

EIGHTY-NINTH REPORT OF THE SALARIES REVIEW COMMISSION

General Review of Salaries and other Terms and Conditions of Service of offices within the purview of the Salaries Review Commission

CHAPTER 1

INTRODUCTION

The Salaries Review Commission is established under Section 140 of the Constitution of the Republic of Trinidad and Tobago. The Commission consists of a Chairman and four (4) members who are appointed by the President of the Republic, after consultation with the Prime Minister and the Leader of the Opposition.

2. In accordance with Section 141(1) of the Constitution, the Commission, from time to time, with the approval of the President, reviews the salaries and other terms and conditions of service of the offices falling within its purview.

3. The size of the remit group, which ranges from the President of the Republic to State Counsel I in the Judicial and Legal Service, has not increased significantly since the last review in 2005. Seventeen (17) positions have been added to the group. Consequently, there are now 232 offices, representing an establishment of 854 persons, within our purview. The offices are arranged under the following groupings:

Part I

The President of the Republic

The Higher Judiciary

Ombudsman

Auditor General

The Industrial Court

The Tax Appeal Board

The Environmental Commission

Top Managers in the Public Service

Part II

Members of Parliament

The Tobago House of Assembly

Local Government Officials

Part I (cont'd)

Top Managers in Statutory Bodies

Senior Officers in the Protective
Services and the Defence Force

Senior Diplomatic Representatives

Chairmen and Members of
Commissions and Boards

The Judicial and Legal Service.

A full listing of the groupings and the offices thereunder is set out in Appendix I.

4. The following new positions were recently brought within our purview:-

Deputy Director of Contracts

Deputy Director of Budgets

Deputy Chief Immigration Officer

Deputy Comptroller of Customs and Excise

Coroner

Coroner (on contract)

Commissioner, Equal Opportunity Commission (Chairman, Vice-Chairman
and Member)

Registrar, Equal Opportunity Tribunal

Legislative Draftsman

Member, Environmental Commission (full-time, part-time and periodic)

Executive Director, Occupational Safety and Health Agency

Traditionally, we have recommended remuneration arrangements for the offices of Chairman and Member, Public Service Appeal and Statutory Authorities Appeal Boards. In this Report, we have treated the offices separately so that our recommendations are in respect of the offices of Chairman, Public Service Appeal Board, Chairman, Statutory Authorities Appeal Board, Member, Public

Service Appeal Board and Member, Statutory Authorities Appeal Board. With regard to the position of Executive Director, Occupational Safety and Health Agency, we have not been provided with the information necessary to undertake the review of remuneration arrangements for that office. The review of the salary and terms and conditions for this office will be addressed upon receipt of the information.

Background to the current general review

5. This Report represents the seventh comprehensive review of salaries and terms and conditions of service of offices within our purview. The last such review was undertaken in 2005 and our recommendations were set out in our Eightieth Report and submitted in February 2006.

6. Since the submission of that Report, we completed eight (8) Reports which covered reviews of the terms and conditions for newly prescribed offices as well as a review of retiring allowances for Parliamentarians. A listing of those Reports is set out in Appendix II.

7. The conduct of this general review which began in 2008 is in keeping with the decision of Cabinet, made on the recommendation of the Commission in 2003, that a regular three-year schedule be maintained, so that compensation packages for offices within our purview may be kept relatively current.

Scope of the Review

8. By letter dated January 22, 2008, the President of the Republic of Trinidad and Tobago conveyed his approval for the Salaries Review Commission to undertake a general review of the salaries and other conditions of service of holders of offices within the purview of the Commission. The review was to be undertaken in two parts: one part pertaining to Members of Parliament, Local Government Officials and Members of the Tobago House of Assembly and the other part pertaining to all other office holders who fall within the purview of the Commission.

9. As is customary, we invited written submissions on behalf of all offices for the review of salaries and other terms and conditions of service. The submissions assisted us in our deliberations. Some office holders indicated a willingness to appear before the Commission, but oral presentations were not considered necessary in light of the comprehensive nature of the submissions.

CHAPTER 2

CONSIDERATIONS UNDERLYING THE CURRENT REVIEW

10. In conducting this review, we took into account the principles and criteria that guided us in the past. We concluded that the precepts identified in previous Reports continue to be valid. These precepts are as follows:

- (i) remuneration should bear fair comparison with current levels of remuneration paid within the private sector for broadly comparable jobs, taking into account differences in other conditions of employment;
- (ii) there should be appropriate levels of remuneration to attract, recruit and retain persons of suitable competence, experience, knowledge, skills and personal attributes to fill positions of very high responsibility and trust;
- (iii) there should be appropriate differentials in compensation, to take into account significant differences in the levels of responsibility between one office and another; and
- (iv) compensation packages should provide motivational and intrinsic value.

11. Consideration was also given to:-

- (i) current remuneration trends in certain other jurisdictions;
- (ii) the general levels of adjustments that were made to compensation packages in the wider economy since our last review;
- (iii) requests of certain office-holders for changes in the relative positioning of jobs within the structure; and
- (iv) economic and financial developments in the country.

Current Remuneration Trends In Certain Other Jurisdictions

12. As in previous general review exercises, certain office holders pointed to the compensation packages paid to their counterparts in other jurisdictions, and the relativities that exist among offices in those jurisdictions.

13. We examined information in respect of public sector officials in the United Kingdom, Canada, Singapore, Jamaica, Australia and New Zealand. We noted that there are fundamental/basic considerations applied by their review bodies.

These include the need to provide levels of compensation to attract, retain and motivate suitable persons as well as the prevailing economic factors in the relevant country. In some jurisdictions, account is also taken of the salary/wage settlements in the public and private sectors. While we acknowledge the usefulness of comparisons with other jurisdictions, we maintain the view that consideration must be given also to other factors such as differences in the cost of living and relativities existing among positions in relevant organizations in each country.

14. In the final stages of our review, the financial crisis which began in the United States spread throughout the world resulting in a global economic slump. With this, we have noted an emerging trend in treating with compensation. In a number of jurisdictions, conservative measures have been adopted with respect to compensation for holders of public offices. In January 2008 and February 2009, respectively, Parliamentarians in the United Kingdom and Canada accepted lower increases in salaries than those recommended by their relevant Salaries Boards. The increases amounted to 1.9% in the case of the UK and 1.5% in Canada. In New Zealand, in November 2008, the Remuneration Authority, which reviews salaries every year, provided increases averaging 4.5% to Parliamentarians for 2008. In February 2009, however, Parliamentarians voted unanimously not to accept a pay rise for 2009. Similarly, in February 2008 and November 2008, respectively, the Governments of Australia and Bermuda announced the implementation of pay freezes for Parliamentarians. Further, on April 5, 2009, the Prime Minister of Jamaica announced that, given the sharp decline in revenue in that country, he would take a 15% reduction in his salary and requested that his parliamentary colleagues also take a pay cut of 10%. Additionally, in Jamaica, public sector wages were frozen, effective April 1, 2009. In that vein, Singapore also has implemented salary cuts for Parliamentarians effective January 2009. Outside the Commonwealth, in the United States of America, several States have introduced shortened work-weeks for employees, with commensurate reductions in pay.

Comparative Compensation Levels

15. In their submissions to us, a number of office holders at the highest levels had expressed the view that they should be compared with and compensated on a similar basis as that of Chief Executive Officers in the private sector. While we agree that remuneration ought to bear fair comparison with that paid to broadly comparable jobs, review bodies in other jurisdictions share our view that when making compensation comparisons with jobs in the private sector, account must be taken of factors such as job security, level of risk and pension arrangements.

16. With the implementation of the recommendations resulting from our last General Review, the gap between the compensation levels of offices within our purview and those of comparable positions in State Enterprises and the private sector was reduced. In this review, we had sought initially to:-

- (i) restore the position of the remit group in relation to the external comparators;
- (ii) maintain, as far as possible, the relative ranking of the offices which fall within our purview, to ensure the maintenance of a reasonable differential in pay between the salaries of these offices and those of other offices in the Public Service; and
- (iii) rationalise the application of existing allowances and provide appropriate adjustments as necessary.

Changes in the Relative Positioning

17. A large number of office holders have requested changes in the relative positioning of their jobs within the structure. Such an exercise would involve an evaluation of the existing jobs as well as a compensation survey. Given the magnitude and complexity of both exercises, we recommend that they be undertaken within the period between the conduct of this and the next general review, so that the results would be available for consideration when the Commission next undertakes such an exercise. Consequently, at this time, the existing relativities among the offices have been maintained except in cases where significant changes in the duties and responsibilities attaching to a position have occurred.

Economic and Financial Developments in the Country

18. The Commission considered carefully the changing economic environment, including the movement in the cost of living since our last general review.

19. We noted the revised projections for growth and development in the country over the short term and took account of the recent worldwide economic and financial developments. When we began this review, we were advised that, based on Government's projections at the time, the economic outlook for Trinidad and Tobago was positive. In the 2007/2008 Budget, real Gross Domestic Product (GDP) growth had been projected at 7%. In the 2008/2009 Budget, the data indicated that GDP had almost tripled from \$55 billion in 2001 to \$152 billion in 2008 and was projected to rise to over \$165 billion in 2009. Further, GDP growth of 5.6% had been projected. Additionally, the Government had estimated that real GDP would continue to grow at a rate of about 5% per annum over the period 2009 to 2011. With the slowdown in economic activity internationally, and in the United States in particular, the Central Bank of Trinidad and Tobago, in its Monetary Policy Report, October 2008, indicated that real GDP was expected to grow at a more moderate pace of 3.5% in 2008, down from 5.5% in 2007. Further, at that time, the Bank had projected 'a further

slowdown in economic growth in 2009 to about 2 percent.’ In February 2009, the Bank’s projection was for real GDP growth of 1% to 2%. However, by April 2009, the new projection was for growth of 0% to 1%.

20. We considered also the impact on disposable incomes of the significant increases in major elements such as food, housing and transportation, since our last general review, and the effect of those increases on the relative compensation position of the jobs within our purview. Over the period April 2005 to March 2008 core inflation, which excludes food prices, was 13.1% while the price of food over the same period rose by 69.6%. As a result, headline inflation, which includes the cost of food, rose by 26.3% over the period. Core inflation which was 7.0% in April 2005 and had risen to 7.4% in October 2008, fell to 5.2% in January 2009. It edged upwards in February 2009, increasing to 5.3%. Similarly, headline inflation which stood at 15.4% on a year-on-year basis in October 2008 slowed steadily to 11.7% in January 2009. We note that the Government had indicated that inflation reduction was an urgent economic and social imperative. In the Budget Statement of 2008/2009, emphasis continued to be placed on growth but the Government was cognizant of the need to manage inflation simultaneously. At that time, the stated goal was an annual rate of inflation of 6% over the next three years.

21. In October 2008, the Central Bank indicated that inflation expectations were very strong in Trinidad and Tobago and that reducing those expectations would be critical to the eventual reduction of inflation. It had noted also that wage developments could pose a major challenge to inflation reduction over the next year or so. However, by January 2009, the Bank envisaged that weaker demand brought on by the current financial crisis and the employment environment would reduce wage pressures and reverse inflationary expectations. We note that the easing of food price inflation which began in November 2008 has continued. Food price inflation which measured 30.6% year-on-year in December 2008, slowed to 25.9% year-on-year in February 2009 and the Central Bank anticipates that recent price reductions and/or the suspension or removal of the common external tariff on a number of key commodities should continue to contribute to a slowdown in inflation.

Conclusion

22. The Commission faced considerable difficulty in preparing this Report, given the constantly changing economic environment. In fact, while it has been our custom, when undertaking general reviews, to gain an appreciation of the economic context in which such reviews were being held, on this occasion, it was necessary for the Commission to seek continuous updates on the data. This resulted in the need to review our recommendations on several occasions.

23. Undoubtedly, the current global economic challenges have given rise to a climate of uncertainty. In fact, the current environment has been described as a

nightmare for policymakers given the extent of its unpredictability. Indeed, in many advanced economies and, increasingly, in developing ones, the worsening economic situation has been marked by mounting job losses, salary freezes and demands for a review of the bases and elements of executive compensation.

24. In light of the current economic environment, globally and locally, we are of the view that it is incumbent on us to proceed with caution. While we are not insensitive to the submissions made by office holders, we consider that the environment demands a prudent approach to compensation reviews and sacrifices at all levels of the society. In this context, therefore, we recommend that the existing salaries of holders of offices within our purview should be maintained at this time with a few exceptions. The exceptions are in respect of:-

- (i) offices in the Judicial and Legal Service which had been placed in salary groups in the existing salary structure as an interim measure before the evaluation of the positions;
- (ii) certain offices in the Judicial and Legal Service which Cabinet agreed should be re-evaluated; and
- (iii) the offices of Commissioner of Police and Deputy Commissioner of Police, the duties of which have expanded as a consequence of the provisions of the Constitution (Amendment) Act, No. 6 of 2006.

In addition, we have recommended salaries for new offices which were brought within our purview, in the context of the salaries currently paid to other offices.

25. In 2003, Cabinet agreed to a regular three-year schedule for the review of remuneration arrangements for offices within our purview in order to keep such compensation relatively current. However, in light of our position in respect of salaries, we recommend, should there be a reversal of the current downward trend in the economic environment, that consideration be given for an earlier review of the remuneration arrangements for the offices within our purview.

26. A number of benefits payable to office holders within our purview are based on actual costs. Notwithstanding our recommendations with regard to salaries, we considered it appropriate to review those benefits and have recommended increases, as necessary.

CHAPTER 3

BENEFITS

27. Benefits form a significant part of the compensation packages of top executives. Large business entities worldwide offer incentives to their top executives as part of their compensation strategy to attract and retain those persons best able to facilitate the attainment of the organisation's objectives. Likewise, it has been the practice of the Commission to recommend the inclusion of benefits in the compensation packages of offices which fall within our purview.

28. In our Eightieth Report, we sought to rationalise the allowances and benefits provided to office holders. In this review, as indicated in the previous chapter, we have recommended adjustments only to allowances that are based on actual costs, because of the increase in such costs. Our recommendations are set out below.

