managers of the Central Bank*

	1977-78	1979-80
	\$	\$
Governor ... ..	7,500	8,500
Deputy Governor ... ..	6,000	7,000

#### *Top Managers in the Public Service*

Permanent Secretary to the Prime Minister and Head of the Civil Service ... ..	6,000	7,000
Permanent Secretary, Ministry of Finance ... ..	6,000	7,000
Economic Adviser to the Prime Minister ... ..	6,000	7,000
Commissioner of Inland Revenue and Chairman of the Board of Inland Revenue ... ..	6,000	7,000
Permanent Secretary ... ..	5,000	6,000
Chief Personnel Officer ... ..	5,000	6,000
Director of Personnel Administration ... ..	5,000	6,000
Chief Medical Officer ... ..	5,000	6,000
Director of Contracts ... ..	5,000	6,000
Adviser to the Minister of Industry and Commerce ... ..	5,000	6,000
Executive Director, National Advisory Council ... ..	5,000	6,000
Commissioner of Inland Revenue ... ..	5,000	6,000
Secretary to the Ombudsman ... ..	4,500	5,500

### Housing

153. The Governor and Deputy Governor of the Central Bank should continue to be provided free, furnished, super-grade quarters. The Permanent Secretary to the Prime Minister and Head of the Civil Service, as well as the Permanent Secretary, Ministry of Finance and Economic Adviser to the Prime Minister should be entitled to rent-free, furnished, super-grade quarters or an allowance of \$1,000 per month in lieu thereof. All other officers in this group should be entitled to free, furnished accommodation of Grade I quality or an allowance of \$800 per month in lieu thereof, with the exception of the Secretary to the Ombudsman who should not be eligible for housing benefits.

### Transport

154. The existing arrangement whereby the Governor of the Central Bank and his Deputy are each provided with an official car maintained at the expense of the Central Bank, and with a Chauffeur, should continue in effect. All other officers should be eligible for a maximum loan of \$25,000 to facilitate the purchase of a motor car with full exemption from Motor Vehicle Tax and they should be paid a Commuted Travelling Allowance on the following basis:—

Effective: January 1, 1977 to March 31, 1978 ... ..	\$340 per month
April 1, 1978 to July 31, 1979 ... ..	\$360 per month
August 1, 1979 to July 31, 1980 ... ..	\$400 per month
August 1, 1980 ... ..	\$500 per month

With the exception of the Secretary to the Ombudsman, additional provision should be made for payment of a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur I in the Public Service, subject to the condition that the allowance would be paid directly to the Chauffeur.

### Entertainment

155. In the case of the Governor and Deputy Governor of the Central Bank, the Entertainment Allowance should be increased to \$750 and \$500 per month respectively. A similar Entertainment Allowance of \$500 per month should be paid to all other officers in the group with the exception of the Secretary to the Ombudsman who should be provided with an allowance of \$250 per month for this purpose.

### Telephone

156. All holders of offices within this group should be entitled to telephone service with the cost of rental and related charges for its use for official purposes being met by the State or the Central Bank.

### Book

157. A Book Allowance of \$250 per year should be provided for the purpose of assisting the officers in this group in meeting the cost of purchasing books, periodicals and other literature in order to keep abreast of developments in their professional fields or spheres of responsibility.

**Medical Benefits**

158. With respect to the Governor and Deputy Governor of the Central Bank, the existing arrangements whereby they are covered by membership of a non-contributory Group Medical Plan for staff of the Central Bank should continue in effect. In all other instances office holders should be entitled without charge to pathological examinations and physiological treatment and to all incidental services at any hospital or other State institution or, with approval, to be paid the cost of such treatment at any other institution in Trinidad and Tobago.

**Vacation Leave**

159. In all instances the Vacation Leave provisions for holders of offices in this group should be thirty-five (35) working days per annum.

**Subsistence**

160. For travel on official business beyond a radius of ten (10) miles from their official headquarters, a Subsistence Allowance of \$60 per day should be payable to members of this group. In the event of travel on official business to Tobago the officer should be provided with either full hotel accommodation and meals, plus a Subsistence Allowance of \$30 per day or a flat sum of \$80 per day.

**Pensions**

161. Pending the Report of the Cabinet-appointed Committee now engaged in a comprehensive review of the pension arrangements for employees of the Central Government, Statutory Boards and Government Agencies, we propose to defer consideration of any modification in existing pension arrangements which ought to continue in force for the present.

## CHAPTER 6

TOP MANAGEMENT PERSONNEL IN THE PUBLIC UTILITIES AND  
OTHER STATUTORY AUTHORITIES

162. For the purpose of this exercise top management personnel in the Public Utilities and other Statutory Authorities constitute a fairly cohesive group. Included in this category are the following public offices which come under our purview:—

General Manager, Industrial Development Corporation  
 Director, Management Development Centre  
 Executive Director, Water and Sewerage Authority  
 Deputy Executive Director, Water and Sewerage Authority  
 Director (Finance), Water and Sewerage Authority  
 Director (Technical), Water and Sewerage Authority  
 Director, Water Resources Agency, Water and Sewerage Authority  
 General Manager, Port Authority  
 General Manager, Public Transport Service Corporation  
 Executive Director, National Housing Authority.

163. The holders of these offices occupy managerial positions of considerable responsibility that are essentially similar to those of Permanent Secretaries and Departmental Heads with whom we have dealt in the previous section, although in the case of the major Utilities and the Industrial Development Corporation, the managerial role is in some respects rather analogous to the management in the industrial and commercial sectors given the nature of the functions and objectives of the respective organizations.

164. The interim salary arrangements for the holders of these posts for the period 1977–1980 are as follows:—

	1977	1978	1979	1980
	\$	\$	\$	\$
General Manager, Industrial Development Corporation ... ..	3,889	4,083	4,287	4,716
Director, Management Development Centre ... ..	3,889	4,083	4,287	4,716
Executive Director, Water and Sewerage Authority ... ..	3,889	4,083	4,287	4,716
Deputy Executive Director, Water and Sewerage Authority ... ..	3,793	3,983	4,182	4,600
Director (Finance), Water and Sewerage Authority ... ..	3,793	3,983	4,182	4,600
Director (Technical), Water and Sewerage Authority ... ..	3,793	3,983	4,182	4,600
Director, Water Resources Agency, Water and Sewerage Authority ... ..	3,793	3,983	4,182	4,600
General Manager, Port Authority ... ..	3,889	4,083	4,287	4,716
General Manager, Public Transport Service Corporation ... ..	3,793	3,983	4,182	4,600
Executive Director, National Housing Authority ... ..	3,793	3,983	4,182	4,600

165. The structure of allowances which now exists may be briefly summarized as follows:—

(i) *Housing*

Entitlement to housing benefits is enjoyed at present only by the General Manager, Industrial Development Corporation, who is provided with rent-free housing.

(ii) *Travelling*

(a) In the case of the General Manager, Industrial Development Corporation, provision is now made for a motor-car, fully maintained at the expense of the Corporation, and a Chauffeur;

(b) All other officers have been receiving a Commuted Travelling Allowance on the same basis as Permanent Secretaries, current quantum of this allowance being \$285 per month. In addition, they are eligible for a maximum loan of \$20,000, repayable over a five-year period, to facilitate the purchase of a motor vehicle and a loan to cover the cost of Motor Vehicle Insurance Premium. Provision is made for exemption from Motor Vehicle Tax associated with the maximum loan.

(iii) *Entertainment*

An unaccountable Entertainment Allowance of \$100 per month is now payable to the General Manager, Industrial Development Corporation and the Corporation bears the cost of his major entertainment.

The Director of the Management Development Centre receives an accountable Entertainment Allowance of \$200 per month and an unaccountable Entertainment Allowance of \$100 per month. The only other officer now in receipt of an Entertainment Allowance is the General Manager, Port Authority who is provided with an unaccountable Entertainment Allowance of \$250 per month.

166. In deciding upon our recommendations for revised remuneration for the top management personnel in the Utilities and other Statutory Authorities here too we have been guided by a desire to establish a reasonable relationship to the general level of remuneration in the private sector and State Enterprises for jobs of similar weight, although we do not believe that compensation arrangements should necessarily be equal to the highest salary levels obtainable in the largest and most profitable firms in the private sector and para-statal enterprises.

167. We have also sought to differentiate in remuneration arrangements on the basis of our assessment of the weight of the responsibilities associated with different jobs among the groups and in the case of the first and second levels of management at the Water and Sewerage Authority, to establish relativities that will be reasonably reflective of the increased responsibility falling upon the holder of the top position.

### Salary

168. We recommend that the basic salary for the various posts in this category should be revised as follows:—

	1977-1978	1979-1980
	\$	\$
General Manager, Industrial Development Corporation ...	5,250	6,325
Director, Management Development Centre ...	5,250	6,325
Executive Director, Water and Sewerage Authority ...	5,000	6,000
Deputy Executive Director, Water and Sewerage Authority ...	4,500	5,500
Director (Finance), Water and Sewerage Authority ...	4,500	5,500
Director, (Technical), Water and Sewerage Authority ...	4,500	5,500
Director, Water Resources Agency, Water and Sewerage Authority ...	4,500	5,500
General Manager, Port Authority ...	5,000	6,000
General Manager, Public Transport Service Corporation ...	4,800	5,800
Executive Director, National Housing Authority ...	4,800	5,800

169. It should be noted that we have recommended a somewhat higher salary for the General Manager, Industrial Development Corporation and the Director, Management Development Centre than for the top managers of the major utilities merely to reflect the fact that the holders of these two offices belong to contributory pension schemes which require them to make a contribution of 5 per cent of salary while in the other cases the pension arrangements are non-contributory.

### Housing

170. All of the officers should be entitled to free furnished quarters of Grade I specifications, or an allowance of \$800 per month in lieu thereof.

### Entertainment

171. An unaccountable Entertainment Allowance of \$500 per month is recommended for the holders of offices in this group, except the Deputy Executive Director, Water and Sewerage Authority; Director (Finance), Water and Sewerage Authority; Director (Technical), Water and Sewerage Authority and Director, Water Resources Agency, Water and Sewerage Authority, who should receive \$250 per month.

### Book

172. An unaccountable Book Allowance of \$250 per year should be provided for all the officers in this group to assist them in purchasing books, periodicals and other literature of relevance to their jobs and professional disciplines.

### Transport

173. The General Manager, Industrial Development Corporation should continue to be provided with an official car, with all maintenance costs and running expenses to be met by the Corporation. Other officers in this group should be eligible for a maximum loan of \$25,000 to enable them to purchase a motor vehicle with full exemption from Motor Vehicle Tax and they should be paid a Commuted Travelling Allowance on the following basis:—

January 1, 1977 to March 31, 1978 ...	\$340 per month
April 1, 1978 to July 31, 1979 ...	\$360 per month
August 1, 1979 to July 31, 1980 ...	\$400 per month
August 1, 1980 ...	\$500 per month

174. All of the officers in this group should be eligible for a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur I in the Public Service. The allowance should be paid directly to the Chauffeur.

#### **Medical**

175. By way of medical benefits all of the officers in this group should be entitled without charge to pathological examinations and physiological treatment and to all incidental services at any hospital or State institution, or with approval, to be paid the cost of such treatment at any other institution in Trinidad and Tobago.

#### **Telephone**

176. Telephone Service should be provided for all holders of posts in this category and the cost of telephone rental, metered charges and ticketed calls related to official business should be met by the State.

#### **Subsistence**

177. For travel on official business beyond a radius of ten (10) miles from their official headquarters, Heads of these Public Utilities and the Statutory Authorities should be paid a Subsistence Allowance of \$60 per day. In the event of travel on official business to and in Tobago an officer should be provided with either full hotel accommodation and meals, plus a Subsistence Allowance of \$30 per day or a flat sum of \$80 per day.

178. In the case of the Deputy Executive Director, Water and Sewerage Authority, the Director (Finance), Water and Sewerage Authority, the Director (Technical), Water and Sewerage Authority and the Director, Water Resources Agency, Water and Sewerage Authority for travel on official business beyond a radius of ten (10) miles from their official headquarters, a Subsistence Allowance of \$50 per day should be paid and in the event of travel on official business to and in Tobago they should be paid with either full hotel accommodation and meals plus a Subsistence Allowance of \$20 per day or a flat sum of \$60 per day.

#### **Vacation Leave**

179. The officers in this group should all be entitled to thirty-five (35) working days vacation leave annually.

#### **Pensions**

180. Pending the Report of the Cabinet-appointed Committee now engaged in a comprehensive review of the pension arrangements for employees at the Central Government, Statutory Boards and Government Agencies, we propose to defer consideration of any modification in existing pension arrangements which ought to continue in force for the present.

## CHAPTER 7

**SENIOR OFFICERS IN THE PROTECTIVE SERVICES  
AND THE DEFENCE FORCE**

181. The offices which fall within this group are:—

Chief of Defence Staff

Commissioner of Police

Special Adviser to Cabinet on all Protective Services and Chief Executive Officer of the National Security Council.

182. In the interim salary arrangements, the monthly salaries accorded to these officers are as follows:—

	1977	1978	1979	1980
	\$	\$	\$	\$
Chief of Defence Staff ... ..	3,698	3,883	4,182	4,600
Commissioner of Police ... ..	3,698	3,883	4,182	4,600
Special Adviser to Cabinet on all Protective Services and Chief Executive Officer, National Security Council ... ..	—	4,083	4,287	4,716

183. Apart from these basic salaries the holders of these officers are eligible for the following allowances:—

(i) *Housing*

The Commissioner of Police is entitled to an official residence, while the Chief of Defence Staff and the Special Adviser to Cabinet are entitled to rent-free, furnished super-grade Quarters.

(ii) *Entertainment*

The Chief of Defence Staff and the Commissioner of Police are each provided with an Entertainment Allowance of \$200 per month.

(iii) *Transport*

(a) Both the Commissioner of Police and the Chief of Defence Staff are provided with official cars for which all operational and other costs are borne by the State. The Chief of Defence Staff is eligible also for a loan of \$20,000 to purchase a private motor car with exemption from purchase tax associated with the maximum value of the loan; in addition he receives an Up-keep Allowance of \$238 per month and mileage at the rate of 22 cents per mile.

The Special Adviser to Cabinet on all Protective Services and Chief Executive Officer, National Security Council is entitled to a loan of \$20,000 to purchase a private motor car under the terms and conditions outlined for the Chief of Defence Staff and a Commuted Travelling Allowance of \$285 per month.

(b) The Commissioner of Police is provided with a Police driver and the Chief of Defence Staff, a military driver, whereas the Special Adviser to Cabinet on all Protective Services and the Chief Executive Officer, National Security Council receives a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur I in the Public Service.

(iv) *Telephone*

The cost of telephone rental, metered charges and ticketed calls for official business relating to all office-holders in this group, are paid by the State.

(v) *Ration/Meal Allowance*

The Chief of Defence Staff is eligible for a Ration Allowance of \$7.00 per day while the Commissioner of Police receives a Meal Allowance of \$75.00 per month.

(vi) *Medical*

At present the three officers in this group are entitled to free medical attention for for themselves, spouses and children.

(vii) *Uniform*

The Commissioner of Police receives a Uniform Upkeep Allowance of \$80 per month while the Chief of Defence Staff is provided with a similar allowance of \$550 annually.

**Inducement Allowance**

184. The Special Adviser to Cabinet on all Protective Services and Chief Executive Officer of the National Security Council is currently entitled to a Special Inducement Allowance of \$140 per month.

185. We consider that the administrative responsibilities attached to the offices in this group carry equal weight and accordingly we recommend that they should be remunerated at the same level.

**Salary**

186. The holders of the offices of Chief of Defence Staff, Commissioner of Police, and Special Adviser to Cabinet on all Protective Services and Chief Executive Officer of the National Security Council should receive a monthly salary of \$5,000 for the years 1977 and 1978 and \$6,000 for the period 1979 and 1980.

**Housing**

187. The Special Adviser to Cabinet on all Protective Services and Chief Executive Officer of the National Security Council and the Chief of Defence Staff should receive free furnished Grade I Quarters or an allowance of \$800 per month in lieu thereof. The Commissioner of Police should continue to enjoy the facility of the official residence which is provided for the holder of this office.

**Entertainment**

188. The three officers in this group should receive an unaccountable Entertainment Allowance of \$500 per month.

**Transport**

189. (a) The Commissioner of Police and the Chief of Defence Staff should continue to be provided with official cars and drivers.

An allowance equivalent to the minimum salary of a Chauffeur I in the Public Service, payable directly to the Chauffeur, should be provided for the Special Adviser to Cabinet on all Protective Services and Chief Executive Officer, National Security Council.

- (b) The three office-holders in this group should be entitled to a maximum loan of \$25,000 to be applied towards the purchase of a private motor car with full exemption from Motor Vehicle Tax.
- (c) The three officers in the group should also be entitled to loans to cover the cost of motor vehicle insurance premia.
- (d) These officers should be eligible for a Commuted Travelling Allowance on the following basis:—

January 1, 1977 to March 31, 1978	...	...	...	\$340 per month
April 1, 1978 to July 31, 1979	...	...	...	\$360 per month
August 1, 1979 to July 31, 1980	...	...	...	\$400 per month
August 1, 1980	...	...	...	\$500 per month.

**Telephone**

190. The cost of telephone rental, metered charges and ticketed calls relating to official business should be paid by the State.

**Book**

191. An unaccountable Book Allowance of \$250 per annum should be paid to holders of the three offices in this group.

**Subsistence**

192. When travelling beyond a radius of ten (10) miles from their official headquarters, the officers in this group should be paid a Subsistence Allowance of \$60 per day. In the case of travel to and in Tobago, they should be entitled to free hotel accommodation and meals plus \$30 per day or a flat sum of \$80 per day.

**Medical**

193. The medical facilities already enjoyed by these officers should continue to be provided.

**Pensions**

194. Pending the report of the Cabinet-appointed Committee now engaged in a comprehensive review of the pension arrangements for employees of the Central Government, Statutory Boards and Government Agencies, we propose to defer consideration of any modification in existing pension arrangements which ought to continue in force for the present.

**Other**

195. We recommend that the Commissioner of Police and the Chief of Defence Staff should continue to receive Meal/Ration and Uniform Allowances.

## CHAPTER 8

## SENIOR DIPLOMATIC REPRESENTATIVES

196. The role of the Head of a Diplomatic Mission is a highly responsible one involving as it does responsibility for articulating and interpreting the policies of the Government of the Republic of Trinidad and Tobago in the host country and in promoting the various interests of the State in its relationship with other countries.

197. We have noted that an anomaly now exists with respect to the relative salaries of a High Commissioner or an Ambassador to that of a Foreign Service Officer V, and we consider it necessary in our recommendations to provide for the elimination of this anomaly.

198. Invariably, because of the nature of the function, the structure of the remuneration package for the holders of these posts is significantly different from most of the other categories of public officials we are required to consider.

199. The existing structure of salary and allowances and terms and conditions of service applicable to Heads of Missions resident abroad are as follows:—

(i) *Salaries*

Salaries payable to Heads of Missions during the period 1977–1980 on an interim basis are as follows:—

1977—	\$3,380
1978—	\$3,549
1979—	\$3,727
1980—	\$4,099

(ii) *Allowances*(a) *Foreign Service Allowances*

	\$
Brasilia ... ..	2,923
Brussels ... ..	2,909
Caracas ... ..	2,777
Geneva ... ..	2,865
Georgetown ... ..	1,734
Kingston ... ..	2,366
Lagos ... ..	3,816
London ... ..	2,639
New Delhi ... ..	2,118
Permanent Representative to the United Nations/New York ... ..	3,146
Ottawa ... ..	2,654
Washington ... ..	2,952

(b) *Warm-Clothing Allowance*

	\$
Self ... ..	1,050
Spouse ... ..	1,050
Each Child ... ..	210
Maximum ... ..	2,730

renewable every two years.

(c) *Outfit Allowance*

	\$
Self ... ..	750
Spouse ... ..	750
Each Child ... ..	150
Maximum ... ..	1,950

(d) *Official Entertainment Allowance*

	\$
Brasilia ... ..	20,000
Brussels ... ..	12,000
Caracas ... ..	10,000
Geneva ... ..	6,452
Georgetown ... ..	5,000
Kingston ... ..	14,000
Lagos ... ..	10,000
London ... ..	13,600
New Delhi ... ..	7,000
Permanent Representative to the United Nations/New York ... ..	8,645
Ottawa ... ..	6,500
Washington ... ..	10,000

200. Heads of Missions receive free housing accommodations for self and family. Domestic staff, to a maximum of three in number—Butler, Maid and Cook—is provided at the State's expense. Two of these can be recruited from Trinidad and Tobago and transported to the High Commissioner/Ambassador's residence at the State's expense.

201. An official car together with a chauffeur is provided for the Head of Mission. The State bears the expense of upkeep of the car and payment of the chauffeur's salary.

202. Heads of Missions abroad are entitled to annual leave of two calendar months per year with entitlement to first-class return air-passages to Trinidad and Tobago subject to a maximum of three adult passages.

203. They are also entitled to free medical and surgical treatment for themselves, spouses and children under the age of 21 years at the expense of the State. There are of course, certain limitations as to what the term "medical and surgical" includes. The term "medical and surgical treatment" does:

- (i) *not* include normal dental care such as extraction of teeth, orthodontic care, polishing of teeth and other routine dental matters;
- (ii) include any extraordinary oral surgery that would not fall within the general definition of normal dental care;
- (iii) *not* include ophthalmologists' or opticians' fees in respect of testing or examination of eyes;
- (iv) *not* include the cost of a pair of spectacles.

204. In terms of Education Allowance, Heads of Missions are entitled at present to the following:

- (i) Payment of an Education Allowance not exceeding \$75 per month per child up to a maximum of three children while such children are in Trinidad and Tobago attending school and separated from their parents and provided that they are under the age of 20 years.
- (ii) Payment of one (1) return passage per child per year up to a maximum of three children to the officer's station in the case of (i) above.
- (iii) Payment to officers posted abroad of an Education Allowance in respect of each child up to a maximum of three (3) equal to the actual tuition and other compulsory school fees which he may be required to meet in the event that schooling up to the standard provided in Trinidad and Tobago is not available free of cost or for any other reason.

205. We recommend revised salaries of \$4,500 per month for 1977-78 and \$5,500 per month for 1979-80 for Ambassadors/High Commissioners.

206. We are of the view that existing allowances are reasonable and recommend that they should continue in effect for the time being.

#### AMBASSADOR EXTRAORDINARY AND PLENIPOTENTIARY

207. The Office of Ambassador Extraordinary and Plenipotentiary is a peculiar one among senior diplomatic representatives and needs to be dealt with individually, since this official is resident in Trinidad and Tobago and may be called upon to represent Trinidad and Tobago at any international event in a foreign country. Existing arrangements as we understand them are as follows:—

(i) *Salary*

The existing salary of the office holder is fixed at \$4,099 per month and is equivalent to that of a Cabinet Minister.

(ii) *Housing*

This Ambassador is provided with free furnished accommodation at the expense of the State.

(iii) *Entertainment*

In keeping with the status and responsibility of his position he receives an unaccountable Entertainment Allowance of \$100 per month as well as the facility of an Official Receptions Vote to cover the cost of expenses related to official receptions both at home and abroad.

(iv) *Transport*

The holder of this office receives a Commuted Travelling Allowance of \$650 per month and is entitled to a maximum loan of \$20,000 to facilitate purchase of a motor vehicle. He is also entitled to a Chauffeur Allowance of \$365 per month.

(v) *Medical*

The Ambassador is currently entitled to free medical and surgical treatment at any medical institution in Trinidad and Tobago.

(vi) *Overseas Travel*

When required to travel abroad outside the CARICOM area, excluding Jamaica, on official business, the Ambassador Extraordinary and Plenipotentiary is eligible for an overseas Subsistence Allowance of \$50 (US) per day in addition to full hotel accommodation and meals. In cases of travel on official business to CARICOM countries, excluding Jamaica, a Subsistence Allowance of \$50 (TT) is payable in addition to the cost of accommodation and meals.

(vii) *Outfit Allowance*

An initial Outfit Allowance of \$500 is provided for the diplomatic attire required of this position.

(viii) *Vacation Leave*

The holder of this office is eligible for thirty-five (35) working days annually.

(ix) *Pensions*

Retirement benefits in accordance with the Retiring Allowance (Diplomatic Service) Act No. 44 of 1976 are provided for the Ambassador.

208. In respect of the Ambassador Extraordinary and Plenipotentiary we recommend a salary of \$7,500 per month for the period 1977-80 and \$8,500 per month for the period 1979-80 as applicable to Ministers of Government.

209. In terms of allowances, we recommend as follows:—

(i) *Entertainment*

The holder of this office should be eligible for an increase in the Official Receptions Vote from \$3,000 per annum to \$6,000 per annum.

(ii) *Transport*

(a) The loan to purchase a motor vehicle should be increased to \$25,000 and there should be provision for a loan to cover the cost of Motor Vehicle Insurance Premium.

(b) The Commuted Travelling Allowance should be increased to \$800 per month.

(c) A Chauffeur Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service should be provided with arrangements for N.I.S. contributions and Cost-of-Living Allowance, as at present.

(iii) *Outfit*

The initial Outfit Allowance of \$500 should be increased to \$750 as applicable to other Ambassadors/High Commissioners.

(iv) *Warm Clothing*

There should be provision for a Warm Clothing Allowance for the holder of this office. The allowance should be identical to that provided for other Ambassadors and High Commissioners.

210. In all other instances the allowances that are currently provided should continue in effect.

## CHAIRMEN AND MEMBERS OF COMMISSIONS AND BOARDS

## ELECTIONS AND BOUNDARIES COMMISSION

211. The importance of the role and function of the Elections and Boundaries Commission in reviewing the Constituency boundaries and the supervision of the conduct of elections is very well established.

212. The Chairman of the Commission is a full-time officer who now receives a salary equal to that of a Permanent Secretary; in 1980 this amounts to \$4,716 per month. Members of the Commission, whose responsibilities are part-time in nature, now receive \$1,538 per month.

213. In addition both Chairman and Members are eligible for loans for the purchase of a motor-car and are entitled to a Motor Vehicle Upkeep Allowance of \$175 per month and mileage at the rate of seventeen (17) cents per mile for official travel.

214. A Subsistence Allowance of \$20 per day is payable in the event of travel on official business outside of Port-of-Spain.

**Salary**

215. We recommend that the Chairman should receive a salary of \$5,000 per month for the period 1977-78 and \$6,000 per month for 1979-80 as in the case of Permanent Secretaries, while Members should receive revised salaries of \$2,000 for 1977-78 and \$2,500 for 1979-80.

**Housing**

216. We also recommend that the Chairman should receive free, furnished, Grade I quarters or an allowance of \$800 per month in lieu thereof.

**Entertainment**

217. The Chairman should be entitled to an unaccountable Entertainment Allowance of \$500 per month.

**Transport**

218. We recognise that in the performance of their duties the Chairman and Members of the Elections and Boundaries Commission will be obliged to incur significant expenses related to travel. Accordingly, we recommend that the Chairman be granted:—

- (a) the facility of a loan of \$25,000 to be applied towards the purchase of a private motor car with full exemption from Motor Vehicle Tax as well as a loan to cover the cost of Motor Vehicle Insurance Premium;
- (b) an allowance equivalent to the minimum salary of a Chauffeur I in the Public Service payable directly to the Chauffeur;
- (c) a Commuted Travelling Allowance of \$500 per month. In the case of the Members, our recommendation is the provision of a Commuted Travelling Allowance of \$500 per month as well as the facility of a maximum loan of \$25,000 to be applied towards the purchase of a private motor car with full exemption from Motor Vehicle Tax.

**Medical**

219. The Chairman of the Elections and Boundaries Commission should be entitled to the same Medical Benefits provided for Permanent Secretaries.

**Book**

220. The Chairman should be provided with a Book Allowance of \$250 per annum.

**Vacation**

221. We recommend that the Chairman of the Commission should be granted twenty-eight (28) working days Vacation Leave annually.

**Telephone**

222. The cost of telephone rental, metered charges and ticketed calls related to official business conducted by the Chairman should be borne by the State.

**Subsistence**

223. When travelling beyond a radius of ten (10) miles from their Official Headquarters the Chairman and Members should receive a Subsistence Allowance of \$60 per day. When travelling within Tobago, they should be entitled to full hotel accommodation and meals plus \$30 or a flat sum of \$80 per day.

**Gratuity**

224. The Chairman of the Elections and Boundaries Commission should be entitled to a gratuity equivalent to twenty (20) per cent of salary at the end of his term of office.

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**General**

225. If the Chairman should take his leave or any part of it at the expiry of his term of office, he shall be entitled to be paid his salary or a proportionate part of it during the period of such leave, to occupy the rent-free, fully-furnished residence of the Grade I category and to medical treatment as specified above until the expiration of his leave.

**TAX APPEAL BOARD**

226. The Tax Appeal Board has jurisdiction to hear and determine appeals against decisions of the Board of Inland Revenue upon objections to assessments made under the provisions of the Income Tax Ordinance.

227. Originally, the Board consisted of a Chairman and four (4) Members. However, at present there is a Chairman and two (2) Members.

228. In the current salary structure the Chairman of the Tax Appeal Board is remunerated at the rate of \$5,124 monthly for 1980, a salary equivalent to that of a High Court Judge.

229. The current salary for a full-time Member is \$4,919 per month, equivalent to that of a Member of the Industrial Court.

230. In terms of allowances, both the Chairman and full-time Members of the Board receive allowances similar to those of a High Court Judge, except in respect of pensions. They both receive an Entertainment Allowance of \$250 per month and are entitled to free, furnished, super-grade quarters or an allowance of \$250 per month in lieu thereof. The cost of telephone rental, metered charges and ticketed calls related to official business is paid by the State.

231. According to the terms and conditions of service the Chairman and full-time Members are eligible for loans of \$20,000 to assist in the purchase of private motor vehicles with full exemption from Motor Vehicle Tax, as well as loans to cover the cost of Motor Insurance Premiums. They also receive Commuted Travelling Allowances of \$250 per month and Chauffeur Allowances equivalent to the minimum salary of a Chauffeur II in the Public Service.

232. We recommend that the Chairman and full-time Members of the Tax Appeal Board should receive remuneration as follows:—

*(i) Salary*

The salary payable to the Chairman should be \$6,500 per month for 1977-78 and \$7,500 per month for 1979-80. The salaries for the full-time Members should be \$6,000 for 1977-78 and \$7,000 per month for 1979-80.

*(ii) Housing*

The Chairman and full-time Members of the Tax Appeal Board should be entitled to free, furnished, super-grade quarters. However, the quantum of the Housing Allowance which is paid in lieu of quarters should be increased to \$1,000 per month.

*(iii) Entertainment*

An unaccountable Entertainment Allowance of \$500 per month should be paid to both the Chairman and Members of the Board.

*(iv) Transport*

The Chairman and Members of the Board should be entitled to:—

- (a) A loan of \$25,000 to assist in the purchase of a motor vehicle with full exemption from Motor Vehicle Tax;
- (b) a loan to defray the cost of Motor Insurance Premium;
- (c) A Commuted Travelling Allowance of \$500 per month;
- (d) A Chauffeur Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service.

*(v) Medical*

The Chairman and Members of the Tax Appeal Board should be entitled to the same medical benefits recommended for Judges.

*(vi) Book*

An unaccountable Book Allowance of \$250 per month should be paid to the Chairman and Members of the Board.

*(vii) Telephone*

The cost of telephone rental, metered charges and ticketed calls related to official business should be borne by the State on behalf of the Chairman and Members of the Tax Appeal Board.

*(viii) Overseas Travel*

The Chairman and Members of the Tax Appeal Board should continue to be entitled to Vacation Leave passages on the same basis as provided for Judges of the Supreme Court.

(ix) *Subsistence*

- (a) When travelling beyond a radius of ten (10) miles from Port-of-Spain on official business, the Chairman and Members of the Board should be paid a Subsistence Allowance of \$60 per day. For travel to and in Tobago the holders of these offices should receive \$30 per day with the cost of hotel accommodation and meals to be paid by the State or a flat sum of \$80 per day.
- (b) For travel abroad on official business a Subsistence Allowance of \$50 (US) per day together with hotel accommodation and meals should be payable to the Chairman and Members of the Tax Appeal Board, in all countries other than CARICOM countries with the exception of Jamaica, where payment should be in United States currency, *pro tem* as above; in CARICOM countries (excluding Jamaica) the Subsistence Allowance payable in addition to hotel accommodation and meals should be \$50 (TT) per day.

(x) *Pensions*

Pending the report of the Cabinet-appointed Committee now engaged in the comprehensive review of the Pension arrangements for employees of the Central Government, Statutory Boards and Government Agencies, we propose to defer consideration of any modification in existing pension arrangements which ought to continue in force for the present.

## SERVICE COMMISSIONS

233. Five Service Commissions comprise this group. They are:—

- (a) Public Service Commission  
 (b) Teaching Service Commission  
 (c) Statutory Authorities Service Commission  
 (d) Judicial and Legal Service Commission  
 (e) Police Service Commission

234. The various Service Commissions are responsible for the recruitment and discipline of public officers within their purview.

235. The remuneration related to offices of these Service Commissions for the years 1977 to 1980 are as follows:—

	1977	1978	1979	1980
	\$	\$	\$	\$
<i>Public Service Commission</i>				
Chairman ... ..	3,043	3,195	3,355	3,690
Deputy Chairman ... ..	2,535	2,662	2,795	3,074
Member ... ..	1,014	1,065	1,118	1,230
<i>Teaching Service Commission</i>				
Chairman ... ..	2,028	2,129	2,235	2,458
Member ... ..	845	887	931	1,024
<i>Statutory Authorities Service Commission</i>				
Chairman ... ..	1,288	1,352	1,420	1,562
Deputy Chairman ... ..	725	760	799	879
Member ... ..	460	507	533	586
<i>Police Service Commission</i>				
Chairman ... ..	—	—	—	—
Member ... ..	338	355	373	410
<i>Judicial and Legal Service Commission</i>				
Chairman ... ..	—	—	—	—
Member ... ..	—	—	373	410

236. It should be noted that among the Chairman and Members of the various Service Commissions, only the Chairman and Deputy Chairman of the Public Service Commission are full-time officials, and the existing remuneration arrangements reflect this fundamental difference.

237. Of significance also is that under the Constitution the Chairman of the Police Service Commission shall be either the Chairman or the Deputy Chairman of the Public Service Commission, and in the case of the Judicial and Legal Service Commission, the Chief Justice is the *ex officio* Chairman, and the Chairman of the Public Service Commission is an *ex officio* Member of that Commission.

238. Apart from basic salary, various allowances are provided, mainly with a view to defraying costs likely to be incurred in the exercise of their functions.

(i) *Transport*

(a) A Motor Vehicle Upkeep Allowance of \$288 per month plus mileage at the rate of twenty-two (22) cents per mile for official travel are payable to the following office holders:—

Chairman, Public Service Commission  
Deputy Chairman, Public Service Commission  
Chairman, Teaching Service Commission  
Chairman, Statutory Authorities Service Commission.

(b) The above-mentioned office-holders are also eligible for a maximum loan of \$20,000 to facilitate the purchase of a motor vehicle for the performance of their duties, and they are eligible for exemption from Motor Vehicle Tax associated with the maximum loan stipulated.

(c) All other office-holders in this sub-group are entitled to mileage at the following rates in respect of official travel:—

40 cents per mile—Standard Car  
35 cents per mile—Light Car

(ii) *Subsistence*

All officials of these Service Commissions are currently provided with a Subsistence Allowance of \$10 per day for attendance at meetings if they reside outside of Port-of-Spain.

(iii) *Medical*

The Chairman and Deputy-Chairman, Public Service Commission, are currently entitled to free X-ray and operative treatment at any State medical institution.

