

THIRTY-THIRD REPORT

OF

THE SALARIES REVIEW COMMISSION

OF

THE REPUBLIC OF TRINIDAD AND TOBAGO

SEPTEMBER *30th*, 1994.

THIRTY-THIRD REPORT OF THE SALARIES REVIEW COMMISSION

Review of the terms and conditions of Employment of the office of Executive Director, Investment/Divestment

The President of the Republic of Trinidad and Tobago has conveyed his approval for a review by the Salaries Review Commission of the salary and other terms and conditions of service of the Executive Director, Investment/Divestment, Ministry of Finance. This office was placed within the purview of the Commission by its inclusion in the Second Schedule to the Constitution (Prescribed Matters) Act, Chapter 1:02 by Legal Notice No. 67 dated April 28, 1994.

2. For this review, the Commission has considered recent developments in economic policy in Trinidad and Tobago. It has noted from various reports that the economy has experienced a modest resurgence of growth following the contraction of the nineteen eighties, and the Government in order to set this growth on a sustainable footing, has placed major emphasis on the strengthening of its macroeconomic policy framework. In addition measures aimed at economic efficiency, such as improved resource allocation, divestment and the stimulation of private sector activity have been adopted.

3. Against this background, we have been advised of the expanded role given to the Investment Division of the Ministry of Finance and particularly the establishment of the Investment/Divestment Unit which is charged with the responsibility of being the catalyst for sustainable investment growth through facilitating and managing the total set of investment-related activities and implementing Government's programme of divestment.

4. The work of this Unit is two-fold: high level research, analytical and advisory work on the one hand and the managing and execution of investment/divestment projects on the other, such as the actual creation of an investment project or seeing after the complete divestment of a State Enterprise or other asset. The Unit has to undertake all negotiations pertaining to divestment or foreign and local investment ventures as the case may be and in the process maintains continuous interaction with local, regional and international banking and business institutions.

5. In this setting, the duties and responsibilities devolving upon the Executive Director, Investment/Divestment consist of the following:-

- (a) Examining and commenting on proposals with respect to development strategies to be adopted by state enterprises and other Government and parastatal entities;
- (b) undertaking/examining feasibility studies with respect to new or expanded capital projects;
- (c) preparing analyses relating to the operations of state enterprises and other portfolio investments;
- (d) managing a group of professionals and other members of staff regarding aspects of the work to be performed - for example, incorporation of companies; evaluation of investment proposals; valuation of shares; capital restructuring of companies; winding up and liquidation of companies; resolving disputes between state enterprises and matters relating to Company meetings;
- (e) leading or participating as a member of Government's negotiating teams in securing foreign investment, including financing of relevant projects;
- (f) reviewing and agreeing as a member of the Divestment Secretariat on the documentation for the divestment process including the Information Memoranda, Purchase Agreements, Consultants' Mandate letters with respect to the terms and conditions of their appointments;
- (g) functioning from time to time as Chairman/Director/Secretary of Companies to facilitate the Divestment process; and
- (h) serving as Chairman/Director on behalf of Government on the Boards of Companies registered both locally and overseas;

Recommendations

6. From the foregoing the Commission recognizes that the office-holder will function at an expert level in respect of his advisory portfolio as well as the direction to be given to the cadre of professional and technical personnel under his charge in

the field of Accounting, Finance and Business Management activities. The Commission also notes that the incumbent will be required to exercise a considerable degree of independent thought and judgement.

7. As a means of determining the level of remuneration and other terms and conditions which would be appropriate to the office of Executive Director, Investment/Divestment, the Salaries Review Commission examined the compensation package of other top managers in the Public Service who are responsible for formulating and implementing national policies. The Commission is satisfied that the duties and responsibilities attached to this office are comparable with those of other top managers and recommends that the following remuneration, and terms and conditions of service should apply:-

Salary

A salary of \$10,500 per month.

Housing

Rent-free, furnished quarters of Grade I specification or a Housing Allowance of \$1,000 per month in lieu.

Transport

- (i) A maximum loan of \$50,000 at a rate of interest of 6% per annum to facilitate the purchase of a locally assembled or imported motor vehicle with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan.
- (ii) A loan to cover the cost of Motor Vehicle Insurance Premium.
- (iii) A Commuted Travelling Allowance of \$750 per month.
- (iv) A Service Allowance of \$1,500 per month.

Subsistence Allowance

A rate of \$40.00 per day when travelling beyond a radius of ten (10) miles (16 kilometres) from official headquarters and when in Tobago, \$50.00 per day.

Entertainment

Actual expenses to be met from an official Entertainment Vote under the control of the Prime Minister's Office.

Vacation Leave

Thirty (30) calendar days per annum.

Medical Benefits

Entitlement without charge to pathological examination and physiological treatment and 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.

Pensions/Gratuity

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

8. Effective date of Implementation

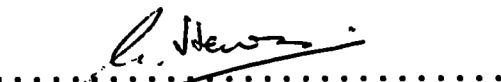
The Commission recommends that the effective date of implementation of the remuneration package should be the same as the date from which the Executive Director, Investment/Divestment assumed duties of the office.

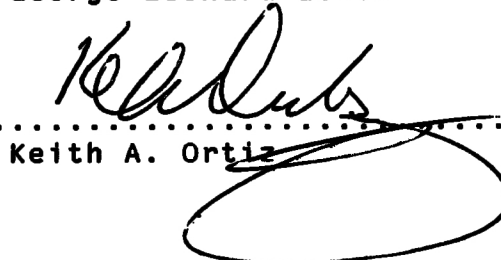
Dated this 3rd day of September, 1994.


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Leonard Williams (Chairman)


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Edward Collier


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Rowell Debysingh


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George Leonard Lewis


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Keith A. Ortiz