TRANSPORT FACILITIES

Motor Vehicle Purchase Loan

29. At present, four (4) levels of Motor Vehicle Purchase Loans are provided for office holders, ranging from \$125,000 to \$300,000. These loans are repayable over a period of six (6) years at a rate of interest of six percent (6%) per annum on the reducing balance. Some office holders proposed the reduction of the prevailing interest rate. We are, however, satisfied that the rate of interest as well as the period of repayment are generous, when compared with commercial terms for similar-type loans. Therefore, we have not recommended any change in the existing interest rate or repayment period.

30. We have reviewed data on the 'on-the-road' prices for a wide range of motor vehicles, and recommend that the existing loans be revised to loan ceilings that range between \$145,000 and \$350,000 for the various office holders. The details are set out in the relevant chapters.

Tax/Duty Exemption on Motor Vehicles

31. Some office holders sought enhanced tax/duty concessions. While we have recommended increases in the level of exemptions, we do not recommend changes in the range of concessions currently provided since we consider them to be adequate.

Transportation Allowance

32. The Transportation Allowance is provided to assist office holders in meeting the costs associated with keeping and using a motor vehicle for the

performance of official duties. Based on these costs, we have recommended increases in the Transportation Allowance as set out in the relevant chapters.

Repair Loan

33. We have been advised that due to the modern technology utilized in the manufacture of motor vehicles, major repairs are generally no longer required over the six-year loan period, except, for instance, where a vehicle may have been involved in an accident. Accordingly, we have not recommended any change in this benefit.

Personal Chauffeur/Service Allowance

34. A number of office holders are eligible for either a Personal Chauffeur or a Service Allowance. The Service Allowance provides the relevant office holders with the flexibility to secure services of their choice, including but not restricted to those of a chauffeur/driver, to ease the demands placed on them in the execution of their responsibilities within and outside of working hours.

35. We recommend a revision in the existing rates of Service Allowance to enable the office holders to continue to meet payments such as National Insurance contributions and the salary of the persons they engage.

36. A number of office holders who are not currently entitled to a Service Allowance have requested this benefit. We have examined their proposals and consider that they do not meet the criteria for provision of the allowance.

SUBSISTENCE ALLOWANCE

37. We re-examined the existing Subsistence Allowance and have determined that there is no need for further rationalisation. However, we have recommended revised allowances for eligible office holders, in light of the increase in the Index of Retail Prices with respect to dining out. Our recommendations are set out in the relevant chapters.

DUTY ALLOWANCE

38. Currently, a Duty Allowance is provided to certain offices that fall within our purview in recognition of the fact that holders of those offices must always be available to respond to the demands of their offices outside of working hours. The offices to which the allowance applies are generally at the most senior levels. We note that where such Duty Allowances are paid to employees in the Public Service outside our purview, such allowances range between 10% and 20% of basic salary based on the extent of the demands on and the responsibilities of specific positions. For offices within our purview, Duty Allowances currently range between 7.6% and 22% of basic salary.

39. We received a significant number of requests from office holders to be provided with a Duty Allowance. As a consequence, we re-examined the basis for the payment of this allowance, the offices to which it is currently applicable, the quantum paid, as well as whether other offices should be provided with the allowance.

40. Based on our review of the duties and responsibilities of the various offices and the reason for which the allowance is paid, we are generally satisfied that the allowance should be retained for offices currently in receipt of it. We have recommended no increases in the existing rates except in the case of the offices of Commissioner of Police and Deputy Commissioner of Police for which we have recommended revised salaries.

HOUSING

41. We noted that in their submissions, numerous office holders expressed their dissatisfaction with the existing rates of this allowance, given the cost of appropriate accommodation. We, therefore, re-examined the basis on which our recommendations on Housing Allowance were made in the past.

42. In our Forty-fourth Report of April, 1997, we established that the Housing Allowance is to assist an office holder in obtaining suitable residential accommodation. During subsequent reviews, we maintained the position that the allowance was intended to assist in obtaining suitable accommodation, rather than to meet the actual cost of such accommodation. In reviewing the rates of Housing Allowance, we examined existing rental and acquisition costs in addition to increases in the cost of rental of housing over the period 2005 to 2008 and have recommended increases in the current rates. Our recommendations are set out in the relevant chapters.

MEDICAL BENEFITS

43. Generally, we have not recommended any change in the existing medical benefits for any of the offices within our purview. With respect to part-time office holders who sought to be provided with medical benefits, we maintain that such benefits are not normally extended to persons who serve on a part-time basis.

TELEPHONE FACILITY

44. Having examined the allowances paid to executives and managers within the public sector as well as the existing telephone rates and charges by service providers, we are satisfied that the current levels of allowance being provided are adequate.

OVERSEAS TRAVEL FACILITIES

45. A number of office holders have proposed increases in the number of tickets to be provided, while others, who do not now receive this benefit, have proposed its inclusion in their remuneration package. As stated in previous Reports, we are not convinced of the need for such a provision as a feature of the remuneration package for public sector officials. We do not recommend, therefore, any extension of the facilities as proposed. Instead, we consider it opportune to limit the extent of the facilities by recommending the discontinuation of the provision of Passage Allowances and by providing eligible office holders with a Travel Grant only. We have recommended increases in the value of the Travel Grants in order to maintain the equivalent value of the passages for which office holders had been eligible. Additionally, we have recommended the introduction of a Travel Grant for the offices of Ombudsman and Auditor General, which, in the past, have only been provided with Passage Allowances. We recommend no change at this time to the benefit currently provided to the office of President.

PENSION/GRATUITY

46. In their submissions, some office holders have requested improvements in their existing superannuation benefits. Others have requested that their allowances be incorporated into salary so that they would be included in the computation of pension benefits. We are unable to support these proposals since the majority of allowances are paid for very specific purposes and therefore must remain distinct from salary.

47. A number of office holders who hold offices that are deemed to be part-time and who are currently not eligible for terminal benefits have sought the introduction of a gratuity. As noted in previous reports, part-time office holders are not normally provided with terminal benefits. However, in our Eighty-second Report, we expressed the view that given the contribution Senators make to the country, it would not be inappropriate to provide them with a terminal benefit, especially since they are not eligible for pension benefits. We consider the case of Senators to be different from that of holders of other part-time offices since they make a contribution similar to other members of Parliament who are provided with terminal benefits, and on that basis, we had recommended the provision of a gratuity to Senators.

48. A number of office holders have also proposed improvements in their existing superannuation arrangements. We are advised that a comprehensive review of superannuation arrangements provided by the State to holders of public offices is currently underway and we are of the view that any review of such arrangements should be undertaken in the context of the outcome of that exercise.

OTHER BENEFITS

49. Where office holders have made submissions for additional benefits, we have treated with them in the chapters relevant to the individual offices or groups of offices.

CHAPTER 4

DISCONTINUATION OF EXISTING BENEFITS

50. In general, we have retained the allowances and benefits currently provided to office holders within our purview: the exceptions being the Subsistence Allowance payable to a Minister of Government or Parliamentary Secretary whose normal residence is in Tobago and the Passage Allowance provided to certain office holders.

51. In the case of a Minister of Government or a Parliamentary Secretary whose normal residence is in Tobago, but who is required to relocate to Trinidad on account of his/her Ministerial appointment, a Tobago Ministerial Allowance in the sum of \$5,000 per month, is applicable to compensate for the inconvenience/dislocation. These office holders receive also a Subsistence Allowance of \$1,500 per month. This is in addition to the Subsistence Allowance of \$1,250 per month which all Ministers of Government receive. We are of the view that the Subsistence Allowance of \$1,500 per month currently payable to such office holders represents a duplication of benefits and should be discontinued from the date on which our recommendations on revised terms and conditions of service of Members of Parliament take effect.

52. We recommend the discontinuation of the provision of the passage allowance from the date of the appropriate Circular giving effect to our recommendations. Incumbents who had opted, in the past, for the Passage Allowance should retain that benefit as personal to them.

PART I

The President of the Republic

The Higher Judiciary

Ombudsman

Auditor General

The Industrial Court

The Tax Appeal Board

The Environmental Commission

Top Managers in the Public Service

Top Managers in Statutory Bodies

Senior Officers in the Protective
Services and the Defence Force

Senior Diplomatic Representatives

Chairmen and Members of
Commissions and Boards

The Judicial and Legal Service

CHAPTER 5

THE PRESIDENT OF THE REPUBLIC

53. Under the Constitution, the office of President of the Republic is established as the Head of State and Commander-in-Chief of the armed forces. The office is ranked the highest in the Table of Precedence for the Republic of Trinidad and Tobago and is vested with executive authority in specific areas and on occasions as provided for under the Constitution.

54. Our recommendations for the office of President are as follows:-

Recommendations

Salary

\$49,500 per month.

Duty Allowance

\$7,500 per month.

Transport Facilities

A fleet of official motor vehicles, fully maintained by the State and manned by a complement of chauffeurs.

Housing

Official residences, fully furnished and maintained by the State with the necessary complement of household staff.

Where the official residence is not available for use by the President, and suitable alternative accommodation is not provided, an allowance of \$15,450 per month.

Entertainment

An Entertainment Vote to meet official expenses incurred by the President.

Vacation Leave

Sixty (60) calendar days per annum.

Overseas Travel Facilities

- (i) Entitlement to passages (to the maximum value of two adult first class (or equivalent class) return airfares to the United Kingdom) annually for the President, spouse, if any, and dependent children, if any, under the age of eighteen.
- (ii) Either provision of hotel accommodation and meals plus a Subsistence Allowance of US\$135 per day, or an allowance of US\$200 per day for accommodation plus a Subsistence Allowance of US\$135 per day.
- (iii) The cost of transportation to be met by the State.
- (iv) One hotel suite to facilitate the holding of conferences or any minor entertainment.
- (v) The cost of entertainment to be met by the State.
- (vii) A Warm Clothing Allowance of US\$500 per annum, as necessary.

Telephone Facilities

Telephone expenses to be paid by the State.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the costs at any other hospital, institution or nursing home in Trinidad and Tobago to be met by the State.

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the President's Emoluments Act, Chap. 2:50.

Exemption from Taxation

The salary, pension and any allowance of whatsoever nature payable to the office holder in respect of his/her service as President to be wholly exempt from the payment of income tax and any other tax.

CHAPTER 6

THE HIGHER JUDICIARY

55. The Supreme Court of Judicature for Trinidad and Tobago consists of a High Court of Justice and a Court of Appeal. The role of the Supreme Court is critical in a democratic society since the members of the Court adjudicate on all matters of criminal, civil and constitutional law and their decisions can have a significant impact on the individual and the society as a whole.

56. The Court comprises the Higher Judiciary, namely, the Chief Justice, Justices of Appeal and Puisne Judges.

57. In their submissions, members of the Higher Judiciary indicated the need for the de-linking of salaries of Judges from those paid to senior executives in the public or private sectors or offices that are higher in protocol rankings and for the restructuring of their compensation packages. Specifically, they highlighted the following as factors which should be taken into consideration in treating with their compensation packages:-

- (i) the need to attract persons of appropriate ability and experience and to enable them to enjoy a degree of financial security once appointed and after retirement;
- (ii) the increasing workload of Judges; and
- (iii) the opportunity cost of relinquishing a legal career in the higher echelons of the legal profession.

Specifically, the office holders have proposed:-

- (i) salary increases which include the merger of certain allowances with basic salary;
- (ii) that after twelve years of service, the salary of a Puisne Judge should be raised to the level of that of a Justice of Appeal;
- (iii) the review of some allowances/facilities and the introduction of other facilities, such as the provision of Sabbatical Leave, a Personal Security Allowance and medical benefits to retired Judges and their spouses; and
- (iv) that office holders be allowed the flexibility to alter their option with respect to the existing Passage Allowance.

58. In making our recommendations, we bore in mind the tax-free nature of the emoluments of the office holders which we considered to be a major benefit. With respect to the proposal that certain allowances be merged with basic salary, we maintain the view that the allowances paid to the Higher Judiciary are not natural components of salary since they are paid for specific and different purposes. As a consequence, such allowances should continue to be paid separate from salary. Notwithstanding our recommendations that existing salaries be maintained at this time, we have reviewed and recommended revised rates for a number of allowances, including the Housing Allowance. The latter has been made on the basis of the increase in the rental index since our last review. We are unable to support the proposal that the salary of a Puisne Judge should be equated to that of a Justice of Appeal at any time, given the difference in the levels of responsibility of the two offices.

59. With respect to Sabbatical Leave, we are of the view that such a proposal should be considered outside the ambit of the general review in order to allow for a full appreciation of its implications. As regards the request for the provision of a Personal Security Allowance, we hold the view that security for members of the Higher Judiciary is a matter to be determined by the State.

60. We note the proposal for the 'reinstatement of optical and dental treatment/services at the Eric Williams Medical Sciences Complex'. However, we are advised that the cost of such treatment/services has never been established as a term and condition of employment of the office holders. On the provision of medical benefits to retired Judges and their spouses, we note that the existing benefit, under which the State meets unlimited costs for serving office holders, their spouses and eligible children, is not a Health Plan. We consider that the issue of post-retirement medical benefits for Judges and their spouses could be addressed more appropriately in the context of a Group Health Plan which, if introduced for serving members of the Higher Judiciary, may allow for such flexibility. We note, further, that the issue of terms and conditions which should apply to office holders after retirement does not fall within the purview of the Commission.

61. Given our recommendation in paragraph 52, office holders who are currently eligible for a Passage Allowance would retain the benefit as personal to them. However, because the Annual Travel Grant is equivalent to the airfare benefit spread over a period of two years, it would not have been possible to support the proposal that office holders be allowed to alter their option with respect to the Passage Allowance.

62. Our recommendations for offices of the Higher Judiciary are as follows:-

Recommendations

<u>Salary</u>	<u>\$ per month</u>
Chief Justice	40,500
Justice of Appeal	33,800
Puisne Judge	30,000

Transport Facilities

Chief Justice

- (i) An official motor vehicle with all maintenance and operational costs met by the State.
- (ii) An official chauffeur who shall be a police officer.

Chief Justice

Justice of Appeal

Puisne Judge

- (i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with full exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty; or
 - (b) a used motor vehicle with full exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance as follows:-

	<u>\$ per month</u>
Chief Justice	4,200
Justice of Appeal	3,800
Puisne Judge	3,800

- (v) A personal chauffeur.