(iv) *Vacation Leave*

The Chairman and Deputy Chairman of the Public Service Commission enjoy vacation leave entitlement of twenty-eight (28) working days annually.

239. In drawing up our recommendations for revision of the salary and allowances provided for holders of these offices we have taken into account the relative weight of responsibilities associated with the various offices as affected by the magnitude of the group for whom they have responsibility as well as the nature and diversity of the mix of personnel involved.

240. We have observed that the current practice is that where there is dual or multiple membership of Service Commissions, officials are restricted to receiving stipend in respect of only one office. We are of the opinion that this is not equitable considering that it is expected that the persons concerned are required to discharge the specific duty of each office fully.

241. We now recommend the following salaries and allowances:—

(i) *Salary*

<i>Public Service Commission</i>						1977-1978	1979-1980
						\$	\$
Chairman	...	...	...	...	...	5,000	6,000
Deputy Chairman	...	...	...	...	...	4,000	5,000
Member	...	...	...	...	...	2,000	2,500
<i>Teaching Service Commission</i>							
Chairman	...	...	...	...	...	3,500	4,500
Member	...	...	...	...	...	1,500	2,000
<i>Statutory Authorities Service Commission</i>							
Chairman	...	...	...	...	...	3,500	4,500
Deputy Chairman	...	...	...	...	...	2,250	2,750
Member	...	...	...	...	...	1,000	1,500
<i>Police Service Commission</i>							
Chairman	...	...	...	...	...	750	1,250
Member	...	...	...	...	...	600	1,000
<i>Judicial and Legal Service Commission</i>							
Chairman	...	...	...	...	...	750	1,250
Member	...	...	...	...	...	600	1,000

**Allowances**(ii) *Housing*

Free, furnished, Grade I quarters or an allowance of \$800 per month in lieu thereof for the Chairman of the Public Service Commission.

(iii) *Entertainment*

An unaccountable Entertainment Allowance of \$500 per month for the Chairman, Public Service Commission and \$250 per month for the Chairman of the Teaching Service Commission and the Statutory Authorities Service Commission and the Deputy Chairman, Public Service Commission.

(iv) *Book*

An unaccountable Book Allowance of \$250 per year for the Chairman and Deputy Chairman of the Public Service Commission.

(v) *Telephone*

The cost of telephone rental, metered charges and ticketed calls related to official business should be borne by the State in respect of the Chairman, Public Service Commission, Teaching Service Commission and the Statutory Authorities Service Commission and the Deputy Chairmen of the Public Service Commission and the Statutory Authorities Service Commission.

(vi) *Subsistence*

The holders of the offices of Chairman, Deputy Chairman and Member of the Service Commissions should be eligible for the following subsistence arrangements—

- (a) When travelling beyond a radius of ten (10) miles from Port-of-Spain on official business they should be paid an allowance of \$60 per day;
- (b) For travelling to and in Tobago the holders of these offices should receive \$30 per day with the cost of hotel accommodation and meals to be borne by the State or a flat sum of \$80 per day.

(vii) *Transport*

- (a) A Commuted Travelling Allowance of \$500 per month should be paid to the Chairmen, Public Service Commission, Teaching Service Commission and Statutory Authorities Service Commission and the Deputy Chairman, Public Service Commission.
- (b) Chairmen of the Public Service Commission, Teaching Service Commission and the Statutory Authorities Service Commission and the Deputy Chairman of the Public Service Commission should be eligible for a loan of \$25,000 to purchase a motor vehicle which would be fully exempted from Motor Vehicle Tax as well as a loan to cover the cost of Motor Vehicle Insurance Premium.
- (c) The Deputy Chairman of the Statutory Authorities Service Commission and Members of the Service Commissions should be entitled to a Commuted Travelling Allowance of \$150 per month.
- (d) The Chairmen, Public Service Commission, Statutory Authorities Service Commission, Teaching Service Commission and Deputy Chairman, Public Service Commission should be entitled to a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur I in the Public Service payable directly to the Chauffeur.

(viii) *Vacation Leave*

The Chairman and Deputy Chairman, Public Service Commission should continue to enjoy twenty-eight (28) working days Vacation Leave annually.

(ix) *Medical Benefits*

The Chairman and Deputy Chairman, Public Service Commission should be entitled without charge to pathological examinations and physiological treatment and to all incidental services at any hospital or State institution or, with approval, to be paid the cost of such treatment at any other institution in Trinidad and Tobago.

(x) *Gratuity*

The Chairman and Deputy Chairman of the Public Service Commission should be entitled to gratuity of 20 per cent of salary at the end of their term of office.

(xi) *General*

If the Chairman or Deputy Chairman of the Public Service Commission should take his leave at the expiry of his term of office, he should be entitled to be paid his salary or proportionate part of it during the period of such leave, to occupy the rent-free Grade I furnished quarters and to medical treatment as specified above, until the expiration of his leave.

### SALARIES REVIEW COMMISSION

242. Under the Constitution the Salaries Review Commission "shall from time to time, with the approval of the President, review the salaries and other conditions of service of the President, the holders of offices referred to in section 136(12) to (15), Members of Parliament, including Ministers of Government and Parliamentary Secretaries, and the holders of such other offices as may be prescribed." By virtue of the Judicial and Legal Service Act, 1977, Offices in the Judicial and Legal Service have also come under the purview of the Commission.

243. Existing arrangements for the Chairman and Members of the Salaries Review Commission provide for the following:—

(a) **Chairman\***

A salary of \$4,970 per month in 1978 and \$5,219 in 1979; existing remuneration is \$5,741 per month.

Eligible for:—

- (i) A loan of \$20,000 to purchase a motor vehicle with full exemption from Motor Vehicle Tax.
- (ii) A loan to cover the cost of Motor Insurance Premium.
- (iii) An Upkeep Allowance of \$285 per month.
- (iv) A Chauffeur Allowance of \$696 per month.
- (v) Vacation Leave of thirty-five working days per annum.

(b) **Members**

A stipend of \$1,200 per month since 1978 and a Travelling Allowance of \$100 per month.

244. The following revised salaries and allowances are considered appropriate:—

(a) **Chairman**

(i) *Salary*

\$7,500 per month in the year 1978  
\$8,500 per month for the years 1979–80.

(ii) *Entertainment*

An unaccountable Entertainment Allowance of \$500 per month.

(iii) *Housing*

Free, furnished, Supergrade quarters or an allowance of \$1,000 per month in lieu thereof.

(iv) *Transport*

- (a) A loan of \$25,000 for the purchase of a motor vehicle;
- (b) A loan to cover the cost of Motor Vehicle Insurance Premium;
- (c) Full exemption from Motor Vehicle Tax;
- (d) A Commuted Travelling Allowance of \$500 per month;
- (e) A Chauffeur Allowance equal to the minimum salary of a Chauffeur II in the Public Service and payable directly to the Chauffeur.

(v) *Telephone*

The cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State.

(vi) *Book*

An unaccountable Book Allowance of \$250 per month.

(vii) *Subsistence*

- (a) \$60 per day when travelling beyond a radius of ten (10) miles from his official headquarters;
- (b) When travelling to and within Tobago either full hotel accommodation and meals plus \$30 per day, or a flat sum of \$80 per day.
- (c) For travel on official business, an allowance of \$50 (US) per day together with accommodation and meals in all countries other than CARICOM countries, with the exception of Jamaica, where payment should be in United States currency, *pro tem* as above; in CARICOM countries (excluding Jamaica) the Subsistence Allowance payable in addition to hotel accommodation and meals should be \$50 (TT) per day.

(viii) *Medical*

Entitlement without charge to operative treatment, X-ray, bacteriological and pathological examinations and physiological treatment and to all incidental hospitalization services at any hospital, or other institution, established and maintained by the State under the Hospitals Ordinance; or where these services are not available at such hospital, to be paid the cost of such treatment and services at any other hospital, institution or Nursing Home in Trinidad and Tobago.

(ix) *Vacation Leave*

Thirty-five (35) working days Vacation Leave per annum.

(x) *Overseas Travel*

In every alternate year the Chairman, Salaries Review Commission should be entitled to go abroad during his vacation and should qualify for a Passage Allowance payable for himself, his wife and dependent children under the age of eighteen. The Passage Allowance should not exceed the cost of three adult, first-class, return air-fares, by the most direct route, to Kingston, Jamaica. For every alternate occasion on which the Chairman is entitled to go abroad the Passage Allowance should not exceed the cost of three adult, first-class, return air-fares to the United Kingdom.

\*By Cabinet decision the Chairman of the Salaries Review Commission receives the same salary and some of the allowances of a Judge of the Appeal Court.

(xi) *Gratuity*

A gratuity of 20 per cent of basic salary payable at the end of his term of office.

(xii) *General*

If the Chairman of the Salaries Review Commission shall take his leave or any part of it at the expiry of his term of office, he shall be entitled to be paid his salary or a proportionate part of it during the period of such leave, to occupy the rent-free, fully-furnished quarters of the super-grade category and to medical treatment, as specified above, until the expiration of his leave.

(b) **Members**

(i) *Salary*

A monthly salary of \$1,500 per month for 1978; and \$2,000 per month for the period 1979-80.

(ii) *Transport*

A Commuted Travelling Allowance of \$150 per month.

(iii) *Subsistence*

The same provisions outlined for the Chairman would apply to the Members of the Commission.

## CHAPTER 10

REVISION OF REMUNERATION ARRANGEMENTS FOR  
JUDICIAL AND LEGAL OFFICERS

245. Since the Commission submitted its First Interim Report, in July 1979, on revised terms and conditions of employment for Judicial and Legal Officers, developments, particularly in terms of the general movement of salaries, have necessitated a review of the recommendations made in the First Interim Report. Accordingly, we wish to propose the following revisions to the terms previously recommended.\*

**Salary**

246. Salaries should be provided for holders of posts in the respective salary groups on the following basis:—

		<i>Salary per month</i>	
		1977-78	1979-80
		\$	\$
Group I	... ..	5,000	6,000
Group II	... ..	4,000	5,000
Group III	... ..	3,500	4,500
Group IV	... ..	3,250	3,700
Group V	... ..	2,750	3,250
Group VI	... ..	2,500	3,000
Group VII	... ..	\$1,800 × 100-2,300	\$2,300 × 100-2,800

**Housing**

247. Holders of the Judicial and Legal Offices in Groups I and II and Magistrates should be entitled to receive an allowance of \$800 per month in lieu of rent-free, Grade I quarters.

**Entertainment**

248. It is recommended that holders of all posts classified in Group I to III should receive an unaccountable Entertainment Allowance on the following terms:—

- Group I—\$500
- Group II—\$250
- Group III—\$100

**Transport**

249. We recommend that the Judicial and Legal Offices classified in Group I, with the exception of the Chief Magistrate, should be paid a Commuted Travelling Allowance on the following basis:—

January 1, 1977 to March 31, 1978	... ..	\$340 per month
April 1, 1978 to July 31, 1979	... ..	\$360 per month
August 1, 1979 to July 31, 1980	... ..	\$400 per month
August 1, 1980	... ..	\$500 per month

250. All other officers of the Judicial and Legal Service should be paid a Commuted Travelling Allowance of \$400 per month with effect from August 1, 1979 as recommended in our First Interim Report, the Allowance to be increased to \$500 per month with effect from August 1, 1980.

251. Officers of the Judicial and Legal Service should all qualify as well for loans to a maximum of \$25,000 to enable them to purchase motor vehicles with full exemption from Motor Vehicle Tax, as well as loans to cover the cost of Motor Vehicle Insurance Premium.

**Subsistence**

252. Officers required to travel beyond a radius of ten (10) miles from their Headquarters on official duty should be paid a Subsistence Allowance on the basis set out hereunder:—

- All Officers in Group I ... ..Hotel accommodation and meal plus \$30 per day for Subsistence, or a flat sum of \$80 per day in Tobago; and \$60 per day when travelling over 10 miles from Headquarters.
- All Officers in Groups II and III ...Hotel accommodation and meals plus \$20 per day or a flat sum of \$50 per day in Tobago; and \$40 per day when travelling over 10 miles from Headquarters.
- All Officers in Groups IV to VII ...Hotel accommodation and meals plus \$15 per day or a flat sum of \$40 per day in Tobago and \$30 per day when travelling over 10 miles from Headquarters.

**Other Allowances and Conditions of Service**

253. The recommendations in respect of other allowances and conditions of service as outlined in the First Interim Report should remain unaltered.

\*The modifications recommended hereunder do not affect the substance of the Notes of reservations contained in the First Interim Report of the Commission.

## CHAPTER II

## CONCLUDING NOTES AND RECOMMENDATIONS

**Effective dates of Implementation of revised and new Allowances recommended by the Salaries Review Commission**

254. Except as otherwise stated earlier in the Report the effective dates of implementation of the revised and new allowances should be as specified hereunder:—

**Travelling**

- (a) A maximum loan of \$20,000 for the purchase of a motor vehicle with effect from August 1, 1979;  
A maximum loan of \$25,000 for the purchase of a motor vehicle with effect from August 1, 1980.
- (b) Full exemption from Motor Vehicle Tax with effect from August 1, 1979.
- (c) Chauffeur Allowance effective August 1, 1980 in all cases where not previously applicable.
- (d) Commuted Travelling Allowance to holders of offices who obtain a loan to purchase a motor vehicle effective date of implementation August 1, 1980.

**Entertainment**

With effect from August 1, 1979.

**Book**

With effect from August 1, 1979.

**Telephone**

Effective August 1, 1980 in all cases where not previously applicable.

**Housing**

Effective date August 1, 1979.

**Subsistence**

- (i) In the case of officers of the Judicial and Legal Service the recommendations made in the First Interim Report should be applicable from August 1, 1979 to July 31, 1980.
- (ii) All other revised rates of Subsistence Allowance should be applicable from August 1, 1980.

**Medical**

Effective date August 1, 1980 in all instances in which the conditions recommended are not now applicable.

**Parliamentary Expenses Allowance**

Effective from August 1, 1980. All other allowances not specifically mentioned should be introduced or revised with effect from August 1, 1980.

**Mayor, Alderman and Councillor—Municipalities****Chairman, Alderman and Councillor—County Councils**

255. The above-mentioned Local Government offices will be dealt with in the next report of the Commission. Under present arrangements allowances are effective till 31st December, 1980.

**Chairman and Members of the Public Service Appeal Board**

256. Our recommendations regarding the Public Service Appeal Board will be made after we have had an opportunity to interview the Chairman and Members of the Public Service Appeal Board. Present arrangements for these officials should therefore continue in effect for the time being.

**Retention of Existing Benefits**

257. In a few instances it is the case that the terms recommended may be less favourable than conditions currently enjoyed by the holder of the office. In such cases we propose that the incumbent should retain these terms as personal to himself or herself and that the recommended arrangements should be applicable to any new appointee.

**Taxation**

- 258. (a) We propose that all allowances recommended in this Report should be totally exempt from payment of Income Tax and any other tax.
- (b) Our recommendations will inevitably be the subject of much public comment and it is right in our view that such comment should be made in the light of knowledge of the likely effects of taxation on the salary levels that we have recommended. (See Appendix IV).

### Library facilities, Office accommodation and Physical facilities for Members of Parliament

259. In their appearance before us the Leader and Members of the Opposition made representations regarding the need for improvement in office accommodation and library facilities. We wish to suggest that steps be taken to remedy any of these complaints which may be justified.

### Maintenance of Judges' Quarters

260. It has been brought to our attention also by the Judges in their submissions that they experience great difficulties in having maintenance work on their quarters carried out promptly. We are of the view that the necessary administrative arrangements should be made as a matter of urgency to ensure that these difficulties are eliminated.

### The Working Environment

261. It has long been established that physical conditions in the Public Service generally compare very unfavourably with those provided for personnel at comparable levels in the Private Sector. We believe that the time has come when much more attention needs to be given to the matter of improving the working environment throughout the Public Service. Both in oral representations and memoranda submitted to us, in several instances officials have stressed the unsatisfactory physical conditions under which they are required to perform their duties. We are satisfied that it would be inimical to the objective of fostering a high level of efficiency in the Public Service, if an urgent and concerted effort is not made to bring about a substantial improvement in the working environment in the Public Service.

### The Efficiency of the Public Service

262. The Public Service has the largest single reservoir of talent in the country: a resource of enormous social and economic importance. We have been concerned in this review with the fundamental question of how the Public Service might be made more efficient and effective, and, of how the competence of public servants as managers may be increased to enable better value to be had for any given level of Government expenditure. Further to this end we raised certain questions in our discussions with the Permanent Secretaries and other senior public officials who appeared before us.

263. We submit that the structure of the Public Service should serve two overriding objectives:
- (a) it should enable all public servants whatever their background, skill, or discipline to make their full contribution to the work of Government; and
  - (b) it should promote the effective management of that work.

264. The improvements in pay and conditions of service which we recommend are based upon the assumption that the quality and efficiency of the Public Service will be fully maintained and will continued to stand up to outside comparisons.

The responsibilities with which the Public Service is charged and the duties which public servants have to shoulder are such that they can be properly carried out only if the standards of efficiency and performance in the Service are at least as high as those found elsewhere. These considerations are crucial to all our findings.

### SUMMARY OF RECOMMENDATIONS

265. Our specific recommendations in respect of the various offices under our purview which have been dealt with in this report are summarised for ease of reference in Appendix V.

Dated this 2nd day of July, 1980.

.....  
MITRA G. SINANAN, T.C., S.C.  
(Chairman)

.....  
BERNARD PRIMUS

.....  
LOUIS ROSTANT

.....  
RODNEY ST. ROSE

.....  
LEONARD WILLIAMS\*

.....  
HILTON H. CUPID  
(Secretary)

\*Signed subject to the following note of reservation.

## NOTE OF RESERVATION BY Mr. LEONARD WILLIAMS

The Report has been signed by me, subject to the following reservations:

**Salaries**

1. Comparability of public sector salaries with that of private sector salaries is now generally accepted as a useful guide in the determination of public sector salaries. This principle, discussed in the First Interim Report of the Commission, is still valid and applies to the salaries recommended in this Report. Though my reservations with my fellow Commissioners apply to a limited number of salaries, the particular salaries are important and could, on the basis of differentials and relativities, significantly influence the level of all salaries in the public sector.

2. In addition to the principle of comparability, the particular relation which exists between the public sector and the private sector salaries in Trinidad and Tobago must be taken into consideration. For owing to the size of the Government sector in the economy, wages and salaries paid in the public sector are key influencers in the determination of the general wage and salary structure of the country. This, notwithstanding, public sector salaries must be at a level that would attract and retain the quality and type of staff necessary to administer and carry out the policies of the Government.

3. These two factors, namely the pull exerted by salaries in the public sector on salaries in the rest of the economy and the need at the same time to fix public sector salaries at a level that attracts and retains adequate staff, create particular problems in determining the level of public sector salaries in the country. Further, in fixing the salaries of the prescribed posts which fall under the purview of the Salaries Review Commission, the application of generally accepted job evaluation procedures is extremely limited, as most of the prescribed posts provide for responsibilities which are exceedingly difficult to assess and measure in a meaningful way. An additional consideration is that these posts do not lend themselves to the usual performance test of efficiency and competency in the achieving of stated objectives and goals in the same manner applicable to management in the private sector where the results of the criteria for successful operation of an organization are differently motivated. For there is no test of the market place to draw on as the goals and objectives of corporate organizations in the private sector differ markedly from the objectives and goals which management in the public sector seek to attain.

4. However, one cannot deny the fact that the continued efficiency and effectiveness of the public service, which are of such great importance to both the Government and the nation, depend to a significant degree on the maintenance of reasonably competitive salaries for the top management in the public service.

5. Inevitably, therefore, one must fall back on judgment, bearing in mind the special circumstances which apply to public sector salaries in general. Taking all the relevant factors into consideration and in particular the level of allowances recommended, including the recommendation that the allowances recommended should be tax free, I am left to conclude that the salaries listed below are adequate, fair, just and equitable for the various posts.

6. The increases in salaries I have recommended are consistent with the Government's position regarding public service pay, without sacrificing principles of fair remuneration of top management personnel for the responsibilities devolving on them. As stated in the Report, the salaries that are attached to the prescribed posts, which fall under the Commission, should be subjected to periodic review, if necessary on an annual basis, to ensure that they maintain an acceptable level of comparability with those of the private sector.

7. For the undermentioned offices I recommend the following salaries:—

Office	Revised Salaries Recommended	
	1977-1978	1979-1980
	\$	\$
Prime Minister ... ..	9,000	10,000
Minister of Government ... ..	6,000	7,000
President of the Senate ... ..	4,500	5,500
Speaker of the House of Representatives ... ..	4,500	5,500
Leader of the Opposition ... ..	4,500	5,500
Parliamentary Secretary ... ..	3,000	4,000
Ombudsman ... ..	6,000	7,000
Auditor General ... ..	6,000	7,000
Chief Justice ... ..	8,000	9,000
Justice of Appeal ... ..	6,000	7,000
Puisne Judge ... ..	5,500	6,500
President of the Industrial Court ... ..	6,000	7,000

OFFICE	Revised Salaries Recommended	
	1977-1978	1979-1980
	\$	\$
Vice-President of the Industrial Court ... ..	5,500	6,500
Chairman, Essential Services Division of the Industrial Court ... ..	5,500	6,500
Member of the Industrial Court ... ..	5,000	6,000
Permanent Secretary to the Prime Minister and Head of the Civil Service ... ..	5,500	6,500
Permanent Secretary, Ministry of Finance ... ..	5,500	6,500
Economic Adviser to the Prime Minister ... ..	5,500	6,500
Deputy Governor of the Central Bank ... ..	5,500	6,500
Commissioner of Inland Revenue and Chairman of the Board of Inland Revenue ... ..	5,000	6,000
Commissioner of Inland Revenue ... ..	4,500	5,500
Chief of Defence Staff ... ..	4,800	5,800
Commissioner of Police ... ..	4,800	5,800
Special Adviser to the Cabinet on all Protective Services and Chief Executive Officer of the National Security Council ... ..	4,800	5,800
Chairman, Tax Appeal Board ... ..	5,500	6,500
Member, Tax Appeal Board ... ..	5,000	6,000
Chairman, Salaries Review Commission ... ..	6,000	7,000

8. I am in agreement with the salaries recommended by the majority of my fellow Commissioners for the other offices which have been dealt with in the Report.

#### Book Allowance

9. Though not opposing the principle of a book allowance I do not agree that an office holder should be paid a monthly or yearly sum to purchase books as recommended. I recognise that books could be termed "the tools of the trade" for some professions.

10. As an alternative to the monthly or yearly payment recommended I propose that the holders of these specific offices for which the payment of a book allowance is recommended be given the discretion to select periodicals, Law Reports, Trade Journals, as necessary which should be paid for by the State. In addition, a selected number of books could be purchased by the respective departments of the Ministries for the use of the designated officers. Payment for the periodicals and books could be by way of a vote provided for in the estimates. The books and periodicals so obtained could in turn form the nucleus of a reference library for the said Ministries or Departments.

11. The alternative approach recommended here could well result in a higher expenditure on reading material than if the monthly or yearly allowance is paid. Be that as it may, the advantage here is that the reference material would be available to the entire Ministry or Department concerned.

LEONARD WILLIAMS

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## APPENDICES

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## APPENDIX I

LIST OF OFFICES WHICH FALL WITHIN THE SCOPE OF THE  
SALARIES REVIEW COMMISSION

1. **Members and Officers of Parliament**
  - The President
  - Prime Minister
  - Minister of Government
  - President of the Senate
  - The Speaker of the House of Representatives
  - The Leader of the Opposition
  - Parliamentary Secretary
  - Vice-President of the Senate
  - Deputy Speaker of the House of Representatives
  - Member of the House of Representatives
  - Member of the Senate
  - Ombudsman
2. **The Higher Judiciary**
  - Chief Justice
  - Justice of Appeal
  - High Court Judge
3. **Auditor General**
4. **Industrial Court**
  - President of the Industrial Court
  - Vice-President of the Industrial Court
  - Chairman of the Essential Services Division of the Industrial Court
  - Member of the Industrial Court
5. **Top Managers in the Public Service and the Central Bank**
  - Governor of the Central Bank
  - Permanent Secretary to the Prime Minister and Head of the Civil Service
  - Permanent Secretary, Ministry of Finance
  - Economic Adviser to the Prime Minister
  - Deputy Governor of the Central Bank
  - Permanent Secretary
  - Chief Personnel Officer
  - Commissioner of Inland Revenue and Chairman of the Board of Inland Revenue
  - Director of Personnel Administration
  - Chief Medical Officer
  - Director of Contracts
  - Adviser to the Minister of Industry and Commerce
  - Commissioner of Inland Revenue
  - Secretary to the Ombudsman
  - Executive Director, National Advisory Council
6. **Top Managers in the Public Utilities and other Statutory Authorities**
  - General Manager, Industrial Development Corporation
  - Director, Management Development Centre
  - Executive Director, Water and Sewerage Authority
  - General Manager, Port Authority
  - General Manager, Public Transport Service Corporation
  - Executive Director, National Housing Authority
  - Deputy Executive Director, Water and Sewerage Authority
  - Director (Finance) Water and Sewerage Authority
  - Director (Technical) Water and Sewerage Authority
  - Director, Water Resources Agency, Water and Sewerage Authority
7. **Senior Officers in the Protective Services and Defence Force**
  - Chief of Defence Staff
  - Commissioner of Police
  - Special Adviser to the Cabinet on all Protective Services and Chief Executive Officer of the National Security Council
8. **Senior Diplomatic Representatives**
  - Ambassador
  - High Commissioner
9. **Members of Commissions and Boards**
  - Members of the Appeal Board
  - Member of the Public Service Appeal Board
  - Member of Elections and Boundaries Commission
  - Member of the Public Service Commission
  - Member of the Teaching Service Commission
  - Member of the Statutory Authorities Service Commission
  - Member of the Police Service Commission
  - Member of the Judicial and Legal Service Commission
  - Member of the Salaries Review Commission
10. **Local Government Officials**
  - Mayor
  - Alderman
  - Councillor

} of the Municipalities

  - Chairman
  - Alderman
  - Councillor

} of the County Councils

## APPENDIX II

EXISTING SALARIES OF OFFICES FALLING UNDER  
THE PURVIEW OF THE SALARIES REVIEW COMMISSION

## MEMBERS AND OFFICERS OF PARLIAMENT

OFFICE	1977	1978	1979	1980
	\$	\$	\$	\$
President ... ..	5,915	6,211	6,522	7,174
Prime Minister ... ..	5,577	5,856	6,149	6,764
Minister of Governments ... ..	3,380	3,549	3,727	4,099
President of the Senate ... ..	2,028	2,129	2,235	2,459
The Speaker of the House of Representatives ... ..	2,958	3,106	3,261	3,587
The Leader of the Opposition ... ..	3,042	3,194	3,354	3,688
Parliamentary Secretary ... ..	1,690	1,775	1,864	2,050
Vice-President of the Senate ... ..	1,437	1,509	1,584	1,742
Deputy Speaker of the House of Representatives ... ..	1,437	1,509	1,584	1,742
Member of the House of Representatives ... ..	1,268	1,331	1,398	1,537
Member of the Senate ... ..	1,014	1,065	1,118	1,229
Ombudsman ... ..	5,000	5,250	5,513	6,064

## THE HIGHER JUDICIARY

OFFICE	1977	1978	1979	1980
	\$	\$	\$	\$
Chief Justice ... ..	5,408	5,678	5,962	6,558
Justice of Appeal ... ..	4,732	4,969	5,218	5,739
Puisne Judge ... ..	4,225	4,436	4,658	5,124

## AUDITOR GENERAL

OFFICE	1977	1978	1979	1980
	\$	\$	\$	\$
Auditor General ... ..	5,070	5,324	5,591	6,150

## INDUSTRIAL COURT

OFFICE	1977	1978	1979	1980
	\$	\$	\$	\$
President of the Industrial Court ... ..	4,732	4,969	5,218	5,739
Vice-President, Industrial Court ... ..	4,225	4,436	4,658	5,124
Chairman, Essential Services Division, Industrial Court ... ..	—	—	4,658	5,124
Member, Industrial Court ... ..	4,056	4,250	4,472	4,919

## APPENDIX II—Continued

EXISTING SALARIES OF OFFICES FALLING UNDER THE PURVIEW OF  
THE SALARIES REVIEW COMMISSION—CONTINUED

## TOP MANAGERS IN THE PUBLIC SERVICE AND THE CENTRAL BANK

OFFICE	1977	1978	1979	1980
	\$	\$	\$	\$
Governor of the Central Bank ... ..	5,070	5,324	5,590	6,149
Permanent Secretary to the Prime Minister and Head of the Civil Service ... ..	4,077	4,281	4,495	4,945
Permanent Secretary, Ministry of Finance ... ..	4,077	4,281	4,495	4,945
Economic Adviser to the Prime Minister ... ..	4,077	4,281	4,495	4,945
Deputy Governor of the Central Bank ... ..	4,056	4,259	4,772	4,919
Permanent Secretary ... ..	3,793- 3,889	3,983- 4,083	4,182- 4,287	4,600- 4,716
Chief Personnel Officer ... ..	3,889	4,083	4,287	4,716
Commissioner of Inland Revenue and Chairman of the Board of Inland Revenue ... ..	3,698	3,983	4,182	4,600
Director of Personnel Administration ... ..	3,889	4,083	4,287	4,716
Chief Medical Officer ... ..	3,889	4,083	4,287	4,716
Director of Contracts ... ..	3,889	4,083	4,287	4,716
Adviser to the Minister of Industry and Commerce ... ..	3,889	4,083	4,287	4,716
Commissioner of Inland Revenue ... ..	3,698	3,883	4,077	4,485
Secretary to the Ombudsman ... ..	3,793	3,983	4,182	4,600
Executive Director, National Advisory Council ... ..	3,793	3,983	4,182	4,600

## TOP MANAGERS IN THE PUBLIC UTILITIES AND OTHER STATUTORY AUTHORITIES

OFFICE	1977	1978	1979	1980
	\$	\$	\$	\$
General Manager, Industrial Development Corporation ... ..	3,889	4,083	4,287	4,716
Director, Management Development Centre ... ..	3,889	4,083	4,287	4,716
Executive Director, Water and Sewerage Authority ... ..	3,889	4,083	4,287	4,716
Deputy Executive Director, Water and Sewerage Authority ... ..	3,793	3,983	4,182	4,600
Director (Finance), Water and Sewerage Authority ... ..	3,793	3,983	4,182	4,600
Director (Technical), Water and Sewerage Authority ... ..	3,793	3,983	4,182	4,600
Director, Water Resources Agency, Water and Sewerage Authority ... ..	3,793	3,983	4,182	4,600
General Manager, Port Authority ... ..	3,889	4,083	4,287	4,716
General Manager, Public Transport Service Corporation ... ..	3,793	3,983	4,182	4,600
Executive Director, National Housing Authority ... ..	3,793	3,983	4,182	4,600

## APPENDIX II—Continued

EXISTING SALARIES OF OFFICES FALLING UNDER THE PURVIEW OF  
THE SALARIES REVIEW COMMISSION—CONTINUED

## SENIOR OFFICERS IN THE PROTECTIVE SERVICE AND DEFENCE FORCE

OFFICE	1977	1978	1979	1980
	\$	\$	\$	\$
Chief of Defence Staff ... ..	3,698	3,883	4,182	4,600
Commissioner of Police ... ..	3,698	3,883	4,182	4,600
Special Adviser to Cabinet on all Protective Services and Chief Executive Officer of the National Security Council ... ..	—	4,083	4,287	4,716

## SENIOR DIPLOMATIC REPRESENTATIVES

OFFICE	1977	1978	1979	1980
	\$	\$	\$	\$
Ambassador Extraordinary and Plenipotentiary ... ..	3,380	3,549	3,727	4,099
Ambassador and High Commissioner ... ..	3,380	3,549	3,727	4,099

## CHAIRMEN AND MEMBERS OF COMMISSIONS AND BOARDS

OFFICE	1977	1978	1979	1980
	\$	\$	\$	\$
Chairman, Tax Appeal Board ... ..	4,225	4,436	4,658	5,124
Member, Tax Appeal Board ... ..	4,056	4,259	4,472	4,919
Chairman, Public Service Commission ... ..	3,043	3,195	3,355	3,690
Chairman, Elections and Boundaries Commission ... ..	3,887	4,081	4,285	4,714
Deputy Chairman, Public Service Commission ... ..	2,535	2,662	2,795	3,074
Chairman, Teaching Service Commission ... ..	2,028	2,129	2,235	2,458
Chairman, Statutory Authorities Service Commission ... ..	1,288	1,352	1,420	1,562
Deputy Chairman, Statutory Authorities Service Commission ... ..	725	760	799	879
Member, Elections and Boundaries Commission ... ..	1,268	1,331	1,398	1,538
Member, Public Service Commission ... ..	1,014	1,065	1,118	1,230
Member, Teaching Service Commission ... ..	845	887	931	1,024
Member, Statutory Authorities Service Commission ... ..	460	507	533	586
Chairman, Police Service Commission ... ..	—	—	—	—
Chairman, Judicial and Legal Service Commission ... ..	—	—	—	—
Member, Police Service Commission ... ..	338	355	373	410
Member, Judicial and Legal Service Commission ... ..	338	355	373	410
Chairman, Salaries Review Commission ... ..	—	4,970	5,219	5,741
Member, Salaries Review Commission ... ..	—	1,200	1,200	1,200

## APPENDIX III

RECOMMENDED SALARIES OF OFFICES FALLING UNDER THE PURVIEW OF  
THE SALARIES REVIEW COMMISSION

## MEMBER AND OFFICERS OF PARLIAMENT

OFFICE	REVISED SALARIES RECOMMENDED	
	1977-1978	1979-1980
	\$	\$
President ... ..	10,000	11,000
Prime Minister ... ..	9,500	10,500
Ministers of Government ... ..	7,500	8,500
President of the Senate ... ..	5,000	6,000
The Speaker of the House of Representatives ... ..	5,000	6,000
The Leader of the Opposition ... ..	5,000	6,000
Parliamentary Secretary ... ..	3,500	4,500
Vice-President of the Senate ... ..	2,800	3,500
Deputy Speaker of the House of Representatives ... ..	2,800	3,500
Member of the House of Representatives ... ..	2,500	3,000
Member of the Senate ... ..	2,000	2,500
Ombudsman ... ..	7,500	8,500

## THE HIGHER JUDICIARY

OFFICE	REVISED SALARIES RECOMMENDED	
	1977-1978	1979-1980
	\$	\$
Chief Justice ... ..	9,000	10,000
Justice of Appeal ... ..	7,500	8,500
Puisne Judge ... ..	6,500	7,500

## AUDITOR GENERAL

OFFICE	REVISED SALARIES RECOMMENDED	
	1977-1978	1979-1980
	\$	\$
Auditor General ... ..	7,500	8,500

## APPENDIX III—Continued

RECOMMENDED SALARIES OF OFFICES FALLING UNDER THE PURVIEW OF  
THE SALARIES REVIEW COMMISSION

## INDUSTRIAL COURT

OFFICE	REVISED SALARIES RECOMMENDED	
	1977-1978	1979-1980
	\$	\$
President of the Industrial Court ... ..	7,500	8,500
Vice-President, Industrial Court ... ..	6,500	7,500
Chairman, Essential Services Division, Industrial Court ... ..	6,500	7,500
Member, Industrial Court ... ..	6,000	7,000

## TOP MANAGERS IN THE PUBLIC SERVICE AND THE CENTRAL BANK

OFFICE	REVISED SALARIES RECOMMENDED	
	1977-1978	1979-1980
	\$	\$
Governor of the Central Bank ... ..	7,500	8,500
Permanent Secretary to the Prime Minister and Head of the Civil Service ... ..	6,000	7,000
Permanent Secretary, Ministry of Finance ... ..	6,000	7,000
Economic Adviser to the Prime Minister ... ..	6,000	7,000
Deputy Governor of the Central Bank ... ..	6,000	7,000
Commissioner of Inland Revenue and Chairman of the Board of Inland Revenue ... ..	6,000	7,000
Permanent Secretary ... ..	5,000	6,000
Chief Personnel Officer ... ..	5,000	6,000
Director of Personnel Administration ... ..	5,000	6,000
Chief Medical Officer ... ..	5,000	6,000
Director of Contracts ... ..	5,000	6,000
Adviser to the Minister of Industry and Commerce ... ..	5,000	6,000
Executive Director, National Advisory Council ... ..	5,000	6,000
Commissioner of Inland Revenue ... ..	5,000	6,000
Secretary to the Ombudsman ... ..	4,500	5,500

## APPENDIX III—Continued

RECOMMENDED SALARIES OF OFFICES FALLING UNDER THE PURVIEW OF  
THE SALARIES REVIEW COMMISSION

## TOP MANAGERS IN THE PUBLIC UTILITIES AND OTHER STATUTORY AUTHORITIES

OFFICE	REVISED SALARIES RECOMMENDED	
	1977-1978	1979-1980
	\$	\$
General Manager, Industrial Development Corporation ... ..	5,250	6,325
Director, Management Development Centre ... ..	5,250	6,325
Executive Director, Water and Sewerage Authority ... ..	5,000	6,000
Deputy Executive Director, Water and Sewerage Authority ... ..	4,500	5,500
Director (Finance), Water and Sewerage Authority ... ..	4,500	5,500
Director (Technical), Water and Sewerage Authority ... ..	4,500	5,500
Director, Water Resources Agency, Water and Sewerage Authority ... ..	4,500	5,500
General Manager, Port Authority ... ..	5,000	6,000
General Manager, Public Transport Service Corporation ... ..	4,800	5,800
Executive Director, National Housing Authority ... ..	4,800	5,800

## SENIOR OFFICERS IN THE PROTECTIVE SERVICES AND DEFENCE FORCE

OFFICE	REVISED SALARIES RECOMMENDED	
	1977-1978	1979-1980
	\$	\$
Chief of Defence Staff ... ..	5,000	6,000
Commissioner of Police ... ..	5,000	6,000
Special Adviser to Cabinet on all Protective Services and Chief Executive Officer of the National Security Council ... ..	5,000	6,000

## SENIOR DIPLOMATIC REPRESENTATIVES

OFFICE	REVISED SALARIES RECOMMENDED	
	1977-1978	1979-1980
	\$	\$
Ambassador Extraordinary and Plenipotentiary ... ..	7,500	8,500
Ambassador and High Commissioner ... ..	4,500	5,500

## APPENDIX III—Continued

RECOMMENDED SALARIES OF OFFICES FALLING UNDER THE PURVIEW OF THE  
SALARIES REVIEW COMMISSION

## CHAIRMEN AND MEMBERS OF COMMISSIONS AND BOARDS

OFFICE	REVISED SALARIES RECOMMENDED	
	1977-1978	1979-1980
	\$	\$
Chairman, Tax Appeal Board ... ..	6,500	7,500
Member, Tax Appeal Board ... ..	6,000	7,000
Chairman, Public Service Commission ... ..	5,000	6,000
Chairman, Elections and Boundaries Commission ... ..	5,000	6,000
Deputy Chairman, Public Service Commission ... ..	4,000	5,000
Chairman, Teaching Service Commission ... ..	3,500	4,500
Chairman, Statutory Authorities Service Commission ... ..	3,500	4,500
Deputy Chairman, Statutory Authorities Service Commission ... ..	2,250	2,750
Member, Elections and Boundaries Commission ... ..	2,000	2,500
Member, Public Service Commission ... ..	2,000	2,500
Member, Teaching Service Commission ... ..	1,500	2,000
Member, Statutory Authorities Service Commission ... ..	1,000	1,500
Chairman, Police Service Commission ... ..	750	1,250
Chairman, Judicial and Legal Services Commission ... ..	750	1,250
Member, Police Service Commission ... ..	600	1,000
Member, Judicial and Legal Services Commission ... ..	600	1,000
Chairman, Salaries Review Commission ... ..	7,500	8,500
Member, Salaries Review Commission ... ..	1,500	2,000

## THE JUDICIAL AND LEGAL SERVICE

OFFICE	REVISED SALARIES RECOMMENDED	
	1977-1978	1979-1980
	\$	\$
<i>Group I</i>		
Solicitor General ... ..	5,000	6,000
Director of Public Prosecutions ... ..	5,000	6,000
Chief Parliamentary Counsel ... ..	5,000	6,000
Chief Magistrate ... ..	5,000	6,000
<i>Group II</i>		
Deputy Solicitor General ... ..	4,000	5,000
Deputy Director of Public Prosecutions ... ..	4,000	5,000
Deputy Chief Parliamentary Counsel ... ..	4,000	5,000
Chief State Solicitor ... ..	4,000	5,000
Senior Magistrate ... ..	4,000	5,000
Registrar and Marshal ... ..	4,000	5,000
Registrar General ... ..	4,000	5,000
Head of the Legal Division, Office of the Ombudsman ... ..	4,000	5,000
Legal Adviser, Ministry of External Affairs ... ..	4,000	5,000

## APPENDIX III—Continued

RECOMMENDED SALARIES OF OFFICES FALLING UNDER THE PURVIEW OF  
THE SALARIES REVIEW COMMISSION

## THE JUDICIAL AND LEGAL SERVICE—Continued

OFFICE	REVISED SALARIES RECOMMENDED	
	1977-1978	1979-1980
	\$	\$
<i>Group III</i>		
Assistant Solicitor General ... ..	3,500	4,500
Assistant Director of Public Prosecutions ... ..	3,500	4,500
Assistant Chief Parliamentary Counsel ... ..	3,500	4,500
Deputy Chief State Solicitor ... ..	3,500	4,500
Secretary, Law Commission ... ..	3,500	4,500
Treasury Solicitor ... ..	3,500	4,500
Magistrate ... ..	3,500	4,500
<i>Group IV</i>		
Senior State Counsel ... ..	3,250	3,750
Senior Parliamentary Counsel ... ..	3,250	3,750
Senior Legal Research Officer ... ..	3,250	3,750
Assistant Chief State Solicitor ... ..	3,250	3,750
State Solicitor IV ... ..	3,250	3,750
<i>Group V</i>		
Senior State Solicitor ... ..	2,750	3,250
Deputy Registrar and Marshal ... ..	2,750	3,250
Deputy Registrar General ... ..	2,750	3,250
Administrative Secretary to the Chief Justice ... ..	2,750	3,250
<i>Group VI</i>		
State Counsel III ... ..	2,500	3,000
Parliamentary Counsel II ... ..	2,500	3,000
Assistant Registrar and Deputy Marshal ... ..	2,500	3,000
Registrar, Appeal Board (Tax) ... ..	2,500	3,000
Registrar, Industrial Court ... ..	2,500	3,000
Assistant Registrar General ... ..	2,500	3,000
<i>Group VII</i>		
State Counsel II ... ..	1,800 × 100-2,300	2,300 × 100-2,800
State Solicitor II ... ..	1,800 × 100-2,300	2,300 × 100-2,800
Parliamentary Counsel I ... ..	1,800 × 100-2,300	2,300 × 100-2,800
Legal Research Officer I ... ..	1,800 × 100-2,300	2,300 × 100-2,800
State Counsel I ... ..	1,800 × 100-2,300	2,300 × 100-2,800
State Solicitor I ... ..	1,800 × 100-2,300	2,300 × 100-2,800

## APPENDIX IV

## ILLUSTRATION OF THE LIKELY EFFECT OF INCOME TAX ON THE SALARIES RECOMMENDED

TOTAL NET INCOME		Total Personal Reliefs	Tax on Chargeable Income (Per Annum)	INCOME AFTER TAX	
Per Month	Per Annum			Per Month	Per Annum
\$	\$	\$	\$	\$	\$
14,000	168,000	3,000	82,500	7,125	85,500
12,000	144,000	3,000	70,500	6,125	73,500
11,000	132,000	3,000	64,500	5,625	67,500
10,500	126,000	3,000	61,500	5,375	64,500
10,000	120,000	3,000	58,500	5,125	61,500
9,500	114,000	3,000	55,500	4,875	58,500
9,000	108,000	3,000	52,500	4,625	55,500
8,500	102,000	3,000	49,500	4,375	52,500
8,000	96,000	3,000	46,500	4,125	49,500
7,500	90,000	3,000	43,500	3,875	46,500
7,000	84,000	3,000	40,500	3,625	43,500
6,500	78,000	3,000	36,500	3,458.33	41,500
6,000	72,000	3,000	32,300	3,308.33	39,700

## ASSUMPTIONS:

Tax liability has been estimated on the assumption that the Income Earner is a married man with a non-working wife and is entitled to no other allowances. His total Personal Reliefs would therefore amount to \$3,000, consisting of Personal Allowance of \$2,000 and Spouse Allowance of \$1,000.

## APPENDIX V

SUMMARY OF RECOMMENDATIONS OF THE SALARIES REVIEW COMMISSION ON ALLOWANCES  
FOR HOLDERS OF PUBLIC OFFICES UNDER ITS PURVIEW

## OFFICES TO WHICH APPLICABLE

## President

ALLOWANCES	PARTICULARS
HOUSING ... ..	Official residence with full domestic staff requirements
ENTERTAINMENT ... ..	Unaccountable allowance of \$1,500 per month in addition to which there should be provision for a vote for official entertainment
TELEPHONE ... ..	Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
TRAVELLING:	
(i) Vehicle Purchase ... ..	Official cars with all maintenance and other costs borne by the State
(ii) Chauffeur ... ..	Chauffeurs as required
MEDICAL ... ..	Entitlement without charge to operative treatment, X-ray, bacteriological and pathological examinations and physiological treatment and to all incidental hospitalization services at any hospital, or other institution established and maintained by the State under the Hospitals Ordinance; or where these services are not available at such hospital, to be paid the cost of such treatment and services at any hospital, institution or nursing home in Trinidad and Tobago
DUTY ... ..	Duty Allowance of \$1,500 per month
OVERSEAS TRAVEL CONCESSIONS ... ..	(i) Full hotel expenses including meals plus \$75 (US) per day or \$150 (US) per day for boarding and lodging and \$75 (US) for subsistence; (ii) First class passages to the United Kingdom annually for the President, his wife and dependent children under the age of 18
VACATION LEAVE ... ..	Entitlement of 45 calendar days leave annually

## The Prime Minister

HOUSING ... ..	Official residence with full domestic staff requirements
ENTERTAINMENT ... ..	Unaccountable allowance of \$1,000 per month; in addition to which there should be provision made for a vote for official entertainment
TELEPHONE ... ..	Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
SUBSISTENCE ... ..	When travelling beyond a radius of 10 miles from Port-of-Spain—\$60 per day or part thereof. When travelling to and in Tobago, full hotel expenses including meals plus \$30 per day
TRAVELLING:	
(i) Vehicle Purchase ... ..	Official car with all maintenance and other costs including that of a Chauffeur to be borne by the State. Loan of \$25,000 to purchase a private car with full exemption from Motor Vehicle Tax, as well as a loan to cover the cost of Motor Vehicle Insurance Premium
(ii) Chauffeur ... ..	Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service for the private car, payable directly to the Chauffeur
(iii) Commuted ... ..	A commuted allowance of \$800 per month
MEDICAL ... ..	Entitlement without charge to operative treatment, X-ray, bacteriological and pathological examinations and physiological treatment and to all incidental hospitalization services at any hospital, or other institution established and maintained by the State under the Hospitals Ordinance; or where these services are not available at such hospital, to be paid the cost of such treatment and services at any other hospital, institution or nursing home in Trinidad and Tobago
OVERSEAS TRAVEL ... ..	Full hotel expenses including meals plus \$75 (US) per day
OTHER ... ..	(a) Parliamentary Expenses Allowance of \$1,500 per month; (b) Official stationery; (c) Free postage for official correspondence within Trinidad and Tobago

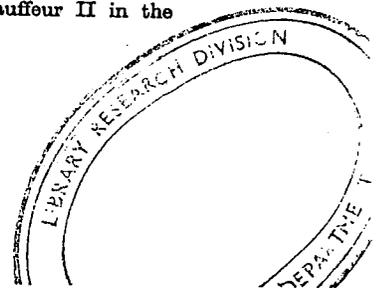
## Minister of Government

HOUSING ... ..	Official residence or an allowance of \$1,000 per month in lieu thereof
ENTERTAINMENT ... ..	An unaccountable allowance of \$500 per month
TELEPHONE ... ..	Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
SUBSISTENCE ... ..	Ministers residing over 10 miles from Port-of-Spain to receive an allowance of \$300 per month. Also, when travelling beyond a radius of 10 miles from official headquarters—\$60 per day. When travelling to and in Tobago full hotel expenses, including meals, plus \$30 per day or a flat sum of \$80 per day Additionally the cost of hotel accommodation including meals to be met by the State when a Minister is required to stay overnight as a result of late sittings of Parliament, providing he resides beyond a radius of 10 miles from Port-of-Spain

## APPENDIX V—Continued

## SUMMARY OF RECOMMENDATIONS OF THE SALARIES REVIEW COMMISSION ON ALLOWANCES FOR HOLDERS OF PUBLIC OFFICES UNDER ITS PURVIEW—CONTINUED

OFFICES TO WHICH APPLICABLE		PARTICULARS
Minister of Government—Contd.		
ALLOWANCES		
<b>TRAVELLING:</b>		
(i) Vehicle Purchase ...	...	Official car with all maintenance and other costs borne by the State, or loan of \$25,000 to purchase a private car with full exemption from Motor Vehicle Tax, as well as a loan to cover the cost of Motor Vehicle Insurance Premium
(ii) Chauffeur ...	...	Allowance equivalent to the minimum salary of a Chauffeur II, in the Public Service to be paid directly to the Chauffeur
(iii) Commuted ...	...	An allowance of \$800 per month
<b>MEDICAL</b> ...		
	...	Entitlement without charge to operative treatment, X-ray, bacteriological and pathological examinations and physiological treatment and to all incidental hospitalization services at any hospital, or other institution established and maintained by the State under the Hospitals Ordinance; or where these services are not available at such hospital, to be paid the cost of such treatment and services at any other hospital, institution or nursing home in Trinidad and Tobago
<b>OVERSEAS TRAVEL</b> ...		
	...	Spouse may accompany Minister once per year on official trips, apart from those special occasions decided by Cabinet. Total cost of first-class air passage, hotel accommodation, meals will be met by the State
<b>OTHER</b> ...		
	...	(a) Ministers who are Senators to receive a Parliamentary Expenses Allowance of \$500 per month. Elected Ministers to receive Parliamentary Expenses Allowance of \$1,500 per month;
	...	(b) Official stationery;
	...	(c) Free postage for official correspondence within Trinidad and Tobago
<b>President of the Senate</b>		
<b>HOUSING</b> ...		
	...	Official Residence or an allowance of \$1,000 per month in lieu thereof
<b>ENTERTAINMENT</b> ...		
	...	An unaccountable allowance of \$500 per month
<b>TELEPHONE</b> ...		
	...	Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
<b>SUBSISTENCE</b> ...		
	...	When travelling beyond a radius of 10 miles from Port-of-Spain—\$60 per day. When travelling to and in Tobago, full hotel expenses including meals and \$30 per day or a flat sum of \$80 per day.
	...	Additionally, a subsistence allowance of \$250 per month is to be paid if the holder of office lives beyond a radius of 10 miles from Port-of-Spain
	...	Cost of accommodation and meals to be met by the State, when the holder of office is required to stay overnight at a hotel as a result of late sittings of Parliament, provided that he lives beyond a radius of 10 miles from Port-of-Spain.
<b>TRAVELLING</b>		
(i) Vehicle Purchase ...	...	Loan of \$25,000 to purchase a private car with full exemption from Motor Vehicle Tax
(ii) Chauffeur ...	...	Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service to be paid directly to the Chauffeur
(iii) Commuted ...	...	An allowance of \$500 per month
<b>MEDICAL</b> ...		
	...	Entitlement without charge to operative treatment, X-ray, bacteriological and pathological examinations and physiological treatment and to all incidental hospitalization services at any hospital, or other institution established and maintained by the State under the Hospitals Ordinance; or where these services are not available at such hospital to be paid the cost of such treatment and services at any other hospital, institution or nursing home in Trinidad and Tobago
<b>Speaker of the House of Representatives</b>		
<b>HOUSING</b> ...		
	...	Official Residence or an allowance of \$1,000 per month in lieu thereof
<b>ENTERTAINMENT</b> ...		
	...	An unaccountable allowance of \$500 per month
<b>TELEPHONE</b> ...		
	...	Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
<b>SUBSISTENCE</b> ...		
	...	When travelling beyond a radius of 10 miles from Port-of-Spain—\$60 per day. When travelling to and in Tobago, full hotel accommodation and meals plus \$30 per day or a flat sum of \$80 per day
	...	Additionally, a Subsistence Allowance of \$250 per month is paid if the holder of office lives beyond a radius of 10 miles from Port-of-Spain.
	...	Cost of accommodation and meals to be met by the State when the holder of office is required to stay overnight at a hotel as a result of late sittings of Parliament, provided that he lives beyond a radius of 10 miles from Port-of-Spain
<b>TRAVELLING</b>		
(i) Vehicle Purchase ...	...	Loan of \$25,000 to purchase a private car with full exemption from Motor Vehicle Tax
(ii) Chauffeur ...	...	Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service to be paid directly to the Chauffeur
(iii) Commuted ...	...	An allowance of \$500 per month



## APPENDIX V—Continued

SUMMARY OF RECOMMENDATIONS OF THE SALARIES REVIEW COMMISSION ON ALLOWANCES  
FOR HOLDERS OF PUBLIC OFFICES UNDER ITS PURVIEW—CONTINUED

## OFFICES TO WHICH APPLICABLE

## Speaker of the House of Representatives—Contd.

ALLOWANCES	PARTICULARS
MEDICAL ... ..	Entitlement without charge to operative treatment, X-ray, bacteriological and pathological examinations and physiological treatment and to all incidental hospitalization services at any hospital or other institution established and maintained by the State under the Hospitals Ordinance; or where these services are not available at such hospital to be paid the cost of such treatment and services at any other hospital, institution or nursing home in Trinidad and Tobago
OTHER ... ..	If he is an elected member of the House of Representatives the Speaker should receive:— (a) Parliamentary expenses allowance of \$1,500 per month; (b) Official stationery; (c) Free postage for official correspondence within Trinidad and Tobago

## Leader of the Opposition

ENTERTAINMENT ... ..	An unaccountable allowance of \$300 per month
TELEPHONE ... ..	Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
SUBSISTENCE ... ..	An allowance of \$250 per month if the holder of office lives over 10 miles from Port-of-Spain. Additionally, cost of accommodation and meals to be met by the State, when the holder of office is required to stay overnight at a hotel as a result of the late sittings of Parliament, provided that he lives beyond a radius of 10 miles from Port-of-Spain
TRAVELLING	
(i) Vehicle Purchase ... ..	A loan of \$25,000 to purchase a private car with full exemption from Motor Vehicle Tax
(ii) Chauffeur ... ..	An allowance equivalent to the minimum salary of a Chauffeur II in the Public Service to be paid directly to the Chauffeur
(iii) Commuted ... ..	An allowance of \$750 per month
OTHER ... ..	(a) Parliamentary expenses allowance of \$1,500 per month; (b) Official stationery; (c) Free postage for official correspondence in Trinidad and Tobago

## Parliamentary Secretary

ENTERTAINMENT ... ..	An unaccountable allowance of \$300 per month
TELEPHONE ... ..	The cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
SUBSISTENCE ... ..	An allowance of \$250 per month if holder of office resides beyond a radius of 10 miles from Port-of-Spain Also cost of accommodation and meals when the holder of the office is required to stay overnight at a hotel as a result of late sittings of Parliament, provided that he/she lives beyond a radius of 10 miles from Port-of-Spain
TRAVELLING:	
(i) Vehicle Purchase ... ..	A loan of \$25,000 to purchase a private car with full exemption from Motor Vehicle Tax
(ii) Insurance ... ..	A loan to cover the cost of Motor Insurance Premium
(iii) Chauffeur ... ..	A Chauffeur Allowance equivalent to the minimum salary of a Chauffeur I in the Public Service, payable directly to the Chauffeur
(iv) Commuted ... ..	An allowance of \$750 per month if an elected Member of Parliament or \$600 per month if holder of office is a Senator
OTHER ... ..	(a) A Parliamentary Expenses Allowance of \$1,500 per month if an elected Member of Parliament or \$500 per month if a Senator; (b) Official stationery; (c) Free postage for official correspondence within Trinidad and Tobago

## Vice-President of the Senate

TELEPHONE ... ..	Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
SUBSISTENCE ... ..	An allowance of \$250 per month if holder of office lives over 10 miles from Port-of-Spain. Additionally, cost of accommodation and meals to be met by the State, when the holder of office is required to stay overnight at a hotel as a result of late sittings of Parliament provided that he lives beyond a radius of 10 miles from Port-of-Spain
TRAVELLING:	
(i) Vehicle Purchase ... ..	Loan of \$25,000 to purchase a private car with full exemption from Motor Vehicle Tax
(ii) Commuted ... ..	An allowance of \$500 per month
OTHER ... ..	(a) Parliamentary Expenses Allowance of \$500 per month; (b) Official stationery; (c) Free postage for official correspondence in Trinidad and Tobago

## APPENDIX V—Continued

SUMMARY OF RECOMMENDATIONS OF THE SALARIES REVIEW COMMISSION ON ALLOWANCES  
FOR HOLDERS OF PUBLIC OFFICES UNDER ITS PURVIEW—CONTINUED

## OFFICES TO WHICH APPLICABLE

## Deputy Speaker of the House of Representatives

ALLOWANCES	PARTICULARS
TELEPHONE ... ..	Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
SUBSISTENCE ... ..	An allowance of \$250 per month if the holder of the office lives over 10 miles from Port-of-Spain. Additionally, cost of accommodation and meals to be met by the State, when the holder of the office is required to stay overnight at a hotel as a result of late sittings of Parliament, provided that he lives beyond a radius of 10 miles from Port-of-Spain
TRAVELLING:	
(i) Vehicle Purchase ... ..	Loan of \$25,000 to purchase a private car with full exemption from Motor Vehicle Tax
(ii) Commuted ... ..	An allowance of \$500 per month, or \$650 per month if representing any constituency beyond a radius of 10 miles from Port-of-Spain
OTHER ... ..	(a) Parliamentary Expenses Allowance of \$1,500 per month; (b) Official stationery; (c) Free postage for official correspondence in Trinidad and Tobago

## Member of the Senate

TELEPHONE ... ..	Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
SUBSISTENCE ... ..	An allowance of \$250 per month payable to Senators who are not Ministers and who live over 10 miles from Port-of-Spain. Additionally, cost of accommodation and meals to be met by the State when the holder of office is required to stay overnight at a hotel as a result of late sittings of Parliament, provided that he lives beyond a radius of 10 miles from Port-of-Spain
TRAVELLING:	
(i) Vehicle Purchase ... ..	Loan of \$25,000 to purchase a private car with full exemption from Motor Vehicle Tax
(ii) Commuted ... ..	An allowance of \$500 per month
OTHER ... ..	(a) Parliamentary Expenses Allowance of \$500 per month; (b) Official stationery; (c) Free postage for official correspondence within Trinidad and Tobago

## Member of the House of Representatives

TELEPHONE ... ..	Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
SUBSISTENCE ... ..	An allowance of \$250 per month if holder of office lives over 10 miles from Port-of-Spain. Also overnight allowance of full hotel expenses, including meals, when necessary. Members representing constituencies in Tobago to be reimbursed for full hotel expenses, air fare, and transportation to and from airport  Also, cost of accommodation and meals to be met by the State when the holder of the office is required to stay overnight at a hotel as a result of late sittings of Parliament provided that he/she lives beyond a radius of 10 miles from Port-of-Spain
TRAVELLING:	
(i) Vehicle Purchase ... ..	Loan of \$25,000 to purchase a private car with full exemption from Motor Vehicle Tax
(ii) Commuted ... ..	An allowance of \$500 per month or \$650 per month if representing any constituency beyond a radius of 10 miles from Port-of-Spain
OTHER ... ..	(a) Parliamentary Expenses Allowance of \$1,500 per month; (b) Official stationery; (c) Free postage for official correspondence within Trinidad and Tobago

## APPENDIX V—Continued

SUMMARY OF RECOMMENDATIONS OF THE SALARIES REVIEW COMMISSION ON ALLOWANCES  
FOR HOLDERS OF PUBLIC OFFICES UNDER ITS PURVIEW—CONTINUED

## OFFICES TO WHICH APPLICABLE

ALLOWANCES		PARTICULARS	
<b>Ombudsman</b>			
HOUSING	...	...	Free, furnished, super-grade quarters or an allowance of \$1,000 per month in lieu thereof
ENTERTAINMENT	...	...	An unaccountable allowance of \$500 per month
BOOK	...	...	An unaccountable allowance of \$250 per annum
TELEPHONE	...	...	Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
SUBSISTENCE	...	...	When travelling beyond a radius of 10 miles from official headquarters—\$60 per day. When travelling to and in Tobago, full hotel expenses including meals plus \$30 per day or a flat sum of \$80 per day. When on official business an allowance of \$50 (US) per day together with hotel accommodation plus meals in all countries other than CARICOM countries with the exception of Jamaica, where payment should be in (US) currency —\$50 (US) per day. In other CARICOM countries—\$50 (TT) per day
<b>TRAVELLING</b>			
(i) Vehicle Purchase	...	...	Loan of \$25,000 to purchase a private car with full exemption from Motor Vehicle Tax
(ii) Chauffeur	...	...	Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service
(iii) Commuted	...	...	An allowance of \$500 per month
MEDICAL	...	...	Entitlement without charge to operative treatment, X-ray, bacteriological and pathological examinations and physiological treatment and to all incidental hospitalization services at any hospital, or other institution established and maintained by the State under the Hospitals Ordinance; or where these services are not available at such hospital, to be paid the cost of such treatment and services at any other hospital, institution or nursing home in Trinidad and Tobago
OVERSEAS TRAVEL	...	...	Passage allowance for himself, his wife and children who are under the age of 18 years, unmarried and dependent on him at the expiration of each contract; the allowance shall be a sum equivalent to the full actual cost of three adult first-class return air passages to the United Kingdom by the most direct route
VACATION LEAVE	...	...	Entitlement to 45 working days vacation leave annually
<b>Chief Justice</b>			
HOUSING	...	...	Free, furnished quarters of super-grade quality
ENTERTAINMENT	...	...	An unaccountable allowance of \$800 per month
BOOK	...	...	An unaccountable allowance of \$300 per month
TELEPHONE	...	...	The cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
<b>TRAVELLING:</b>			
(i) Vehicle	...	...	An official car with all maintenance and operational costs to be borne by the State; a loan of \$25,000 to purchase a private motor-car with full exemption from Motor Vehicle Tax and a loan to cover the cost of Motor Vehicle Insurance Premium
(ii) Chauffeur	...	...	A Chauffeur Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service
(iii) Commuted Travelling	...	...	A Commuted Travelling Allowance of \$500 per month in respect of the private motor-car
SUBSISTENCE	...	...	A Subsistence Allowance of \$60 per day or part thereof when travelling on official business beyond a radius of 10 miles from Port-of-Spain When travelling to and in Tobago on official business, a Subsistence Allowance of \$30 per day in addition to the cost of accommodation and meals, or a flat sum of \$80 per day For travel overseas on official business, a Subsistence Allowance of \$50 (US) per day together with accommodation and meals, in all countries other than Caricom countries with the exception of Jamaica, where a similar Subsistence Allowance of \$50 (US) will apply. In other Caricom countries the rate of Subsistence Allowance payable would be \$50 (TT) per day
MEDICAL	...	...	Entitlement without charge to operative treatment, X-ray, bacteriological and pathological examinations and physiological treatment and to all incidental hospitalization services at any hospital, or other institution established and maintained by the State under the Hospitals Ordinance; or where these services are not available at such hospital, to be paid the cost of such treatment and services at any other hospital, institution or nursing home in Trinidad and Tobago
VACATION LEAVE	...	...	Entitlement to Vacation Leave during the "Court Vacation", that is the whole of any period prescribed as a court vacation by rules of court in relation to the High Court and the Court of Appeal and during the "Long Vacation"
OVERSEAS TRAVEL	...	...	Entitlement, every alternate year, to go abroad during the Long Vacation and be provided with a free passage allowance payable for himself, his wife and dependent children under the age of eighteen years, subject to the condition that the total passage allowance on any given occasion should not exceed the cost of three adult first-class return air fares to Jamaica For every alternate occasion on which the Chief Justice is entitled to go abroad during the Long Vacation, the passage allowance should be equivalent to the full cost of three adult first-class return air fares to the United Kingdom

## APPENDIX V—Continued

## SUMMARY OF RECOMMENDATIONS OF THE SALARIES REVIEW COMMISSION ON ALLOWANCES FOR HOLDERS OF PUBLIC OFFICES UNDER ITS PURVIEW—CONTINUED

## OFFICES TO WHICH APPLICABLE

## Justice of Appeal, Puisne Judge

ALLOWANCES	PARTICULARS
HOUSING ... ..	Free furnished quarters of super-grade quality or an allowance of \$1,000 per month in lieu thereof
ENTERTAINMENT ... ..	An unaccountable allowance of \$500 per month
BOOK ... ..	An unaccountable allowance of \$250 per month
TELEPHONE ... ..	The cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
TRAVELLING:	
(i) Vehicle Purchase ... ..	A loan of \$25,000 to purchase a private motor-car with full exemption from Motor Vehicle Tax, and a loan to cover the cost of Motor Vehicle Insurance Premium
(ii) Chauffeur ... ..	A Chauffeur Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service
(iii) Commuted Travelling ... ..	A Commuted Travelling Allowance of \$500 per month
SUBSISTENCE ... ..	A Subsistence Allowance of \$60 per day or part thereof when travelling on official business beyond a radius of 10 miles from Port-of-Spain When travelling to and in Tobago on official business, a Subsistence Allowance of \$30 per day in addition to the cost of accommodation and meals, or a flat sum of \$80 per day. For travel overseas on official business, a Subsistence Allowance of \$50 (US) per day together with accommodation and meals, in all countries other than CARICOM countries with the exception of Jamaica, where a similar Subsistence Allowance of \$50 (US) will apply. In other CARICOM countries the rate of Subsistence Allowance payable would be \$50 (TT) per day
MEDICAL ... ..	Entitlement without charge to operative treatment, X-ray, bacteriological and pathological examinations and physiological treatment and to all incidental hospitalization services at any hospital, or other institution established and maintained by the State under the Hospitals Ordinance; or where these services are not available at such hospital, to be paid the cost of such treatment and services at any other hospital, institution or nursing home in Trinidad and Tobago
VACATION LEAVE ... ..	Entitlement to Vacation Leave during the "Court Vacation", that is the whole of any period prescribed as a court vacation by rules of court in relation to the High Court and the Court of Appeal and during the "Long Vacation"
OVERSEAS TRAVEL ... ..	Entitlement, every alternate year, to go abroad during the Long Vacation and be provided with a free passage allowance payable for himself, his wife and dependent children under the age of eighteen years, subject to the condition that the total passage allowance on any given occasion should not exceed the cost of three adult first-class return air fares to Jamaica For every alternate occasion on which a Judge is entitled to go abroad during the "Long Vacation", the passage allowance should be equivalent to the full cost of three adult first-class return air fares to the United Kingdom

## Auditor General

HOUSING ... ..	Free, furnished, supergrade quarters or an allowance of \$1,000 per month in lieu thereof
ENTERTAINMENT ... ..	An unaccountable allowance of \$500 per month
BOOK ... ..	An unaccountable allowance of \$250 per year
TELEPHONE ... ..	Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
SUBSISTENCE ... ..	When travelling beyond a radius of 10 miles from Port-of-Spain—\$60 per day. When travelling to and in Tobago, full hotel accommodation and meals plus \$30 per day subsistence or a flat sum of \$800 per day
TRAVELLING:	
(i) Vehicle Purchase ... ..	Loan of \$25,000 to purchase car with full exemption from Motor Vehicle Tax
(ii) Chauffeur ... ..	A Chauffeur Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service
(iii) Commuted ... ..	An allowance of \$500 per month
MEDICAL ... ..	Entitlement without charge to operative treatment, X-ray, bacteriological and pathological examinations and physiological treatment and to all incidental hospitalization services at any hospital, or other institution established and maintained by the State under the Hospitals Ordinance; or where these services are not available at such hospital, to be paid the cost of such treatment and services at any other hospital, institution or nursing home in Trinidad and Tobago
OVERSEAS TRAVEL ... ..	Every two years first-class overseas passages to the United Kingdom for self, wife and children under the age of eighteen (18)
VACATION LEAVE ... ..	Existing terms relating to vacation leave to continue

## APPENDIX V—Continued

SUMMARY OF RECOMMENDATIONS OF THE SALARIES REVIEW COMMISSION ON ALLOWANCES  
FOR HOLDERS OF PUBLIC OFFICES UNDER ITS PURVIEW—CONTINUED

## OFFICES TO WHICH APPLICABLE

President, Industrial Court  
 Chairman of the Esstential Services Division of the Industrial Court  
 Vice-President of the Industrial Court  
 Member of the Industrial Court

ALLOWANCES	PARTICULARS
HOUSING ... ..	Free furnished quarters of super-grade quality or an allowance of \$1,000 per month in lieu thereof
ENTERTAINMENT ... ..	An unaccountable allowance of \$500 per month
BOOK ... ..	An unaccountable allowance of \$250 per month
TELEPHONE ... ..	The cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
TRAVELLING:	
(i) Vehicle Purchase ... ..	A loan of \$25,000 to purchase a private motor-car with full exemption Motor Vehicle Tax, and a loan to cover the cost of Motor Vehicle Insurance Premium
(ii) Chauffeur ... ..	A Chauffeur Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service
(iii) Commuted ... ..	A Commuted Travelling Allowance of \$500 per month
SUBSISTENCE ... ..	A Subsistence Allowance of \$60 per day or part thereof when travelling on official business beyond a radius of 10 miles from Port-of-Spain  When travelling to and in Tobago on Official business, a Subsistence Allowance of \$30 per day in addition to the cost of accommodation and meals, or a flat sum of \$80 per day  For travel overseas on official business, a Subsistence Allowance of \$50 (US) per day together with accommodation and meals, in all countries other than CARICOM countries with the exception of Jamaica, where a similar Subsistence Allowance of \$50 (US) will apply. On other CARICOM countries the rate of Subsistence Allowance payable would be \$50 (TT) per day
MEDICAL ... ..	Entitlement without charge to operative treatment, X-ray, bacteriological and pathological examinations and physiological treatment and to all incidental hospitalization service at any hospital, or other institution established and maintained by the State under the Hospitals Ordinance; or where these services are not available at such hospital, to be paid the cost of such treatment and services at any other hospital, institution or nursing home in Trinidad and Tobago
VACATION LEAVE ... ..	Entitlement to Vacation Leave on the same basis as for Judges of the Supreme Court
OVERSEAS TRAVEL ... ..	Entitlement to vacation leave passages on the same basis as for Judges of the Supreme Court
<b>Governor of the Central Bank</b>	
HOUSING ... ..	Free, furnished, super-grade quarters
ENTERTAINMENT ... ..	An unaccountable allowance of \$750 per month
BOOK ... ..	An unaccountable allowance of \$250 per year
TELEPHONE ... ..	Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the Central Bank
SUBSISTENCE ... ..	When travelling beyond a radius of 10 miles from official headquarters—\$60 per day. When travelling to and in Tobago, full hotel expenses including meals plus \$30 per day
TRAVELLING:	
Vehicles Purchase ... ..	Official car with all maintenance and other costs including that of a Chauffeur to be paid by the Central Bank
MEDICAL ... ..	Membership in a Non-Contributory Group Plan for Staff at the Central Bank
OVERSEAS TRAVEL ... ..	The cost of three (3) adult return first—class passages to the United Kingdom every three (3) years will be borne by the State
VACATION LEAVE ... ..	Entitlement of thirty-five (35) working days annually