Subsistence Allowance

- (i) \$130 per day in the following cases:-
 - (a) Where the office holder lives in North Trinidad and is on duty in San Fernando;
 - (b) Where the office holder lives in South Trinidad and is on duty in Port of Spain;
 - (c) Where the office holder lives in Trinidad/Tobago and is on duty in Tobago/Trinidad and no meals are provided.
- (ii) Where the office holder lives in Trinidad/Tobago and is on duty in Tobago/Trinidad and meals are provided, \$75 per day;
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

Chief Justice

Rent-free, fully furnished, super-grade residence or an allowance of \$15,450 per month in lieu.

Justice of Appeal Puisne Judge

Rent-free, fully furnished, super-grade residence or an allowance of \$10,300 per month in lieu.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Chief Justice.

Vacation Leave

- (i) Vacation Leave to coincide with the “court vacation” at Christmas and Easter.

**Chief Justice
Justice of Appeal**

- (ii) In addition to (i) above, six (6) weeks per annum.

Puisne Judge

- (iii) In addition to (i) above, six (6) weeks per annum and four (4) weeks per annum in every alternate year.

Overseas Travel Facilities

- (i) A Travel Grant of \$67,500 per annum payable in cash.

(The existing Passage Allowance to be discontinued but to remain personal to an incumbent who had opted for the benefit.)

- (ii) **Judicial Contact Allowance**

\$9,535 per month.

Telephone Facilities

The cost of telephone rental and other charges, including Value Added Tax, related to official business to be met by the State or at the office holder's option, an allowance of \$500 per month. (Once the option is exercised, the chosen benefit should continue in effect as long as the incumbent holds the office.)

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the costs at any other hospital, institution or nursing home in Trinidad and Tobago to be met by the State.

('Medical attention/treatment' excludes optical and dental treatment/services. 'Prescribed drugs' exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Judges Salaries and Pensions Act, Chap. 6:02.

Exemption from taxation

The salary, pension and every allowance of whatsoever nature payable to a Judge in respect of his service as a Judge to be wholly exempt from the payment of income tax or any other tax.

CHAPTER 7

OMBUDSMAN

63. The office of Ombudsman is established under the Constitution of the Republic of Trinidad and Tobago. The office holder is vested with authority to investigate any decision or recommendation made or action taken or omitted by any Ministry, Department or any other Authority in the exercise of their administrative functions.

64. Additionally, the Freedom of Information Act of 1999 provides for the Ombudsman to intervene on behalf of persons aggrieved by the refusal of a public authority to grant access to official documents. Under that Act, the Ombudsman is empowered to investigate cases where access to documents is denied on the ground that such documents cannot be located.

65. By virtue of section 97(1) of the Constitution, the Ombudsman possesses the powers of the High Court with respect to the summoning of witnesses and the taking of evidence.

66. The office holder proposed that in determining a fair compensation package for the office of Ombudsman, consideration should be given to the functions prescribed for the office under the Constitution and the Freedom of Information Act of 1999, in conjunction with the market rates for the knowledge and skills required for the position. We noted that there have been no significant changes in the duties and responsibilities of the office and consequently, the existing relativities between this and other offices within our purview have been retained.

67. Our recommendations for the office of Ombudsman are as follows:-

Recommendations

Salary

\$29,900 per month.

Transport Facilities

- (i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with full exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty; or

- (b) a used motor vehicle with full exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,800 per month.

Service Allowance

\$4,500 per month.

Subsistence Allowance

- (i) When travelling on official business outside of Port of Spain or in Tobago, \$130 per day.
- (ii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$10,300 per month.

Vacation Leave

Thirty (30) calendar days per annum.

Overseas Travel Facilities

A Travel Grant of \$33,750 per annum payable in cash.

(The existing passage allowances to be discontinued. The incumbent to opt to continue to receive the existing passage allowances or for the Travel Grant. Once the option has been exercised, it should continue in effect for the duration of the office holder's tenure.)

Telephone Facilities

The cost of telephone rental and other charges, including Value Added Tax, related to official business to be met by the State.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the office holder to be entitled to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the term of office.

CHAPTER 8

AUDITOR GENERAL

68. The office of Auditor General is established under the Constitution and the office holder is appointed by the President after consultation with the Prime Minister and the Leader of the Opposition. The Auditor General is under statutory obligation to audit annually the public accounts of Trinidad and Tobago and submit reports on the findings to Parliament and the Minister of Finance. He/she is empowered to audit also the accounts of all enterprises which are owned or controlled by or on behalf of the State and is not subject to the direction or control of any person or authority in the exercise of his/her functions.

69. Our recommendations for the office of Auditor General are as follows:-

Recommendations

Salary

\$31,300 per month.

Transport Facilities

- (i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 2200cc and exemption from Value Added Tax to a maximum of \$50,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$50,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,800 per month.

- (v) When on duty in Tobago, provision of paid passages (by sea or air at the office holder's option) and free transport of his/her motor vehicle to and from Tobago.

Service Allowance

\$4,500 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on official duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$10,300 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Auditor General's Department.

Vacation Leave

Thirty (30) calendar days per annum.

Overseas Travel Facilities

A Travel Grant of \$67,500 per annum payable in cash.

(The existing passage allowances to be discontinued. The incumbent to opt to continue to receive the existing passage allowances or for the Travel Grant. Once the option has been exercised, it should continue in effect for the duration of the office holder's tenure.)

Telephone Facilities

The cost of telephone rental and other charges, including Value Added Tax, related to official business, to be met by the State.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the office holder to be entitled to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

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

CHAPTER 9

THE INDUSTRIAL COURT

70. The Industrial Court is established in accordance with Section 4 of the Industrial Relations Act, Chap. 88:01 as a superior court of record and a specialist court. The Industrial Court has the responsibility to hear and determine trade disputes and other matters relating to the registration of Collective Agreements and industrial relations offences.

71. Members of the Court are the President, Vice President, Chairman, Essential Services Division and Members.

72. The office holders have submitted that the jurisdiction of the Industrial Court has increased since 1965, and that the scope and nature of the disputes on which the Court adjudicates have also increased in light of the impact of globalization on labour and the world of work. In general, the members of the Court sought to maintain alignments which exist with the Higher Judiciary where applicable, and restoration of internal relationships which existed prior to the Commission's Fifty-second Report between the offices of the Court. Their submissions, as we understand them are as follows:-

- (i) a restoration of internal relativities between the offices of Vice President and Chairman, Essential Services Division and those of the Members;
- (ii) the provision of exemption from income tax on salaries and gratuity;
- (iii) the provision of transport facilities to Members on the same basis as provided the offices of Vice President and Chairman, Essential Services Division;
- (iv) the provision of an Industrial Court Contact Allowance to Members of the Court;
- (v) the extension of medical benefits to include optical and dental treatment/services; and
- (vi) a review of superannuation benefits.

73. On the issue of tax exemptions, we have been advised that Cabinet agreed that only the office of President, Industrial Court should enjoy exemption from taxation.

74. We are of the view that the transport facilities of Members are appropriate. We have recommended increases in the quantum of the Motor Vehicle Loan as well as the Transportation Allowance.

75. With respect to the provision of an Industrial Court Contact Allowance to Members, we do not consider it necessary to extend such a benefit to Members since we are of the view that the training and development of Members of the Industrial Court may be accommodated under the allocation for training at the Court.

76. The medical facility for which members of the Court are eligible is not a medical plan. Rather, the State meets all costs resulting from medical attention/treatment, except where costs are specifically excluded, as is the case with costs arising from optical and dental treatment/services.

77. Our recommendations for the offices of the Industrial Court are as follows:-

Recommendations

PRESIDENT, VICE PRESIDENT AND CHAIRMAN, ESSENTIAL SERVICES DIVISION

<u>Salary</u>	<u>\$ per month</u>
President	33,800
Vice President	30,000
Chairman, Essential Services Division	30,000

Transport Facilities

- (i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with full exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty; or
 - (b) a used motor vehicle with full exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.

- (iv) A Transportation Allowance of \$3,800 per month.
- (v) A personal chauffeur.

Subsistence Allowance

- (i) \$130 per day in the following cases:-
 - (a) Where the office holder lives in North Trinidad and is on duty in San Fernando;
 - (b) Where the office holder lives in South Trinidad and is on duty in Port of Spain;
 - (c) Where the office holder lives in Trinidad/Tobago and is on duty in Tobago/Trinidad and no meals are provided.
- (ii) Where the office holder lives in Trinidad/Tobago and is on duty in Tobago/Trinidad and meals are provided, \$75 per day;
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

Rent-free, furnished, super-grade quarters or an allowance of \$10,300 per month in lieu.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the President, Industrial Court.

Vacation Leave

- (i) Vacation Leave to coincide with the “court vacation” at Christmas and Easter.

President

- (ii) In addition to (i) above, six (6) weeks per annum.

**Vice President
Chairman, Essential Services Division**

- (iii) In addition to (i) above, six (6) weeks per annum and four (4) weeks per annum in every alternate year.

Overseas Travel Facilities

- (i) A Travel Grant of \$67,500 per annum payable in cash.

(The existing Passage Allowance to be discontinued but to remain personal to an incumbent who had opted for the benefit.)
- (ii) Industrial Court Contact Allowance

\$9,535 per month.

Telephone Facilities

The cost of telephone rental and other charges, including Value Added Tax, related to official business to be met by the State or at the office holder's option, an allowance of \$500 per month. (Once the option has been exercised, it should continue in effect for the duration of the office holder's tenure.)

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the costs at any other hospital, institution or nursing home in Trinidad and Tobago to be met by the State.

('Medical attention/treatment' excludes optical and dental treatment/services. 'Prescribed drugs' exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

President

- (i) Where the office holder is a Judge of the Supreme Court of Judicature, entitlement to superannuation benefits in accordance with the provisions of the Judges Salaries and Pensions Act, Chap. 6:02; and

- (ii) An office holder who is not a Judge of the Supreme Court to be provided with superannuation benefits in accordance with the provisions of the Industrial Court (Pensions and Gratuities of Members) Regulations.

**Vice President
Chairman, Essential Services Division**

Entitlement to superannuation benefits in accordance with the provisions of the Industrial Court (Pensions and Gratuities of Members) Regulations.

Exemption from Taxation

President

The salary, pension and every allowance of whatsoever nature payable to the office holder in respect of his service as President to be wholly exempt from the payment of income tax or any other tax.

MEMBER

Salary

\$25,800 per month.

Transport Facilities

- (i) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with full exemption from Motor Vehicle Tax and Value Added Tax; or
 - (b) a used motor vehicle with full exemption from Special Motor Vehicles Tax and Value Added Tax.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,250 per month.

Service Allowance

\$4,500 per month.

Subsistence Allowance

- (i) \$130 per day in the following cases:-
 - (a) Where the office holder lives in North Trinidad and is on duty in San Fernando;
 - (b) Where the office holder is on duty in Tobago and no meals are provided.
- (ii) Where the office holder is on duty in Tobago and meals are provided, \$75 per day;
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$10,300 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the President, Industrial Court.

Vacation Leave

- (i) Vacation Leave to coincide with the “court vacation” at Christmas and Easter.
- (ii) In addition to (i) above, six (6) weeks per annum and four (4) weeks per annum in every alternate year.

Overseas Travel Facilities

- (i) A Travel Grant of \$38,400 per annum payable in cash.

(The existing Passage Allowance to be discontinued but to remain personal to an incumbent who had opted for the benefit.)
- (ii) Industrial Court Contact Allowance

\$9,535 per month.

Telephone Facilities

The cost of telephone rental and other charges, including Value Added Tax, related to official business to be met by the State or at the office holder's option, an allowance of \$400 per month. (Once the option has been exercised, it should continue in effect for the duration of the office holder's tenure.)

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the costs at any other hospital, institution or nursing home in Trinidad and Tobago to be met by the State.

('Medical attention/treatment' excludes optical and dental treatment/services. 'Prescribed drugs' exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Industrial Court (Pensions and Gratuities of Members) Regulations.

CHAPTER 10

THE TAX APPEAL BOARD

78. The Tax Appeal Board is a superior court of record with jurisdiction to hear and determine appeals by individuals and corporate bodies against decisions of the Board of Inland Revenue and the Customs and Excise Division in respect of taxes and duties. It also hears appeals from decisions of the Central Bank made under the Financial Institutions Act, Chap. 79:09 as well as from those made under the Tourism Development Act, Chap. 87:22.

79. Provision exists for the Board to include a Chairman and such other members as may be appointed, one of whom may be the Vice-Chairman. At present, the Board comprises a Chairman and two (full-time) members. Provision also exists for members to serve on a part-time basis, but no one currently serves in that capacity. The office of Chairman does not fall within our purview but, by law, is remunerated at the same level as a Puisne Judge.

80. The Members of the Board have put forward in their submissions that their jurisdictional responsibilities are comparable to those of the office of High Court Judge. Additionally, they have expressed the view that because of the nature of the Board's jurisdiction, the workload of the office of Member is more onerous than that of an officer in Civil Law Jurisdiction. We maintain that the Higher Judiciary occupies a unique position in our society and that remuneration provided to that group should reflect their responsibilities and status. Furthermore, we note that there have been no significant changes in the duties and responsibilities of the office of Member, Tax Appeal Board and, consequently, existing relativities have been maintained.

81. Members have proposed that their Gratuity should be computed on the basis of salary and Housing Allowance. However, it is the norm for gratuity to be based on salary, exclusive of allowances. We recommend that the existing arrangement be maintained.

82. It has also been proposed that the salary and gratuity of the office of Member (full-time) should be exempt from the payment of income tax. We are unable to support such a proposal.

83. Our recommendations for the office of Member of the Tax Appeal Board are as follows:-

Recommendations

MEMBER (full-time)

Salary

\$25,800 per month.

Transport Facilities

- (i) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with full exemption from Motor Vehicle Tax and Value Added Tax; or
 - (b) a used motor vehicle with full exemption from Special Motor Vehicles Tax and Value Added Tax.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,250 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$10,300 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Chairman, Tax Appeal Board.

Vacation Leave

- (i) Vacation Leave to coincide with the “court vacation” at Christmas and Easter.
- (ii) In addition to (i) above, six (6) weeks per annum and four (4) weeks per annum in every alternate year.