## APPENDIX V—Continued

SUMMARY OF RECOMMENDATIONS OF THE SALARIES REVIEW COMMISSION ON ALLOWANCES  
FOR HOLDERS OF PUBLIC OFFICES UNDER ITS PURVIEW—CONTINUED

## OFFICES TO WHICH APPLICABLE

## Deputy Governor of the Central Bank

ALLOWANCES	PARTICULARS
HOUSING ... ..	Free, furnished, super-grade quarters
ENTERTAINMENT ... ..	An unaccountable allowance of \$500 per month
BOOK ... ..	An unaccountable allowance of \$250 per year
TELEPHONE ... ..	Cost of telephone rental and metered charges and ticketed calls related to official business to be paid by the Central Bank
SUBSISTENCE ... ..	When travelling beyond a radius of 10 miles from Port-of-Spain—\$60 per day. When travelling to and in Tobago, full hotel expenses including meals, plus \$30 per day, or a flat sum of \$80 per day
TRAVELLING:	
Vehicle Purchase ... ..	Official car with all maintenance and other costs including that of a Chauffeur to be paid by the Central Bank
MEDICAL ... ..	Membership in Non-Contributory Group Plan for Staff at Central Bank
OVERSEAS TRAVEL ... ..	The cost of three (3) adult, return, first-class passages to the United Kingdom every three years, will be borne by the Central Bank
VACATION LEAVE ... ..	An entitlement of thirty-five (35) working days annually

Permanent Secretary to the Prime Minister and Head of the Civil Service  
 Permanent Secretary, Ministry of Finance  
 Economic Adviser to the Prime Minister

HOUSING ... ..	Free, furnished, super-grade quarters or an allowance of \$1,000 per month in lieu thereof
ENTERTAINMENT ... ..	An unaccountable allowance of \$500 per month
BOOK ... ..	An unaccountable allowance of \$250 per annum
TELEPHONE ... ..	Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
SUBSISTENCE ... ..	When travelling beyond a radius of 10 miles from Port-of-Spain—\$60 per day. When travelling in Tobago, full hotel accommodation and meals plus \$30 per day or a flat sum of \$80 per day
TRAVELLING:	
(i) Vehicle Purchase ... ..	Loan of \$25,000 to purchase a private car with full exemption from Motor Vehicle Tax and a loan to cover the cost of Motor Vehicle Insurance Premium
(ii) Chauffeur ... ..	An allowance equivalent to the minimum salary of a Chauffeur I in the Public Service to be paid directly to the Chauffeur
(iii) Commuted ... ..	A Commuted Allowance on the following basis:—
	January 1, 1977 to March 31, 1978 ... .. \$340 per month
	April 1, 1978 to July 31, 1979 ... .. \$360 per month
	August 1, 1979 to July 31, 1980 ... .. \$400 per month
	August 1, 1980 ... .. \$500 per month
MEDICAL ... ..	Entitlement without charge to pathological examination and physiological treatment and to all incidental services at any hospital or other State institution or with approval to be paid the cost of such treatment at any other institution in Trinidad and Tobago
VACATION LEAVE ... ..	Entitlement to thirty-five (35) days vacation leave as per existing arrangement

## APPENDIX V—Continued

## SUMMARY OF RECOMMENDATIONS OF THE SALARIES REVIEW COMMISSION ON ALLOWANCES FOR HOLDERS OF PUBLIC OFFICES UNDER ITS PURVIEW—CONTINUED

## OFFICES TO WHICH APPLICABLE

Permanent Secretary  
 Chief Personnel Officer  
 Commissioner of Inland Revenue  
 Commissioner of Inland Revenue and Chairman of the Board  
 Director of Personnel Administration  
 Director of Contracts  
 Adviser to the Minister of Industry and Commerce  
 Executive Director, National Advisory Council

ALLOWANCES	PARTICULARS
HOUSING	Free, furnished Grade I Quarters or an allowance of \$800 per month in lieu thereof
ENTERTAINMENT	An unaccountable allowance of \$500 per month
BOOK	An unaccountable allowance of \$250 per annum
TELEPHONE	Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
SUBSISTENCE	When travelling beyond a radius of 10 miles from official headquarters—\$60 per day. When travelling to and in Tobago, full hotel accommodation and meals plus \$30 per day or a flat sum of \$80 per day
<b>TRAVELLING:</b>	
(i) Vehicles Purchase	Loan of \$25,000 to purchase a private car with full exemption from Motor Vehicle Tax
(ii) Chauffeur	An allowance equivalent to the minimum salary of a Chauffeur I in the Public Service to be paid directly to the Chauffeur
(iii) Commuted	A Commuted Allowance on the following basis:— January 1, 1977 to March 31, 1978 ... .. \$340 per month April 1, 1978 to July 31, 1979 ... .. \$360 per month August 1, 1979 to July 31, 1980 ... .. \$400 per month August 1, 1980 ... .. \$500 per month
MEDICAL	Entitlement without charge to pathological examination and physiological treatment and to all incidental services at any hospital or other State institution, or with approval to be paid the cost of such treatment at any other institution in Trinidad and Tobago
VACATION LEAVE	Existing terms relating to vacation leave to continue
<b>Chief Medical Officer</b>	
HOUSING	Free furnished Grade I quarters or an allowance of \$800 per month in lieu thereof
ENTERTAINMENT	An unaccountable allowance of \$500 per month
BOOK	An unaccountable allowance of \$250 per annum
TELEPHONE	Cost of telephone rental, metered charges or ticketed calls related to official business to be paid by the State
SUBSISTENCE	When travelling beyond a radius of 10 miles from Port-of-Spain—\$60 per day. When travelling to and in Tobago, full hotel accommodation and meals plus \$30 per day or a flat sum of \$80 per day
<b>TRAVELLING:—</b>	
(i) Vehicle Purchase	Loan of \$25,000 to purchase a private car with full exemption from Motor Vehicle Tax
(ii) Chauffeur	Allowance equivalent to the minimum salary of a Chauffeur I in the Public Service to be paid directly to the Chauffeur
(iii) Commuted	A Commuted Allowance on the following basis:— January 1, 1977 to March 31, 1978 ... .. \$340 per month April 1, 1978 to July 31, 1979 ... .. \$360 per month August 1, 1979 to July 31, 1980 ... .. \$400 per month August 1, 1980 ... .. \$500 per month
MEDICAL	Entitlement without charge to pathological examinations and physiological treatment and to all incidental services at any hospital or other State institution or with approval to be paid the cost of such treatment at any other institution in Trinidad and Tobago
VACATION LEAVE	Existing terms relating to vacation leave to continue
OTHER	Taxable, non-pensionable Administrative Allowance of 30 per cent of salary in lieu of private practice

## APPENDIX V—Continued

SUMMARY OF RECOMMENDATIONS OF THE SALARIES REVIEW COMMISSION ON ALLOWANCES  
FOR HOLDERS OF PUBLIC OFFICES UNDER ITS PURVIEW—CONTINUED

## OFFICES TO WHICH APPLICABLE

## Secretary to Ombudsman

ALLOWANCES	PARTICULARS
ENTERTAINMENT ... ..	An unaccountable allowance of \$250 per month
BOOK ... ..	An unaccountable allowance of \$250 per annum
TELEPHONE ... ..	Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State.
SUBSISTENCE ... ..	When travelling beyond a radius of 10 miles from Port-of-Spain—\$60 per day. When travelling to and in Tobago, full hotel accommodation and meals plus \$30 per day or a flat sum of \$80 per day
<b>TRAVELLING</b>	
(i) Vehicle Purchase ... ..	A loan of \$25,000 to purchase a private car with full exemption from Motor Vehicle Tax
(ii) Commuted ... ..	A Commuted Allowance on the following basis:—
	January 1, 1977 to March 31, 1978 ... .. \$340 per month
	April 1, 1978 to July 31, 1979 ... .. \$360 per month
	August 1, 1979 to July 31, 1980 ... .. \$400 per month
	August 1, 1980 ... .. \$500 per month
MEDICAL ... ..	Entitlement without charge to pathological examinations and physiological treatment and to all incidental services at any hospital or other State institution or with approval to be paid the cost of such treatment at any other institution in Trinidad and Tobago
VACATION LEAVE ... ..	Existing terms relating to vacation leave to continue

## General Manager, Industrial Development Corporation

HOUSING ... ..	Free, furnished, Grade I quarters or an allowance of \$800 per month in lieu thereof
ENTERTAINMENT ... ..	An unaccountable allowance of \$500 per month
BOOK ... ..	An unaccountable allowance of \$250 per year
TELEPHONE ... ..	Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the Corporation
SUBSISTENCE ... ..	When travelling beyond a radius of 10 miles from official headquarters—\$60 per day. When travelling to and in Tobago, full hotel accommodation and meals plus \$30 per day or a flat sum of \$80 per day
<b>TRAVELLING</b>	
(i) Vehicle ... ..	Official car with all maintenance and running expenses to be met by the Corporation
(ii) Chauffeur ... ..	An allowance equivalent to the minimum salary of a Chauffeur I in the Public Service to be paid directly to the Chauffeur
MEDICAL ... ..	Entitlement without charge to pathological examinations and physiological treatment and to all incidental services at any hospital or other State institutions or with approval to be paid the cost of such treatment at any other institution in Trinidad and Tobago
VACATION LEAVE ... ..	Provision of thirty-five (35) working days vacation leave annually

## APPENDIX V—Continued

## SUMMARY OF RECOMMENDATIONS OF THE SALARIES REVIEW COMMISSION ON ALLOWANCES FOR HOLDERS OF PUBLIC OFFICES UNDER ITS PURVIEW—CONTINUED

## OFFICES TO WHICH APPLICABLE

## Director, Management Development Centre

ALLOWANCES	PARTICULARS
HOUSING ... ..	Free, furnished, Grade I quarters or an allowance of \$800 per month in lieu thereof
ENTERTAINMENT ... ..	An unaccountable allowance of \$500 per month
BOOK ... ..	An unaccountable allowance of \$250 per annum
TELEPHONE ... ..	Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
SUBSISTENCE ... ..	When travelling beyond a radius of 10 miles from official headquarters \$60 per day. When travelling to and in Tobago, full hotel accommodation and meals plus \$30 per day Subsistence Allowance or a flat sum of \$80 per day
<b>TRAVELLING:</b>	
(i) Vehicle Purchase ... ..	A loan of \$25,000 to purchase a private car, with full exemption from Motor Vehicle Tax, and a loan to cover the cost of Motor Vehicle Insurance Premium
(ii) Chauffeur ... ..	An allowance equivalent to the minimum salary of a Chauffeur I in the Public Service to be paid directly to the Chauffeur
(iii) Commuted ... ..	A Commuted Travelling Allowance on the following basis:—
	January 1, 1977 to March 31, 1978 ... .. \$340 per month
	April 1, 1978 to July 31, 1979 ... .. \$360 per month
	August 1, 1979 to July 31, 1980 ... .. \$400 per month
	August 1, 1980 ... .. \$500 per month
MEDICAL ... ..	Entitlement without charge to pathological examinations and physiological treatment and to all incidental services at any hospital or other State institutions or with approval to be paid the cost of such treatment at any other institution in Trinidad and Tobago
VACATION LEAVE ... ..	Provision of thirty-five (35) working days vacation leave annually

## General Manager, Port Authority

## Executive Director, Water &amp; Sewerage Authority

## General Manager, Public Transport Service Corporation

## Executive Director, National Housing Authority

HOUSING ... ..	Free, furnished, Grade I quarters or an allowance of \$800 per month in lieu thereof
ENTERTAINMENT ... ..	An unaccountable allowance of \$500 per month
BOOK ... ..	An unaccountable allowance of \$250 per annum
TELEPHONE ... ..	Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
<b>TRAVELLING:</b>	
(i) Vehicle Purchase ... ..	Loan of \$25,000 to purchase a private car with full exemption from Motor Vehicle Tax
(ii) Chauffeur ... ..	An allowance equivalent to the minimum salary of a Chauffeur I in the Public Service to be paid directly to the Chauffeur
(iii) Commuted ... ..	A commuted Travelling Allowance on the following basis:—
	January 1, 1977 to March 31, 1978 ... .. \$340 per month
	April 1, 1978 to July 31, 1979 ... .. \$360 per month
	August 1, 1979 to July 31, 1980 ... .. \$400 per month
	August 1, 1980 ... .. \$500 per month
MEDICAL ... ..	Entitlement without charge to pathological examination and physiological treatment and to all incidental services at any hospital or other State institution or, with approval, to be paid the cost of such treatment at any other institution in Trinidad and Tobago
VACATION LEAVE ... ..	Existing terms relating to vacation leave to continue

## APPENDIX V—Continued

## SUMMARY OF RECOMMENDATIONS OF THE SALARIES REVIEW COMMISSION ON ALLOWANCES FOR HOLDERS OF PUBLIC OFFICES UNDER ITS PURVIEW—CONTINUED

## OFFICES TO WHICH APPLICABLE

Director (Finance) W.A.S.A.  
 Director (Technical) W.A.S.A.  
 Director, Water Resources Agency—W.A.S.A.  
 Deputy Executive Director, W.A.S.A.

ALLOWANCES	PARTICULARS
HOUSING	Free, furnished, Grade I Quarters or an allowance of \$800 per month in lieu thereof
ENTERTAINMENT	An unaccountable allowances of \$250 per month
BOOK	An unaccountable allowance of \$250 per year
TELEPHONE	Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
SUBSISTENCE	When travelling beyond a radius of 10 miles from official headquarters—\$50 per day. When travelling to and in Tobago full hotel accommodation and meals, plus \$20 per day or a flat sum of \$60 per day
TRAVELLING:	
(i) Vehicle Purchase	Loan of \$25,000 to purchase a private car with full exemption from Motor Vehicle Tax and a loan to cover cost of Motor Vehicle Insurance Premium
(ii) Chauffeur	Allowance equivalent to the minimum salary of a Chauffeur I in the Public Service to be paid directly to the Chauffeur
(iii) Commuted	A commuted travelling allowance on the following basis:—
	January 1, 1977 to March 31, 1978 ... .. \$340 per month
	April 1, 1978 to July 31, 1979 ... .. \$360 per month
	August 1, 1979 to July 31, 1980 ... .. \$400 per month
	August 1, 1980 ... .. \$500 per month
MEDICAL	Entitlement without charge to pathological examinations and physiological treatment and to all incidental services at any hospital or other State institutions or, with approval, to be paid the cost of such treatment at any other institution in Trinidad and Tobago
VACATION LEAVE	Existing provision of thirty-five (35) working days vacation leave annually should continue in effect
Chief of Defence Staff	
HOUSING	Free, furnished, Grade I quarters or an allowance of \$800 per month in lieu thereof
ENTERTAINMENT	An unaccountable allowance of \$500 per month
BOOK	An unaccountable allowance of \$250 per annum
TELEPHONE	Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
SUBSISTENCE	When travelling beyond a radius of 10 miles from official headquarters—\$60 per day. When travelling to and in Tobago, full hotel accommodation and meals plus \$30 per day or a flat sum of \$80 per day
TRAVELLING:	
(i) Official car	Official car with all maintenance and other costs to be borne by the State
(ii) Chauffeur	Provided with a military driver
(iii) Vehicle Purchase	Loan of \$25,000 to purchase a private motor vehicle, with full exemption from Motor Vehicle Tax and a Loan to cover the cost of Motor Vehicle Insurance Premium
(iv) Commuted Travelling	A Commuted Allowance on the following basis:—
	January 1, 1977 to March 31, 1978 ... .. \$340 per month
	April 1, 1978 to July 31, 1979 ... .. \$360 per month
	August 1, 1979 to July 31, 1980 ... .. \$400 per month
	August 1, 1980 ... .. \$500 per month
MEDICAL	Free medical attention for the office-holder, spouse and children to continue in accordance with existing arrangements
VACATION LEAVE	Existing terms relating to Vacation Leave to continue (i.e. forty two (42) calendar days per annum)
OTHER	Ration Allowance of \$7.00 per day and Uniform Allowance of \$550 annually

## APPENDIX V—Continued

## SUMMARY OF RECOMMENDATIONS OF THE SALARIES REVIEW COMMISSION ON ALLOWANCES FOR HOLDERS OF PUBLIC OFFICES UNDER ITS PURVIEW—CONTINUED

## OFFICES TO WHICH APPLICABLE

## Commissioner of Police

ALLOWANCES	PARTICULARS
HOUSING ... ..	Official Residence
ENTERTAINMENT ... ..	An unaccountable allowance of \$500 per month
BOOK ... ..	An unaccountable allowance of \$250 per annum
TELEPHONE ... ..	Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
SUBSISTENCE ... ..	When travelling beyond a radius of 10 miles from official headquarters—\$60 per day. When travelling to and in Tobago, full hotel accommodation and meals plus \$30 per day or a flat sum of \$80 per day
TRAVELLING:	
(i) Official Car ... ..	Official car with all maintenance and other costs to be borne by the State
(ii) Chauffeur ... ..	Provided with a Police driver
(iii) Vehicle Purchase ... ..	Loan of \$25,000 to purchase a private motor vehicle with full exemption from Motor Vehicle Tax and a loan to cover the cost of Motor Vehicle Insurance Premium
(iv) Commuted Travelling ... ..	A Commuted Allowance on the following basis:—
	January 1, 1977 to March 31, 1978 ... .. \$340 per month
	April 1, 1978 to July 31, 1979 ... .. \$360 per month
	August 1, 1979 to July 31, 1980 ... .. \$400 per month
	August 1, 1980 ... .. \$500 per month
MEDICAL ... ..	Free medical attention for the office—holder, spouse and children to continue in accordance with existing arrangements
OTHER ... ..	Uniform Allowance of \$80 per month and Meal Allowance of \$75 per month
VACATION LEAVE ... ..	Existing terms relating to Vacation Leave to continue (i.e. (35) Thirty-five working days per annum)

## Special Adviser to the Cabinet on all Protective Services and Chief Executive Officer, National Security Council

HOUSING ... ..	Free, furnished, Grade I Quarters or an allowance of \$800 per month in lieu thereof
ENTERTAINMENT ... ..	An unaccountable allowance of \$500 per month
BOOK ... ..	An unaccountable allowance of \$250 per year
TELEPHONE ... ..	Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
SUBSISTENCE ... ..	When travelling beyond a radius of 10 miles from official headquarters—\$60 per day. When travelling to and in Tobago, full hotel expenses, including meals, plus \$30 per day or a flat sum of \$80 per day
TRAVELLING:	
(i) Vehicle Purchase ... ..	Loan of \$25,000 to purchase a private motor vehicle with full exemption from Motor Vehicle Tax and loan to cover the cost of Motor Vehicle Insurance Premium
(ii) Chauffeur ... ..	Allowance equal to the minimum salary of a Chauffeur I in the Public Service to be paid directly to the Chauffeur
(iii) Commuted ... ..	A commuted Allowance on the following basis:—
	January 1, 1977 to March 31, 1978 ... .. \$340 per month
	April 1, 1978 to July 31, 1979 ... .. \$360 per month
	August 31, 1979 to July 31, 1980 ... .. \$400 per month
	August 1, 1980 ... .. \$500 per month
MEDICAL ... ..	Free medical attention for the office—holder, spouse and children to continue in accordance with existing arrangements
VACATION ... ..	Existing terms relating to vacation leave to continue (i.e. (35) Thirty-five working days per annum)
OTHER ... ..	Non-taxable Inducement Allowance of \$140 per month to be retained as personal to the holder of office

## APPENDIX V—Continued

## SUMMARY OF RECOMMENDATIONS OF THE SALARIES REVIEW COMMISSION ON ALLOWANCES FOR HOLDERS OF PUBLIC OFFICES UNDER ITS PURVIEW—CONTINUED

## OFFICES TO WHICH APPLICABLE

## Ambassador /High Commissioner

ALLOWANCES	PARTICULARS
FOREIGN SERVICE ALLOWANCE	The existing allowances, details of which are provided in the body of the Report, should continue in effect for the time being
WARM CLOTHING	
OUTFIT	
OFFICIAL ENTERTAINMENT	
HOUSING	
TRAVELLING:—	
(i) Official car	
(ii) Chauffeur	
MEDICAL AND SURGICAL TREATMENT	
EDUCATION	
VACATION LEAVE	
VACATION LEAVE PASSAGES	

## Ambassador Extraordinary and Plenipotentiary

ENTERTAINMENT ... ..	...	A vote of \$6,000 per annum to take care of expenses of official receptions in addition to existing provision of an unaccountable allowance of \$100 per month
TRAVELLING:		
(i) Vehicle Purchase ... ..	...	Loan of \$25,000 to purchase a private car with full exemption from Motor Vehicle Tax and a loan to cover the cost of Motor Vehicle Insurance Premium
(ii) Chauffeur ... ..	...	A Chauffeur Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service
(iii) Commuted ... ..	...	Allowance to be increased to \$800 per month
OTHER ... ..	...	Initial Outfit Allowance of \$750
		A Warm Clothing Allowance as applicable to other Ambassadors and High Commissioners to be provided
		N.B.—All other allowances currently provided should continue in effect, as detailed in the main body of the Report.

## Chairman, Elections and Boundaries Commission

HOUSING ... ..	...	Free; furnished, Grade I quarters or an allowance of \$800 per month in lieu thereof
ENTERTAINMENT ... ..	...	An unaccountable allowance of \$500 per month
BOOK ... ..	...	An unaccountable allowance of \$250 per annum
TELEPHONE ... ..	...	Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
SUBSISTENCE ... ..	...	When travelling beyond a radius of 10 miles from official headquarters—\$60 per day. When travelling to and in Tobago, hotel accommodation and meals plus \$30 per day or a flat sum of \$80 per day
TRAVELLING:		
(i) Vehicle Purchase ... ..	...	Loan of \$25,000 to purchase a private car with full exemption from Motor Vehicle Tax
(ii) Insurance ... ..	...	A loan to defray the cost of Motor Vehicle Insurance Premium
(iii) Chauffeur ... ..	...	Allowance equivalent to the minimum salary of a Chauffeur I in the Public Service to be paid directly to the Chauffeur
(iv) Commuted ... ..	...	An allowance of \$500 per month
MEDICAL ... ..	...	Entitlement without charge to pathological examinations and physiological treatment and to all incidental services at any hospital or other State institution; or with approval to be paid the cost of such treatment at any other institution in Trinidad and Tobago
VACATION LEAVE ... ..	...	An entitlement of twenty-eight (28) working days annually
GRATUITY ... ..	...	Twenty per cent (20%) of salary payable at the end of term of office
GENERAL ... ..	...	If the Chairman should take his leave at the expiry of his term of office he shall be entitled to be paid his salary or a proportionate part of it during the period of such leave, to occupy rent-free, fully furnished Grade I quarters and to medical treatment as specified above until the expiration of his leave

## APPENDIX V—Continued

## SUMMARY OF RECOMMENDATIONS OF THE SALARIES REVIEW COMMISSION ON ALLOWANCES FOR HOLDERS OF PUBLIC OFFICES UNDER ITS PURVIEW—CONTINUED

## OFFICES TO WHICH APPLICABLE

Chairman, Tax Appeal Board  
Member, Tax Appeal Board

ALLOWANCES	PARTICULARS
HOUSING ... ..	Free, furnished, super-grade quarters or an allowance of \$1,000 per month in lieu thereof
ENTERTAINMENT ... ..	An unaccountable allowance of \$500 per month
BOOK ... ..	An unaccountable allowance of \$250 per month
TELEPHONE ... ..	Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
SUBSISTENCE ... ..	When travelling beyond a radius of 10 miles from official headquarters—\$60 per day. When travelling to and in Tobago, hotel accommodation and meals plus \$30 per day or a flat sum of \$80 per day.
	For travel abroad on official business an allowance of \$50 (US) per day plus accommodation and meals in all countries other than CARICOM countries with the exception of Jamaica. In Jamaica—\$50 (US) per day. In other CARICOM countries—\$50 (TT) per day
<b>TRAVELLING:</b>	
(i) Vehicle Purchase ... ..	Loan of \$25,000 to purchase a private car with full exemption from Motor Vehicle Tax
(ii) Insurance ... ..	A loan to defray the cost of Motor Vehicle Insurance Premium
(iii) Chauffeur ... ..	An allowance equivalent to the minimum salary of a Chauffeur II in the Public Service
(iv) Commuted ... ..	An allowance of \$500 per month
MEDICAL ... ..	Entitlement without charge to operative treatment, X-ray, bacteriological and pathological examinations and physiological treatment and to all incidental hospitalization services at any hospital or other institution established and maintained by the State under the Hospitals Ordinance; or where these services are not available at such hospital, to be paid the cost of such treatment and services at any other hospital, institution or nursing home in Trinidad and Tobago
OVERSEAS TRAVEL ... ..	Entitled to Vacation Leave Passages on the same basis as provided for Judges of the Supreme Court
VACATION LEAVE ... ..	Existing terms relating to Vacation Leave to continue
<b>Chairman, Public Service Commission</b>	
HOUSING ... ..	Free, furnished, Grade I quarters or an allowance of \$800 per month in lieu thereof
ENTERTAINMENT ... ..	An unaccountable allowance of \$500 per month
BOOK ... ..	An unaccountable allowance of \$250 per annum
TELEPHONE ... ..	Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
SUBSISTENCE ... ..	When travelling beyond a radius of 10 miles from official headquarters—\$60 per day. When travelling to and in Tobago, hotel accommodation and meals plus \$30 per day or a flat sum of \$80 per day
<b>TRAVELLING:</b>	
(i) Vehicle Purchase ... ..	Loan of \$25,000 to purchase a private car with full exemption from Motor Vehicle Tax
(ii) Insurance ... ..	A loan to defray the cost of Motor Insurance Premium
(iii) Chauffeur ... ..	Allowance equivalent to the minimum salary of a Chauffeur I in the Public Service to be paid directly to the Chauffeur
(iv) Commuted ... ..	An allowance of \$500 per month
MEDICAL ... ..	Entitlement without charge to pathological examinations and physiological treatment and to all incidental services at any hospital or other State institution or with approval to be paid the cost of such treatment at any other institution in Trinidad and Tobago
VACATION LEAVE ... ..	Entitlement to twenty-eight (28) working days Vacation Leave per annum
GRATUITY ... ..	Twenty per cent (20%) of salary payable at the end of term of office
GENERAL ... ..	If the Chairman should take his leave at the expiry of his term of office he shall be entitled to be paid his salary or a proportionate part of it during the period of such leave, to occupy the rent-free, Grade I quarters and to Medical Treatment as specified until the expiration of his leave

APPENDIX V—Continued  
 SUMMARY OF RECOMMENDATIONS OF THE SALARIES REVIEW COMMISSION ON ALLOWANCES  
 FOR HOLDERS OF PUBLIC OFFICES UNDER ITS PURVIEW—CONTINUED

OFFICES TO WHICH APPLICABLE

Deputy Chairman, Public Service Commission

ALLOWANCES	PARTICULARS
ENTERTAINMENT ...	... An unaccountable allowance of \$250 per month
BOOK ...	... An unaccountable allowance of \$250 per annum
TELEPHONE ...	... Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
SUBSISTENCE ...	... When travelling beyond a radius of 10 miles from official headquarters—\$60 per day. When travelling to and in Tobago, hotel accommodation and meals plus \$30 per day or a flat sum of \$80 per day
TRAVELLING:	...
(i) Vehicle Purchase	... Loan of \$25,000 to purchase a private car with full exemption from Motor Vehicle Tax
(ii) Insurance	... Loan to defray cost of Motor Vehicle Insurance Premium
(iii) Chauffeur	... Allowance equivalent to the minimum salary of a Chauffeur I in the Public Service, to be paid directly to the Chauffeur
(iv) Commuted	... An allowance of \$500 per month
MEDICAL	... Entitlement without charge to pathological examinations and physiological treatment and to all incidental services at any hospital or other State institution or with approval to be paid the cost of such treatment at any other institution in Trinidad and Tobago
VACATION LEAVE ...	... Entitlement to twenty eight (28) working days Vacation Leave annually
GRATUITY	... Twenty per cent (20%) of salary at the end of term of office
GENERAL	... If the Deputy Chairmen should take his leave at the expiry of his term of office, he shall be entitled to be paid his salary or a proportionate part of it during the period of such leave, to occupy rent-free, Grade I quarters and to medical treatment as specified, until the expiration of his leave

Chairman, Teaching Service Commission  
 Chairman, Statutory Authorities Service Commission

ENTERTAINMENT ...	... An unaccountable allowance of \$250 per month
TELEPHONE ...	... Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
SUBSISTENCE ...	... When travelling beyond a radius of 10 miles from official headquarters—\$80 per day. When travelling to and in Tobago, hotel accommodation and meals, plus \$30 per day or a flat sum of \$80 per day
TRAVELLING:	...
(i) Vehicle Purchase	... Loan of \$25,000 to purchase a private car plus full exemption from Motor Vehicle Tax
(ii) Insurance	... Loan to defray cost of Motor Vehicle Insurance Premium
(iii) Chauffeur	... An allowance equivalent to the minimum salary of a Chauffeur I in the Public Service to be paid directly to the Chauffeur
(iv) Commuted	... An allowance of \$500 per month

Deputy Chairman, Statutory Authorities Service Commission

TELEPHONE ...	... Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
SUBSISTENCE ...	... When travelling beyond a radius of 10 miles from official headquarters—\$60 per day. When travelling to and in Tobago, full hotel expenses including meals plus \$30 per day or a flat sum of \$80 per day
TRAVELLING:	...
Commuted	... An allowance of \$150 per month

Chairman, Police Service Commission  
 Chairman, Judicial and Legal Service Commission

SUBSISTENCE ...	... When travelling beyond a radius of 10 miles from official headquarters—\$60 per day. When travelling to and in Tobago, hotel accommodation and meals plus \$30 per day or a flat sum of \$80 per day
TRAVELLING:	...
Commuted	... An allowance of \$150 per month

## APPENDIX V—Continued

SUMMARY OF RECOMMENDATIONS OF THE SALARIES REVIEW COMMISSION ON ALLOWANCES  
FOR HOLDERS OF PUBLIC OFFICES UNDER ITS PURVIEW—CONTINUED

## OFFICES TO WHICH APPLICABLE

## Member, Elections and Boundaries Commission

ALLOWANCES	PARTICULARS
SUBSISTENCE ... ..	When travelling beyond a radius of 10 miles from official headquarters—\$60 per day. When travelling to and in Tobago, hotel accommodation and meals plus \$30 per day or a flat sum of \$80 per day
TRAVELLING:	
(i) Vehicle Purchase ... ..	Loan of \$25,000 to purchase a private car with full exemption from Motor Vehicle Tax
(ii) Insurance ... ..	A loan to defray cost of Motor Vehicle Insurance Premium
(iii) Commuted ... ..	An allowance of \$500 per month

## Member, Public Service Commission

## Member, Teaching Service Commission

## Member, Statutory Authorities Service Commission

## Member, Police Service Commission

## Member, Judicial and Legal Service Commission

SUBSISTENCE ... ..	When travelling beyond a radius of 10 miles from official headquarters—\$60 per day. When travelling to and in Tobago, hotel accommodation and meals plus \$30 per day or a flat sum of \$80 per day
TRAVELLING:	
Commuted ... ..	An allowance of \$150 per month

## Chairman, Salaries Review Commission

HOUSING ... ..	Free, furnished, super-grade quarters or an allowance of \$1,000 per month in lieu thereof
ENTERTAINMENT ... ..	An unaccountable allowance of \$500 per month
BOOK ... ..	An unaccountable allowance of \$250 per month
TELEPHONE ... ..	Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
SUBSISTENCE ... ..	When travelling beyond a radius of ten (10) miles from official headquarters—\$60 per day. When travelling to and in Tobago, hotel accommodation and meals plus \$30 per day or a flat sum of \$80 per day For travel on official business an allowance of \$50 (US) per day plus accommodation and meals in all countries other than CARICOM countries with the exception of Jamaica. In Jamaica—an allowance of \$50 (US) per day. In other CARICOM countries—an allowance of \$50 (TT) per day
TRAVELLING:	
(i) Vehicle Purchase ... ..	Loan of \$25,000 to purchase a private car with full exemption from Motor Vehicle Tax
(ii) Insurance ... ..	Loan to defray cost of Motor Vehicle Insurance Premium
(iii) Chauffeur ... ..	Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service to be paid directly to the Chauffeur
(iv) Commuted ... ..	An allowance of \$500 per month
MEDICAL ... ..	Entitlement without charge to operative treatment, X-ray, bacteriological and pathological examinations and physiological treatment and to all incidental hospitalization services at any hospital, or other institution established and maintained by the State under the Hospitals Ordinance; or where these services are not available at such hospital, to be paid the cost of such treatment and services at any other hospital, institution or nursing home in Trinidad and Tobago
OVERSEAS TRAVEL ... ..	In every alternate year, entitled to go abroad during his vacation and qualifies for passage allowance payable for himself, his wife and dependent children under the age of eighteen (18) years. The passage allowance should be equivalent to cost of three (3) adult first-class return air fares to Jamaica For every alternate occasion on which the Chairman of the Salaries Review Commission is entitled to go abroad during the Long Vacation, the passage allowance should be equivalent to the full cost of three (3) adult first-class return air fares to the United Kingdom
VACATION LEAVE ... ..	Entitlement to thirty-five (35) working days annually
GRATUITY ... ..	Twenty per cent (20%) of salary at end of term of office
GENERAL ... ..	If the Chairman of the Salaries Review Commission shall take his leave at the expiry of his term of office, he shall be entitled to be paid his salary or a proportionate part of it during the period of such leave, to occupy rent-free, fully furnished supergrade quarters and to medical treatment as specified until the expiration of his leave

## APPENDIX V—Continued

SUMMARY OF RECOMMENDATIONS OF THE SALARIES REVIEW COMMISSION ON ALLOWANCES  
FOR HOLDERS OF PUBLIC OFFICES UNDER ITS PURVIEW—CONTINUED

## OFFICES TO WHICH APPLICABLE

## Member, Salaries Review Commission

ALLOWANCES	PARTICULARS
SUBSISTENCE ... ..	When travelling beyond a radius of 10 miles from official headquarters—\$60 per day. When travelling to and in Tobago, hotel accommodation and meals plus \$30 per day or a flat sum of \$80 per day
TRAVELLING:	
Commuted ... ..	An allowance of \$150 per month

*Group I—Judicial and Legal Service:*

Solicitor General  
Director of Public Prosecutions  
Chief Parliamentary Counsel  
Chief Magistrate

HOUSING ... ..	Free, furnished, Grade I quarters or an allowance of \$800 per month in lieu thereof
ENTERTAINMENT ... ..	An unaccountable allowance of \$500 per month
BOOK ... ..	An unaccountable allowance of \$200 per month
TELEPHONE ... ..	Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
SUBSISTENCE ... ..	When travelling beyond a radius of 10 miles from official headquarters—\$60 per day. When travelling to and in Tobago, full hotel accommodation and meals plus \$30 per day or a flat sum of \$80 per day
TRAVELLING:	
(i) Vehicle Purchase ... ..	A loan of \$25,000 to purchase a private car, with full exemption from Motor Vehicle Tax, as well as a loan to cover cost of Motor Vehicle Insurance Premium
(ii) Chauffeur ... ..	Allowance equivalent to the minimum salary of a Chauffeur I in the Public Service, payable directly to the Chauffeur
(iii) Commuted ... ..	An allowance of \$500 per month
MEDICAL ... ..	Entitlement without charge to pathological examinations, physiological treatment and to all incidental services at any hospital or other State institutions or with approval to be paid the cost of such treatment at any other institution in Trinidad and Tobago
VACATION LEAVE ... ..	Existing terms relating to vacation leave to continue

*Group II—Judicial and Legal Service:*

Deputy Solicitor General  
Deputy Director of Public Prosecutions  
Deputy Chief Parliamentary Counsel  
Chief State Solicitor  
Senior Magistrate  
Registrar and Marshal  
Registrar General  
Head of the Legal Division, Office of the Ombudsman  
Legal Adviser, Ministry of External Affairs

HOUSING ... ..	Free, furnished, Grade I quarters or an allowance of \$800 per month in lieu thereof
ENTERTAINMENT ... ..	An unaccountable allowance of \$250 per month
BOOK ... ..	An unaccountable allowance of \$200 per month
TELEPHONE ... ..	Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
SUBSISTENCE ... ..	When travelling beyond a radius of 10 miles from official headquarters—\$40 per day. When travelling to and in Tobago, full hotel accommodation and meals plus \$20 per day or a flat sum of \$50 per day
TRAVELLING:	
(i) Vehicle Purchase ... ..	A loan of \$25,000 to purchase a private car with full exemption from Motor Vehicle Tax
(ii) Chauffeur ... ..	An allowance equivalent to the minimum salary of a Chauffeur I in the Public Service, payable directly to the Chauffeur. (This applies to the Senior Magistrate only)
(iii) Commuted ... ..	An allowance of \$500 per month
MEDICAL ... ..	Entitlement without charge to pathological examinations and physiological treatment and to all incidental services at any hospital or other State institution or with approval to be paid the cost of such treatment at any other institution in Trinidad and Tobago
VACATION LEAVE ... ..	Existing terms relating to vacation leave to continue

## APPENDIX V—Continued

SUMMARY OF RECOMMENDATIONS OF THE SALARIES REVIEW COMMISSION ON ALLOWANCES  
FOR HOLDERS OF PUBLIC OFFICES UNDER ITS PURVIEW—CONTINUED

## OFFICES TO WHICH APPLICABLE

## Group III—Judicial and Legal Service:

Assistant Solicitor General  
Assistant Director of Public Prosecutions  
Assistant Chief Parliamentary Counsel  
Deputy Chief State Solicitor  
Secretary, Law Commission  
Magistrate  
Treasury Solicitor

ALLOWANCES	PARTICULARS
HOUSING ... ..	Housing for Magistrates only or an allowance of \$800 per month in lieu thereof
ENTERTAINMENT ... ..	An unaccountable allowance of \$100 per month
BOOK ... ..	An unaccountable allowance of \$100 per month
TELEPHONE ... ..	Cost of telephone rental, metered charges and ticketed calls related to official business to be paid by the State
SUBSISTENCE ... ..	When travelling beyond a radius of 10 miles from official headquarters—\$40 per day. When travelling to and in Tobago, full hotel accommodation and meals plus \$20 per day or a flat sum of \$50 per day
TRAVELLING:	
(i) Vehicle Purchase ... ..	A loan of \$25,000 to purchase a private car, with full exemption from Motor Vehicle Tax
(ii) Chauffeur ... ..	An allowance equivalent to the minimum salary of a Chauffeur I in the Public Service, payable directly to the Chauffeur. (This applies only to the Magistrates in this Group)
(iii) Commuted ... ..	An allowance of \$500 per month
MEDICAL ... ..	Entitlement without charge to pathological examinations and physiological treatment and to all incidental services at any hospital or other State institution or with approval to be paid the cost of such treatment at any other institution in Trinidad and Tobago
VACATION LEAVE ... ..	Existing terms relating to vacation to continue

## Group IV—Judicial and Legal Service:

Senior State Counsel  
Senior Parliamentary Counsel  
Senior Legal Research Officer  
Assistant Chief State Solicitor  
State Counsel IV

## Group V—Judicial and Legal Service:

Senior State Solicitor  
Deputy Registrar and Marshal  
Deputy Registrar General  
Administrative Secretary to the Chief Justice

## Group VI—Judicial and Legal Service:

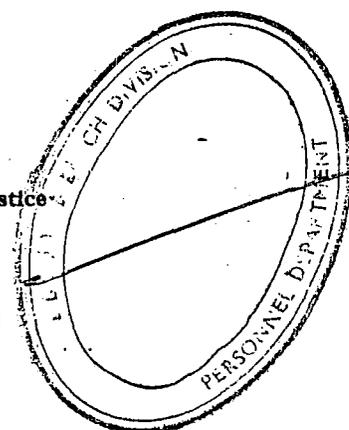
State Counsel III  
Parliamentary Counsel II  
Legal Research Officer II  
Assistant Registrar and Deputy Marshal  
Registrar (Appeal Board) Tax  
Registrar, Industrial Court  
Assistant Registrar General

## Group VII—Judicial and Legal Service:

State Counsel II  
State Solicitor II  
Parliamentary Counsel I  
Legal Research Officer I  
State Counsel I  
State Solicitor I

BOOK ... ..	An unaccountable allowance of \$100 per month
SUBSISTENCE ... ..	When travelling beyond a radius of 10 miles from official headquarters—\$30 per day  When travelling to and in Tobago, full hotel accommodation and meals plus \$15 per day or a flat sum of \$40 per day
TRAVELLING:	
(i) Vehicle Purchase ... ..	A loan of \$25,000 to purchase a private car with full exemption from Motor Vehicle Tax
(ii) Commuted ... ..	An allowance of \$500 per month
MEDICAL ... ..	Entitlement without charge to pathological examinations and physiological treatment and to all incidental services at any hospital or other State institution or with approval to be paid the cost of such treatment at any other institution in Trinidad and Tobago
VACATION LEAVE ... ..	Existing terms relating to vacation leave to continue

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INTERIM REPORT

OF

THE SALARIES REVIEW COMMISSION

ON

SALARIES AND OTHER CONDITIONS OF SERVICE FOR

OFFICERS OF THE JUDICIAL AND LEGAL SERVICE

JULY, 1979.

## SALARIES REVIEW COMMISSION

\*\*\*\*\*

The Salaries Review Commission was appointed in August 1977 in accordance with Section 140 of the Constitution of the Republic of Trinidad and Tobago (Act No. 4 of 1976). The terms of reference of the Commission are to review from time to time, with the approval of the President, the salaries and other conditions of service of President, Judges, the Auditor General, the Ombudsman, Members of Parliament, including Ministers of Government and Parliamentary Secretaries, the Director of Public Prosecutions, the Chief Parliamentary Counsel, the Solicitor General, Members of the Elections and Boundaries Commission, Members of the Integrity Commission, Members of the Public Service Commission, Members of the Police Service Commission, Members of the Teaching Service Commission, Members of the Salaries Review Commission, and the holders of such other offices as may be prescribed.

2. The members of the Review Body are:-

Mitra G. Sinanan, S.C. (Chairman)

Bernard Primus

Louis G. Rostant

Rodney St. Rose

Leonard Williams.

3. The Secretariat is provided by the Personnel Department, and its Head, the Chief Personnel Officer, is the Secretary of the Salaries Review Commission.

INTERIM REPORT

OF

THE SALARIES REVIEW COMMISSION

ON

SALARIES AND OTHER CONDITIONS OF SERVICE FOR

OFFICERS OF THE JUDICIAL AND LEGAL SERVICE

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INTERIM REPORT

OF

THE SALARIES REVIEW COMMISSION

ON

SALARIES AND OTHER CONDITIONS OF SERVICE FOR

OFFICERS OF THE JUDICIAL AND LEGAL SERVICE

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CHAPTER I

BACKGROUND

Under Section 140 of the Constitution of the Republic of Trinidad and Tobago, provision is made for a Salaries Review Commission consisting of a Chairman and four other members, all of whom are appointed by the President after consultation with the Prime Minister and the Leader of the Opposition.

2. As set out in the Constitution, the function of the Commission is to review from time to time, with the approval of the President, the salaries and other conditions of service of the President, Judges, the Auditor General, the Ombudsman, Members of Parliament, including Ministers of Government and Parliamentary Secretaries, the Director of Public Prosecutions, the Chief Parliamentary Counsel, the Solicitor General, Members of the Elections and Boundaries Commission, Members of the Integrity Commission, Members of the Public Service Commission, Members of the Police Service Commission, Members of the Teaching Service Commission, Members of the Salaries Review Commission, and the holders of such other offices as may be prescribed.

3. Section 3 of the Judicial and Legal Service Act, 1977 provides that Section 141 of the Constitution of the Republic of Trinidad and Tobago also applies to the judicial and legal offices set out in the First and Second Schedule to the Act. By virtue of this provision, salaries and other conditions of service of the holders of all such posts fall to be dealt with by the Salaries Review Commission. There are at present 164 such posts.

4. These judicial and legal offices are:-

Judicial Offices

Chief Magistrate  
Senior Magistrate  
Magistrate  
Registrar and Marshal  
Deputy Registrar and Marshal  
Assistant Registrar and Deputy Marshal  
Administrative Secretary to the Chief Justice  
Registrar, Appeal Board

Legal Offices

Civil Law Department

Solicitor General  
Deputy Solicitor General  
Assistant Solicitor General  
Senior State Counsel  
State Counsel IV  
State Counsel III  
State Counsel II  
State Counsel I  
Chief State Solicitor  
Deputy Chief State Solicitor  
Assistant Chief State Solicitor  
Senior State Solicitor  
State Solicitor II  
State Solicitor I  
Registrar General  
Deputy Registrar General  
Assistant Registrar General

Criminal Law Department

Director of Public Prosecutions  
Deputy Director of Public Prosecutions  
Assistant Director of Public Prosecutions  
Senior State Counsel  
State Counsel IV  
State Counsel III  
State Counsel II  
State Counsel I

Legislative Drafting Department

Chief Parliamentary Counsel  
Deputy Chief Parliamentary Counsel  
Assistant Chief Parliamentary Counsel  
Senior Parliamentary Counsel  
Parliamentary Counsel II  
Parliamentary Counsel I

The Law Commission

Secretary, Law Commission  
Senior Legal Research Officer  
Legal Research Officer II  
Legal Research Officer I  
Assistant Legal Research Officer  
Senior Parliamentary Counsel  
Parliamentary Counsel II  
Parliamentary Counsel I

Other Ministries and Departments

Treasury Solicitor  
Head, Legal Division, Office of the Ombudsman  
Registrar, Industrial Court  
Senior State Counsel  
State Counsel IV  
State Counsel III  
State Counsel II  
State Counsel I

5. Shortly after its appointment in August 1978, the Commission received many strong appeals from these officers for an urgent review of existing terms and conditions of employment, particularly of magistrates and the entire body of legal officers. In general, it has been argued that these terms and conditions of employment are inadequate to meet their particular needs and circumstances.

6. The Commission responded to these appeals by giving the matter its immediate attention. In this connection it received and considered memoranda submitted to it by various groups of judicial and legal officers, and it held follow-up interviews and discussions with a large cross-section of these officers. Questionnaires were also circulated to all judicial and legal officers with a view to gaining a deeper insight into selected aspects of the problems outlined.

7. The task of the Commission was made more difficult by the fact that the last comprehensive review of the system of administration of justice in Trinidad and Tobago was undertaken as long ago as 1956 by a Committee under the chairmanship of Sir Albert Napier.<sup>1</sup>

8. Many of the major problems which led to the appointment of the Napier Committee and which occupied a great deal of their attention in 1956, are also of concern today. They include the existence of an excessive backlog of cases, long delays in hearing and determining cases, and difficulties in attracting and retaining a sufficient number of able professionals.

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1. The Napier Committee which was appointed by the Governor at the request of the Chief Justice had the following terms of reference:-

"To consider and report on the system of administration of Justice in the Colony and to make recommendations for expediting the work in all Courts."

The Committee originally consisted of the following persons:-

The Hon. Sir. Albert Napier, K.C.B., K.C.V.O., Q.C. (Chairman), The Hon. Mr. Justice E.M. Duke, Mr. Ellis Clarke, Solicitor General, Mr. A.H. Busby, Senior Magistrate, Mr. Gaston Johnson, Q.C., Mr. R.M. Sellier, Solicitor, and Mr. M.T.I. Julien, Solicitor.

However, as Mr. Clarke became Acting Attorney General, his place on the Committee was taken by Mr. Karl de la Bastide, Acting Solicitor General.

One member of this Committee, Mr. Inskip Julien, Solicitor, in submitting a minority report, expressed the view that questions of the revision or regrading of salaries, the increasing of pension rights and the extension of the age limit on retirement of Judges and Magistrates, were not included in the Committee's terms of reference, since he considered that such matters did not affect the "system" of the administration of justice, nor did they help to expedite the work in the Courts.

Nevertheless, the majority view differed from this and the Committee went on to include in its report specific recommendations concerning the level of remuneration and other terms and conditions of employment of judicial and legal officers.

1954,<sup>3</sup> bearing in mind the need for a fair relationship between the salary scales of the various grades and the salary scales in the British Caribbean Federal and other Unit Services.

12. The King Commission noted that the Judiciary had been reviewed by the Napier Committee and that many of the recommendations contained in that report had already been considered by Government, in which circumstances the Commission felt that there was no reason to reopen any of the decisions taken. However a number of the Napier Committee's recommendations had been specifically referred to it for consideration and the Commission went on to deal with those.

- 
2. (Cont'd) efficiency and the financial resources of the country;
- (ii) to advise whether any changes are desirable in the arrangements for leave, leave passages, recruitment, training, promotion, acting allowances, leave reliefs, superannuation, housing, hours of work, overtime payments, travelling allowances;
  - (iii) to advise whether any changes are desirable in the system of disciplinary procedure;
  - (iv) to enquire into the system of financial control over public expenditure, departmental or otherwise, and to make recommendations;
  - (v) to review and to make recommendations regarding the changes, if any, that are desirable in the remuneration, including allowances of the several grades of the Public Service in the light of developments since the Ritson revision, bearing in mind the need for a fair relationship between the salary scales of the various grades and the salary scales in the British Caribbean Federal and other Unit Services;
  - (vi) to enquire into and to make recommendations regarding the salaries and allowances of Ministers, Parliamentary Secretaries and Members of the Legislative Council;
  - (vii) in the light of (v) above, to review and make recommendations regarding the changes, if any, that are desirable in the remuneration of officers of Statutory Bodies; and
  - (viii) to enquire into the arrangements for remuneration of members of Statutory Boards and Committees."

3. "To review and make recommendations on changes in remuneration in all grades of the Public Service including Primary School Teachers which are necessary for an efficient and contented Administration.

To review and make recommendations on changes in the structure, recruitment and training of the Civil Service in order to improve efficiency and economy in Administration.

To review and make recommendations on any other matters relevant to the efficient, economical and contented administration of the Public Service."

- (e) the Magistrates should form part of the Judiciary;
- (f) the jurisdiction of Magistrates should be altered
  - (i) by making a number of indictable offences also summary conviction offences, and in some cases giving the Magistrate power to impose a sentence exceeding six months;
  - (ii) by revising the list of indictable offences which may be tried summarily with the consent of the accused;
  - (iii) by making 'loitering with intent' a new summary conviction offence;
- (g) the post of Administrative Secretary should be created for administering the Magisterial Staffs under the Chief Justice as a Sub-Department of the Judiciary separate from the Registry;
- (h) the pecuniary limit of the civil jurisdiction of a Magistrate should be raised to \$500 in contract and tort, but not in cases relating to land;
- (i) creation of a post of Director of Public Prosecutions to strengthen the Legal Department;
- (j) appointment of additional Crown Counsel.

10. Although all of these recommendations were not accepted or implemented immediately, they served undoubtedly as guidelines for the revisions of the salary rates of these officers in the years immediately following the submission of the Report.

11. In November 1957, a Commission of Enquiry into the Public Service was appointed by the Governor, with Mr. G.S. King as Chairman.<sup>2</sup> Among other matters the Committee was given responsibility for reviewing and making recommendations regarding the changes, if any, that were desirable in the remuneration, including allowances, of the several grades of the Public Service in the light of developments since the Ritson revision of

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2. Other members were Mr. K. Vincent Brown, Mr. T.W.F. Dalton, Mr. A. Roland Gill, Mr. K.C. Jacobs and Mr. Quintin O'Connor.

The detailed terms of reference of the Commission were as follows:-

- "(1) To enquire into and to make recommendations regarding the whole structure and cost of the machinery of Government (including the functions, organization and staffing of individual departments and Ministries), with a view to rationalising the Public Service, fitting it into the new pattern of ministerial government and achieving economies with due regard to administrative

1954,<sup>3</sup> bearing in mind the need for a fair relationship between the salary scales of the various grades and the salary scales in the British Caribbean Federal and other Unit Services.

12. The King Commission noted that the Judiciary had been reviewed by the Napier Committee and that many of the recommendations contained in that report had already been considered by Government, in which circumstances the Commission felt that there was no reason to reopen any of the decisions taken. However a number of the Napier Committee's recommendations had been specifically referred to it for consideration and the Commission went on to deal with those.

- 
2. (Cont'd) efficiency and the financial resources of the country;
- (ii) to advise whether any changes are desirable in the arrangements for leave, leave passages, recruitment, training, promotion, acting allowances, leave reliefs, superannuation, housing, hours of work, overtime payments, travelling allowances;
  - (iii) to advise whether any changes are desirable in the system of disciplinary procedure;
  - (iv) to enquire into the system of financial control over public expenditure, departmental or otherwise, and to make recommendations;
  - (v) to review and to make recommendations regarding the changes, if any, that are desirable in the remuneration, including allowances of the several grades of the Public Service in the light of developments since the Ritson revision, bearing in mind the need for a fair relationship between the salary scales of the various grades and the salary scales in the British Caribbean Federal and other Unit Services;
  - (vi) to enquire into and to make recommendations regarding the salaries and allowances of Ministers, Parliamentary Secretaries and Members of the Legislative Council;
  - (vii) in the light of (v) above, to review and make recommendations regarding the changes, if any, that are desirable in the remuneration of officers of Statutory Bodies; and
  - (viii) to enquire into the arrangements for remuneration of members of Statutory Boards and Committees."

3. "To review and make recommendations on changes in remuneration in all grades of the Public Service including Primary School Teachers which are necessary for an efficient and contented Administration.

To review and make recommendations on changes in the structure, recruitment and training of the Civil Service in order to improve efficiency and economy in Administration.

To review and make recommendations on any other matters relevant to the efficient, economical and contented administration of the Public Service."

13. The recommendations and observations of the King Commission that are of particular interest in this context are that -

- (i) it agreed that there should be a statutory requirement that a person should have had at least five (5) years actual practice in the profession before being appointed as a Magistrate;
- (ii) it also agreed that where a person is appointed to be a Magistrate and he has not had any previous pensionable service he should be given five (5) added years for pension purposes in so far as they are required to enable him to qualify for a maximum pension;
- (iii) it recommended the following salary arrangements for holders of judicial and legal offices:-

Assistant Crown Solicitor	\$4,068-\$6,426
Magistrate	
Crown Counsel	\$4,950-\$7,410
Assistant Legal Draughtsman	
Crown Counsel (Senior)	\$7,410
Registrar and Marshal	
Senior Magistrate	\$7,656
Deputy Crown Solicitor	
Legal Draughtsman	\$8,160
Crown Solicitor	
Chief Magistrate	\$8,820
Director of Public Prosecutions	\$9,600
Puisne Judge	\$10,080
Attorney General	\$11,520
Chief Justice	\$13,440

- (iv) it considered that on the civil side the departments of the Attorney General and Crown Solicitor should be amalgamated so as to get rid of the overlapping and duplication that arose from the existing organization; the whole department being placed under the general direction of the Attorney General and divided into a number of

sections, namely Conveyancing, Civil Litigation, Public Trustee and Administrator General;

- (v) it also recommended that the whole of the criminal work, both in the Supreme Court and in the Magistrates' Court, should be brought together under a Director of Public Prosecutions who should be formally clothed with all the functions exercised by the Attorney General in relation to criminal matters and that the holder of the post of Director of Public Prosecutions should be paid at the rate appropriate to a Permanent Secretary;
- (vi) it considered that a major difficulty existing at that time was in obtaining staff of the required calibre, and observed that it was usually more satisfactory to staff a legal department by bringing in young barristers and solicitors a few years after they have qualified and training them in the department instead of trying to attract mature practitioners from the open profession.

14. Since 1958 the scale of salaries and other terms and conditions of employment of magistrates and legal officers in this country have evolved simultaneously with and entirely in relation to movements in the rest of the Public Service. Thus, salary revisions have occurred following the Lee Report of 1959, the introduction of the first comprehensive Civil Service Classification and Compensation Plan in 1966, and subsequently in 1971, 1974 and 1977, in the context of the acceptance by Government of a system of periodic revisions of Public Service Remuneration achieved by a process of collective bargaining agreements negotiated with the staff associations concerned.

15. The institutionalisation of this process, of collective bargaining has undoubtedly brought Public Service pay, more closely than ever before, in line with salaries and other conditions of employment in the Private Sector of the economy.

16. However, one of the basic contentions of the judicial and legal officers is that the pattern of compensation arrangements which has been negotiated for them within the broader context of the general public service has not provided realistic salaries and other terms and conditions of service that would facilitate the recruitment and retention of suitable personnel to perform these judicial and legal functions.

Conference with the Chief Justice, the Attorney  
General and Minister for Legal Affairs and the  
Chairman, Law Commission:

17. We are grateful to the Chief Justice, the Attorney General and Minister for Legal Affairs and the Chairman of the Law Commission who made themselves available for discussions with us at short notice.

18. Among the matters discussed with them were:-

- (i) The Policy behind the Judicial and Legal Service Act, 1977.
- (ii) The status of the White Paper on Law Reform which was presented to Parliament in 1978.
- (iii) The problem of recruitment and retention of suitable officers in the Judicial and Legal Service.
- (iv) Proposed legislation to increase the civil and criminal jurisdiction of Magistrates.
- (v) The functions, duties and responsibilities of Magistrates.
- (vi) The promotion of greater mobility in the Service.
- (vii) Promotional prospects of Barristers and Solicitors in the Service.
- (viii) The age of retirement.
- (ix) The award of scholarships to enable Judicial and Legal Officers to undergo specialized training in selected aspects of law.

19. In framing our recommendations we have had regard to their judgement, views and comments which have been of great assistance to us in our deliberations.

CHAPTER 2

EXISTING STRUCTURE AND FUNCTIONS

Magistracy:

20. The establishment of the Magistracy in 1956 consisted of a Chief Magistrate, two (2) Senior Magistrates and sixteen (16) Magistrates. There were seven (7) magisterial districts, namely, St. George West, St. George East, County Caroni, Eastern Counties, Victoria, St. Patrick and Tobago. In 1955, the number of cases filed was 57,689 and the number heard and determined was 51,562. It was estimated that more than 99% of the criminal charges laid in the Colony, as it then was, were dealt with by Magistrates in their courts and the basic jurisdiction of the Magistrates has remained largely unchanged.

21. In 1979, the Magistracy is comprised of a Chief Magistrate, nine (9) Senior Magistrates and twenty-one (21) Magistrates. The ancillary staff numbers two hundred and fifty-five (255) consisting mainly of Clerks of the Peace, Clerical personnel, Bailiffs and Messengers. There are eleven (11) Magisterial districts.

22. The Magistracy has a limited criminal and civil jurisdiction within the machinery for the administration of justice. Magistrates have jurisdiction:-

- (a) to deal with all offences which are triable summarily under the Summary Court Ordinances;
- (b) to try summarily those offences charged indictably in which the evidence appears to establish the commission of a summary offence of a like kind to the offence charged and (with the consent of the accused) those indictable offences specified in the second schedule to the Summary Courts Ordinance should they consider it expedient to do so;
- (c) to hear and determine all charges (other than murder and manslaughter) preferred against juveniles;
- (d) to hold preliminary enquiries into indictable offences to determine whether an accused person may, on the basis of the case made out; be committed for trial in the High Courts or set free;
- (e) to sit as Coroners;

- (f) to hear and determine a wide variety of complaints dealing with affiliation, summary ejection, maintenances, breaches of public health laws, breaches of traffic laws, etc;
- (g) to hear singly applications for a variety of licences or (as Chairman of Licensing Committees) to deal with applications for the grant of liquor licences and the registration of clubs;
- (h) to sit as Judges of the Petty Civil Courts with limited jurisdiction.

23. Data obtained by the Commission have indicated a trend towards an increase in the number of criminal matters filed for hearing in the Magistrates Courts. The number of cases determined has also increased in recent years but at a rather modest rate. Following are details of the growth in the volume of criminal matters falling within the jurisdiction of the Magistracy in the period 1974-1978:-

	<u>Cases Filed</u>	<u>Cases Determined</u>
1974	68,254	51,301
1975	73,121	60,331
1976	69,514	59,928
1977	74,184	54,459
1978	82,458	59,007

The Chief Magistrate:

24. The Chief Magistrate is responsible for planning, directing and co-ordinating the work of the magistracy and participating in its judicial functions. His work involves directing and supervising the magisterial districts of the country and their staff of professional, clerical and other subordinate personnel. He also presides over magistrates courts and sits as a judge in the Petty Civil Courts whenever the necessity arises. He must exercise a considerable degree of independent judgement in the administration of his Division subject to general supervision of a professional superior the Chief Justice, but exercises independent judgement in deciding cases before him in accordance with the Laws and Regulations of the Country, subject only to judicial review when decisions are contested.

25. A Chief Magistrate must have extensive experience as a magistrate such as may have been gained as a Senior Magistrate and training as evidenced by certification as a Barrister-at-Law. Extensive knowledge of the Laws and Regulations of the Country is required as well as a thorough knowledge of the practices and rules of procedure relating to the conduct of the Courts. He must be able to preside over a Court and to administer justice impartially. Finally, he must also be able to direct and supervise a large group of subordinate professional and clerical employees.

Other Judicial Offices:

26. The Offices of the Registrar and Marshal, Deputy Registrar and Marshal, Administrative Secretary to the Chief Justice and Assistant Registrar and Deputy Marshal have been scheduled as judicial offices by the Judicial and Legal Service Act, 1977. There are three (3) Assistant Registrar and Deputy Marshals.

The Registrar and Marshal:

27. The Office of the Registrar and Marshal is responsible for such matters as:-

- (a) processing applications for Grants of Probate or Letters of Administration, or the re-sealing of a Grant of Probate or Administration except where the proceedings are contentious;
- (b) dealing with applications for the taxation and delivery of Bills of Costs;
- (c) hearing applications for time to plead and for leave to amend Writs or Pleadings;
- (d) receiving Orders made in the Civil Courts; Motion Court, Chamber Court and Judgement Summons Court;
- (e) receiving Deeds of Conveyance and executing same;
- (f) processing the following:-
  - (i) applications for attachment of debts;
  - (ii) applications for writs of delivery;
  - (iii) applications for writs of possession;
  - (iv) applications for relief under Section 18 of the Bills of Sale Ordinance;
  - (v) applications for Charging Orders and Stop Orders;

- (vi) application by money lenders or assignees for leave to enter judgement by default;
- (g) the execution of prisoners condemned to death by the Supreme Court;
- (h) the selection of panels of Jurors.

28. The holder of the post of Registrar and Marshal must be a Barrister-at-Law or a Solicitor with considerable experience. His duties require him to have a comprehensive knowledge of the Practice and Rules of the Supreme Court and the various Acts and Ordinances dealing with such matters as Company Law, Laws relating to Bankruptcy, Creditors and Debtors, Probate, Divorce and Admiralty Law, Practice and Procedure, Workmen's Compensation and Family Law. He must have as well a sound knowledge of English and Commonwealth Supreme Court Practice and Procedure.

29. The Administrative Secretary to the Chief Justice exercises supervision and control over the Clerks of Appeal. The holder of the post is responsible for carrying out all administrative functions and duties on behalf of the President of the Court of Appeal and other Justices of Appeal. He must ensure that proper liaison exists with the Registrar of the Supreme Court.

Registrar, Appeal Board:

30. The Registrar, Tax Appeal Board is responsible for the performance of the legal and administrative functions of the Registry of the Tax Appeal Board. The work includes the processing of all documents relating to appeal against tax assessments and valuations, and the supervision of a small group of subordinates engaged in personnel, accounting, library and other related activities. The work is performed with considerable independence within the limits of relevant laws and established policies and procedures, and is reviewed by the Chairman, Appeal Board through reports, discussions and general observations. Experience in professional legal work is a requirement, and the holder of the post must have been admitted to practice as a Barrister-at-Law or Solicitor in Trinidad and Tobago.

The Legal Service:

31. The Legal Service consists of professionals employed in the Criminal Law Department, Civil Law Department; Legislative Drafting Department, Law Commission, and a number of Ministries and Departments of Government. There are altogether about one hundred and twenty six (126) established posts in 1979. The overwhelming majority of these posts are filled by Barristers -at-Law.

The Criminal Law Department:

32. Section 90 of the Constitution of the Republic of Trinidad and Tobago makes provision for the public office of Director of Public Prosecutions. The Director of Public Prosecutions has power in any case in which he considers it proper to do so:-

- (a) to institute and undertake criminal proceedings against any person before any court in respect of any offence against the law of Trinidad and Tobago;
- (b) to take over and continue any such criminal proceedings that may have been instituted by any person or authority;
- (c) to discontinue at any stage before judgement is delivered any such criminal proceedings instituted or undertaken by himself or any other person or authority.

33. This Department at present consists of the Director of Public Prosecutions, his two (2) Deputies, three (3) Assistants, and twenty-two (22) State Counsel.

The Director of Public Prosecutions:

34. The Director of Public Prosecutions must be a person with wide knowledge and experience in criminal law and procedure. He is expected to appear at the Assizes in difficult cases and in the Court of Appeal. He is also expected to give legal advice in criminal matters of a complex nature. He has responsibility for planning, directing and supervising the work of the professional and other staff of his Department and so must have strong administrative capabilities.

35. Among the State Counsel, the Senior Officers are responsible mainly for appearances in the Court of Appeal in criminal cases originating from the Assizes and in the Magistrates' Courts and for giving advice in criminal matters. They also have some supervisory responsibilities.

36. The Junior Officers are expected to assist in the drafting of indictments and to present cases in the Magistrates' Courts and to argue points of law that may arise there. They are also expected to possess the necessary skill to argue points of law and should be competent to assist senior officers at the Assizes in the Court of Appeal and in other Courts and to give advice in cases.

The Civil Law Department:

The Solicitor General:

37. The Solicitor General heads the Civil Law Department which is responsible for both civil litigation and advising Ministries and Departments on civil law matters. These matters would include elements of constitutional law, international law, company law, law of insurance and taxation, industrial law, law relating to Town and Country Planning, Real and Personal Property, Petroleum and other Mining Laws, Tort and Law relating to public officers, among other things.

38. The Solicitor General is responsible for all civil litigation by and against the Government of Trinidad and Tobago and like the Director of Public Prosecutions he is expected to make personal appearances in the more important matters, including tax and constitutional cases both at the Court of Appeal and in the Privy Council. He must have an extensive knowledge of the Statutes controlling the functions of the office as well as of the Civil laws of the country and the methods and practices involved in presenting civil matters before the Courts. This requires extensive experience as a Barrister-at-Law. The Solicitor General also serves from time to time on various Committees of a permanent or ad hoc nature. He plans, directs and co-ordinates the work of the Legal and Clerical Staff of the Civil Law Department and his work is processed within the framework of the laws and ordinances of the country and is subject only to administrative review. He also has overall responsibility for the Chief State Solicitor's Division and the Registrar General's Department.

39. To assist the Solicitor General in carrying out his functions two (2) Deputies and four (4) Assistants as well as eighteen (18) State Counsel are provided.

40. Among the State Counsel in this Department the Senior Officers are expected to have considerable knowledge of civil proceedings in the Court of Appeal, the High Court and the Petty Civil Court. They must also be familiar with the procedures of the Industrial Court. Altogether, they should have reached a very high standard in advisory work and in drafting contracts and other legal instruments. Junior officers are expected to assist their seniors in doing the groundwork in the preparation of cases and legal advice. They must also be reasonably competent in advisory work and are expected to appear as Juniors in Court whenever the necessity arises.

The Chief State Solicitor's Department:

41. The Chief State Solicitor's Department is responsible for the execution of Bonds, Deeds, Leases, Agreements and other related documents. Work includes preparing, checking and certifying these documents and giving legal advice to Government Departments and Public Bodies. The Department checks, peruses and settles mortgages to Government through the Comptroller of Accounts. It ensures effective title research and property lease or conveyancing and advises on titles of property to be acquired by Government. It embraces the Statutory responsibilities of the Administrator General, Public Trustee and Official Receiver. The Chief State Solicitor, his Deputy and Assistant, must have considerable knowledge of the laws relating to conveyancing, contracts, probate and Administration matters. Extensive experience as a Solicitor and Conveyancer is required. There are eleven (11) legal posts in the Chief Solicitor's Department.

42. The principal functions of the Chief State Solicitor's Department may be summarised as follows:-

- (a) Court Schedule - The Chief State Solicitor is responsible for instructing the Solicitor General and State Counsel in all Court matters in which the Attorney General represents the State and Government Departments in the Courts of Justice. His Department takes statements from witnesses and draws up and files all necessary documents such as summonses, affidavits and pleadings. In short, the Department does all the preparatory and procedural work incidental to all Civil proceedings in the High Court and the Court of Appeal.
- (b) Conveyancing - This is a highly technical branch of the law in which solicitors are the specialists. The Chief State Solicitor is responsible for all the State's conveyancing work. This involves preparation of -
  - (i) deeds for properties acquired by the State by private treaty, in many cases for a consideration over a million dollars;
  - (ii) building, agricultural and other leases granted by the State;

(iii) government contracts for services and goods. Owing to the State's present activities in large-scale road and land development, commercial enterprises and building projects, the work in this section is voluminous, onerous and very complex.

(c) Advisory - The Chief State Solicitor advises all Ministries including Local Government Bodies. He is also a member of the Central Tenders Board and the Lands Committee mainly in an advisory capacity. The Chief State Solicitor also advises on notes of title to determine the persons to whom compensation is payable for lands compulsorily acquired by the State.

43. Within this framework the duties of the State Solicitors are as follows:-

- (a) To check titles and instructions, certify deeds and take execution of same in connection with the conveyancing of government properties.
- (b) To prepare leases, agreements, contracts and other legal documents; and provide legal services to government departments as assigned and to appear on their behalf in the Magistrate Courts.
- (c) To serve as advocates in the Petty Civil and Magistrate's Court or before a Judge in Chambers in the Supreme Court on behalf of assigned Departments, Boards and County Councils; and also, to initiate and/or conduct litigation and initiate other proceedings on their behalf.
- (d) To check and approve freehold or leasehold titles of lands offered as security in connection with Government loans on housing or with Agricultural Credit Bank.
- (e) To perform the statutory functions of Official Receiver in Bankruptcy and to wind up the affairs of companies.

- (f) To assist in the verification and signing of cheques and vouchers for the officers of the Attorney General, Registrar General and State Solicitor for which the State Solicitor's Office is the accounting unit.
- (g) To assist in administering the estates of persons who die intestate without lawful next-of-kin.
- (h) To perform related work as may be required.

44. These functions require:-

- (a) Considerable knowledge of the methods and techniques of title research and of property conveyancing.
- (b) Knowledge of the statutes governing the functions of the State Solicitor's Office.
- (c) Knowledge of correct methods of initiating proceedings in the Petty Civil and Magistrate Courts and civil litigation in the Supreme Court.
- (d) Considerable experience as a Solicitor and Conveyancer and training as evidenced by certification as a Solicitor and Conveyancer.

Registrar General's Department:

45. The Registrar General's Department is responsible for ensuring compliance with the laws pertaining to a wide variety of items such as births, deaths, marriage, deeds, designs, and business names. The Registrar General is also the legal custodian of all such documents required to be filed at the office of the Registrar General. He has responsibility for the organization, planning and direction of a Staff of seventy-six (76), including a few professionals, namely, his Deputy and Assistants and a large number of subordinate employees. Information/documents for registration are received from the public or legal practitioners and the Registrar General is expected to organize, plan, schedule and control the work of his Department to ensure that registration of the information and documents conforms with the requirements of the controlling registration laws.