Overseas Travel Facilities

A Travel Grant of \$38,400 per annum payable in cash.

(The existing Passage Allowance to be discontinued but to remain personal to an incumbent who had opted for the benefit.)

Telephone Facilities

The cost of telephone rental and other charges, including Value Added Tax, related to official business to be met by the State or at the office holder’s option, an allowance of \$400 per month. (Once the option has been exercised, it should continue in effect for the duration of the office holder’s tenure.)

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the costs at any other hospital, institution or nursing home in Trinidad and Tobago to be met by the State.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the term of office.

MEMBER (part-time)

Salary

\$6,300 per month.

Transport Facilities

An allowance of \$950 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, an allowance of \$1,300 per month to be paid instead.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

CHAPTER 11

THE ENVIRONMENTAL COMMISSION

84. The Environmental Commission of Trinidad and Tobago was established under the Environmental Management Act, No. 3 of 2000 as a superior court of record. The Commission is a specialist court which was established to hear and determine environmental disputes arising out of the Act and any other written law where the jurisdiction of the Commission is provided for specifically, such as the Noise Pollution Rules and the Environmentally Sensitive Species Rules, 2001.

85. Apart from this mandate, the Act provides that the Environmental Commission shall encourage and promote alternative dispute resolution, being any mechanism for resolving disputes other than by litigation.

86. The Court comprises a full-time Chairman and a Deputy Chairman and Members who may be appointed to serve in a full-time, part-time or periodic capacity as may be required to fulfil the objectives of the Act. The Chairman and Deputy Chairman are attorneys-at-law who are required to have not less than ten years standing and are appointed by the President. Other members are appointed by the President from among such persons as appear to him to be qualified by virtue of their knowledge of or experience in environmental issues, engineering, the natural sciences or the social sciences. Until recently, only the offices of Chairman and Deputy Chairman fell within our purview, but by virtue of Legal Notice No.12 dated January 22, 2009, the offices of Member (full-time), (part-time), and (periodic) were prescribed also. By letter dated February 6, 2009, His Excellency the President conveyed approval for the Salaries Review Commission to determine the salary and other conditions of service of those latter offices.

87. The main thrust of the proposals from the Commission, as we understand it, is that the offices of Chairman and Deputy Chairman should be on par with their counterparts at the Industrial Court. During the last General Review, we re-examined the relationships between the various superior courts of record and recommended a realignment of the offices at the Environmental Commission. We note that, since then, there have been no significant changes in the duties and responsibilities of these offices. Consequently, the existing relativities have been maintained.

88. The proposals submitted in respect of the recently prescribed offices of Member (full-time), (part-time) and (periodic) entail the provision of Professional, Travel and Book Allowances, Maternity Leave and gratuity. As far as we understand, the principles governing the grant of a Professional Allowance are not applicable in the case of the office of Member. In respect of a Book Allowance, we hold the view that books and other research materials should be purchased by the Commission and made available to office holders. Although

Maternity Leave is not one of the terms and conditions articulated in our Reports, eligible office holders would be entitled to such leave in accordance with the provisions of the Maternity Protection Act, No. 4 of 1998. We have recommended Travel Grant and gratuity for the office of Member (full-time).

89. We recommend that where persons are employed in a periodic capacity, the terms (other than those relating to loans, Overseas Travel Facilities and Medical Benefits) of the part-time and/or full-time office, as relevant, should be applicable and should be pro-rated appropriately. The terms and conditions of the offices of Member (full-time), (part-time) and (periodic) should take effect from January 22, 2009, the date of the Legal Notice which brought those offices within our purview.

90. Our recommendations for the offices of the Environmental Commission are as follows:-

Recommendations

CHAIRMAN

DEPUTY CHAIRMAN (FULL-TIME)

<u>Salary</u>	<u>\$ per month</u>
Chairman	32,300
Deputy Chairman (full-time)	27,200

Transport Facilities

- (i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with full exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty; or
 - (b) a used motor vehicle with full exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,800 per month.

Chairman

- (v) A personal chauffeur.

Service Allowance

Deputy Chairman

\$4,500 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to Tobago on official business, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Commission.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$10,300 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Chairman, Environmental Commission.

Vacation Leave

- (i) Thirty (30) calendar days per annum.
- (ii) In addition to (i) above, Vacation Leave to coincide with the “court vacation” at Christmas and Easter.

Overseas Travel Facilities

Chairman
Deputy Chairman

A Travel Grant of \$67,500 per annum payable in cash.

(The existing Passage Allowance to be discontinued but to remain personal to an incumbent who had opted for the benefit.)

Environmental Commission Contact Allowance

\$9,535 per month.

Telephone Facilities

The cost of telephone rental and other charges, including Value Added Tax related to official business to be met by the State or at the office holder's option, an allowance of \$500 per month. (Once the option has been exercised, it should continue in effect for the duration of the office holder's tenure).

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the office holder to be entitled to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

('Medical attention/treatment' excludes optical and dental treatment/services. 'Prescribed drugs' exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the term of office.

DEPUTY CHAIRMAN (part-time)

Salary

\$13,900 per month.

Transport Facilities

A Transportation Allowance of \$950 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,300 to be paid instead.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Environmental Commission.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

MEMBER (full-time)

Salary

\$23,500 per month.

Transport Facilities

(Excluding Member appointed on a periodic basis)

- (i) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with full exemption from Motor Vehicle Tax and Value Added Tax; or
 - (b) a used motor vehicle with full exemption from Special Motor Vehicles Tax and Value Added Tax.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.

- (iv) A Transportation Allowance of \$3,250 per month.

Member appointed on a periodic basis

A Transportation Allowance of \$3,250 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$10,300 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Environmental Commission.

Vacation Leave

- (i) Vacation Leave to coincide with the "court vacation" at Christmas and Easter.
- (ii) In addition to (i) above, six (6) weeks per annum and four (4) weeks per annum in every alternate year.

Overseas Travel Facilities

(Excluding Member appointed on a periodic basis)

A Travel Grant of \$38,400 per annum payable in cash.

(The existing Passage Allowance to be discontinued but to remain personal to an incumbent who had opted for the benefit.)

Telephone Facilities

The cost of telephone rental and other charges, including Value Added Tax, related to official business to be met by the State or at the office holder's option, an allowance of \$400 per month. (Once the option has been exercised, it should continue in effect for the duration of the office holder's tenure.)

Medical Benefits

(Excluding Member appointed on a periodic basis)

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the costs at any other hospital, institution or nursing home in Trinidad and Tobago to be met by the State.

('Medical attention/treatment' excludes optical and dental treatment/services. 'Prescribed drugs' exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the term of office.

MEMBER (part-time)

Salary

\$9,500 per month.

Transport Facilities

An allowance of \$950 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, an allowance of \$1,300 per month to be paid instead.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day.

- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

CHAPTER 12

TOP MANAGERS IN THE PUBLIC SERVICE

91. The group of Top Managers consists of first and second level executives and senior administrative and technical personnel within the hierarchical structure of the Public Service. These Top Managers advise on the formulation of, and are responsible for the implementation of policies, programmes and projects necessary for national development and the social and economic well being of the citizens of the country. The incumbents of offices in this grouping are required to supervise and administer substantial budgetary allocations and are accountable to the Executive and Parliament.

92. Since the conduct of our last general review, the offices of Chief Education Officer and Chief Election Officer were added to this group at the level of Group 2B. Additionally, we have received a remit from the President for the conduct of a review of salary and other conditions of the undermentioned offices:-

Deputy Director of Contracts
Deputy Comptroller of Customs and Excise
Deputy Director of Budgets
Deputy Chief Immigration Officer

Our recommendations with respect to these offices are incorporated in this Report.

93. The office holders in the Top Managers group generally articulated the need for significant improvement in the remuneration arrangements attaching to their various offices. In support of their proposals, they highlighted the expanded scope of their duties and responsibilities, increasing demands and the complexity of their jobs, as well as the significant increases in the rate of inflation and the cost of living since the last general review. They also pointed to the need for compensation arrangements to facilitate the attraction and retention of persons with the required competencies.

94. We are mindful that the successful implementation of public policies and programmes are dependent on a cadre of highly professional managers with the requisite competence, experience and personal attributes. In this vein, we continue to recognise the need for compensation packages for this grouping, as for all offices within our purview, to reflect the duties and responsibilities of the offices and to be able to attract and retain qualified and competent professionals. As stated in our introductory chapters, during our last General Review, we sought to bridge the gap between the compensation levels applicable to the positions within our purview vis-à-vis those of comparable positions in the private and public sectors. Although we have not lost sight of those important elements of

compensation strategy, given the need to exercise prudence in this compensation review, we have only recommended increases in some benefits.

95. With regard to the offices identified in paragraph 92 for which we received a recent remit, we have recommended that they all be placed in Group 3B with effect from December 21, 2007. In so doing, we considered their duties and responsibilities in relation to those offices in other groupings. We also considered that their supervisors are currently remunerated in Group 2B and that the comparable office of Deputy Comptroller of Accounts is currently placed in Group 3B. The remuneration arrangements applicable to offices in Group 3B at December 21, 2007 would apply until the recommended revised remuneration arrangements take effect.

96. A proposal was made for the re-instatement of the Specialisation Allowance which was once paid to the office of Director, Forensic Science Centre. That allowance was provided to establish a reasonable differential between the compensation package of the office of Director and lower level offices at the Forensic Science Centre. In our Eightieth Report, a reasonable differential was established as a consequence of our recommendations on revised salary and allowances for the office of Director and therefore the Specialisation Allowance ceased to be paid. Once again, we are satisfied that the differentials are adequate and that the payment of a Specialisation Allowance for the office of Director, Forensic Science Centre is not necessary.

97. Our recommendations for the offices in the Top Managers grouping are as follows:-

Recommendations

GROUP 1

Salary

\$ per month

Group 1A

Permanent Secretary to the Prime
Minister and Head of the Public Service

29,300

Group 1B

Permanent Secretary, Ministry of Finance

27,700

Group 1C

Permanent Secretary Chief Personnel Officer Director of Personnel Administration Chief Administrator, Tobago House of Assembly	} 26,300
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Group 1D

Secretary, National Security Council Secretariat	26,000
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Duty Allowance

Group 1A

\$6,500 per month.

Group 1B

\$3,300 per month.

Group 1C

\$2,650 per month.

Special Duty Allowance

Secretary, National Security Council Secretariat

\$2,950 per month.

Transport Facilities

- (i) A maximum loan of \$240,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 2200cc and exemption from Value Added Tax to a maximum of \$45,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$45,000.

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,500 per month.

Permanent Secretary to the Prime Minister and Head of the Public Service

- (v) A personal chauffeur.

Service Allowance

Groups 1B, 1C and 1D

\$4,500 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) In the case of an office holder stationed in Tobago, \$130 per day when travelling on official business beyond a radius of ten (10) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (iii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-

(a) Official duty or assignment of one (1) month or less

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day. (The provisions at (i) and (ii) above shall not apply.)

(b) Temporary assignments in excess of one (1) month and not exceeding six (6) months

The office holder to be responsible for his/her accommodation and meals. However, the State may, at its option, provide accommodation only for the office holder.

- (i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$1,850 per month.
 - (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$4,500 per month.
- (c) Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)**

The office holder to be responsible for his/her accommodation and meals.

- (i) Where the office holder is eligible for a Housing Allowance, to be paid, in addition to such allowance, a Tobago/Trinidad Duty Allowance of \$1,850 per month for a period not exceeding two (2) years.
 - (ii) Where the office holder is not eligible for a Housing Allowance, to be paid a Tobago/Trinidad Duty Allowance of \$4,500 per month for a period not exceeding two (2) years.
- (iv) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$6,450 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry/Department to which the office holder is attached.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

An allowance of \$500 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

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

GROUP 2

Salary

\$ per month

Group 2A

Commissioner of Inland Revenue
and Chairman of the Board of Inland Revenue

25,700

Group 2B

Chief Medical Officer
Director of Contracts
Commissioner of Inland Revenue
Comptroller of Accounts
Comptroller of Customs and Excise
Director of Budgets
Clerk of the House
Chief Immigration Officer
Deputy Auditor General
Chief Education Officer
Chief Election Officer



24,400

Duty Allowance

Group 2A

\$2,650 per month.

Group 2B

Chief Medical Officer
Comptroller of Customs and Excise
Chief Immigration Officer

\$2,450 per month.

Special Duty Allowance

Chief Medical Officer

\$3,000 per month.

Professional Allowance

Chief Medical Officer

\$5,000 per month.

Transport Facilities

- (i) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$36,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$36,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,250 per month.

Service Allowance

\$4,500 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$6,450 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry/Department to which the office holder is attached.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

An allowance of \$500 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

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

GROUP 3

Salary

\$ per month

Group 3A

Deputy Permanent Secretary	}	21,700
Deputy Chief Personnel Officer		
Deputy Director of Personnel Administration		
Director, Forensic Science Centre		
Executive Director, Investment/Divestment		
Assistant Auditor General		

Group 3B

Executive Officer, Office of the Ombudsman	}	20,400
Secretary to Cabinet		
Registrar, Integrity Commission		
Deputy Comptroller of Accounts		
Deputy Director of Contracts		
Deputy Comptroller of Customs and Excise		
Deputy Director of Budgets		
Deputy Chief Immigration Officer		

Transport Facilities

- (i) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$36,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$36,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,250 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-

- (a) **Official duty or assignment of one (1) month or less**

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day. (The provisions at (i) and (ii) above shall not apply.)

- (b) **Temporary assignments in excess of one (1) month and not exceeding six (6) months.**

The office holder to be responsible for his/her accommodation and meals. However, the State may, at its option, provide accommodation only for the office holder.

- (i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$1,850 per month.
- (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$4,500 per month.

- (c) **Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)**

The office holder to be responsible for his/her accommodation and meals.

- (i) Where the office holder is eligible for a Housing Allowance, to be paid, in addition to such allowance, a Tobago/Trinidad Duty Allowance of \$1,850 per month for a period not exceeding two (2) years.
- (ii) Where the office holder is not eligible for a Housing Allowance, to be paid a Tobago/Trinidad Duty

Allowance of \$4,500 per month for a period not exceeding two (2) years.

- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$3,850 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry/Department to which the office holder is attached.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

An allowance of \$400 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

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

GROUP 4

Salary

\$ per month

Group 4A

Assistant Commissioner of Inland Revenue

18,500

Group 4B

Clerk of the Senate Deputy Secretary to Cabinet	}	17,100
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Transport Facilities

- (i) A maximum loan of \$145,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1799cc and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$145,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and Value Added Tax limited to the amount payable on a vehicle costing \$145,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$2,700 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-

(a) Official duty or assignment of one (1) month or less

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day. (The provisions at (i) and (ii) above shall not apply.)

(b) Temporary assignments in excess of one (1) month and not exceeding six (6) months

The office holder to be responsible for his/her accommodation and meals. However, the State may, at its option, provide accommodation only for the office holder.

- (i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$1,850 per month.
- (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$4,500 per month.

(c) Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)

The office holder to be responsible for his/her accommodation and meals.

- (i) Where the office holder is eligible for a Housing Allowance, to be paid, in addition to such allowance, a Tobago/Trinidad Duty Allowance of \$1,850 per month for a period not exceeding two (2) years.
- (ii) Where the office holder is not eligible for a Housing Allowance, to be paid a Tobago/Trinidad Duty Allowance of \$4,500 per month for a period not exceeding two (2) years.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

An allowance of \$300 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

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

CHAPTER 13

TOP MANAGERS IN STATUTORY BODIES

98. This group of executives is responsible for administering and directing the policies and procedures of those Statutory Bodies which provide services to the citizens of the Republic of Trinidad and Tobago in the areas of water, transportation, library services and higher education. These organisations are:-

The Water and Sewerage Authority (WASA)
The Public Transport Service Corporation (PTSC)
The National Library and Information System Authority (NALIS)
The National Institute of Higher Education (Research, Science and Technology) (NIHERST).

99. The positions currently within our purview are:-

Chief Executive Officer, WASA
General Manager, PTSC
Executive Director, NALIS
President, NIHERST
Deputy Chief Executive Officer, WASA
Deputy Executive Director, NALIS
Director (Financial Institutions), NIHERST
Divisional Manager, Technical Services, WASA
Divisional Manager, Operations, WASA.

100. In the case of WASA, we are advised that since 2002, a parallel structure had been created in the organisation and that positions in that structure were filled on contract. The terms and conditions applicable to those positions, on contract, were constituted in accordance with the procedures established by Government for setting terms and conditions for top executives in the public sector. We have been informed that the top structure at WASA has since been revised and that the positions in the parallel structure were made permanent. Certain positions in the Authority no longer fall within our purview. These are:-

Executive Director
Deputy Executive Director
Divisional Manager, Water Resources
Divisional Manager, Special Projects.

In 2005, the positions of Executive Director and Deputy Executive Director were redesignated Chief Executive Officer and Deputy Chief Executive Officer, with effect from September 12, 2002. Also, the positions of Divisional Manager, Water Resources and Divisional Manager, Special Projects were abolished from that date. While by virtue of the redesignation of the offices, the positions of

Chief Executive Officer and Deputy Chief Executive Officer fall under the Commission's purview, we understand that revised remuneration arrangements for the positions continued to be established in accordance with the policy existing for contract positions in the public sector and were set recently for the period February 1, 2006 to January 31, 2009. We understand, further, that the remuneration arrangements currently applicable to the executive positions at WASA fall outside the compensation framework established for positions within our purview. We are of the view that, consequent on the restructuring of the Authority, remuneration arrangements for such positions may be more appropriately dealt with outside our purview. We recommend therefore the removal of the positions in WASA from our purview and that such action be given retroactive effect from February 1, 2006. As a consequence, we have made no recommendations in respect of those positions.

PUBLIC TRANSPORT SERVICE CORPORATION

101. The role of the PTSC is to provide an affordable, efficient and highly reliable transport service that is cost effective and within acceptable levels for citizens of Trinidad and Tobago.

102. Our recommendations for the office of General Manager are as follows:-

Recommendations

Salary

\$25,700 per month.

Transport Facilities

- (i) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$36,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$36,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.

- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,250 per month.

Service Allowance

\$4,500 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on official duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$6,450 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the PTSC.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

\$500 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Pensions Extension Act, Chap. 23:53.

NATIONAL LIBRARY AND INFORMATION SYSTEM AUTHORITY

103. In accordance with Act No. 18 of 1998, NALIS was established as a central agency with the responsibility for providing a national library and information service as well as for maintaining and developing a comprehensive collection of material and information, with particular emphasis on material produced within and about Trinidad and Tobago and the Caribbean region. NALIS also acts as a facilitator in the transition of Trinidad and Tobago to an information society.

104. Our recommendations for the offices of Executive Director, NALIS and Deputy Executive Director, NALIS are as follows:-

Recommendations

<u>Salary</u>	<u>\$ per month</u>
Executive Director	25,700
Deputy Executive Director	21,700

Transport Facilities

- (i) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$36,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$36,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.

- (iv) A Transportation Allowance of \$3,250 per month.

Service Allowance

Executive Director

\$4,500 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on official duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$ per month

Executive Director	6,450
Deputy Executive Director	3,850

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of NALIS.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

\$ per month

Executive Director	500
Deputy Executive Director	400

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

- (i) Pending the establishment of a pension scheme for employees of NALIS, the office holder to be eligible for pension benefits under the provisions of the Pensions Extension Act, Chap. 23:53.
- (ii) An office holder who joins NALIS from outside the Public Service, serves for fixed terms of five (5) years or less and does not qualify for terminal benefits under the Pensions Extension Act, to be provided with a gratuity equivalent to 20% of gross salary earned over the term of office.

NATIONAL INSTITUTE OF HIGHER EDUCATION (RESEARCH, SCIENCE AND TECHNOLOGY)

105. The President, NIHERST is the chief executive officer and has the responsibility for the daily management, administration, direction and control of the Institute. The Director (Financial Institutions) is the head of the Financial Institutions Division and is responsible for the promotion of technical, technological and professional training for executives and supervisors in the financial sector in Trinidad and Tobago.

106. Our recommendations for the offices are as follows:

Recommendations

<u>Salary</u>	<u>\$ per month</u>
President	25,700
Director (Financial Institutions)	21,700

Transport Facilities

- (i) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$36,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$36,000.

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,250 per month.

Service Allowance

President

\$4,500 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on official duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$ per month

President	6,450
Director (Financial Institutions)	3,850

Entertainment

- (i) Actual expenses incurred for official entertainment to be met by NIHERST in keeping with existing policy.
- (ii) Approval to be obtained in advance from the Financial Committee or the Board for extraordinary official entertainment expenses, such expenses to be borne by NIHERST.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

\$ per month

President	500
Director (Financial Institutions)	400

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

- (i) Where the incumbent is seconded from the Public Service, entitlement to pension benefits in accordance with the provisions of the Pensions Act, Chap. 23:52.
- (ii) Where the incumbent is a non-public officer, entitlement to benefits in accordance with the terms of the NIHERST Pension Plan.
- (iii) Where the incumbent is on contract, on completion of the contract, entitlement to a gratuity equivalent to 20% of gross salary earned over the term of office.

CHAPTER 14

SENIOR OFFICERS IN THE PROTECTIVE SERVICES AND THE DEFENCE FORCE

107. At the time of the last general review in 2005, the composition of this group was as follows:-

- Chief of Defence Staff
- Commissioner of Police
- Commissioner of Prisons
- Chief Fire Officer
- Vice Chief of Defence Staff
- Deputy Commissioner of Police
- Deputy Commissioner of Prisons
- Deputy Chief Fire Officer
- Director, Special Anti-Crime Unit of Trinidad and Tobago
- Special Adviser to Cabinet on all Protective Services and
Chief Executive Officer of the National Security Council Secretariat
- Inspector of Police Services.

Since then the following newly created offices were added to the group:-

- Director, Defence Transformation and Integration Secretariat
- Defence Adviser.

108. The incumbents in this group are responsible for ensuring the safety and security of the country by advising on, developing and implementing policies and strategies for national security, law enforcement, crime deterrence and the protection of life and property.

109. Senior officers of the Protective Services indicated in their submissions to us that criminal activities in Trinidad and Tobago today are not only characterized by unprecedented levels of violence but also by a high degree of sophistication and complexity. This, they suggested, has altered the criminal environment and

challenges traditional law enforcement practices. They have expressed the view that their duties and responsibilities have increased significantly and their jobs have become more complex and demanding.

110. In the case of the offices of Commissioner of Police and Deputy Commissioner of Police, we are advised further that, by virtue of the Constitution (Amendment) Act No. 6 of 2006, the responsibilities of these offices have expanded. Under the Act, the Commissioner of Police is now wholly accountable for the performance of the Police Service and has complete power to:-

- (i) manage the human, financial and material resources of the Police Service; and
- (ii) appoint, promote, exercise disciplinary control and remove persons below the level of Deputy Commissioner from office, and transfer any officer.

111. The new responsibilities of the Commissioner of Police have also impacted on those of the office of Deputy Commissioner. It has been suggested to us that as a consequence of these changes, the office of Commissioner of Police is now comparable to that of a Chief Executive Officer in the private sector and that the remuneration package applicable to that position as well as that of the Deputy Commissioner of Police should be reflective of the new roles, duties and responsibilities. We acknowledge that the jobs of both the Commissioner and Deputy Commissioner of Police have changed significantly as a result of the enactment of the Constitution (Amendment) Act. Particularly, the positions have been charged with levels of accountability that are unparalleled in the Public Service. As such, while we recommend that the salaries currently applicable to other offices in the group be maintained, we have recommended revised salaries and allowances for the offices of Commissioner and Deputy Commissioner of Police based on the new duties and responsibilities. The recommended remuneration has been made in the context of the salaries currently paid to other offices in the grouping.

112. The office holders in the Protective Services and Defence Force also emphasised that revised packages should reflect their widening roles and responsibilities. They sought the introduction of new allowances and benefits such as a Responsibility Allowance and Overseas Travel Facilities. They also proposed the inclusion of all taxable allowances in the calculation of pension benefits.

113. Similar proposals for the introduction of a Responsibility Allowance, as well as Overseas Travel Facilities were submitted for our consideration in the last two general reviews. In determining appropriate salaries, account is taken of the duties and responsibilities attached to each office as well as the role and function of the office holder. As stated in earlier Reports we do not support the proposal

for the provision of a Responsibility Allowance to these office holders. With respect to the Overseas Travel Facilities, we continue to hold to the view that such an allowance should not be introduced for any office holder who does not currently receive it since we are not convinced of the need for such a provision as a feature of the remuneration package for public sector officials. The proposal that all taxable allowances be included in the calculation of pension benefits was also submitted in the last review. We maintain that this is a matter for consideration at a policy level.

114. Our recommendations for the offices of the Protective Services and Defence Force are as follows:-

Recommendations

CHIEF OF DEFENCE STAFF

Salary

\$25,000 per month.

Transport Facilities

- (i) An official car fully maintained by the State and provision of a military driver.
- (ii) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$36,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$36,000.
- (iii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iv) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (v) A Transportation Allowance of \$3,250 per month.

- (vi) A Special Depreciation Allowance for installation of a telecommunication unit in the office holder's motor vehicle at the rate of 2.2% of the showroom price of the vehicle; such showroom price to be subject to the maximum sum that may be advanced towards the purchase of the appropriate motor vehicle.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing

An allowance of \$6,450 per month, where accommodation is not provided.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of National Security.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

An allowance of \$500 per month.

Duty Allowance

\$2,650 per month.

Uniform

Provision of uniforms, free of charge.

Medical Benefits

Entitlement to medical attention/treatment, dental and optical treatment and prescribed drugs for self at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Permanent Secretary in the Ministry responsible for National Security to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Defence (Pensions, Terminal and Other Grants) Regulations, 1968.

COMMISSIONER OF POLICE

Salary

\$31,250 per month.

Transport Facilities

- (i) An official car fully maintained by the State and provision of an official driver.
- (ii) A maximum loan of \$240,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 2200cc and exemption from Value Added Tax to a maximum of \$45,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$45,000.
- (iii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iv) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.

- (v) A Transportation Allowance of \$3,500 per month.
- (vi) A Special Depreciation Allowance for installation of a unit in the office holder's motor vehicle at the rate of 2.2% of the showroom price of the vehicle; such showroom price to be subject to the maximum sum that may be advanced towards the purchase of the appropriate motor vehicle.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing

Official residence, fully furnished and maintained by the State. An allowance of \$6,450 per month to be provided where the official residence is not available and suitable alternative arrangements have not been made.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of National Security.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

An allowance of \$500 per month.

Duty Allowance

\$2,650 per month.

Uniform

Provision of uniforms, free of charge.

Medical Benefits

Entitlement to medical attention/treatment, dental and optical treatment and prescribed drugs for self at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Permanent Secretary in the Ministry responsible for National Security to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of Part XV of the Police Service Regulations, 2007.

COMMISSIONER OF PRISONS

Salary

\$23,100 per month.

Transport Facilities

- (i) An official car fully maintained by the State and provision of an official driver.
- (ii) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$36,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$36,000.

- (iii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iv) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (v) A Transportation Allowance of \$3,250 per month.
- (vi) A Special Depreciation Allowance for installation of a telecommunication unit in the office holder's motor vehicle at the rate of 2.2% of the showroom price of the vehicle; such showroom price to be subject to the maximum sum that may be advanced towards the purchase of the appropriate motor vehicle.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing

Official residence, fully furnished and maintained by the State. An allowance of \$6,450 per month to be provided where the official residence is not available and suitable alternative arrangements have not been made.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of National Security.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

An allowance of \$500 per month.

Duty Allowance

\$2,650 per month.

Uniform

Provision of uniforms, free of charge.

Medical Benefits

Entitlement to medical attention/treatment, dental and optical treatment and prescribed drugs for self at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Permanent Secretary in the Ministry responsible for National Security to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Prison Service (Pension and Gratuity) Rules - Fifth Schedule to the Prison Service Act, Chap. 13:02.

CHIEF FIRE OFFICER

Salary

\$23,100 per month.