46. Among other things, the Department issues certificates of title, under the Real Property Ordinance and registers instruments pertaining to land transaction. The Department issues certificates in accordance with applicable laws and also issues certified copies of documents in the custody of the Registrar General. Apart from legal training as a Barrister-at-Law or Solicitor admitted to practice in the courts of Trinidad and Tobago, the Registrar General is required to have extensive registry experience including supervisory experience. He must be able to advise on the application of pertinent laws and on proposed new legislation and amendments to existing laws that fall within the purview of the post. He must have extensive knowledge of modern methods and techniques for the registration of vital records and documents.

Legislative Drafting Department:

The Chief Parliamentary Counsel:

47. The Legislative Drafting Department is headed by the Chief Parliamentary Counsel who has a staff of fifteen (15) professionals including one Deputy and two (2) Assistants. The Chief Parliamentary Counsel is responsible for planning, scheduling, directing and supervising the work of the staff engaged in the drafting of all types of legislative enactments. Assignments are received from the Cabinet, Legislature, Ministries or Government Departments for the preparation of legislative enactments or amendments to legislative enactments already in existence. Work is performed with considerable professional independent judgement and initiative and extensive knowledge of the different types of legislative enactments in use and their interdependence is required.

48. The Chief Parliamentary Counsel must also have an extensive knowledge of established drafting principles and of the methods and machinery of Government with regard to the drafting and introduction of legislative enactments. Most important is the ability to interpret and give expression to the wishes of Government clearly and concisely in the preparation of legislative enactments.

49. The White Paper on Law Reform 1978, makes a point of the specialized nature of legislative drafting skill, and its relative scarcity.

Law Commission:

50. The Law Commission was established by the Law Commission Act, 1969 as a permanent advisory body for the reform and revision of the laws of the country. It is charged with the duty "to keep under review all the laws applicable to Trinidad and Tobago with a view to its systematic development and reform, including in particular the modification of any branch of the law as far as it is practicable, the examination of anomalies, the repeal of obsolete and unnecessary enactments, the reduction of the number of separate enactments and generally the simplification and modernisation of the law, and for that purpose -

- (a) to receive and consider suggestions for the reform of the law which may be forwarded to it (either on the invitation of the Commission or otherwise) by judges, public officials, lawyers, and members of the public generally;
- (b) to receive and consider proposals for changes in the law referred to it by the Minister or recommended by any Law Reform Committee, Association of Lawyers or other learned bodies;
- (c) to prepare and submit to the Minister from time to time specific programmes for the examination of different branches of the law with a view to reform including recommendations as to whether such examination should be carried out by the Commission or some other body;
- (d) to undertake, in pursuance of any recommendation of the Minister, the formulation of draft Bills relating to proposals for review contained in such recommendations;
- (e) to undertake, pursuant to any recommendation approved by the Minister, the examination of particular branches of the law and formulation, by means of draft Bills or otherwise, of proposals for reform therein;
- (f) to provide at the instance of the Minister advice and information to Ministries and Departments of Government and Statutory Authorities concerned with proposals for the amendment or reform of any branch of law;

(g) to obtain such information in regard to the laws and general systems of other countries as in the opinion of the Commission, is likely to facilitate the performance of any of its functions."<sup>4</sup>

51. The staff of eleven (11) officers is made up primarily of Legal Research Officers and Parliamentary Counsel who conduct the legal research work to assist the Commission in its duties. The senior officers are expected to have considerable knowledge of both criminal and civil laws of the State as well as extensive knowledge of legal reference authorities and the ability to utilize such authorities effectively in legal research.

Registrar, Industrial Court:

52. The Registrar, Industrial Court is responsible for the performance of all the administrative functions of the Industrial Court. Work, includes the processing of documents relating to trade disputes, industrial agreements and complaints in respect of the price of goods and commodities which are referred to the Court. In addition, the employee is required to supervise a small group of subordinates engaged in personnel, accounting and other related activities. Work is performed with considerable independence within the limits of departmental policies and relevant laws and is reviewed by the President of the Industrial Court through reports, discussions and general observations. The holder of the post must have considerable knowledge of court procedures and practices, as well as of government office procedures including financial instructions, and civil service rules and instructions. Legal training, administrative ability and experience are prerequisites of the post.

Head of the Legal Division,  
Office of the Ombudsman:

53. This legal officer is responsible for advising the Ombudsman on all legal matters pertaining to the functioning of his office or the exercise of his powers. Work involves determining the Ombudsman's jurisdiction in matters referred to him; examining the legal aspects of matters which fall to be investigated; researching relevant laws, ordinances and regulations pertaining to the operations of Ministries/ Departments and Statutory Bodies, collecting relevant information,

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4. Detailed in memorandum from Chairman, Law Commission to Chairman, Salaries Review Commission.

determining the legality of any administrative action which gave rise to complaints and advising the Ombudsman thereon. Policies and procedures are established in consultation with the Ombudsman, after which, the officer exercises considerable initiative and independent judgement in making professional decisions and work is subject only to administrative review by a superior officer.

54. The officer must have considerable knowledge of the laws, ordinances, and regulations relating to Government's Administration, of the different types of legislative enactments in use and their dependence on one another.

Legal Officers for Other Ministries and Departments:

55. In addition to the above, legal officers are assigned to various Ministries and Departments, among them, Ministry of Labour, Social Security and Co-operatives, Petroleum and Mines, the Inland Revenue Department, the office of the Director of Personnel Administration, Customs and Excise Division, and the Treasury Division. These officers are primarily State Counsel who are classified in Grades I - IV and that of Senior State Counsel.

56. Some posts however, carry peculiar designations e.g. Treasury Solicitor, Legal Adviser and so on. At the lower levels the State Counsel engages primarily in the following types of work:-

- (a) Investigation of legal problems of Government Departments and Statutory Bodies and provision of advice and opinions relating thereto;
- (b) Making appearances as advocates for the Government in matters brought before the Courts;
- (c) Interpreting laws, ordinances, and regulations, and serving as legal adviser in a Ministry or Department or Statutory Authority;
- (d) Preparation of deeds, leases, agreements and other documents;
- (e) Examining deeds, leases, agreements, covenants and other legal documents and giving opinions and making recommendations.

57. At the Senior levels the work is typically of the following nature:-

- (a) advising on day-to-day legal problems including the interpretation of the laws, ordinances and regulations under which the Department/Ministry operates and serving as advocates in the Courts on its behalf;
- (b) preparing a variety of legal documents and drafting preliminary legislation on matters relating to the work of the Ministry;
- (c) serving on negotiating teams and committees and attending meetings, conferences, and discussions with top officials, and preparing documents recording agreements reached;
- (d) holding enquiries, making investigations and preparing briefs for the Minister in connection with legislation to be presented to the legislature;
- (e) consulting and collaborating with the Permanent Secretary of the Ministry and his staff.

58. Considerable knowledge of the laws, ordinances and regulations related to Financial Administration and/or specialised areas connected with the work of the Ministry is often required for example in fields such as Income Tax Law, industrial relations law, petroleum matters etc.

CHAPTER 3

EXISTING PAY STRUCTURE

59. Very few attempts have been made to enunciate the principles which govern or ought to govern the structure of pay for public employees of Trinidad and Tobago. Yet the existing structure cannot be properly understood without a consideration of its philosophical underpinnings.

The Ritson Report:

60. One of the earliest attempts to spell out a comprehensive set of pay principles is contained in the Report of the Ritson Commission on the Civil Service of Trinidad and Tobago, 1954.

61. In his report Ritson remarked that in general, Heads of Department and staff representatives had put forward to him four (4) main principles in making their proposals for salary revisions.

These were:-

- (a) that the Civil Service should pay what the outside world pays;
- (b) that the Civil Service should ensure to a man or woman a certain standard of living;
- (c) that those with the same educational qualification should be given the same salary and broadly the same promotion prospects;
- (d) that higher pay should be given to holders of certain posts because their promotion prospects were not as good as those of others elsewhere;

62. Significantly, Ritson went on to reject each of these principles and to suggest instead that the basic principle for fixing rates of pay for the various jobs in the Public Service should be what is required to recruit and retain an efficient staff. "The formula," he said, "is old and simple even if its application sometimes raises difficult questions."<sup>5</sup>

63. Ritson argued:

"This principle is fair both to the public and the staff. If young men and women ... regard current rates for Civil Service jobs as satisfactory, and if those rates produce a sufficiency of acceptable and competent candidates, then there is no "prima facie"

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5. Appendix I sets out in detail the reasons advanced by Ritson for the rejection of the principles referred to at (a) to (d) above.

reason for increasing them. The argument can be put another way: If the present rates produce a sufficiency of acceptable candidates that goes to show that the rates compare favourably with those open to the candidates in other fields." He argued further that "The conclusion is that if the Civil Service gets its fair share of competent school leavers or of any class of worker in the clerical, technical or professional classes, that is good evidence that the Civil Service rates of pay, taking one thing and another - leave, pensions, security, &c., &c., - compare favourably with the generality of outside rates. In other words, the test of "recruitment and retention of an efficient staff" is in the last resort very much the same as the test of "comparable rates for comparable work."

The King Commission:

64. The next attempt to define pay principles for the public service was made in 1958 by the King Commission. The thinking of that Commission was markedly at variance with the views expressed by Ritson. The Commission stated that it did not regard the principles of paying "What is necessary to recruit and retain an efficient staff as an adequate guide."

65. The King Commission referred to the principles outlined in 1955 by the Priestley Royal Commission in the United Kingdom. The latter Commission had recommended that the primary pay principle should be fair comparison with the current remuneration of outside staffs employed on broadly comparable work, taking account of differences in other conditions of service.

66. In addition to fair comparison as a primary principle Priestley had also suggested that in an organization so closely knit as the Civil Service proper regard must also be had to internal relativities both in a vertical line between senior and junior officers and also horizontally as between different grades working side by side.

67. Those principles were used by the King Commission as the basis for their review. Nevertheless, difficulty was experienced in obtaining suitable comparisons and the Commission resorted to making comparisons with the rates paid in the Public Services in the other Units of the Caribbean, in the Federal Service and in other countries. The Commission also looked at salaries paid by business firms and companies operating in Trinidad though they disregarded the Oil Companies where the rates seemed to be clearly exceptional.

The Civil Service Act, 1965:

68. Despite periodic revisions of pay for the public service the question of pay principles was not explicitly confronted until the enactment of the Civil Service Act, 1965.

69. Section 14, Sub-sections (2) to (4) of this Act states:-

"(2) The Minister of Finance may from time to time make recommendations with regard to remuneration to be paid to civil servants.

(3) The Minister of Finance shall, before making recommendations on remuneration under Sub-section (2):-

(a) consider the requirements of the Civil Service.

(b) take into account the rates of pay and other terms and conditions of employment prevailing in Trinidad and Tobago for similar work outside the Civil Service and the relationship of the duties of the various classes and grades within the Civil Service; and

(c) be guided by the considerations specified in paragraphs (a) to (d) of Sub-section (2) of Section 9 of the Industrial Stabilization Act, 1965.

(4) Prior to formulating any recommendations under Sub-section (2) the Minister of Finance may require the Personnel Department to consult with representatives of the appropriate recognized association with respect to the matters specified in paragraph (c) of Sub-section (1)."

70. The considerations referred to at sub-section 3 (c) above are:-

(a) the necessity to maintain and expand the level of employment;

(b) the necessity to maintain a high level of domestic capital accumulation with a view to increasing the rate of economic growth and to providing greater employment opportunities;

- (c) the necessity to ensure to workers a fair share of increases in productivity in enterprises;
- (d) the necessity to prevent gains in the wages of workers from being affected adversely by unnecessary and unjustified price increases.

71. The principles enunciated in the Act have remained the primary factors which have influenced the evolution of the pay structure in the public service up to the present time.

Pay Structure in 1979:

72. In the following paragraphs we have sketched the existing structure of pay rates for the various judicial and legal offices and related these salaries to those provided to public officers in the Senior Administrative grades and other professional streams.

73. Appendix II indicates that, at 1979 pay levels, both the State Counselland the State Solicitor I earn \$1,764 - \$2,063/2,249<sup>6</sup> monthly - exclusive of Cost of Living Allowances which are currently at the level of \$48.00 per month. The post of Magistrate in comparison carries a remuneration of \$2,146 - \$2,292/\$2,519 per month while Legal Research Officers I are paid \$2,151 - \$2,220/\$2,442 per month.

74. The typical recruit for the posts of State Counsel I or a State Solicitor I is a new-qualified Barrister or Solicitor. Newly appointed Magistrates are generally chosen from among persons with three (3) or more years experience gained as a practising lawyer at the Bar but, generally, these appointees have no more than five (5) years post qualification experience. Those who enter as Legal Research Officers I would also be expected to have some degree of experience as practising lawyers or engagement in post graduate study.

75. Indications are that within two or three years of his appointment as a State Counsel I, a lawyer can expect to be promoted to the next higher class of State Counsel II, provided that by his performance he has demonstrated a reasonable degree of professional competence. This would increase his earnings to the level of \$2,151 to \$2,220. By the same process of advancement after five (5) or six (6) years of service, a legal graduate who entered the government service as a State Counsel I is likely to be holding the post of State Counsel III and earning \$2,373.

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6. Indicates longevity increments awarded initially to an officer who has been receiving the maximum salary of the post for two years. Two further longevity increments may be earned at intervals of two years each.

76. Comparing the relative remunerations of the Magistrate, State Counsel III and the Legal Research Officer I who, one can safely assume, would have at this stage of their careers roughly the same post qualification experience it will be seen that there is a fair degree of parity in remuneration levels. The respective rates of pay would be \$2,146 to \$2,292 for the Magistrate, \$2,373 for the State Counsel III and \$2,151-\$2,220 for the Legal Research Officer I.

77. At this point, it would be useful to compare the remuneration structure for the lower and middle levels of the Judicial and Legal Service with the compensation arrangements for other professional groups in the Government Service.<sup>7</sup> The following are details of the basic salary earned by Economists, Engineers, Doctors, Architects, Graduate Teachers, Statisticians, Professional Accountants, Agricultural Officers and Chemists at their respective entry points into the Government Service:-

Economists I	-	Range 46	-	\$1,611-\$2,063
Civil Engineers I	-	Range 53	-	\$1,852-\$2,292
House Officers (Doctors)	-	Range 56G	-	\$2,420
Architects I	-	Range 53	-	\$1,852-\$2,292
Teachers II (Graduate Teachers)	-	Range 46	-	\$1,611-\$2,063
Statisticians	-	Range 46	-	\$1,611-\$2,063
Accountants III	-	Range 53	-	\$1,852-\$2,292
Agricultural Officers	-	Range 46	-	\$1,611-\$2,063
Chemists I	-	Range 46	-	\$1,611-\$2,063.

78. From the above information it can be seen that newly qualified legal professionals are paid much the same salaries as university graduates who enter the Teaching Service or who are graduates in Economics, Chemistry or Agriculture and who also have little or no post qualification experience. Finished professionals, however, such as Accountants, Architects and Civil Engineers, are recruited at a somewhat higher salary level namely Salary Range 53 - \$1,852-\$2,292. Moreover, Doctors whose length of training is appreciably longer than most other professionals commence in Range 56 at a salary of \$2,420.

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7. All Public Servants are due for a negotiated 10% increase in salary in 1980.

79. The positions of Senior State Counsel, Senior Magistrate, Assistant Chief State Solicitor and Senior Legal Research Officer represent more or less the middle level career milestone for the legal and judicial officers in the government service. Two of these posts, Senior State Counsel and Senior Legal Research Officer are now classified in Salary Range 62 with which is associated a salary of \$2,976 per month, while the two other posts are classified in Salary Range 60 with which is associated a salary of \$2,716 per month. By comparison the Deputy Registrar and Marshal of the Supreme Court and the Deputy Registrar General are classified in Salary Range 55G and receiving a salary of \$2,373. It would be useful to compare this level of remuneration with the equivalent grades for other professionals. The following is a sample of comparable posts and their respective remuneration:-

Senior Economists	- Range 60	- \$2,716
Civil Engineer II	- Range 59D	- \$2,380-\$2,562
Architects II	- Range 59D	- \$2,380-\$2,562
Registrar	- Range 61	- \$2,870
Principal II	- Range 59D	- \$2,380-\$2,562
Accountant IV	- Range 59D	- \$2,380-\$2,562
Chemists II	- Range 56C	- \$2,130-\$2,420.

80. The comparison shows that the remuneration received by the officers in the Judicial and Legal Service at this level compares favourably with that of other professionals with approximately ten (10) years service in Government employment.

81. The senior positions in the Judicial and Legal Service which represents in effect, the limits of career achievement for the average legal professional include the posts of Solicitor General, Director of Public Prosecutions, Chief Parliamentary Counsel and their Deputies and Assistants together with the Chief Magistrate, Chief State Solicitor and the Registrar of the Appeal Board.

82. The three top posts, that of the Solicitor General, the Director of Public Prosecutions and Chief Parliamentary Counsel are all classified in Range 70 (\$4,287) a range equivalent to that of the Senior Permanent Secretaries in the Government Service. The only public service posts classified above Range 70 are those of Permanent Secretary to the Prime Minister and Head of the Public Service, the Permanent Secretary, Ministry of Finance and the Economic Adviser to the Prime Minister. These posts are all classified in Range 71 which carries a salary of \$4,495 per month.

Hereunder is a list of the posts which are classified in Range 70:-

Permanent Secretary, Planning and Development Division,  
Ministry of Finance  
Chief Personnel Officer  
Director of Personnel Administration  
Permanent Secretary in the Office of the Prime Minister  
Permanent Secretary, Ministry of National Security  
Permanent Secretary, Ministry of External Affairs  
and Head of the Foreign Service  
Chief Medical Officer  
Director of Contracts  
Executive Director, National Insurance Board  
General Manager, Industrial Development Corporation  
Director, Management Development Centre  
Executive Director, Water and Sewerage Authority  
General Manager, Port Authority

83. By way of further comparison, the Auditor General now receives a salary of \$5,591 per month; the Ombudsman, \$5,512 per month and a Puisne Judge \$4,658 per month.

84. The Chief Magistrate and the Chief State Solicitor are currently classified in Range 67 carrying a salary of \$3,867 per month. In terms of relative classification this places these officers in the same range as the Commissioner of Prisons, Chief Fire Officer, Chief Immigration Officer and Foreign Service Officer V, among others. As such these posts are ranked higher than the Chief Government Chemist and Director of Food and Drugs (Range 66), the Director of Meteorological Services (Range 66), Chief Insurance Officer (Range 65), Directors of Construction, Drainage, and Highways in the Ministry of Works (Range 65) and the Deputy Commissioner of Police (Range 65). Officers in Range 65 receive a salary of \$3,446 per month while officers in Range 66 receive a salary of \$3,658 per month.

85. They are positioned at one range below the level of the following posts:-

Chief Petroleum Engineer  
Commissioner of Inland Revenue  
Comptroller of Customs and Excise  
Chief Education Officer  
Chief Technical Officer in the Ministries of  
Agriculture and Works; and  
Directors of the principal divisions of the  
Ministry of Finance.

86. These posts classified in Range 68 are remunerated at \$4,077 per month.

87. The Deputies and Assistants to the three top posts in the Judicial and Legal Service are respectively classified in Range 65 and 64, the corresponding salaries being \$3,446 and \$3,237 per month. The Registrar General and the Registrar and Marshal of the Supreme Court are also classified in Range 64 at a salary of \$3,237. As can be seen above, this classification places these officers on par with Heads of major Divisions in the various Government Ministries and Departments.

88. From the above information, it would seem that the relative ranking or classification of the different tiers within the Judicial and Legal Service is quite consistent with the integral structure of job classification in the Government Service.

89. Included in the compensation packages of the Judicial and Legal Officers are a number of fringe benefits which must be taken into account in forming an accurate picture of total remuneration. Listed hereunder are some of the more important of these fringe benefits:-

(a) Vacation Leave:

Judicial and Legal Officers are entitled to twenty-eight (28) working days Annual Vacation Leave. Those officers with ten (10) years service and over are entitled to thirty-five (35) working days such leave.

(b) Travelling:

All Magistrates are eligible for travelling benefits which include a motor-car loan of \$15,000 repayable over a period of five (5) years; a loan for the purchase of motor-car insurance repayable over a period of one (1) year; a monthly upkeep allowance of \$224.00, allowance for approved mileage travelled on official duty at the rate of .22¢ per mile.

Provision is also made for exemption of motor vehicle tax, the maximum being based on a loan of \$15,000.

The Chief Magistrate and the Senior Magistrate (North Eastern Counties) are entitled to a Chauffeur Allowance (\$565 per month). In addition Magistrates posted in certain areas in Trinidad and Tobago are entitled to depreciation allowance of 2¢ per mile in Trinidad and 3¢ in Tobago and Sea Blast Allowance of 10% of upkeep allowance for Trinidad and 15% of upkeep allowance for Tobago.

With respect to the Legal Service, all top senior posts are scheduled travelling posts, the holders of which are entitled to motor car and insurance loan, upkeep and mileage allowance as described above.

(c) Housing:

All Magistrates are entitled to Government Quarters. However, in point of fact only about 50% of these officers have been allocated quarters for which they pay a rent in accordance with the provisions of the Civil Service Regulations, 1967.

(d) Pension:

All qualifying Judicial and Legal Officers are entitled to pension benefits. Normally, a public officer qualifies for pension after ten (10) years service. However, officers in the legal services enjoy a five (5) year service added clause whereby five (5) years are added both for qualifying, for a pension and for the computation of that pension.

The formula for the computation of pension is:-

Service in months multiplied by last annual salary (provided that the pensioner substantively held the post for three (3) years prior to retirement) divided by 600. The result is the full or unreduced pension payable to the pensioner.

The Pensioner may, as is customary, opt for a gratuity and reduced pension. In which case, his gratuity is computed by the formula:-

Quarter ( $\frac{1}{4}$ ) full pension multiplied by  $12\frac{1}{2}$  and he receives three-quarter ( $\frac{3}{4}$ ) of full pension and

CHAPTER 4

SUBMISSIONS

90. The various submissions made to the Salaries Review Commission by the Judicial and Legal officers have all tended to be extremely critical of existing remuneration arrangements, which have been seen as a major contributor to what is reported to be the chronic inability of Government to recruit and retain suitable legal personnel at all levels.

91. That there is a problem of attracting suitable legal personnel to perform the various judicial and legal functions and of retaining the services of some officers appears to be in little doubt. For example, an analysis of information made available to the Commission on the arrangements for the filling of legal posts has indicated that:-

- (a) in the Civil Law Department ten (10) of the twenty-five (25) legal posts are vacant;
- (b) in the Department of the Director of Public Prosecutions there are seven (7) vacancies out of an establishment of twenty-eight (28) legal posts;
- (c) in the Legislative Drafting Department five (5) of the sixteen (16) posts are also vacant;
- (d) in the Chief State Solicitor's Department two (2) out of eleven (11) posts are vacant, but the other nine (9) posts are mainly filled by recent graduates;
- (e) in the Inland Revenue Department three (3) out of the six (6) Legal positions are reported vacant;
- (f) in the Magistracy there are five (5) vacant posts out of an establishment of thirty-one (31) posts.

Chief Legal Officers:

92. In a joint memorandum submitted to the Commission in September 1978 by the Acting Solicitor General, Acting Director of Public Prosecutions, Acting Chief Parliamentary Counsel and Temporary Chief State Solicitor, it was stated that:-

"... the State seems singularly unsuccessful in attracting or retaining suitable personnel as legal advisers, parliamentary counsel, court counsel or instructing solicitors and conveyancers."

93. It was advanced by the Chief Legal Officers that at present graduates from the Law Schools and lawyers in private practice are reluctant to enter or remain in the Legal Service and that this is attributable to the more attractive rewards of private practice and employment outside of the public service.

94. The memorandum stressed that these difficulties unfortunately existed in the context of ever-increasing complexity of the business of Government and of accelerated economic and social development, which required an unprecedented volume of new legislation, amendments to existing legislation and legal advice to the State, its many Ministries, Statutory Authorities, Local Government Authorities and other Governmental Agencies.

95. The point was also made that social and economic development of the country and the increasing diversity and complexity of the economic activities of the State had created an acute need for highly specialised legal advice, in areas such as Company Law, Law related to International Taxation and Contracts, and for highly skilled practitioners in fields such as Legal Drafting.

96. Attention was drawn to what was described as the tremendous increase in the volume of work of legal officers in recent years. This sharp increase has been attributed in the Kelsick Report<sup>8</sup> on the establishment of a Legal Service and the reorganization of the Department of the Attorney General and Ministry for Legal Affairs to the following factors:-

- "(a) the enactment of the State Liability and Proceedings Act, 1966, which has placed the State in practically the same position as private persons.

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8. In April 1976 Cabinet appointed two Committees, the terms of reference of which were respectively:-

- (a) "To consider and make recommendations for the restructuring of the Ministry of the Attorney General and Minister for Legal Affairs; and
- (b) "To investigate the desirability of establishing a Legal service and to make appropriate recommendations which should include the drafting of any necessary legislation."

Mr. C.A. Kelsick, Q.C. (now Mr. Justice Kelsick) and Mr. A. Warner (now Mr. Justice Warner) were appointed to both Committees while Mr. Ivor Blackman, State Counsel IV, and Mr. Roderick Noel Senior State Counsel, both of the Attorney General's Chambers, were appointed to the first and second Committees respectively. Mrs. Jean Permanand was assigned as Secretary to both Committees.

To prevent duplication of work in the areas where the references of the Committees overlapped, the Committees decided to hold joint meetings and to submit a common report.

- "(b) The greater awareness of citizens of the country of their rights, most likely because of greater educational facilities.
- (c) The introduction of a written Constitution containing provisions enshrining fundamental rights and requiring special majorities in Parliament for the passing of Acts which alter or conflict with those provisions. In this respect, the Constitutional validity of the acts of the State and its servants or agents is now being increasingly challenged and even the legislative capacity of Parliament is being questioned with great frequency; and Parliamentary Counsel have had constantly to take account of the possible effect of the Constitution on legislation drafted by them. Constitutional questions are always of a difficult and serious nature and there must be lawyers with the requisite competence to deal with them.
- (d) The expansion and increase in the number of Government Departments and Statutory Authorities.
- (e) Negotiations and agreements with foreign Governments and Corporations.
- (f) The incursion of Government into the private sector of the economy, for example, by the acquisition of majority shareholding in commercial enterprises. As a consequence, Company Law, which hardly exercised the minds of law officers in their day to day responsibilities, is now an absolutely important aspect of law which they must master."

97. In addition, the memorandum from the senior law officers cited other factors such as the coming into operation of the Legal Aid and Advice Act, 1976, and the proposed establishment of County Courts, which it was argued would in the near future lead to an increase in litigation involving the State.

98. It was submitted that these factors not only generated a need for more staff, but that they also necessitated the recruitment of staff of high calibre and experience to meet the new situations.

99. A special difficulty was identified with respect to the retention of top legal personnel in the Legal Departments. It was pointed out that out of a Judiciary of sixteen (16) Judges ten (10) had been appointed from among former legal officers of the Attorney General's Office and Ministry for Legal Affairs. This characterised the continual drain on the more experienced and capable officers in the Legal Service to fill the needs of the Judiciary. This problem was intensified by inability to recruit suitable replacements in a reasonable period of time.

100. The view was also expressed in the memorandum that too great a disparity exists between the emoluments of the Chief Legal Officers, namely, the Solicitor General, Chief Parliamentary Counsel and the Director of Public Prosecutions who receive salary in Range 70 (\$4,287 in 1979) and their deputies who are currently classified in Salary Range 65 (\$3,446 in 1979). The essential argument in support of this has been put in the following manner:-

" A Deputy is in effect a potential Chief Legal Officer and indeed often performs in that position. Because he is practically on par with the Chief Legal Officer in qualifications, performance and responsibility it is submitted that his remuneration should be adjusted to a point nearer that of a Chief Legal Officer."

101. In addition it was argued that the Registrar General and the Chief State Solicitor should also be given special consideration in that the holders of these offices are de facto departmental heads and are by statute responsible for a multiplicity of functions. Because of this it was felt that these offices should be equated with that of the Deputy Chief Legal Officer, who it was assumed would be put in a significantly enhanced position.

102. Dissatisfaction was expressed as well about the existing salary differentials between the various grades of legal offices and the Commission was asked to ensure as a matter of policy that the size of the differentials should be made more realistic.

103. In their submissions to the Commission the Legal Officers also requested that consideration be given to a general improvement in the allowances and other fringe benefits provided for them.

Magistracy:

104. The submission made to the Commission by the Magistracy has been couched in rather general terms. In the main, like their counterparts in the legal service, they expressed great dissatisfaction with the salaries and other terms and conditions of service currently provided. It was contended that these conditions were not adequate to attract suitable candidates to the Magisterial bench and to retain those serving officers who had acquired valuable experience.

105. The memorandum from the Chief Magistrate put great emphasis on the wide scope of civil and criminal jurisdiction of Magistrates in the administration of justice and asserted that over 90 percent of the criminal matters heard and determined in the country daily commence and conclude in the Magisterial jurisdiction.

106. It was submitted that:-

"because of the professional experience required and the responsibilities of the Office, Magistrates should receive a measure of remuneration by way of salary and allowances commensurate with the responsibility and dignity of their office."

107. It was pointed out that the Chief Magistrate had certain essential administrative duties over and above his professional functions. For example, he is the Accounting Officer and as such is accountable to the Public Accounts Committee for the regularity and propriety of all expenditure. He must also ensure that adequate machinery exists for collecting and accounting for all receipts.

108. The Magistrates requested significant improvements in their terms and conditions of service in order to alleviate their frustrations and to make it possible to attract and retain competent personnel.

109. They suggested also that the compulsory retirement age for Magistrates should be fixed at 65 years.

Judicial Officers attached to the Supreme Court:

110. The Registrar and Marshal of the Supreme Court in making representations to the Commission observed that representation had been made continuously since 1968 for the upgrading of these offices.

It was argued that immediate action is necessary to preserve the integrity, efficiency and morale of the Registry so that it might continue to perform "the vital functions for the due administration of justice in the Supreme Court." It was stated that the work of the Registry has grown five fold over the last thirty (30) years and has become more complex in nature and that this has been attended by a great increase in administrative duties. It was considered that an evaluation of the work and responsibility of the various duties would lend support to the proposal for upgrading.

Registrar General:

111. The Registrar General in separate representation to the Commission stated that the post is an independent statutory office which is autonomous in nature. He reasoned that the Registrar General's Department is included as part of the Solicitor General's Department purely for administrative convenience, and that the Registrar General is, in fact and in law, a Head of Department. Consequently, he argued that the post should not be in a grade lower than that of Solicitor General or the other Heads of Department in the Ministry for Legal Affairs. In support of this it was also argued that the work of the Registrar General's Department is very much of a specialized nature and that there is limited scope for promotional opportunities for legal officers who are attached to it. Moreover, he pointed out that the Registrar General's Department has traditionally been regarded as a "dead end" in comparison with other areas of the Legal Service.

Chief State Solicitor:

112. Also in separate memorandum to the Commission, the Chief State Solicitor pointed out problems peculiar to solicitors in the Legal Service. He explained that a State Solicitor cannot obtain a post in the Solicitor General's Department, which requires Barristers rather than Solicitors. In addition, by long established convention a Solicitor is not appointed to the Magistracy, and even if this custom were to be broken the Magistracy would be a dead-end for a State Solicitor. As a result the effective opportunities for promotion are all within the Chief State Solicitor's Department, and the highest post to which a State Solicitor can be appointed is that of Chief State Solicitor,

113. It was explained that during the past seven years, some eight (8) Solicitors had been lost to private practice. Some had been offered appointments and had not taken them up, while others had gone into private practice after a short stay with the Department. It was felt that this high wastage rate was due to inadequate salaries and poor conditions of employment. Consequently, Solicitors of only a few years' experience were inclined to ignore advertisements for employment in the legal service.

114. It was submitted that the existing classification of the Chief State Solicitor at a level below that of the Solicitor General, Director of Public Prosecutions and Chief Parliamentary Counsel was not justified. In support of this, the argument was advanced that the Chief State Solicitor is the head of a department like any of the others, that his work is as voluminous, onerous and as important as theirs, and that he performs unique and distinct functions.

115. In the words of the Chief State Solicitor:

" There is no reason why the legal service should not offer solicitors the same prospects financially as it offers Barristers, all the more so as it is common knowledge that, financially, the prospects of a Solicitor in private practice are better than those of a Barrister, and the legal service is not attracting Solicitors in private practice. No wonder that Solicitors after admission regard the State Solicitor's Department merely as a place where they can gain some experience with assured remuneration to equip them for successful private practice."

116. The Chief State Solicitor argued for the setting of smaller differentials between the salaries of promotional posts in his Department. He also suggested that in as much as the work done in the Chief State Solicitor's Department is in most respects different and distinct from that carried out in any other legal department, the salaries of State Solicitors should not be fixed with reference to traditional relativities between levels of State Counsel and levels of State Solicitors.

CHAPTER 5

PAY POLICY

117. In considering the criteria which we ought to adopt for assessing salaries and other conditions of employment for judicial and legal officers in Trinidad and Tobago, we have given careful thought to the pay principles which have been suggested from time to time by similar review bodies in various Commonwealth countries.

118. We took as our starting point the comments of Commissions and Committees which in the past have reviewed and submitted recommendations on employment conditions for public officers in this country. It would be recalled that in an earlier section of this Report in which we discussed the philosophical underpinnings of the existing remuneration structure, some of these factors were identified. They may be summarized as follows:-

- (a) Public service pay should take account of the rates of pay and other terms and conditions of employment prevailing in Trinidad and Tobago for similar work outside the civil service and the relationship of the duties and responsibilities of the various classes and grades within the structure of the Government service;
- (b) the pay structure should take into consideration what is required to recruit and retain competent personnel to carry out various functions in the governmental machinery;
- (c) that pay rates should seek to ensure that the employee is able to maintain a desirable standard of living;
- (d) that the real income of these workers should be protected from erosion by the inflationary process; and
- (e) that the rates of pay of public employees should be consistent with the objective of maintaining and expanding the level of employment and of fostering economic growth in the country.

The Priestley Commission:

119. The principle of comparability defined at 118 (a) above as we noted earlier, was recommended by the King Commission. This principle was laid down in 1955 by the Priestley Royal Commission on the United Kingdom Civil Service, as the primary guidelines which ought to be used in the determination of appropriate pay for the civil service in that country. It has apparently continued to be observed for all civil service grades in the United Kingdom up to and including Assistant Secretary. We quote from the Report as follows:-

- "(1) The end to be served by principles of pay in the Civil Service may be stated as the maintenance of a Civil Service recognised as efficient and staffed by members whose remuneration and conditions of service are thought fair both by themselves and by the Community they serve.
- (2) The primary principle of civil service pay should be fair comparison with the current remuneration of outside staffs employed on broadly comparable work, taking account of differences in other conditions of service.
- (3) Internal relativities should be used as a supplement to the principle of fair comparison in settling civil service rates in detail and may have to be the first consideration when outside comparison cannot be made, but they should never be allowed to override the primary principle or become too rigid."

Top Salaries Review Body, United Kingdom:

120. It is instructive to refer to the remarks made by the United Kingdom Review Body on Top Salaries<sup>9</sup> under the Chairmanship of the Right Honourable Lord Boyle in its 10th Report, June, 1978.

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9. The United Kingdom Review Body on Top Salaries was appointed in May 1971 with terms of reference to advise the Prime Minister on the remuneration of the Chairman and members of Boards of nationalized industries; the higher judiciary and certain other judicial appointments; senior civil servants; senior officers of the armed forces; and other groups which may be referred to it.

The Review Body stated inter alia:-

" We remain satisfied that no single over-riding principle applies with equal force across the whole of our field. Against the background that 'comparability' in one form or another had assumed a growing importance in other fields and in popular discussion, we considered critically its relevance at the levels with which we are concerned, and took the view that comparability with jobs of equivalent weight in other walks of life has indeed a part to play. But both comparability and the idea of 'fairness' that goes with it are difficult concepts to quantify - particularly at the highest levels; our conclusion was that, while comparability has a place as one of a number of indicators, comparisons between one job and another have to take proper account of the different environments of the jobs - particularly in comparisons between jobs in the public services and in the private sector. We found a link between comparability as an indicator of pay levels and the importance of being able to recruit and retain the right level of ability for the four fields with which we are concerned. We saw it as important in principle that the level of salary should enable each of those fields to recruit and retain an adequate share of the nation's best talents."

The Central Pay Commission, India:

121. This theme is echoed in the Third Report of the Central Pay Commission of the Government of India, 1973.<sup>10</sup> The Report states:-

"Government employees naturally maintain a close watch on emoluments in the non-government sector and if disparities are too great a gnawing sense of injustice will corrode morale and lead to discontent, with adverse effects on efficiency.

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10. Page 43, paragraph 70.

For performing comparable duties, Government employees should not receive emoluments so conspicuously below those received by persons of the same social strata engaged in private trade and industry as to develop this sense of grievance."

122. The same Commission elsewhere in its Report argued that the Government ought to take due note of recruitment difficulties and the maintenance of a high level of efficiency in the Public Service. It expressed the view that the true test is whether the Government Service is attracting and retaining the persons it needs and whether these persons are reasonably satisfied with the pay and other conditions of service taken as a whole. It considered that having regard to changing conditions, it may be necessary for the Government to alter pay and other conditions of service selectively for other categories of employees while avoiding, if possible, violent short-term changes in horizontal relativity. Altogether it advocated a flexible as opposed to a rigid approach to such matters.

Other Criteria:

123. In addition to these a miscellany of other criteria have been identified in a variety of other sources as being relevant to the determination of the pay structure of public employees. These include:-

- (i) Cost-of-Living changes,
- (ii) changes in national productivity,
- (iii) the performance of the employees concerned,
- (iv) the national interest,
- (v) Increasing complexity of professional work in some fields.

124. We share the view of those who have underscored the relevance in the determination of pay for public employees of fair comparison and of the necessity to recruit and retain competent personnel. We would wish to note, however, that at best only broad comparisons are possible between most legal professional work in the Government Service and in private practice, or in private sector employment.

125. In applying these principles to the Judicial and Legal Service the Commission's task has been made more difficult by the need to assess salaries for the entire range of officers constituting the Judicial and Legal Service rather than the senior officers of this division.

126. In this matter also we have been undoubtedly handicapped by the extremely poor response to the questionnaires circulated to legal practitioners outside of the legal and judicial service. Out of seventy-five (75) questionnaires circulated to survey comparative earnings of legal professionals in the private sector only five (5) responses were received. This sample is of course too small to permit the formulation of reliable judgement of earnings level.

127. It should be noted as well that in making out a case for higher remuneration levels for legal and judicial officers reference is frequently made to the earnings of the legal luminaries in private practice but such earnings are by no means typical of the average private practitioner. Notwithstanding this however, there is no denying that there is great merit in being guided by the principle of fair comparison with a view to ensuring that salaries of these Government officers, and indeed of all public officers, are kept roughly in line with what responsible employers in the country pay for comparable work and skills.

128. Nevertheless, there is little doubt that the existing pay structure for the judicial and legal officers could be considered out of line with remuneration in alternative avenues of employment and that this has contributed to the acute difficulties which have been experienced in recruiting and retaining suitable persons.

129. It is arguable, however, that the high incomes being earned by many legal professionals in the private sector are to a large extent indicative of the fact that there is an overall shortage of experienced lawyers in the country. By virtue of their training, legal professionals are in great demand for jobs outside legal practice, for example, Company Secretaries, Finance, Real Estate and Insurance. In time, the shortage may well be overcome by the flow of trained nationals from the regional law schools and through investment in the development of legal personnel through the granting of scholarships for study of specialist areas of the law such as Taxation, Drafting, Law of the Sea, etc. In the circumstances it would be imprudent to deal with such difficulties by fixing scales out of all relation to what is paid for other work of comparable value to the community.

Mobility:

130. In our view the pay policy in the judicial and legal service should aim at providing a remuneration structure that would make it sufficiently attractive for young legal professionals with potential capability to enter ~~the~~ service and to develop their expertise eventually as long-service career officers. This implies that not only must compensation at normal entry levels be adequate but there must be a reasonable expectation of career progression through merit and performance to more responsible and adequately paid senior legal and judicial offices in the service. This will be best served by having an integrated system that will permit mobility within the Judicial and Legal Service. The White Paper on Law Reform seems to envisage this kind of system when it says that:-

"Career structuring is important here. Movement upwards must be clear and certain and an officer must be able competently and confidently, to determine his goals. The office of Clerk of the Court, Research Officer, State Counsel of all levels, Magistrates, Registrar General, Deputy Solicitor General, Solicitor General, Deputy Director of Public Prosecutions, Director of Public Prosecutions, High Court Judge, Judge of Appeal, must together create one rational promotional chain, with the Judicial and Legal Service Commission so monitoring the career of each officer as to be aware of his development and the emergence of special professional capabilities. Some people are more suited to the prosecution career, others to the civil law, others to advisory work, still others to research and so on and so on. Some possess personalities apt for the field of foreign affairs and the international forum, some for advocacy and legal arguments in the Court of Appeal. It is not difficult to identify them. It only remains to do so, in fact, and to encourage and promote and foster them."

131. This would mean for example that the Magistrate need not set his promotional expectations simply in terms of the post of Chief Magistrate.

132. We also believe that it would be desirable to ensure that the differentials between promotional posts are meaningful. The fine gradations which now exist between the various levels of State Counsel seem quite unnecessary.

Our Approach:

133. After taking into account the merits and demerits of the numerous criteria suggested, we have based our recommendations on the following principal factors:-

- (a) the necessity to recruit and retain a sufficient number of persons of suitable competence and experience to service the judicial and legal system;
- (b) prevailing rates of pay and other terms and conditions of employment for comparable work in the country;
- (c) the implications of salary revisions for judicial and legal offices on the pay structure of the public service;
- (d) the desirability of fostering mobility between the various branches of the judicial and legal service so as to develop officers with well-rounded experiences and capabilities;
- (e) the aim of structuring a remuneration system which would not only encourage young professionals to enter the service but to become long-service career officers;
- (f) the need to establish appropriate salary differentials between promotional grades and to ensure that these grades reflect significant differences in the levels of duties and responsibilities.

CHAPTER 6

COMPARATIVE REMUNERATION ARRANGEMENTS

The Private Sector and Public Sector Enterprises:

134. By and large very limited information is available to the Commission on compensation arrangements for legal professionals outside the Government Service. In the main, reliance has had to be placed on information available on those public sector enterprises which happen to employ full-time legal professionals. Unfortunately, these Companies are mainly in the Petroleum industry and in the energy industries whose compensation structures tend to be untypical and generally much more favourable than in other sectors of the economy. Clearly, it would be imprudent to predicate rates of pay and allowances for legal and judicial officers on the basis of compensation in these Companies. Nevertheless, this information can serve as guidelines to the extent that they tend to establish the relative earnings level of legal professionals in these Companies vis-a-vis other professional streams.

Private Sector Comparison:

135. The remuneration pattern in the Oil Companies and Energy-based industries provides the experienced legal professional with opportunities to earn distinctly high pay rates. The data available to the Commission indicated that earnings of Senior Legal professionals in these firms range from \$4,000 to over \$7,000 per month for posts such as Legal Adviser, Company Secretary, and Manager, Legal Department. There seems to be significant variation in the fringe benefits provided.

136. The provision of a Housing Allowance does not appear to be a standard feature of compensation arrangements for these employees. Some Companies, however, do provide the employee with a Company car and an entertainment allowance.

137. Passage grants are also sometimes provided for these employees. The ceiling on the value of the passage grant seems to be about \$250.00 per month.

138. The relative position of the Senior Legal professional in these Companies tends to equate with that of Divisional Managers in charge of Administration, Production and Operations, Finance, Marketing, etc.

139. At the junior level of a legal assistant the rate of pay is about \$3,000 per month and the employee may receive in addition a travelling allowance of approximately \$200.00 per month and travel grant facilities of similar value.

International Comparisons:

140. International comparisons of compensation arrangements are very limited in application, since salaries and other benefits in each country inevitably reflect prevailing social and economic conditions in that country, which may be quite different from those in other countries with which we may wish to make comparisons. Such factors include differences in the state of development, living costs and the overall wages and salaries structure.

141. Bearing this in mind, it is still possible to gain some very useful insights, by extending our comparisons to other countries, particularly to Caribbean countries such as Jamaica, Barbados and Guyana, which have somewhat similar social and political structures to that of Trinidad and Tobago, even though levels of salaries are considerably lower than in this country. This is all the more appropriate since the judicial and legal officers themselves have sought to support their arguments with occasional references to conditions in these countries.

142. Set out in Appendix III are details of comparative arrangements for judicial and legal officers and other public employees within the English-speaking Caribbean. It should be stressed that the salaries indicated are relevant only in terms of the relative ranking of different offices.

CHAPTER 7  
RECOMMENDATIONS

Salary:

143. Taking into account all the considerations that we have discussed, we recommend first of all that:-

- a) the offices in the judicial and legal service should be classified into seven salary groups, as follows:-

- GROUP I - Solicitor General  
Director of Public Prosecutions  
Chief Parliamentary Counsel  
Chief Magistrate
- GROUP II - Deputy Solicitor General  
Deputy Director of Public Prosecutions  
Deputy Chief Parliamentary Counsel  
Chief State Solicitor  
Senior Magistrate  
Head, Legal Division, Office of the Ombudsman  
Registrar and Marshal, Supreme Court  
Registrar General
- GROUP III - Assistant Solicitor General  
Assistant Director of Public Prosecutions  
Assistant Chief Parliamentary Counsel  
Deputy Chief State Solicitor  
Treasury Solicitor  
Secretary, Law Commission  
Magistrate
- GROUP IV - State Counsel IV and Senior State Counsel  
Senior Parliamentary Counsel  
Senior Legal Research Officer  
Assistant Chief State Solicitor
- GROUP V - Senior State Solicitor  
Deputy Registrar and Marshal  
Deputy Registrar General  
Administrative Secretary to the Chief Justice
- GROUP VI - State Counsel III  
Parliamentary Counsel II  
Legal Research Officer II  
Assistant Registrar and Deputy Marshal  
Registrar, Appeal Board (Tax)  
Registrar, Industrial Court  
Assistant Registrar General

GROUP VII - State Counsel I & II  
 State Solicitor I & II  
 Parliamentary Counsel I  
 Legal Research Officer I

b) salaries should be provided for holders of posts in the respective salary groups on the following basis:-

	Salary Per Month <sup>11</sup>	
	<u>1/1/77-31/12/78</u>	<u>1/1/79-31/12/80</u>
GROUP I	\$4,500	\$5,000
GROUP II	\$4,000	\$4,500
GROUP III	\$3,500	\$4,000
GROUP IV	\$3,000	\$3,500
GROUP V	\$2,700	\$3,200
GROUP VI	\$2,500	\$3,000
GROUP VII	\$1,800x100-2,300	\$2,300x100-2,800

c) these salaries should be reviewed again in 1981.

144. It will be observed that the salary structure which we have recommended provides very substantial improvement for Magistrates. We believe that this course of action is necessary to do justice to the important judicial function which they are required to perform and to ensure that access is had to legal professionals of the highest calibre to fill these roles in the system of administration of justice in the country. In this regard, we have also taken into account the proposed increase in the criminal and civil jurisdiction of the Magistracy.

145. In keeping with the views expressed in outlining our pay policy we have structured our salary recommendations to allow for reduction in the number of grades of State Counsel now existing. As such, State Counsel I and II have both been included in Group VII, and all posts of State Counsel II should now be redesignated State Counsel I. As a consequence all posts of State Counsel III should be redesignated State Counsel II. In addition the position Senior State Counsel should be merged with State Counsel IV and designated as a single grade "Senior State Counsel". Similarly, all posts of State Solicitor I and State Solicitor II should be redesignated "State Solicitor".

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11. (a) With respect to the post of Head, Legal Division, Office of the Ombudsman, which was not in existence at January 1, 1977, the recommended salaries should take effect from the date of creation of the post. In the case of the Registrar, Industrial Court, the recommended salaries should be effective from the date from which legal qualifications were specified for the post.
- (b) For the purpose of comparison Appendix IV sets out both recommended salaries and interim salaries. The interim salary arrangements were based on salary increases negotiated for Public Servants for the period 1977-1980.
- (c) Existing State Counsel II and State Solicitor II are to convert at maximum of recommended salary scale.

146. We have also sought to provide meaningful salary differentials between promotional grades so as to ensure that the attainment of positions of greater responsibility and the acquisition of greater expertise and professional experience are matched by significant improvement in remuneration.

ALLOWANCES:

Travelling:

147. It is our considered opinion that the duties and responsibilities of officers of the Judicial and Legal Service are of such a nature that they should all be required to keep and use a standard grade motor vehicle in the performance of their duties. Accordingly, we wish to recommend that all judicial and legal officers should be designated "Travelling Officers", eligible for a commuted transport allowance of \$400 per month in lieu of the present arrangement for payment of an upkeep allowance and mileage. In addition, these officers should qualify for loans to a maximum of \$20,000, repayable over a five (5) year period, to enable them to purchase a motor car for official use. They should be granted full exemption from motor vehicles tax. In our view, these provisions would facilitate the objective of increasing mobility within the Judicial and Legal Service.

Chauffeur Allowance:

148. We recommend further that certain judicial and legal officers should be entitled to a Chauffeur Allowance equal to the minimum salary of a Chauffeur I in the public service. The allowance should be on condition that a chauffeur is actually employed and payment ought to be made by the Ministry or Department concerned, directly to the chauffeur. Holders of the following offices should qualify for the chauffeur allowance:-

Solicitor General  
Director of Public Prosecutions  
Chief Parliamentary Counsel  
Chief Magistrate  
Senior Magistrate  
Magistrate.

Quarters:

149. We recommend that the holders of the undermentioned judicial and legal offices should be entitled to receive an allowance of \$500.00 per month in lieu of quarters:-

Solicitor General  
Director of Public Prosecutions  
Chief Parliamentary Counsel  
Chief Magistrate  
Senior Magistrate  
Magistrate

150. In the case of the officers classified in Group I we regard this allowance essentially as an appropriate fringe benefit in keeping with the status and responsibility of their position, while in respect of the Senior Magistrates and Magistrates we have been mindful of the need for them to be assigned for duty anywhere in the country at extremely short notice.

Book Allowance:

151. In our view judicial and legal officers should be encouraged to build their individual law libraries and to keep abreast of developments in their professional field, in the interest of fostering a high level of efficiency. Bearing in mind the high cost of law books and other literature we believe that it is quite appropriate to recommend the provision of a book allowance on the following basis:-

Officers in Groups I & II - \$200 per month  
All Other Officers - \$100 per month

Entertainment Allowance:

152. We recommend that holders of all posts classified in Groups I to III should receive a non-accountable entertainment allowance on the following terms:-

Group I - \$200 per month  
Group II - \$150 per month  
Group III - \$100 per month

Telephone:

153. We recommend that the cost of rental and such other metered charges and ticketed calls made for official purposes should be met by Government on behalf of all officers of the judicial and legal service classified in Groups I to III.

Medical Facilities:

154. It is recommended that all judicial and legal officers should be entitled, without charge, to pathological examinations and physiological treatment and to all incidental services at any hospital or other Government institution, or with approval, to be paid the cost of such treatment at any other institution in Trinidad and Tobago.

Subsistence Allowance:

155. Officers required to travel outside of their district on official duty should be paid subsistence allowance on the basis set out below:

All officers in Groups I - III	-	\$40.00 per day
All other officers	-	\$30.00 per day

156. In qualifying for the allowance, officers would receive 1/3 of the daily rate in respect of each of the following periods that is included in the overall period of their absence:

6.00 a.m.	-	8.00 a.m.
11.00 a.m.	-	1.00 p.m.
6.00 p.m.	-	8.00 p.m.

157. Our recommendations on these matters of salary and allowances are summarized for ease of reference in Appendix V.

Effective Date of Revised and New Allowances:

158. It is recommended that the revised and new allowances should all take effect from August 1, 1979.

Retirement Age:

159. With the exception of the Solicitor General, Director of Public Prosecutions and the Chief Parliamentary Counsel who may serve until age 65, all judicial and legal officers are now required to retire at age 60. We are of the view that the interest of the judicial and legal service would be best served by establishing a compulsory retirement age of 65 years for all officers of the service. Accordingly we do so recommend.

Pensions:

160. In view of the fact that a Cabinet-appointed Committee under the Chairmanship of the Chief Personnel Officer is currently engaged in a comprehensive review of the Pension arrangements for the Central Government, Statutory Boards and other Government Agencies, and given the complexity of the matter, we have decided that it would be advisable for the question of appropriate pension arrangements for judicial and legal officers to be deferred until this Committee has submitted its

final report.<sup>12</sup>

Other Terms and Conditions of Service:

161. In respect of all other terms and conditions of service not expressly dealt with in this review, we wish to indicate that these would be considered and appropriate recommendations included in our next report. Until such time existing arrangements should continue to apply.

Scheduling of Additional Posts under  
the Judicial and Legal Service:

162. We wish to recommend also that the appropriate steps should be taken to include the posts of Chairman, Tax Appeal Board, Chairman, Law Commission, and Legislative Draftsman in the First Schedule to the Judicial and Legal Service Act, 1977.

Management Structure of the Judicial and Legal Service:

163. During the course of discussions with members of the Judicial and Legal Service the question of the structure and effective management of the Judicial and Legal Service was raised.

164. In response to an invitation by the Chairman of the Commission the Chief Magistrate and the Chairman of the Law Commission both submitted written proposals calling for a greater degree of central management and a better integration of the Judicial and Legal Service.

165. Having regard to the fact that Cabinet has now appointed a separate Committee to report on the structure, recruitment and management - including training - of the Judicial and Legal Service (excluding Magistrates) we make no further comment at this stage.

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12. The terms of reference of the Pensions Review Committee are as follows:-

- a) to prepare a detailed plan for review of all Pension Laws and Regulations and Separate Pension Schemes, for the monthly paid employees of the Central Government, Statutory Boards, and other Government Agencies, for the approval of Cabinet, and for the subsequent use by the Chief Personnel Officer in negotiations with the representatives of recognised employees' Associations;
- b) The Committee has also been asked to consider the question of counting for pension purposes all periods of service to the Government whether such service was in the Public, Teaching or Protective Service or with Statutory Boards or with commercial and industrial enterprises in which Government participated.

Dated this NINTH day of July, 1979

...../s/ Mitra G. Sinanan  
.....  
Mitra G. Sinanan, S.C. (Chairman)\*

...../s/ Bernard Primus  
.....  
Bernard Primus

...../s/ Louis G. Rostant  
.....  
Louis Rostant

...../s/ Rodney M. St Rose  
.....  
Rodney St Rose#

...../s/ Leonard Williams  
.....  
Leonard Williams§

...../s/ Hilton H. Cupid  
.....  
Hilton Cupid (Secretary)

\*Signed subject to the following note of reservation.

#Signed subject to the following note of reservation.

§Signed subject to the following ncte of reservation.

RESERVATION BY THE CHAIRMAN

1. I regret that because of a lack of unanimity among members of the Commission regarding the payment of a Housing Allowance it has become necessary for me to submit a note of dissent.
2. In paragraph 149 of the Report the majority of my colleagues have made the following recommendation under the rubric Quarters.

"Quarters:

We recommend that the holders of the undermentioned Judicial and Legal offices should be entitled to receive an allowance of \$500.00 per month in lieu of quarters:

Solicitor General  
Director of Public Prosecutions  
Chief Parliamentary Counsel  
Chief Magistrate  
Senior Magistrate  
Magistrate"

3. I wish to make it abundantly clear we are all agreed in principle that an allowance should be granted in lieu of quarters. Unfortunately, we are divided as to the extent to which this allowance should apply. My colleagues propose that the allowance be limited to the group set out in paragraph 149. I am strongly of the opinion that there should be no limitation. The Housing Allowance ought to be extended to all Judicial and Legal Officers.
4. Fringe benefits must not be regarded as acts of charity. They clearly have an investment value for the employer in terms of recruitment, retention and efficiency.
5. From all the available evidence before us it is obvious that the general body of the Judicial and Legal Service attaches immense value to them as an additional element in the total remuneration package.

6. In a service consisting of approximately 164 officers, any attempt to restrict this important fringe benefit to a limited group would lead to widespread dissatisfaction and frustration. On any ground such discrimination cannot be justified.

7. In their memorandum to the Commission the Chief Legal Officers and the Chief State Solicitor argued the case in the following terms:

"For many years the availability and allocation of Government quarters has been a vexing question. The genesis of this problem is largely historical and ought not to be analysed here. The fact is however that quarters are allocated not in conformity with any set policy. Those who are fortunate enough to be so housed are charged rents considerably less than the market now allows. It may be said therefore that they enjoy subsidized housing. Their not-so-fortunate colleagues must face the rigours of landlords or the mortgage market."

"There can be no justification for the continuation of this disparity of treatment and while accepting that it is highly undesirable for officers in the legal service to be subject to the vagaries of often unconscionable landlords in an uncontrolled housing market, it is recommended - and this recommendation cannot be too strongly put forward - that legal officers be given rent free quarters or in lieu a realistic housing allowance and that Government should ensure that telephones are installed and should meet the telephone charges incurred by legal officers."

8. This submission is supported by the Kelsick Report which states:

"With a view to improving efficiency, to retaining qualified and experienced officers and to attracting suitable candidates from outside the service; that new posts in the Legal Service be created, existing posts should be upgraded; and that terms and conditions of service be improved more particularly by providing "added years" to pensionable service,

a house allowance, a telephone allowance and an increase in subsistence allowances."

9. The White Paper on Law Reform reinforces the point:

"It is recognised everywhere that salaries in the Legal and Judicial Service are woefully inadequate today. These will have to be improved significantly, but in addition, other benefits with a monetary value would be advantageous.

Thus, the grant of houses at reduced rental or, in lieu thereof, housing allowance free of income tax, to middle management officers and above, would greatly serve to improve the attractions of the Legal Service."

10. It is interesting to compare the situation in Jamaica and Barbados.

11. In Jamaica housing benefits are provided for the following officers:

- Solicitor General
- Director of Public Prosecutions
- Chief Parliamentary Counsel
- Crown Solicitor
- Divisional Directors
- Administrator General
- Director of Legal Reform
- Senior Parliamentary Counsel
- Assistant Director of Legal Reform
- Deputy Director of Public Prosecutions
- Parliamentary Counsel
- Resident Magistrate

12. In Barbados the following are entitled to housing allowances:

- Officers in Salary Groups A and B - \$500 per month
- Officers at Salary level \$27,024 and in Salary Groups C and D - \$400 per month

13. Thus among the legal officers the following are entitled to housing allowances:

- Director of Public Prosecutions
- Solicitor General
- Chief Parliamentary Counsel
- Crown Solicitor
- Deputy Director of Public Prosecutions
- Deputy Solicitor General
- First Deputy Chief Parliamentary Counsel
- Registrar

14. This information is contained in Appendix III to the Report.

15. It is relevant at this stage to refer to the question of mobility. In the report (paragraph 130) we called for an "integrated system that will permit mobility within the Judicial and Legal Service." I submit that every effort should be made to encourage mobility in the interest of efficiency and sound organisation. Such mobility can only be achieved if there is a large measure of uniformity in terms and conditions of service. On this point the Kelsick Report recommended "that Legal Officers in all departments including the Law Commission should enjoy similar terms and conditions of service."

16. The evidence submitted to the Commission disclosed extensive and chronic recruitment difficulties. This factor was stressed by all members of the Judicial and Legal Service in their discussions with us.

17. To perpetuate any existing disparity of treatment would aggravate the problem of recruitment especially in the lower groups of the structure whose starting salaries do not match those of the private sector or the Government controlled oil companies. The findings of the Indian Central Pay Commission are highly relevant here:

"While the top salaries do play some part in maintaining the quality of senior management personnel it is the starting salary offered to the fresh entrants at Junior Class I level which largely determines its attractiveness and influences the choice of prospective candidates as between a career with the Government and one elsewhere ....." /61.....

"The correct fixation in monetary terms of the initial stage of the class I scale is of crucial importance in determining the quality of recruitment and this vitally influences the efficiency of the higher public services."

18. It is of the highest importance that the Judicial and Legal Service should be able to attract and retain men and women of outstanding talent and ability. It would be very damaging to the public interest if any system of remuneration came to be regarded as inadequate, inequitable or discriminatory.

19. The conclusion of the Boyle Committee effectively summarises my position;

"The continued availability of talent of the required standard for public service employment is something that our community should never take for granted. In our view, it would be absolutely indefensible to discriminate against those public servants who come within our terms of reference; simply because their salaries are not negotiated."

20. In the light of all these considerations I wish to recommend most strongly that the allowance in lieu of quarters be extended to all members of the Judicial and Legal Service.

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Mitra G. Sinanan

NOTE OF RESERVATION BY MR. RODNEY ST. ROSE

I am in full agreement with the Report of the Salaries Review Commission as signed by the Majority of its Members, subject to the following reservations with respect to certain sections of the RECOMMENDATIONS contained therein. (Please see Page 50 et seq.)

1. ALLOWANCES:

CHAUFFEUR ALLOWANCE

Paragraph 148:

I recommend that in view of their status, only the holders of offices in Group I should be entitled to the Chauffeur Allowance. I will also add to this List the holders of posts of Senior Magistrate in Group II who, in addition to their status in their magisterial districts, are required to do excessive travelling.

2. ENTERTAINMENT ALLOWANCE

Paragraph 152:

I recommend that in view of their status the holders of posts classified in Groups I and II only should receive the Entertainment Allowance on terms as stated therein.

July 9, 1979

Rodney St. Rose.

Note of Reservations by Mr. L. Williams

I sign the report subject to the following reservations:

STARTING SALARY FOR MAGISTRATES

Magistrates fulfil an important role in the Judicial system. A substantial proportion of minor and preliminary criminal matters are heard by them in addition to, a lesser extent, a certain amount of civil matters. In determining the starting salary of Magistrates, however, a number of criteria must be taken into account. The relative position of Magistrates compared to other professional groups in the public sector is one of the important factors to be considered in determining the starting salary for Magistrates. Further, the principle of comparability of public sector and private sector salaries, recognising however the limits of comparability as it applies to all groups in the public sector must also be borne in mind. In taking perhaps a clinical view of the matter it can be said that all professionals are required to successfully undertake an approved course of formal training determined by their particular professional body or institution. The length of time set out for the training varies from one profession to another. Taking into consideration that the training undergone by an individual is in effect a form of capital investment, the return (meaning here the remuneration) should bear at least in the initial or starting stage some relationship to the length of training undertaken. Of course, the total remuneration or earnings of the particular individual over his or her working life depends to a large extent on his competence and efficiency. Applying this principle to the starting salary of Magistrates implies that a comparison with public sector starting salaries for professionals is necessary.

All barristers-at-law undergo the same training, and in the field of law (as any other profession) the jobs should be so structured as to require the application of the same knowledge (training) and experience at different levels in the hierarchy dependent on the different degrees of difficulty and complexity of the positions involved. So that unless the duties and responsibilities of the Magistrates are superior to other barristers-at-law in the Judicial and Legal Service, the Magistrate should not enjoy a higher remuneration than any other barrister-at-law with equivalent postgraduate experience.

It is necessary at the time of recruitment of professional officers to give full weight for years of postgraduate experience. It will be inequitable to give to a particular group of professionals any advantage in salary over their colleagues with similar experience in the same profession in the first instance, and, in the second instance,

over other professionals in the public sector whose jobs may require years of study and academic standards which are as long, demanding and vigorous, if not more so, than Magistrates.

From the career standpoint, work in the same discipline requiring the same qualification and experience, should be rewarded similarly except where there may be other considerations, e.g. Parliamentary drafting. Legal draftsmanship requires considerable experience and expertise and is a specialty which diverts lawyers from the normal stream of legal practice.

Taking into account the above considerations and applying them to the starting salary applicable to Magistrates, it is important to note the point of entry of Magistrates in the Judicial and Legal Service compared to that of other legal officers in the same Service. At the present time the starting salary for all officers of the Judicial and Legal Service is based on the present Civil Service Job Classification. This Classification is in effect a form of job evaluation which is assigned to the various salary ranges of all officers in the several Services. The present relationship between Magistrates and other legal officers has existed for a considerable period of time. Though the present relationship may not be considered the ideal or optimum one, it has been quite effective in recruiting and retaining Magistrates and other legal professionals in the Civil Service except for the present and very recent past. To fundamentally disturb this relationship could therefore have far reaching consequences on the entire salary structure of the Judicial and Legal Service.

I understand that there are particular or specific reasons for the present salary differential between the starting salary of other Judicial and Legal Service officers and Magistrates. What has been taken into consideration is the fact that Magistrates are normally expected to have two to four years experience as a practicing barrister before being appointed as a Magistrate. On the other hand, legal officers can enter the Judicial and Legal Service immediately they have qualified as a barrister-at-law. It does appear, therefore, that the differential takes into account the experience required of Magistrates as against that of the legal officer who is recruited without any practical experience.

The White Paper on Law Reform has commented on the structure of the Magistracy and the need for improving the position of its officers. In the course of our discussions with various groups mention has been made of the fact that the jurisdiction of Magistrates could be increased to reduce the number of matters that are referred to the High Court. This has been taken into account in determining their starting salary. Their starting salary should take into consideration the career path of the legal officer and the number of years he has to serve before his salary equates that of a Magistrate. One of the recommendations in the Paper is that to encourage legal officers to make a career of their service a greater degree of mobility within its Judicial and Legal Service should be provided. At this stage it appears that a legal officer would have to put in service of at least seven to ten years to earn the starting salary of a Magistrate recommended by the Majority Report.

The above factors suggest to me that a starting salary in Group V (\$2,700/3,200 per month) appears more appropriate for Magistrates at the present time than the salary recommended by the Majority Report. To the extent that a greater number of years of experience than the present two to four years becomes the requirement, then a revision of the starting salary of Magistrates could be considered. My inability to agree with the Majority Report is not that I attach a lesser importance to Magistrates than my fellow Commissioners, but that I believe the starting salary recommended by them is too high, and would greatly disturb the mobility and career opportunities of Legal Officers in the Judicial and Legal Service. For while Magistrates do carry out an important duty, whatever their experience, the citizen's individual right and constitutional liberties are protected by the High Courts and the Constitution.

Accordingly, my recommendation is that Magistrates with up to five years' service should receive the salary recommended for Group V i.e. \$2,700 per month in 1977 and 1978 and \$3,200 per month in 1979 and 1980; but that future appointees to the Magistracy should preferably have at least seven years' experience and service in the Judicial and Legal Service to be in receipt of the salary recommended in the Majority Report, i.e. Group III (\$3,500 per month in 1977 and 1978 and \$4,000 per month in 1978 and 1979).

Travelling and Chauffeur Allowance

Though in agreement with the payment of a Travelling and Chauffeur Allowance to certain Officers, the justification of paying the Travelling Allowance to all Officers and to extend the Chauffeur Allowance, as recommended, is difficult to reconcile and has serious implications.

With respect to the Travelling Allowance, at the present time only Members of Parliament and Judges are exempted from the full payment of the Motor Vehicle Tax on a motor vehicle purchased. The purport of the recommendation on Travelling is that all Judicial and Legal Officers should also be granted full exemption from this Tax. This I find difficult to accept and though in agreement with the recommended Travelling Allowance i.e. that all Judicial and Legal Officers should be required to keep and use a standard grade motor vehicle in the performance of their official duties, I cannot agree that all Officers of the Judicial and Legal Service should be treated different to other public officers who are also required to keep and use a motor vehicle in the performance of their official duties where it relates to the question of Motor Vehicle Tax. Accordingly, I recommend that the Motor Vehicle Tax exemption should be limited to the maximum loan of \$20,000 recommended for the purchase of a standard grade motor vehicle.

The Majority Report extends the payment of a Chauffeur Allowance to Officers in Group I and to Senior Magistrates and Magistrates. It is difficult to justify extending this Allowance to all Senior Magistrates and Magistrates. However, in the case of the Senior Magistrate assigned to the North Eastern Counties due to the excessive amount of travelling required of him the allowance could be granted to him.

It is to be pointed out that we have recommended an allowance of \$500.00 per month in lieu of quarters for Senior Magistrates and Magistrates as it has been represented to us that these officers are required to be allocated quarters in the districts to which they are assigned. The allowance is to assist in securing suitable accommodation which would obviate the need for Senior Magistrates and Magistrates to travel long distances.

Book Allowance

Strong representations have been made in the course of our discussions for a Book Allowance. Books can be looked at as the tools of trade of Judicial and Legal Officers. It was pointed out that a precedent exists in certain occupations for this request. Be that as it may, I believe that well equipped and staffed Law Libraries, if dispersed among various Courts or Legal Offices of the Country, are a better way of satisfying the requirements of Judicial and Legal Officers for reference books. I, therefore, cannot agree with the recommendation in the Majority Report and as an alternative would recommend that steps be taken to ensure that where necessary all Courts and Legal Offices be provided with Law Libraries and appropriate staff to enable all Magistrates and Legal Officers to have recourse to such books.

Retirement Age

The report recommends that the retirement age for all officers in the Judicial and Legal Service be 65. At the present time the Solicitor General, Director of Public Prosecutions and Chief Parliamentary Counsel may serve until the age of 65. This is provided for in the Constitution. Insofar as it is recommended that the Chief Magistrate be also placed on the same level with these officers, I am in agreement that the retirement age 65 years should also apply. This will provide continuity and keep available to the Country the expertise and experience of these Officers. It may even be necessary in time to have a salary scale for such officers which may exceed the salary offered to Puisne Judges. It may also be desirable not to lose the experience and expertise of officers of this level at age 60.

I am aware that there is a tendency in some countries to extend the retirement age. Given, however, the relative age of the population of Trinidad and Tobago which by comparative standards is a young one, I am of the view that retirement at age 60 would provide greater promotional opportunities for members of the Judicial and Legal Service. It does not appear to me desirable in the circumstances to extend the retirement age of junior officers in the Judicial and Legal Service from 60 to 65 and I recommend therefore that only the Chief Magistrate should be added to the other three Chief Legal Officers with a retirement age of 65.

July 9, 1979

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Leonard Williams.

APPENDIX I

EXTRACT FROM REPORT OF THE RITSON COMMISSION ON THE CIVIL  
SERVICE OF TRINIDAD AND TOBAGO, 1954

(Sections 6-10, pages 5 - 7)

Principles suggested during the course of the enquiry

6. The procedure under which Heads of Departments and staff representatives put forward their proposals for salary revisions and discussed them with me gave all these officers a chance of expressing their own views on the principles on which their proposals were founded. On analysis those principles fell into four main classes. As I find myself bound to reject them all (at least in the form in which they were put forward) it is due to those concerned to explain why.

7. Perhaps the most popular contention was that the Civil Service should pay what the outside world pays. In this connection I was invited to cast my eyes on the oilfields or on certain selected posts in the commercial world. Sometimes the pay of an officer in Jamaica or Tanganyika or Malaya was held up before me as a proper standard of comparison. I was also asked to consider businessmen's expense accounts, the bonuses paid to certain employees and the benefits in kind enjoyed by others.