Transport Facilities

- (i) An official car fully maintained by the State and provision of an official driver.
- (ii) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$36,000; or

- (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$36,000.
- (iii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iv) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (v) A Transportation Allowance of \$3,250 per month.
- (vi) A Special Depreciation Allowance for installation of a telecommunication unit in the office holder's motor vehicle at the rate of 2.2% of the showroom price of the vehicle; such showroom price to be subject to the maximum sum.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing

An allowance of \$6,450 per month, where accommodation is not provided.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of National Security.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

An allowance of \$500 per month.

Duty Allowance

\$2,650 per month.

Uniform

Provision of uniforms, free of charge.

Medical Benefits

Entitlement to medical attention/treatment, dental and optical treatment and prescribed drugs for self at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Permanent Secretary in the Ministry responsible for National Security to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Fire Service Act, Chap. 35:50.

VICE CHIEF OF DEFENCE STAFF

Salary

\$21,700 per month.

Transport Facilities

- (i) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$36,000; or

- (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$36,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,250 per month.
- (v) A Special Depreciation Allowance for installation of a telecommunication unit in the office holder's motor vehicle at the rate of 2.2% of the showroom price of the vehicle; such showroom price to be subject to the maximum sum that may be advanced towards the purchase of the appropriate motor vehicle.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$3,850 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of National Security.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

An allowance of \$400 per month.

Duty Allowance

\$2,200 per month.

Uniform

Provision of uniforms, free of charge.

Medical Benefits

Entitlement to medical attention/treatment, dental and optical treatment and prescribed drugs for self at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Permanent Secretary in the Ministry responsible for National Security to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Defence (Pensions, Terminal and other Grants) Regulations, 1968.

DEPUTY COMMISSIONER OF POLICE

Salary

\$24,050 per month.

Transport Facilities

- (i) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$36,000; or

- (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$36,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,250 per month.
- (v) A Special Depreciation Allowance for installation of a telecommunication unit in the office holder's motor vehicle at the rate of 2.2% of the showroom price of the vehicle; such showroom price to be subject to the maximum sum that may be advanced towards the purchase of the appropriate motor vehicle.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$3,850 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of National Security.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

An allowance of \$400 per month.

Duty Allowance

\$2,200 per month.

Uniform

Provision of uniforms, free of charge.

Medical Benefits

Entitlement to medical attention/treatment, dental and optical treatment and prescribed drugs for self at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Permanent Secretary in the Ministry responsible for National Security to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of Part XV of the Police Service Regulations, 2007.

DEPUTY COMMISSIONER OF PRISONS

Salary

\$19,800 per month.

Transport Facilities

- (i) A maximum loan of \$145,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1799cc and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$145,000; or

- (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$145,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$2,700 per month.
- (v) A Special Depreciation Allowance for installation of a telecommunication unit in the office holder's motor vehicle at the rate of 2.2% of the showroom price of the vehicle; such showroom price to be subject to the maximum sum that may be advanced towards the purchase of the appropriate motor vehicle.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$3,850 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of National Security.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

An allowance of \$400 per month.

Duty Allowance

\$2,000 per month.

Uniform

Provision of uniforms, free of charge.

Medical Benefits

Entitlement to medical attention/treatment, dental and optical treatment and prescribed drugs for self at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Permanent Secretary in the Ministry responsible for National Security to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Prison Service (Pension and Gratuity) Rules - Fifth Schedule to the Prison Service Act, Chap. 13:02.

DEPUTY CHIEF FIRE OFFICER

Salary

\$19,800 per month.

Transport Facilities

- (i) A maximum loan of \$145,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1799cc and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$145,000; or

- (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$145,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$2,700 per month.
- (v) A Special Depreciation Allowance for installation of a telecommunication unit in the office holder's motor vehicle at the rate of 2.2% of the showroom price of the vehicle; such showroom price to be subject to the maximum sum that may be advanced towards the purchase of the appropriate motor vehicle.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$3,850 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of National Security.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

An allowance of \$400 per month.

Duty Allowance

\$2,000 per month.

Uniform

Provision of uniforms, free of charge.

Medical Benefits

Entitlement to medical attention/treatment, dental and optical treatment and prescribed drugs for self at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Permanent Secretary in the Ministry responsible for National Security to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Fire Service Act, Chap. 35:50.

DIRECTOR, SPECIAL ANTI-CRIME UNIT

Salary

\$25,000 per month.

Transport Facilities

- (i) An official car fully maintained by the State and provision of an official driver.
- (ii) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-

- (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$36,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$36,000.
- (iii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
 - (iv) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
 - (v) A Transportation Allowance of \$3,250 per month.
 - (vi) A Special Depreciation Allowance for installation of a telecommunication unit in the office holder's motor vehicle at the rate of 2.2% of the showroom price of the vehicle; such showroom price to be subject to the maximum sum that may be advanced towards the purchase of the appropriate motor vehicle.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$6,450 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of National Security.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

An allowance of \$500 per month.

Duty Allowance

\$2,650 per month.

Medical Benefits

Entitlement to medical attention/treatment, dental and optical treatment and prescribed drugs for self at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Permanent Secretary in the Ministry of National Security to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the period of employment. (To apply to an office holder who does not hold a substantive appointment in the Public Service or the Defence Force.)

SPECIAL ADVISER TO CABINET ON ALL PROTECTIVE SERVICES AND CHIEF EXECUTIVE OFFICER OF THE NATIONAL SECURITY COUNCIL

Salary

\$21,700 per month.

Transport Facilities

- (i) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-

- (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$36,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$36,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
 - (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
 - (iv) A Transportation Allowance of \$3,250 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$3,850 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of National Security.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

An allowance of \$400 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Pensions Act, Chap. 23:52. Where the office holder is recruited from the Police Service, entitlement to superannuation benefits in accordance with the provisions of the Pension Rights (Special Provisions) Act, Chap. 23:56.

INSPECTOR OF POLICE SERVICES

Salary

\$21,700 per month.

Transport Facilities

- (i) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$36,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$36,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,250 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$3,850 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of National Security.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

An allowance of \$400 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Pensions Act, Chap. 23:52. Where the office holder is recruited from the Police Service, entitlement to superannuation benefits in accordance with the provisions of the Pension Rights (Special Provisions) Act, Chap. 23:56.

**DIRECTOR, DEFENCE TRANSFORMATION AND INTEGRATION
SECRETARIAT**

Salary

\$25,000 per month.

Transport Facilities

- (i) An official car fully maintained by the State and provision of an official driver.
- (ii) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$36,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$36,000.
- (iii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iv) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (v) A Transportation Allowance of \$3,250 per month.
- (vi) A Special Depreciation Allowance for installation of a telecommunication unit in the office holder's motor vehicle at the rate of 2.2% of the showroom price of the vehicle; such showroom price to be subject to the maximum sum that may be advanced towards the purchase of the appropriate motor vehicle.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).

- (ii) When on duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$6,450 per month, where accommodation is not provided.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of National Security.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

An allowance of \$500 per month.

Duty Allowance

\$2,650 per month.

Uniform

Provision of uniforms, free of charge.

Medical Benefits

Entitlement to medical attention/treatment, dental and optical treatment and prescribed drugs for self at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Permanent Secretary in the Ministry of National Security to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the period of employment. (To apply to an office holder who does not hold a substantive appointment in the Public Service or the Defence Force.)

**DEFENCE ADVISER
(performing functions of Director General, Inter-American Defence Board)**

Salary

\$25,000 per month.

Transport Facilities

A car maintained by the State and provision of a chauffeur.

Housing

Fully furnished accommodation, with maintenance costs to be met administratively by the Defence Force.

Foreign Service Allowance

US\$5,135 per month.

Outfit Allowance

	<u>TTD</u>
Self	6,425
Spouse	6,425
Child between 12 and 20	3,215
Child under 12	1,290

Warm Clothing Allowance

(a) Initial Allowance		
		<u>USD</u>
Self	}	880
Spouse		880
Child between 12 and 20		665
Child under 12		270

(b) Renewal Allowance

Self	fifty percent (50%)
Spouse	of the initial
Child between 12 and 20	rate annually
Child under 12	the full amount annually

Education Allowance

An Education Allowance to the office holder in respect of each child educated at primary or secondary levels as follows:-

- (i) \$330 per month per child to a maximum of three children (for a child under the age of 20 who is attending school in Trinidad and Tobago.)
- (ii) The actual cost of tuition and other compulsory fees to such limit as approved by the Minister of Finance where the office holder's child resides with him but free education of the standard provided in Trinidad and Tobago is not available in the host country.
- (iii) Tuition fees for pre-school children not younger than three years.

Entertainment

An allowance of US\$180 per month. Additionally, entertainment expenses incurred when the office holder hosts an official event to be met by the State.

Overseas Travel Facilities

Where the office holder's children are attending primary and secondary schools in Trinidad and Tobago, entitlement to the cost of economy return air passages for children (to a maximum of three) to the country of his/her posting, once per year.

Leave Passage

Entitlement to first class (or equivalent class) return passages to Trinidad and Tobago, subject to a maximum of three (3) adult passages each year.

Compassionate Travel Allowance

Refund of airfare of office holder, spouse, if any, and dependent children, if any, where the death of a member of the family necessitates travel to Trinidad and Tobago.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

The cost of telephone rental and other charges related to official business to be met by the State.

Duty Allowance

\$2,650 per month.

Uniform

Provision of uniforms, free of charge.

Medical Benefits

Where an approved Medical Insurance Plan is operative at the IADB, the office holder to be provided with coverage under such plan for himself and members of his family, if allowed, with the State bearing the full cost of contribution to the Plan. Where the IADB does not provide such a Plan, the State to meet the cost of a Medical Insurance Plan for self, spouse and children who are unmarried and under the age of eighteen.

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provision of the Defence Force (Pensions, Terminal and Other Grants) Regulations, 1968.

CHAPTER 15

SENIOR DIPLOMATIC REPRESENTATIVES

115. The office holders in this group are resident High Commissioners/Ambassadors who are posted at Missions abroad and non-resident High Commissioners/Ambassadors who function at the local head office of the Ministry of Foreign Affairs.

116. High Commissioners/Ambassadors are responsible for articulating and effecting the foreign policy of the Government of Trinidad and Tobago. They represent the interests of the country and are responsible for fostering friendly and harmonious relations between Trinidad and Tobago and the countries and international organizations to which they are accredited. The Heads of Missions have the responsibility of projecting a positive image of the country in the international community. Their role in the Ministry of Foreign Affairs is key to the promotion of Government's efforts to improve inflows of investment and technology, develop avenues for exports and increase the flow of bilateral and multilateral assistance.

117. In making their submissions, the office holders requested that consideration be given to a number of issues such as the following:-

- (i) the decline in purchasing power brought about by the fluctuations in exchange rates, the high rate of inflation internationally and the overall rise in the cost of living worldwide;
- (ii) the inadequacy of allowances currently paid given the high cost of living;
- (iii) the reinstatement of funding for tertiary education for children of High Commissioners/Ambassadors;
- (iv) improvements in a number of existing terms of service, such as Vacation Leave for non-resident High Commissioners/Ambassadors, Compassionate Travel, Leave Passages, Transportation Facilities, Medical Benefits and superannuation arrangements; and
- (v) the introduction of certain benefits/allowances such as the provision of a second vehicle for the use of the spouse of resident High Commissioners/Ambassadors or the cost of rental/hire of a vehicle; payment of a Multiple Accreditation Allowance; and a Termination of Service/Resettlement Grant.

118. In making our recommendations in respect of relevant benefits/allowances, we took into consideration fluctuations in exchange rates, rates of inflation and the rise in living costs worldwide. We have recommended an adjustment to the provision for Compassionate Travel and have also recommended the introduction of a Resettlement Grant. In respect of the facility of funding tertiary education at foreign universities for children of High Commissioners/Ambassadors, we maintain the position we advanced in our Sixty-seventh Report that it should not be reintroduced given the substantial costs involved. On the request for payment of a Multiple Accreditation Allowance, we are not persuaded that this allowance should be paid. Further, we are advised that such an allowance is not the norm in other countries. We consider that the provision of a second vehicle for the use of a spouse of resident High Commissioners/Ambassadors or the cost of rental/hire of a vehicle for such purpose to be a matter to be determined by the Ministry of Foreign Affairs.

119. Since the last general review, we are advised that Government established missions in Cuba in 2006, and in Uganda in 2007. Pending the determination of salaries and allowances to be applicable to Heads of those Missions, the High Commissioner, Uganda has been in receipt of the remuneration applicable to the High Commissioner, Abuja and the Ambassador, Cuba that applicable to the High Commissioner, Jamaica. We are also advised that a new mission is expected to be established in Costa Rica and staffed before the end of the year. Recommendations on salary and allowances to be applicable to the positions of Head of Mission, Uganda, Cuba and Costa Rica have been made in this Report.

120. Foreign Service Allowances (FSA) are paid in the currency of the respective countries in which Missions are situated, except in the case of Brazil, Venezuela and Jamaica where the allowance is paid in US dollars, as well as India and countries in Africa where payment is made in Pound Sterling. These exceptions were made in an effort to protect the value of the allowance from the effects of constant fluctuations of the currencies of those countries.

121. In utilizing the established formula for determining the level of allowances in the various countries at March 2008, there were instances where the computations yielded a lower rate of allowance, due mainly to the fact that the currencies in which the allowances were fixed had appreciated significantly against the US dollar since our last review. As a result, the impact of increases in living costs in these countries was significantly reduced. Therefore, in determining revised allowances where necessary, we adjusted the rates of FSA derived by a factor which takes account of the rate of appreciation of the relevant currencies, that is, the Pound Sterling, Canadian dollar, Swiss Franc and the Euro. In the case of Pretoria, notwithstanding the adjustment, the derived allowance was lower than that currently paid. In the circumstances, we have recommended that the existing allowance payable be maintained.

122. The High Commissioners/Ambassadors (non-resident) proposed that instead of providing for the State to pay the wages of specified domestic staff, the provision should allow for the engagement of 'household assistants' who could fulfill any element of service required by the office holder. We do not consider the proposal practicable for the purpose of defining the required job and setting an appropriate salary.

123. Our recommendations for the offices of High Commissioner/Ambassador (resident) and (non resident) are as follows:-

Recommendations

HIGH COMMISSIONER/AMBASSADOR (resident)

Salary

\$23,100 per month.