The difficulty of this approach is twofold: In the first place the outside job is seldom, if ever, the same as a Civil Service job, or alternatively the conditions under which the job is done are entirely different. The oil companies, for instance, act in a highly competitive and technical international industry. They are forced to bid high for their directing staff and it would not be surprising if their general levels of pay were higher than those in many other industries including the Civil Service. Similarly, the conditions in other colonies are different from those in Trinidad - some are richer, some poorer, some bigger, some smaller, some have problems in particular spheres of activity which are more difficult than those in Trinidad and vice versa. But generally speaking, conditions are always different and nothing is more sterile and time consuming than the endless and futile discussion of these differences. The discussion seldom gets one anywhere. As for comparisons between jobs inside and outside the Civil Service, where can one find a comparison in Trinidad with a policeman, a nurse or a teacher?

The second fundamental difficulty of this outside comparison is very simply that in general one does not know accurately what the outside world does pay; there is no salary index. It is perhaps possible to find out the salary attached to certain limelight jobs; but the general level of salaries is not accurately known. Further, even if the cash salary were known it is difficult if not impossible to evaluate what are known here as "fringe benefits", i.e., pensions, provident fund, sick leave privileges, annual leave, leave passages, bonuses, &c., &c.,. The Civil Service evidently thinks that the fringe benefits in industry are substantial. The outside firms unfortunately have exactly the same conviction about the Civil Service. Accordingly, I could not accept outside comparisons as the basis of fixing Civil Service pay, although occasionally they are some guide (See e.g., paragraph 15).

8. The next most popular approach was that the Civil Service should ensure to a man or woman a certain standard of life. The weapon in this approach was the family budget. I hope I shall not be regarded as flippant or heartless in saying that all these family budgets recalled Mr. Micawber with his famous formula: "Annual income - £20; annual expenditure - £19. 19s. 6d. Result-happiness. Annual income - £20; annual expenditure - £20. 0s. 6d. Result-misery." All the annual expenditures in the budgets presented to me were, figuratively speaking, £20 and sixpence. The proved that while an officer receiving £200 a year could only live properly on £220 or £230, the man on £1,000 could only live decently on £1,000 or £1,200. The truth is that quite a large proportion of the human race find it difficult, and have always found it difficult, to make ends meet, and this is true at all levels of society. No employing body can afford to put its salaries so high that this propensity of the human race to overspend is overcome.

9. The third theory was that put forward by the teachers. Their contention was that since the Primary School Teacher was required to have the same educational qualification as a 2nd class clerk (the possession of a Grade 1 or 11 School Certificate) he should be given the same salary and broadly speaking the same promotion prospects.

- 3 -

9. Cont'd

Thus, their claim was that the First Grade of teacher, those without a teaching diploma, should get the same salary as a 2nd class clerk; the Second Grade - those with a teaching diploma - should get a salary scale covering the pay of a 1st class and senior clerk and that Head Teachers should be paid the same as principal officers. The weakness of this argument is that it assumes that the holding of an educational certificate of a certain standard entitles a man to a job. This is not so; it merely qualifies him for a job, a rather different thing. Secondly in effect it asks the public to pay a man not by reference to what he is in fact doing, but by reference to what he might have been doing if he had entered a different sort of career. In justice to the teachers' representatives it must be said that when these objections were put to them they proceeded to put forward their case for better pay on other grounds of greater validity. As however, their original arguments have received a certain amount of publicity, it seemed well to state here why I could not accept them.

10. Finally, certain Heads of Departments put forward claims for higher pay for certain sections of their staff on the ground that their promotion prospects were not as good as those of others elsewhere. This claim was usually accompanied by an assertion that the officers were too valuable to be lost to the department, that it had taken years to train them and would take more years to train their successors; it was only just, therefore, that if they were to be kept in the department they should be recompensed for the loss of promotion. Here again the claim is that the public should pay a man not by reference to what he is doing but by what he would have done if he had been luckier. That is a charge on public funds which I cannot endorse. I find it the easier to reject this suggestion because to my mind the premise on which it is based - i.e., that the officers are too valuable to be transferred - is usually unsound.

10.cont'd

If, in fact, the officers or some of them merit promotion, that is if they are capable of better duties, then it is wrong and wasteful to keep them where they are. My experience leads me also to regard with great scepticism the argument of irreplaceability. Most of the officers for whom this sort of claim has been made are fairly junior in rank, being seldom above senior clerk level, and it is my firm conviction that if care is taken to train junior officers in their new jobs, they become effective quite quickly.

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COMPARISON OF SALARIES OF JUDICIAL AND LEGAL OFFICERS  
AT SIGNIFICANT INTERVALS DURING THE PERIOD 1956-1977.

POST	1956	1961	1966	1971	1974	1976	1977
	\$	\$	\$	\$	\$	\$	\$
Director of Public Prosecutions	680	-	-	-	-	-	3,889
Solicitor General	-	860	920	1,107	2,653	2,925	3,889
Chief Parliamentary Counsel	-	-	-	-	2,653	2,925	3,889
Chief Magistrate	700	740	740	1,050	2,388	2,632	3,508
Chief State Solicitor	-	-	-	-	2,388	2,632	3,508
Deputy Solicitor General	-	-	-	-	2,121	2,338	3,126
Deputy Chief Parliamentary Counsel	-	-	-	-	2,121	2,338	3,126
Deputy Director of Public Prosecutions	-	-	-	-	-	-	-
Head, Legal Division, Office of the Ombudsman	-	-	-	-	-	-	-
Deputy Chief State Solicitor	-	-	-	-	1,989	2,192	2,936
Assistant Chief Parliamentary Counsel	-	-	-	-	-	-	-
Assistant Solicitor General	-	-	760	950	-	-	-
Registrar & Marshal	600	720	720	848	1,989	2,192	2,936
Assistant Director of Public Prosecutions	-	-	-	-	-	-	-
Registrar General	600	-	720	945	1,989	2,192	2,936
Treasury Solicitor	-	720	720	680	1,989	2,192	2,936
Senior Parliamentary Counsel	-	-	-	-	1,823	2,010	2,699
Senior Legal Research Officer	-	-	-	-	-	-	-
Senior State Counsel	-	-	-	-	1,823	2,010	2,699
Secretary, Law Commission	-	-	-	548	-	2,010	2,699
Senior Magistrate	600	700	700	877	1,659	1,829	2,464
State Counsel IV	-	-	-	-	1,659	1,829	2,464
Assistant Chief State Solicitor	-	-	-	-	-	-	-

POST	1956	1961	1966	1971	1974	1976	1977
Deputy Registrar & Marshal	\$ 380-520	\$ 460	\$ 522	\$ 771	\$ 1,441	\$ 1,589	\$ 2,152
Administrative Secretary to the Chief Justice	-	-	460	817	1,441	1,589	2,152
State Counsel III	-	-	-	-	1,441	1,589	2,152
Parliamentary Counsel II	-	-	-	-	-	1,589	2,152
Legal Research Officer II	-	-	-	-	-	-	-
Senior State Solicitor (or State Solicitor III)	700	-	800	946	1,441	1,589	2,152
Deputy Registrar General	-	-	437	740	1,441	1,589	2,152
Magistrate	380-580	549	561	718	1,302-1,390	1,431-1,533	1,947-2,074
Assistant Registrar & Deputy Marshal	-	-	413	718	1,300-1,344	1,434-1,482	1,951-2,017
Registrar, Appeal Board	-	-	-	648	1,300-1,344	1,434-1,482	1,951-2,013
State Counsel II	-	-	-	890	1,300-1,344	1,434-1,482	1,951-2,017
Parliamentary Counsel I	-	-	-	-	1,300-1,344	1,434-1,482	1,951-2,017
Legal Research Officer I	-	-	-	-	-	1,434-1,482	1,951-2,017
State Solicitor II	600	700	700	-	-	1,434-1,482	1,951-2,017
Registrar, Industrial Court	-	-	-	-	-	-	-
Assistant Registrar General	-	-	-	-	-	-	-
State Counsel I	-	-	-	-	1,056-1,246	1,164-1,373	1,600-1,877
State Solicitor I	300-500	400-600	590-800	-	-	-	-

Monthly salaries for the period 1956-1971 have been derived by averaging the defined annual salaries.

## CURRENT SALARY AND FRINGE BENEFITS PROVIDED FOR OFFICERS OF THE JUDICIAL AND LEGAL SERVICE

POST	Salary Per Month 1979	FRINGE BENEFITS				
		Vacation Leave	Travelling	Housing	Entertainment Allowance	Other
Director of Public Prosecutions	\$ 4,287	1 - 10 years service - 28 working days Over 10 years service - 35 working days	Post Scheduled. <sup>1</sup> For details of Benefits provided see Footnote.	-	Not provided	--
Solicitor General	4,287	-do-	-do-	-	-	--
Chief Parliamentary Counsel	4,287	-do-	-do-	-	-	--
Chief Magistrate	3,867	-do-	-do-	Accommoda- <sup>2</sup> tion pro- vided if available.	-	Monthly Chauffeur Allowance \$565.
Chief State Solicitor	3,867	-do-	-do-	-	-	-
Deputy Solicitor General	3,446	-do-	-do-	-	-	-
Deputy Chief Parliamentary Counsel	3,446	-do-	-do-	-	-	-
Deputy Director of Public Prosecutions	3,446	-do-	-do-	-	-	-
Head of the Legal Division, office of the ombudsman	3,446	-do-	?	-	-	-
Deputy Chief State Solicitor	3,237	-do-	-do-	-	-	-
Assistant Chief Parliamentary Counsel	3,237	-do-	-do-	-	-	-
Assistant Solicitor General	3,237	-do-	-do-	-	-	-
Registrar & Marshal	3,237	-do-	-do-	-	-	-
Assistant Director of Public Prosecutions	3,237	-do-	-do-	-	-	-
Registrar General	3,237	-do-	-do-	-	-	-
Treasury Solicitor	3,237	-do-	-do-	-	-	-
Senior Parliamentary Counsel	2,976	-do-	?	-	-	-
Senior Legal Research Officer	2,976	-do-	?	-	-	-

POST	Salary Per Month 1979	FRINGE BENEFITS				
		Vacation Leave	Travelling	Housing	Entertainment Allowance	Other
Senior State Counsel	\$ 2,976	1 - 10 years service - 28 working days Over 10 years service 35 working days	Post Scheduled <sup>1</sup> For details of Benefits provided see Footnote.	-	Not provided.	-
Secretary, Law Commission	2,976	-do-	-do-	-	-do-	-
Senior Magistrate	2,716	-do-	-do-	Accommodation <sup>2</sup> provided if available.	-do-	Monthly Chauffeur Allowance - \$565
State Counsel IV	2,716	-do-	-do-	-	-do-	-
Assistant Chief State Solicitor	2,716	-do-	-do-	-	-do-	-
Deputy Registrar & Marshal	2,373	-do-	-do-	-	-do-	-
Administrative Secretary to the Chief Justice	2,373	-do-	-do-	-	-do-	-
State Counsel III	2,373	-do-	-do-	-	-do-	-
Parliamentary Counsel II	2,373	-do-	-do-	-	-do-	-
Legal Research Officer II	2,373	-do-	-do-	-	-do-	-
Senior State Solicitor	2,373	-do-	-do-	-	-do-	-
Deputy Registrar General	2,373	-do-	-do-	-	-do-	-
Magistrate	2,146- 2,292	-do-	-do-	Accommodation <sup>2</sup> provided if available.	-do-	-

POST	Salary Per Month 1979	FRINGE BENEFITS				
		Vacation Leave	Travelling	Housing	Entertainment Allowance	Other
Assistant Registrar & Deputy Marshal	\$ 2,151-2,220	1-10 years service - 28 working days  Over 10 years service - 35 working days	Post Scheduled <sup>1</sup> For details of Benefits provided see Footnote.	-	Not provided	-
Registrar, Appeal Board	2,151-2,220	-do-	-do-	-	-do-	-
State Counsel II	2,151-2,220	-do-	-do-	-	-do-	-
Parliamentary Counsel I	2,151-2,220	-do-	?	-	-do-	-
Legal Research Officer I	2,151-2,220	-do-	?	-	-do-	-
State Solicitor II	2,151-2,220	-do-	-do-	-	-do-	-
Registrar, Industrial Court	2,151-2,220	-do-	-do-	-	-do-	-
Assistant Registrar General	2,151-2,220	-do-	-do-	-	-do-	-
State Counsel I	1,764-2,063	-do-	-do-	-	-do-	-
State Solicitor I	1,764-2,063	-do-	?	-	-do-	-

1. Travelling benefits include a motor-car loan of \$15,000 repayable over a period of five (5) years; a loan for the purchase of motor-car insurance, repayable over a period of one (1) year.

A monthly upkeep allowance of \$224.00; allowance for approved mileage travelled on official duty at the rate of .22¢ per mile

Provision is also made for exemption of motor-vehicle tax, the maximum being based on a loan of \$15,000.

2. Generally, accommodation provided where officers are required to reside close to their place of duty or where officers are recruited on contract.

REGIONAL COMPARISONSJAMAICA:

Based on information published in the official Jamaica Gazette in April, 1978, the salary structure of Judicial and Legal Officers in the Jamaican Public Service were as follows:-

Chief Justice	- J\$24,000 per annum
Judge of Appeal	- 19,320 per annum
Senior Puisne Judge	- 16,920 per annum
Puisne Judge	- 16,440 per annum
Judges of the Family Court	- 13,080 - 14,040 per annum
Director of Public Prosecutions	- 14,520 - 18,360 per annum
Chief Parliamentary Counsel	- 14,520 - 18,360 per annum
Solicitor General	- 14,520 - 18,360 per annum
Crown Solicitor	- 13,080 - 15,960 per annum
Director of Legal Reform	- 14,520 - 18,360 per annum
Master in Chambers (Supreme Court)	- 14,520 - 17,400 per annum
Registrar, Supreme Court	- 13,080 - 16,440 per annum
Resident Magistrate	- 13,080 - 15,960 per annum
Deputy Director of Public Prosecutions	- 13,080 - 15,960 per annum
Divisional Directors in the Attorney General's Department	- 13,080 - 15,960 per annum
Senior Parliamentary Counsel	- 13,080 - 15,960 per annum
Registrar General and Deputy Keeper of the Records	- 11,160 - 12,600 per annum
Assistant Director of Public Prosecutions	- 11,460 - 12,600 per annum
Assistant Attorney General	- 11,160 - 12,600 per annum
Parliamentary Counsel	- 11,160 - 12,600 per annum
Administrator General	- 11,160 - 12,600 per annum
Assistant Director of Legal Reform	- 11,160 - 12,600 per annum
Senior Legal Officer (Inland Revenue)	- 11,160 - 12,600 per annum

Registrar, Court of Appeal	-	J\$9,420-10,680 per annum
Assistant Parliamentary Counsel	-	9,420-10,680 per annum
Crown Counsel	-	9,420-10,680 per annum
Senior Legal Officer	-	9,420-10,680 per annum
Deputy Administrator General	-	9,360-11,280 per annum
Registrar of Companies	-	9,360-11,280 per annum
Deputy Registrar of Companies	-	8,100- 9,360 per annum
Assistant Registrar	-	8,100- 9,360 per annum
Deputy Registrar, Supreme Court	-	7,560- 9,000 per annum
Assistant Crown Counsel	-	7,560- 9,000 per annum

2. With respect to fringe benefits, the Director of Public Prosecutions, Chief Parliamentary Counsel, and Solicitor General were all entitled to Government Quarters at subsidized rental at the rate of 10% of salary, subject to a ceiling of \$360 per annum, or an allowance in lieu of quarters at the rate of \$600 per annum. These officers also receive entertainment allowances at the rate of \$1,800 per annum.

3. Housing benefits on similar terms were provided for the Crown Solicitor, Divisional Directors, Administrator General, Director of Legal Reform, Senior Parliamentary Counsel, Assistant Director of Legal Reform, Deputy Director of Public Prosecutions, Senior Parliamentary Counsel, Parliamentary Counsel and Resident Magistrate.

4. The Crown Solicitor was also paid an entertainment allowance of \$1,200 per annum.

5.- By way of comparison, the following were the relative earnings of a sample of other public officers at that time:-

Permanent Secretary	-	J\$14,040-18,360
Auditor General	-	15,500-19,500
Commissioner of Police	-	14,040-14,520
Chief Education Officer	-	13,560-16,440
Chief Medical Officer	-	15,000-18,500
Chief Technical Director (Works)-	-	15,000-18,500
Principal Medical Officer	-	13,560-16,440
Senior Medical Officer	-	11,160-12,600
Chief Architect	-	10,680-12,120
Chief Engineer	-	10,680-12,120
Surveyor IV (top grade)	-	10,680-12,120
Quantity Surveyor IV (top grade)-	-	10,680-12,120
Engineer (recruitment grade)	-	4,500- 6,900
Statistician (recruitment grade)-	-	4,500- 6,900
Economist (recruitment grade)	-	4,500- 6,900
Scientific Officers (recruitment grade)	-	4,500- 6,900
Medical Officer I (recruitment grade)	-	6,000- 8,160

6.3. Of significance is the fact that salaries of the chief legal offices of Director of Public Prosecutions, Chief Parliamentary Counsel and Solicitor General were at the maximum of the salary range equal to that of the Permanent Secretary, although the minimum salary of these officers was slightly higher than the minimum salary of a Permanent Secretary. In addition, it is noticeable that the salary of a Puisne Judge was set at a level midway in the salary scale of the legal offices. The maximum salary of these legal posts was however less than that of an Appeal Judge.

7. The Crown Solicitor's salary was less than that of the Director of Public Prosecutions, Chief Parliamentary Counsel or Solicitor General and on par with that of a Divisional Director in the Attorney General's Department, and of the Deputy Directors of Public Prosecutions and the Senior Parliamentary Counsel.

The Registrar General's salary was equated with that of the Parliamentary Counsel, Administrator General and Assistant Director of Prosecutions.

8. It is also of significance that there were far fewer grades of legal officers than in this country. The basic distinction made was between the Assistant Crown Counsel, the Crown Counsel and Senior Legal Officer.

BARBADOS:

9. In the case of Barbados salaries of public officers and employees have recently been revised with effect from April 1, 1978. The new rates of pay established are applicable through to March 30, 1980, but will remain in force until there is another revision of salaries.

10. An examination of this salary structure indicates the following pattern of remuneration for holders of judicial and legal offices in that Country:

Chief Justice - B\$41,640 annual salary  
Puisne Judge - \$30,000 annual salary

Salary Group A - \$30,000

Director of Public Prosecutions  
Solicitor General  
Chief Parliamentary Counsel

Salary Group B - \$28,068

Crown Solicitor

Salary Group C - \$26,136

Deputy Director of Public Prosecutions  
First Deputy Chief Parliamentary Counsel  
Deputy Solicitor General  
Registrar

\*Salary Group E - \$24,096

Deputy Chief Parliamentary Counsel

Salary Group F - \$22,716

Parliamentary Counsel  
Senior Crown Counsel  
Deputy Crown Solicitor

\*Salary Group D in the Barbados Public Service Classification and Compensation Plan does not include any Judicial or Legal officers.

Salary Group G - \$21,636

Magistrate

Salary Group Z. 9-1 - \$14,856-\$20,592

Crown Counsel

Salary Group Z. 13-1 - \$12,936-\$20,592

Legal Assistant

11. In terms of internal relativities it is of significance that in Barbados the Director of Public Prosecutions, Solicitor General and the Chief Parliamentary Counsel all receive salary equal to that of Puisne Judge. The salary rate paid to the holders of these top legal offices is also the same as that of the Head of the Civil Service, Secretary to the Cabinet, Permanent Secretary, Ministry of External Affairs, and the Director of Finance and Planning.

12. The post of Crown Solicitor which is equivalent to that of Chief State Solicitor in Trinidad and Tobago is classified at a level immediately below that of the Chief Legal Officers, and equated for purposes of pay with the following positions in the Public Service:-

Permanent Secretary  
Chief Personnel Officer  
Chief Medical Officer  
Chief Agricultural Officer  
Chief Technical Officer  
Chief Education Officer  
Chief Training Officer  
Auditor General

13. The Deputy Director of Public Prosecutions, Deputy Solicitor General, First Deputy Chief Parliamentary Counsel, and the Registrar are all classified in the same salary group; along with such public offices as Accountant General, Hospital Director, Director of National Insurance, and Chief Engineer, Waterworks.

14. The post of Deputy Chief Parliamentary Counsel, which it would appear is equivalent to an Assistant Chief Parliamentary Counsel in Trinidad and Tobago, is equated in the classification scheme with a Principal Crown Counsel. Some of the other public offices in the same pay group are:-

Port Manager  
Medical Officer of Health  
Senior Consultant  
Senior Dental Officer  
Electrical Engineer

15. The posts of Parliamentary Counsel, Senior Crown Counsel and Deputy Crown Solicitor are in the same salary group and carry a higher remuneration than that of Magistrate. The salary classification to which they are assigned also includes:

Consultant (Medical)  
Chief Accountant  
Chief Economist  
Chief Welfare Officer  
Headmaster, Harrison College  
Headmaster, Lodge School  
Harbour Master  
Senior Assistant Secretary  
Director, Organisation and Management Division

16. Magistrates are classified along with Senior Town Planner, Chief Price Control Officer, Senior Surveyor, Deputy Postmaster General, and Senior Tutor Erdiston College. This salary range is slightly higher than that of Assistant Commissioner, Inland Revenue, Hospital Manager, Assistant Comptroller of Customs and Government Printer.

17. Crown Counsel receives a salary equal to that of Systems Analyst, Biochemist, Assistant Secretary, Town Planner, Public Health Engineer and Chief Marine Engineer. The maximum of this salary range is the same as that for such posts as Architect, Quantity Surveyor, Senior Economist, Senior Statistician and Buildings Officer but the latter receive a higher starting salary.

18. The lowest ranked legal office is that of Legal Assistant. Significantly, the minimum salary for the post is set at a level lower than that of the lowest grade in some professional streams, for example, Statistician I, Economist I, Dietitian, Senior Accountant. On the other hand the maximum salary is somewhat higher than that of those posts.

19. In terms of fringe benefits entertainment allowances of \$350 per month are payable to officers in Groups "A" and "B" in the classification scheme, which includes the posts of Director of Public Prosecutions, Solicitor General, Chief Parliamentary Counsel, and Crown Solicitor.

20. House allowances are payable to holders of certain posts in the Public Service of Barbados, on the following basis:-

Officers in Salary Groups	
A and B	- \$500 per month
Officers at salary level	
\$27,024 and in Salary Groups	
C and D	- \$400 per month

21. Thus among the legal officers the following are entitled to housing allowances:

Director of Public Prosecutions  
Solicitor General  
Chief Parliamentary Counsel  
Crown Solicitor  
Deputy Director of Public Prosecutions  
Deputy Solicitor General  
First Deputy Chief Parliamentary Counsel  
Registrar

22. By way of comparison the remuneration arrangements for judges of the Supreme Court of Barbados are as follows:-

<u>Chief Justice</u>	<u>Revised with effect from 78-04-01</u>
Salary	\$41,640
Court of Appeal Allowance	\$3,600 (non-taxable and non-pensionable)
Housing	Free furnished house or non-taxable allowance of \$12,000 per annum.
Entertainment Allowance	\$7,200 per annum (non-taxable)
Travelling	*Either \$2,400 per annum (non-taxable) or the provision of an official car fully maintained by Government.

\*A revision of these rates will be considered in the context of the review of travelling allowances for public officers which is now in progress.

Puisne Judge

Salary	\$30,000 per annum
Court of Appeal Allowance	\$3,600 (non-taxable and non-pensionable)
Housing Allowance	\$6,000 per annum (non-taxable)
Entertainment Allowance	\$4,200 per annum (non-taxable)
Travelling Allowance	\$2,016 per annum (non-taxable)

23. Finally, it has been noted that in the Barbados public service system, the salary rate of a magistrate is the same as that of a Crown Counsel, Professional Surveyor, Veterinary Officer, Architect, Quantity Surveyor or Public Health Engineer.

GUYANA:

24. Altogether, much less information has been obtained on the classification system in Guyana.

25. According to the 1976 Public Service classification system in Guyana, the Deputy Director of Public Prosecutions, Deputy Chief Parliamentary Counsel, Chief Magistrate, Registrar Supreme Court all received the same salary rates. The salaries of an Assistant Director of Public Prosecutions and Principal Legal Adviser were equal and set at the same level as that of a Senior Physician or Senior Surgeon. The posts of Deputy Registrar of the Supreme Court, Deputy State Solicitor, Deputy Registrar of Deeds, Senior Parliamentary Counsel, Senior Legal Adviser, Senior State Counsel, Senior Magistrate, and Legal Secretary to the Minister of Foreign Affairs all carried the same salary rates. The posts of Parliamentary Counsel, State Counsel, Magistrate, Legal Assistant, and Assistant to the State Solicitor were also grouped together in the classification scheme.

Interim and Recommended Monthly Salaries for  
Officers of the Judicial and Legal Service

APPENDIX IV

Category	1977		1978		1979		1980	
	Existing Salary	Recommended Salary	Existing Salary	Recommended Salary	Existing Salary	Recommended Salary	Interim Salary Arrangement*	Recommended Salary
<u>GROUP I</u>	\$	\$	\$	\$	\$	\$	\$	\$
(a) Solicitor General	3,889	4,500	4,083	4,500	4,287	5,000	4,716	5,000
(b) Director of Public Prosecutions	3,889	4,500	4,083	4,500	4,287	5,000	4,716	5,000
(c) Chief Parliamentary Counsel	3,889	4,500	4,083	4,500	4,287	5,000	4,716	5,000
(d) Chief Magistrate	3,508	4,500	3,683	4,500	3,867	5,000	4,254	5,000
<u>GROUP II</u>								
(a) Deputy Solicitor General General	3,126	4,000	3,282	4,000	3,446	4,500	3,791	4,500
(b) Deputy Director of Public Prosecutions	3,126	4,000	3,282	4,000	3,446	4,500	3,791	4,500
(c) Deputy Chief Parliamentary Counsel	3,126	4,000	3,282	4,000	3,446	4,500	3,791	4,500
(d) Chief State Solicitor	3,508	4,000	3,683	4,000	3,867	4,500	4,254	4,500
(e) Senior Magistrate	2,464	4,000	2,587	4,000	2,716	4,500	2,988	4,500
(f) Registrar and Marshal	2,936	4,000	3,083	4,000	3,237	4,500	3,561	4,500
(g) Registrar General	2,936	4,000	3,083	4,000	3,237	4,500	3,561	4,500
(h) Head of the Legal Division in the Office of the Ombudsman (Post created in 1978)			2,834	4,000	2,976	4,500	3,274	4,500

\* Based on negotiated Public Service Salaries (1977 - 1980)

Category	1977		1978		1979		1980	
	Existing Salary	Recommended Salary	Existing Salary	Recommended Salary	Existing Salary	Recommended Salary	Interim Salary Arrangement	Recommended Salary
<u>GROUP III</u>	\$	\$	\$	\$	\$	\$	\$	\$
(a) Assistant Solicitor General	2,936	3,500	3,083	3,500	3,237	4,000	3,561	4,000
(b) Assistant Director of Public Prosecutions	2,936	3,500	3,083	3,500	3,237	4,000	3,561	4,000
(c) Assistant Chief Parliamentary Counsel	2,936	3,500	3,083	3,500	3,237	4,000	3,561	4,000
(d) Deputy Chief State Solicitor	2,936	3,500	3,083	3,500	3,237	4,000	3,561	4,000
(e) Treasury Solicitor	2,936	3,500	3,083	3,500	3,237	4,000	3,561	4,000
(f) Secretary, Law Commission	2,699	3,500	2,834	3,500	2,976	4,000	3,274	4,000
(g) Magistrate	1,947 - 2,079	3,500	2,044 - 2,183	3,500	2,146 - 2,292	4,000	2,361 - 2,521	4,000
<u>GROUP IV</u>								
(a) Senior State Counsel	2,699	3,000	2,834	3,000	2,976	3,500	3,274	3,500
(b) Senior Parliamentary Counsel	2,699	3,000	2,834	3,000	2,976	3,500	3,274	3,500
(c) Senior Legal Research Officer	2,699	3,000	2,834	3,000	2,976	3,500	3,274	3,500
(d) Assistant Chief State Solicitor	2,464	3,000	2,587	3,000	2,716	3,500	2,988	3,500
(e) State Counsel IV	2,464	3,000	2,587	3,000	2,716	3,500	2,988	3,500
<u>GROUP V</u>								
(a) Senior State Solicitor	2,152	2,700	2,260	2,700	2,373	3,200	2,610	3,200
(b) Deputy Registrar & Marshal	2,152	2,700	2,260	2,700	2,373	3,200	2,610	3,200
(c) Deputy Registrar General	2,152	2,700	2,260	2,700	2,373	3,200	2,610	3,200
(d) Administrative Secretary to the Chief Justice	2,152	2,700	2,260	2,700	2,373	3,200	2,610	3,200

Category	1977		1978		1979		1980	
	Existing Salary	Recommended Salary	Existing Salary	Recommended Salary	Existing Salary	Recommended Salary	Interim Salary Arrangements	Recommended Salary
<u>GROUP VI</u>	\$	\$	\$	\$	\$	\$	\$	\$
(a) State Counsel III	2,152	2,500	2,260	2,500	2,373	3,000	2,610	3,000
(b) Parliamentary Counsel II	2,152	2,500	2,260	2,500	2,373	3,000	2,610	3,000
(c) Legal Research Officer II	2,152	2,500	2,260	2,500	2,373	3,000	2,610	3,000
(d) Assistant Registrar & Deputy Marshal	1,951-2,013	2,500	2,049-2,114	2,500	2,151-2,220	3,000	2,266-2,442	3,000
(e) Registrar, Appeal Board (Tax)	1,951-2,013	2,500	2,049-2,114	2,500	2,151-2,220	3,000	2,366-2,442	3,000
(f) Registrar, Industrial Court	1,951-2,013	2,500	2,049-2,114	2,500	2,151-2,220	3,000	2,366-2,442	3,000
(g) Assistant Registrar General	1,951-2,013	2,500	2,049-2,114	2,500	2,151-2,220	3,000	2,366-2,442	3,000
<u>GROUP VII</u>								
(a) State Counsel II	1,951-2,013	1,800 x100 -2,300	2,049-2,114	1,800 x 100 -2,300	2,151-2,220	2,300 x 100 -2,800	2,366-2,442	2,300 x 100 -2,800
(b) State Solicitor II	1,951-2,013	1,800 x100 -2,300	2,049-2,114	1,800 x 100 -2,300	2,151-2,220	2,300 x 100 -2,800	2,366-2,442	2,300 x 100 -2,800
(c) Parliamentary Counsel I	1,951-2,013	1,800 x100 -2,300	2,049-2,114	1,800 x 100 -2,300	2,151-2,220	2,300 x 100 -2,800	2,366-2,442	2,300 x 100 -2,800
(d) Legal Research Officer I	1,951-2,013	1,800 x100 -2,300	2,049-2,114	1,800 x 100 -2,300	2,151-2,220	2,300 x 100 -2,800	2,366-2,442	2,300 x 100 -2,800
(e) State Counsel I	1,600-1,871	1,800 x100 -2,300	1,680-1,965	1,800 x 100 -2,300	1,764-2,063	2,300 x 100 -2,800	1,940-2,269	2,300 x 100 -2,800
(f) State Solicitor I	1,600-1,871	1,800 x100 -2,300	1,680-1,965	1,800 x 100 -2,300	1,764-2,063	2,300 x 100 -2,800	1,940-2,269	2,300 x 100 -2,800

In all instances longevity increments have been excluded.

APPENDIX V

RECOMMENDED SALARIES AND ALLOWANCES

A - RECOMMENDED SALARIES

GROUP	POSTS	SALARY PER MONTH			
		1977	1978	1979	1980
I	Solicitor General	\$4,500	\$4,500	\$5,000	\$5,000
	Director of Public Prosecutions				
	Chief Parliamentary Counsel				
	Chief Magistrate				
II	Deputy Solicitor General	\$4,000	\$4,000	\$4,500	\$4,500
	Deputy Director of Public Prosecutions				
	Deputy Chief Parliamentary Counsel				
	Chief State Solicitor				
	Senior Magistrate				
	Head, Legal Division, Office of the Ombudsman				
	Registrar and Marshal, Supreme Court				
Registrar General					
III	Assistant Solicitor General	\$3,500	\$3,500	\$4,000	\$4,000
	Assistant Director of Public Prosecutions				
	Deputy Chief State Solicitor				
	Treasury Solicitor				
	Secretary, Law Commission				
	Magistrate				
Assistant Chief Parliamentary Counsel					

RECOMMENDED SALARIES AND ALLOWANCES

GROUP	POSTS	SALARY PER MONTH			
		1977	1978	1979	1980
IV	Senior State Counsel (formerly Senior State Counsel and State Counsel IV) )	\$3,000	\$3,000	\$3,500	\$3,500
	Senior Parliamentary Counsel )				
	Senior Legal Research Officer )				
	Assistant Chief State Solicitor )				
V	Senior State Solicitor )	\$2,700	\$2,700	\$3,200	\$3,200
	Deputy Registrar and Marshal )				
	Deputy Registrar General )				
	Administrative Secretary to the Chief Justice )				
VI	State Counsel II (formerly State Counsel III) )	\$2,500	\$2,500	\$3,000	\$3,000
	Parliamentary Counsel II )				
	Legal Research Officer II )				
	Assistant Registrar and Deputy Marshal )				
	Registrar, Appeal Board (Tax) )				
	Registrar, Industrial Court )				
	Assistant Registrar General )				

RECOMMENDED SALARIES AND ALLOWANCES

GROUP	POSTS	SALARY PER MONTH			
		1977	1978	1979	1980
VII	State Counsel I (formerly State Counsel I and II) ) State Solicitor (formerly State Solicitor I and II) ) Parliamentary Counsel I ) Legal Research Officer I )	\$1,800 x 100 -2,300	\$1,800 x 100 -2,300	\$2,300 x 100 -2,800	\$2,300 x 100 -2,800

B - RECOMMENDED ALLOWANCES

GROUP	COMMUTED TRANSPORT ALLOWANCE	CHAUFFEUR ALLOWANCE	BOOK ALLOWANCE	QUARTERS	SUBSISTENCE ALLOWANCE	TELEPHONE	MEDICAL	ENTERTAIN- MENT ALLOWANCE	MOTOR-CAR PURCHASE LOAN
I	\$400 per month	Minimum salary of Chauffeur I	\$200 per month	\$500 per month in lieu of quarters	\$40 per day	Cost of rental and such other metered charges and ticketed calls made for official purposes to be met by Government.	Entitlement without charge to patholo- gical examinations and physiological treatment and to all incidental Services at any hospital or other Government institu- tions or with approval to be paid the cost of such treatment at any other institution in Trinidad and Tobago.	\$200 per month	\$20,000 maximum full exemption from Motor Vehicles Tax 5 year period of repayment
II	\$400 per month	Only for Senior Magistrate	\$200 per month	\$500 per month in lieu only for Senior Magistrate	\$40 per day	as for Group I	as for Group I	\$150 per month	As for Group I
III	\$400 per month	Only for Magistrate	\$100 per month	\$500 per month in lieu only for Magistrate	\$40 per day	as for Group I	as for Group I	\$100 per month	as for Group I

RECOMMENDED ALLOWANCES

GROUP	COMMUTED TRANSPORT ALLOWANCE	CHAUFFEUR ALLOWANCE	BOOK ALLOWANCE	QUARTERS	SUBSISTENCE ALLOWANCE	TELEPHONE	MEDICAL	ENTERTAIN- MENT ALLOWANCE	MOTOR-CAR PURCHASE LOAN
IV, V VI and VII	\$400 per month	-	\$100 per month	-	\$30 per day	-	As for Group I	-	as for Group I