Foreign Service Allowance

<u>Mission</u>	<u>per month</u> <u>USD</u>
Brasilia	5,736
Caracas	5,409
Costa Rica	4,807
Cuba	4,752
Kingston	5,026
Permanent Representative to the United Nations, New York	5,463
Washington	5,135
	 <u>CND</u>
Ottawa	6,692
	 <u>per month</u> <u>£</u>
Abuja	3,027
London	3,171
New Delhi	2,539
Pretoria	2,505
Uganda	2,413

	<u>Swiss Francs</u>
Geneva	7,445
	€
Brussels	4,618

Warm Clothing Allowance

(a)	Initial Allowance	
(i)	<u>Missions in North America (excluding Canada)</u>	<u>USD</u>
	Self	880
	Spouse	880
	Child between 12 and 20	665
	Child under 12	270
(ii)	<u>Canada</u>	<u>CND</u>
	Self	885
	Spouse	885
	Child between 12 and 20	555
	Child under 12	225
(iii)	<u>Missions in Latin America</u>	<u>USD</u>
	Self	995
	Spouse	995
	Child between 12 and 20	655
	Child under 12	270

(iv) Missions in the United Kingdom, India and Pretoria

	<u>£</u>
Self	655
Spouse	655
Child between 12 and 20	535
Child under 12	220

(v) Missions in Europe (excluding Geneva)

	<u>€</u>
Self	895
Spouse	895
Child between 12 and 20	760
Child under 12	305

(vi) Geneva

	<u>Swiss Francs</u>
Self	1,395
Spouse	1,395
Child between 12 and 20	1,145
Child under 12	460

(b) Renewal Allowance

- (i) Self
Spouse
Child between 12
and 20
- } fifty percent (50%)
of the initial rate annually
- and
- (ii) Child under 12 the full amount annually.

Outfit Allowance

(a)	Initial Allowance		<u>TTD</u>
	Self		6,425
	Spouse		6,425
	Child between 12 and 20		3,215
	Child under 12		1,290
(b)	Renewal Allowance		
(i)	Self Spouse Child between 12 and 20	} the full amount every three years	
		and	
(ii)	Child under 12	the full amount annually.	

Education Allowance

- (i) \$330 per month per child to a maximum of three (3) children. (For a child under the age of 20 who is attending school in Trinidad and Tobago and is separated from his/her parents.)
- (ii) The actual cost of tuition and other compulsory fees to such limit as approved by the Minister of Finance where an office holder's child resides with him but free education of the standard provided in Trinidad and Tobago is not available in the host country.
- (iii) Tuition fees for pre-school children not younger than three (3) years.

Entertainment Allowance

<u>Mission</u>	<u>per month USD</u>
Brasilia	210
Caracas	290
Costa Rica	250
Cuba	250
Kingston	260

Permanent Representative to the United Nations, New York	215
Washington	215
	<u>CND</u>
Ottawa	300
	<u>£</u>
Abuja	150
London	135
New Delhi	135
Pretoria	135
Uganda	125
	<u>Swiss Francs</u>
Geneva	200
	<u>€</u>
Brussels	210

Hardship Allowance

10% of the Foreign Service Allowance payable in Abuja and New Delhi and such other locations as may be approved by the Minister responsible for Foreign Affairs.

Compassionate Travel

Refund of airfare of High Commissioner/Ambassador, spouse, if any, and dependent children, if any, where the death of a member of the immediate family necessitates travel to Trinidad and Tobago or to a country other than Trinidad and Tobago.

Settlement/Displacement Allowance

A sum equivalent to one month's basic salary to be paid where a High Commissioner/Ambassador is posted overseas or is transferred from one Mission to another.

Overseas Travel Facilities

An office holder whose children are attending primary and secondary schools in Trinidad and Tobago to be entitled to have the cost of economy return air passages for children (to a maximum of three) to the country of their posting borne by the State once per year.

Leave Passages

Entitlement to first class (or equivalent class) return passages to Trinidad and Tobago, subject to a maximum of three (3) adult passages each year.

Housing

An official residence, fully furnished and maintained by the State.

Transport Facilities

Provision of an official car and a chauffeur with all maintenance and operational costs to be borne by the State.

Subsistence Allowance

Where the office holder is required to travel on official business outside the host country, payment of allowances for overseas travel in accordance with the provisions of Minister of Finance Circular No. 2 dated April 7, 2006.

Resettlement Allowance

A sum equivalent to one month's basic salary to be paid where a High Commissioner/Ambassador has completed his/her tenure abroad and returns to Trinidad and Tobago to resettle.

Vacation Leave

Two (2) calendar months per annum.

Domestic Staff

Provision of domestic staff of up to a maximum of three persons – a Butler, a Maid and a Cook - at the State's expense. Two of these may be recruited from Trinidad and Tobago and transported to the Head of Mission's residence at the State's expense.

Medical Benefits

Where an approved Medical Insurance Plan is operative at a Mission, the office holder to be provided with coverage under such plan for self and members of his/her family, with the State bearing the full cost of contributions to this Plan. Where no Medical Insurance Plan exists, the office holder to be provided with free medical and surgical treatment for self, spouse and unmarried, dependent children under the age of twenty. The term 'medical and surgical treatment' includes any extraordinary oral surgery (that would not fall within the general definition of normal dental care) but does not include:-

- (i) normal dental care such as extraction of teeth, orthodontic care, polishing of teeth and other routine dental matters;
- (ii) ophthalmologists' or opticians' fees in respect of testing or examination of eyes;
- (iii) the cost of spectacles.

Pension/Gratuity

Where a civil servant is seconded as a Head of Mission, he/she to be eligible to receive superannuation benefits in accordance with the provision of the Pensions Act, Chap. 23:52. In all other cases, to be paid a retiring allowance in accordance with the provisions of the Retiring Allowances (Diplomatic Service) Act, Chap. 17:04.

HIGH COMMISSIONER/AMBASSADOR (non-resident)

Salary

\$23,100 per month.

Transport Facilities

- (i) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) A new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$36,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in

respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$36,000.

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,250 per month.

Service Allowance

\$4,500 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) When on official duty in Tobago, the office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$6,450 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of Foreign Affairs.

Outfit Allowance

- (a) Initial Allowance

	<u>TTD</u>
Self	6,425
Spouse	6,425
Child between 12 and 20	3,215

Child under 12 1,290

(b) Renewal Allowance

(i) Self
Spouse
Child between
12 and 20 } the full amount
every three years

and

(ii) Child under 12 the full amount annually

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

An allowance of \$500 per month.

Domestic Staff

The State to pay the wages of one (1) of the following:-

Cook
Maid
Butler.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex, in accordance with the provisions of Minister of Finance Circular No. 7 of 2001 dated August 28, 2001. Where such medical attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Permanent Secretary in the Ministry responsible for Foreign Affairs to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Medical attention/treatment’ excludes optical and dental treatment/services.
‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Where a civil servant is seconded as a Head of Mission, he/she to be eligible to receive superannuation benefits in accordance with the provisions of the Pensions Act, Chap. 23:52. In all other cases, to be paid a retiring allowance in accordance with the provisions of the Retiring Allowances (Diplomatic Service) Act, Chap. 17:04.

CHAPTER 16

CHAIRMEN AND MEMBERS OF COMMISSIONS AND BOARDS

124. This group consists of offices in several Commissions and Boards which were established by various enactments. They are as follows:-

- Law Reform Commission
- Law Revision Commission
- Equal Opportunity Commission
- Integrity Commission
- Elections and Boundaries Commission
- Registration, Recognition and Certification Board
- Public Service Commission
- Teaching Service Commission
- Judicial and Legal Service Commission
- Police Service Commission
- Statutory Authorities' Service Commission
- Public Service Appeal Board
- Statutory Authorities Appeal Board
- Salaries Review Commission.

125. During our last review, the office of Chairman, Police Complaints Authority was within our purview. However, with the enactment of the Police Complaints Act No. 8 of 2006, which repealed the Police Complaints Act, No. 17 of 1993, the office was replaced with that of Director, Police Complaints Authority. That latter office is not within our purview.

126. We have included in this review the office of Commissioner, Equal Opportunity Commission in this grouping. The Commission comprises a Chairman, Vice Chairman and three (3) members. We have considered the functions of these offices and have set salaries and other conditions of service accordingly.

127. In the past, we have recommended salary and other conditions of service for offices of Chairman and/or Deputy Chairman based on whether the functions of the offices are deemed to be performed on a full-time basis or part-time basis. We are advised that, from time to time, functions which had been performed previously on a full-time basis are performed on a part-time basis. Consequently, in addition to the remuneration arrangements for those offices held to be full-time, we have recommended salary and other conditions of service which we consider to be appropriate in the event that the functions are performed on a part-time basis. In respect of those part-time offices, we have recommended salaries which equate to approximately 75% of the salary of the full-time offices. The specific offices in respect of which we have recommended remuneration

arrangements in the event that the duties are performed on a part-time basis are as follows:-

Chairman, Integrity Commission,
Chairman, Elections and Boundaries Commission,
Chairman, Registration, Recognition and Certification Board,
Chairman, Public Service Commission,
Chairman, Teaching Service Commission, and
Deputy Chairman, Public Service Commission.

128. In their submissions, a number of office holders proposed realignment in relation to other offices, such as those of the Higher Judiciary, the Industrial Court and other positions within the grouping. We note that there have been no significant changes in the duties and responsibilities of these offices. As a consequence, the relativities have been maintained.

CHAIRMAN, LAW REFORM COMMISSION

129. The Law Reform Commission is the permanent Law Reform body for Trinidad and Tobago established by the Law Reform Commission Act, Chap. 3:04. The Commission is required by statute to keep all the laws of Trinidad and Tobago under review and therefore must be familiar with all branches of the law – both statute and common law.

130. The Commission consists of a Chairman and such other Commissioners as may be appointed by the President.

131. Our recommendations for the office of Chairman, Law Reform Commission are as follows:-

Recommendations

Salary

\$25,700 per month.

Transport Facilities

- (i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with full exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty: or
 - (b) a used motor vehicle with full exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty.

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,800 per month.

Service Allowance

\$4,500 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from headquarters.
- (ii) For travel to Tobago on official business, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Law Reform Commission Department.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$8,400 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of the Attorney General.

Vacation Leave

Thirty (30) calendar days per annum.

Overseas Travel Facilities

A Travel Grant \$38,400 per annum payable in cash.

(The existing Passage Allowance to be discontinued but to remain personal to the incumbent, where he/she had opted for the benefit.)

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the office holder to be entitled to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the term of office.

CHAIRMAN, LAW REVISION COMMISSION

132. The Law Revision Commission was established under section 3 of the Law Revision Commission Act, Chap. 3:03. The Commission consists of a Chairman, the Chairman of the Law Reform Commission and such other members as the President may appoint. The principal function of the Commission is to prepare, publish and maintain a Revised Edition of the written laws of Trinidad and Tobago.

133. Our recommendations for the office of Chairman, Law Revision Commission are as follows:-

Recommendations

Salary

\$25,700 per month.

Transport Facilities

- (i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with full exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty; or
 - (b) a used motor vehicle with full exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty.

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,800 per month.

Service Allowance

\$4,500 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from headquarters.
- (ii) For travel to Tobago on official business, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Ministry of Legal Affairs.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$8,400 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of Legal Affairs.

Vacation Leave

Thirty (30) calendar days per annum.

Overseas Travel Facilities

A Travel Grant of \$38,400 per annum payable in cash.

(The existing Passage Allowance to be discontinued but to remain personal to the incumbent, where he/she had opted for the benefit.)

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the office holder to be entitled to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the term of office.

EQUAL OPPORTUNITY COMMISSION

134. The Equal Opportunity Commission was established by the Equal Opportunity Act, No. 69 of 2000. Its principal function is to work towards the elimination of discrimination in Trinidad and Tobago. In so doing, the Commission is required to promote equality of opportunity and good relations between persons of different status. The Commission is also a conciliatory body aimed at resolving conflicts without the intervention of the courts.

135. Our recommendations for the offices of Chairman, Vice Chairman and Members of the Equal Opportunity Commission are as follows:-

Recommendations

CHAIRMAN (full-time)

Salary

\$23,100 per month.

Transport Facilities

- (i) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-

- (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$36,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax limited to a maximum of \$36,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
 - (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
 - (iv) A Transportation Allowance of \$3,250 per month.

Service Allowance

\$4,500 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to Tobago on official business, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Commission.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$6,450 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of the Attorney General.

Vacation Leave

Thirty (30) calendar days per annum.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the office holder to be entitled to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the term of office.

CHAIRMAN (part-time) VICE CHAIRMAN MEMBER

Salary

\$ per month

Chairman (part-time)	17,350
Vice Chairman	13,200
Member	7,300

Transport Facilities

A Transportation Allowance of \$950 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,300 to be paid instead.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Commission.

- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

INTEGRITY COMMISSION

136. The Integrity in Public Life Act, 2000 makes provision for the prevention of corruption of persons in public life through public disclosure, regulating the conduct of persons exercising public functions and preserving and promoting the integrity of public officials and institutions. The Integrity Commission is established under the Constitution and consists of a Chairman, a Deputy Chairman and three Members.

137. Our recommendations for the relevant offices are as follows:-

Recommendations

CHAIRMAN (full-time)

Salary

\$23,100 per month.

Transport Facilities

- (i) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$36,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax limited to a maximum of \$36,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.

- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,250 per month.

Service Allowance

\$4,500 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to Tobago on official business, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Integrity Commission Department.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$6,450 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Chairman, Integrity Commission.

Vacation Leave

Thirty (30) calendar days per annum.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the office holder to be entitled to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the term of office.

CHAIRMAN (part-time) DEPUTY CHAIRMAN MEMBER

<u>Salary</u>	<u>\$ per month</u>
Chairman (part-time)	17,350
Deputy Chairman	13,200
Member	7,300

Transport Facilities

A Transportation Allowance of \$950 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,300 to be paid instead.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Integrity Commission Department.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

ELECTIONS AND BOUNDARIES COMMISSION

138. The Elections and Boundaries Commission derives its functions and responsibilities from the Constitution, the Representation of the People Act, Chap 2:01, the Municipal Corporations Act, 1990 and the Tobago House of Assembly Act, 1980. Under our system of government, the Commission has the very important role of reviewing constituency boundaries and supervising the conduct of all elections.

139. In its submissions to us, the Commission proposed that in addition to an increase in salary, members be provided with transport facilities and gratuity similar to those provided to persons employed on contract in the Public Service in positions of high responsibility.

140. Our recommendations for the relevant offices are as follows:-

Recommendations

CHAIRMAN (full-time)

Salary

\$19,800 per month.

Transport Facilities

- (i) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$36,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$36,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,250 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to Tobago on official business, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Elections and Boundaries Commission Department.

- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Vacation Leave

Thirty (30) calendar days per annum.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the office holder is to be entitled to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the term of office.

CHAIRMAN (part-time) MEMBER

<u>Salary</u>	<u>\$ per month</u>
Chairman (part-time)	14,850
Member	6,600

Transport Facilities

A Transportation Allowance of \$950 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,300 to be paid instead.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.

- (ii) For travel to and from Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Elections and Boundaries Commission Department.

- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

CHAIRMAN, REGISTRATION, RECOGNITION AND CERTIFICATION BOARD

141. The Registration, Recognition and Certification Board was established under Section 21(1) of the Industrial Relations Act, Chap. 88:01. The Board is charged, inter alia, with the responsibility for determining all applications, petitions and matters concerning certification of recognized majority unions, recording of certification of such unions and making of agency shop orders.

142. The Board consists of a Chairman and eight Members. It plays a significant role in the regulatory process established by the Industrial Relations Act and, as such, performs a facilitating role in promoting good industrial relations in Trinidad and Tobago.

143. Our recommendations for the office of Chairman, Registration, Recognition and Certification Board are as follows:-

Recommendations

CHAIRMAN (full-time)

Salary

\$17,100 per month.

Transport Facilities

- (i) A maximum loan of \$145,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
- (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1799cc and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$145,000; or

- (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$145,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$2,700 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to and from Tobago on official business, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Registration, Recognition and Certification Board Department.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Vacation Leave

Thirty (30) calendar days per annum.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex, in accordance with the provisions of Minister of Finance Circular No. 7 of 2001 dated August 28, 2001. Where such medical attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Permanent Secretary of the Ministry with responsibility for Labour to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the term of office.

CHAIRMAN (part-time)

Salary

\$12,850 per month.

Transport Facilities

A Transportation Allowance of \$950 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,300 to be paid instead.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Registration, Recognition and Certification Board Department.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

SERVICE COMMISSIONS

144. This group comprises the following five Service Commissions:-

- Public Service Commission
- Teaching Service Commission
- Judicial and Legal Service Commission
- Police Service Commission
- Statutory Authorities' Service Commission

145. The Commissions, with the exception of the Statutory Authorities' Service Commission and the Police Service Commission, are established by the Constitution and the Chairmen and Members are appointed by the President after consultation with the Prime Minister and the Leader of the Opposition. The Statutory Authorities' Service Commission is established under the Statutory Authorities Act, Chap. 24:01 and its Chairman and Members are appointed by the President.

146. The Constitution (Amendment) Act, 2006, ("the Act") provides for the reform of the Police Service Commission. Under the new provisions, the President may only make appointments to the Commission after the House of Representatives has approved the Notification issued by the President in respect of each person so nominated. Additionally, the President may, in his own discretion, appoint a Chairman of the Commission from among its members. Previously, the Chairman was either the Chairman or Deputy Chairman of the Public Service Commission.

147. Additionally, consequent on the amendment to the Constitution, the Commissioner of Police has been given complete power to manage the Police Service as well as certain powers which were previously vested in the Police Service Commission, namely, the power to appoint, promote, transfer, exercise disciplinary control over and remove persons holding offices in the Police Service below the level of Deputy Commissioner of Police. The Commission now exercises these powers in respect of the offices of Commissioner and Deputy Commissioner of Police only. It also hears and determines appeals from decisions of the Commissioner of Police resulting from disciplinary action brought against police officers.

148. The other Service Commissions, however, exercise authority in the human resource management areas of appointments, promotions, transfers and discipline in respect of officers in the Public Service and relevant Statutory Authorities.

149. Generally, in their submissions, the Commissions pointed to their responsibilities, increased work loads and to the significant contributions that members make to the country.

150. Specifically, the Public Service Commission, in its submission, has proposed that:-

- (i) a Housing Allowance and Service Allowance, or a Chauffeur be provided for the office of Chairman, Public Service Commission;
- (ii) a Service Allowance to be provided to the office of Deputy Chairman, Public Service Commission, in light of the full time demands of the job;

- (iii) a Special Allowance be provided to the office of Deputy Chairman and Member, Public Service Commission for a period of three (3) years for providing on-going leadership guidance for the reform project.

151. In the case of the Police Service Commission, it has been proposed that a driver be assigned to the office of Chairman.

152. We have reviewed the various requests and do not consider the provision for such allowances to the offices to be warranted.

153. Our recommendations for the relevant offices of the various Service Commissions are set out below. In the case of the Police Service Commission, recently, in our Eighty-seventh Report, we reviewed the remuneration packages of the office of Chairman and Members in view of the change in the role and responsibilities of these offices consequent on the Constitution (Amendment) Act, 2006 being proclaimed.

Recommendations

PUBLIC SERVICE COMMISSION CHAIRMAN (full-time)

Salary

\$19,800 per month.

Transport Facilities

- (i) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$36,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax limited to a maximum of \$36,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.

- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,250 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to Tobago on official business, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Service Commissions Department.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Vacation Leave

Thirty (30) calendar days per annum.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the office holder to be entitled to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the term of office.

DEPUTY CHAIRMAN (full-time)

Salary

\$13,900 per month.

Transport Facilities

- (i) A maximum loan of \$145,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1799cc and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$145,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$145,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$2,700 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to Tobago on official business, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Service Commissions Department.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Vacation Leave

Thirty (30) calendar days per annum.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex, in accordance with the provisions of Minister of

Finance Circular No. 7 of 2001 dated August 28, 2001. Where such medical attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Director of Personnel Administration to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

('Medical attention/treatment' excludes optical and dental treatment/services. 'Prescribed drugs' exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the term of office.

**CHAIRMAN (part-time)
DEPUTY CHAIRMAN (part-time)
MEMBER**

<u>Salary</u>	<u>\$ per month</u>
Chairman (part-time)	14,850
Deputy Chairman (part-time)	10,450
Member	7,900

Transport Facilities

A Transportation Allowance of \$950 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,300 per month to be paid instead.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Service Commissions Department.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

TEACHING SERVICE COMMISSION

CHAIRMAN (full-time)

Salary

\$18,500 per month.

Transport Facilities

- (i) A maximum loan of \$145,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1799cc and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$145,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$145,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$2,700 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to Tobago on official business, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Service Commissions Department.

- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Vacation Leave

Thirty (30) calendar days per annum.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex, in accordance with the provisions of Minister of Finance Circular No. 7 of 2001 dated August 28, 2001. Where such medical attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Director of Personnel Administration to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the term of office.

CHAIRMAN (part-time) MEMBER

<u>Salary</u>	<u>\$ per month</u>
Chairman (part-time)	13,900
Member	7,300

Transport Facilities

A Transportation Allowance of \$950 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,300 per month to be paid instead.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.

- (ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Service Commissions Department.

- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

JUDICIAL AND LEGAL SERVICE COMMISSION

CHAIRMAN

Salary

\$6,600 per month.

Transport Facilities

A Transportation Allowance of \$950 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to Tobago on official business, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Service Commissions Department.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

MEMBER

Salary

\$5,300 per month.

Transport Facilities

A Transportation Allowance of \$950 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,300 per month to be paid instead.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Service Commissions Department.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

POLICE SERVICE COMMISSION

CHAIRMAN

Salary

\$12,500 per month.

Transport Facilities

A Transportation Allowance of \$950 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,300 per month to be paid instead.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Service Commissions Department.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

MEMBER

Salary

\$7,300 per month.

Transport Facilities

A Transportation Allowance of \$950 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,300 per month to be paid instead.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Service Commissions Department.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

STATUTORY AUTHORITIES' SERVICE COMMISSION

CHAIRMAN

Salary

\$12,500 per month.

Transport Facilities

A Transportation Allowance of \$950 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,300 to be paid instead.

Subsistence Allowance

(i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.

(ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Statutory Authorities' Service Commissions Department.

(iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

DEPUTY CHAIRMAN

MEMBER

<u>Salary</u>	<u>\$ per month</u>
Deputy Chairman	7,900
Member	6,000

Transport Facilities

A Transportation Allowance of \$950 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,300 to be paid instead.

Subsistence Allowance

(i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.

(ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Statutory Authorities' Service Commissions Department.

(iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

PUBLIC SERVICE APPEAL BOARD AND STATUTORY AUTHORITIES APPEAL BOARD

154. The Public Service Appeal Board was established in accordance with section 130 of the Constitution. It is mandated to hear appeals from public officers, with the exception of police officers, regarding decisions taken in disciplinary matters by the respective Service Commissions. Since the enactment and proclamation of the Constitution (Amendment) Act, 2006, the Police Service Commission has the power to hear and determine appeals from decisions resulting from disciplinary proceedings brought against police officers.

155. The Public Service Appeal Board comprises a Chairman and two Members. The Chairman is appointed by the President after consultation with the Chief Justice whereas Members are appointed by the President following consultation with the Prime Minister and the Leader of the Opposition.

156. The Statutory Authorities Act, Chap. 24:01 provides for the establishment of the Statutory Authorities Appeal Board. Its role is similar to that of the Public Service Appeal Board since it is required to hear appeals of aggrieved officers against decisions taken against them by the Statutory Authorities' Service Commission.

157. The Chairman and Members of the Public Service Appeal Board serve in similar capacities on the Statutory Authorities Appeal Board. Two other Members serve solely on the Statutory Authorities Appeal Board. These latter office holders are appointed by the President after consultation with the Prime Minister and the Leader of the Opposition.

158. It has been proposed that since the Boards are separate and distinct entities, created by two specific enactments, and performing separate and distinct functions and duties, remuneration arrangements should be established specifically for each Board. While customarily, we have treated with the Boards jointly, we consider that this proposal bears merit. As such, we recommend distinct remuneration arrangements for the offices of Public Service Appeal Board and the Statutory Authorities Appeal Board.

159. Our recommendations for the relevant offices are as follows:-

Recommendations
PUBLIC SERVICE APPEAL BOARD
CHAIRMAN

Salary

\$7,500 per month.

Transport Facilities

A Transportation Allowance of \$950 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,300 to be paid instead.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Board.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

MEMBER

Salary

\$5,300 per month.

Transport Facilities

A Transportation Allowance of \$950 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,300 to be paid instead.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Board.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

STATUTORY AUTHORITIES APPEAL BOARD

CHAIRMAN

Salary

\$6,600 per month.

Transport Facilities

A Transportation Allowance of \$950 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,300 to be paid instead.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Board.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

MEMBER

Salary

\$4,700 per month.

Transport Facilities

A Transportation Allowance of \$950 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,300 to be paid instead.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Board.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

SALARIES REVIEW COMMISSION

160. The Salaries Review Commission which comprises a Chairman and four members, is established under section 140 of the Constitution. The Commission achieves its mandate by undertaking comprehensive reviews of remuneration arrangements applicable to the offices under its purview, taking into account remuneration arrangements provided to persons holding comparable positions in the private sector, State Enterprises and other jurisdictions.

161. Our recommendations for the relevant offices are as follows:-

Recommendations

CHAIRMAN

Salary

\$12,500 per month.

Transport Facilities

A Transportation Allowance of \$950 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,300 to be paid instead.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Personnel Department.
- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

MEMBER

Salary

\$6,600 per month.

Transport Facilities

A Transportation Allowance of \$950 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,300 to be paid instead.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters.
- (ii) For travel to and from Trinidad/Tobago on official business:-

Where an office holder who resides in Trinidad travels to Tobago or vice versa, the cost of airfare, ground transportation, accommodation and meals, as necessary, to be met by the Personnel Department.

- (iii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

CHAPTER 17

THE JUDICIAL AND LEGAL SERVICE

162. The Judicial and Legal Service consists of judicial and legal offices as defined in the First and Second Schedules to the Judicial and Legal Service Act, Chap. 6:01.

163. The judicial offices are as follows:

- Master of the High Court
- Chief Magistrate
- Deputy Chief Magistrate
- Senior Magistrate
- Magistrate
- Registrar and Marshal
- Deputy Registrar and Marshal
- Assistant Registrar and Deputy Marshal
- Administrative Secretary to the Chief Justice
- Court Executive Administrator
- Registrar, Tax Appeal Board
- Registrar, Environmental Commission
- Registrar, Industrial Court
- Assistant Registrar, Industrial Court
- Magistracy Registrar and Clerk of the Court
- Coroner
- Registrar, Equal Opportunity Tribunal

164. Since the last general review, the judicial offices of Coroner (permanent and on contract) and Registrar, Equal Opportunity Tribunal as well as the legal office of Legislative Draftsman have been created and included on the list of offices within our purview. With regard to those positions, we have recommended that the permanent position of Coroner and that of Registrar, Equal Opportunity Tribunal be placed in Groups J6 and J5, respectively, and the office of Legislative Draftsman in L6, as an interim measure pending evaluation.

165. The legal offices comprise the three chief legal officers, namely, Solicitor General, Director of Public Prosecutions and Chief Parliamentary Counsel as well as the other legal offices attached to the Departments of Civil Law, Criminal Law and Legislative Drafting and Service Commissions, as listed in Appendix III. The office holders in these Departments perform various duties related to their particular areas of law.

166. The general trend of proposals submitted by office holders was for significant improvement in the remuneration arrangements attaching to the various offices. In support of their proposals, they pointed to the increasing rate

of inflation, the cost of living and the increased volume and complexity of their work since the last general review. In this regard, several office holders in the Legal Service raised the issue of the difficulties being experienced in recruiting and retaining attorneys for the numerous vacancies that exist, particularly at the middle and upper levels of the Legal Service. It was suggested that inadequate compensation packages and limited opportunities for career development were key contributory factors.

167. Certain office holders also proposed the re-alignment of their offices with positions in salary groupings higher than those in which they are currently placed. In this regard, a number of reasons have been submitted to support such proposals, including:-

- (i) the authority and influence of the position within the Judiciary, the wider Public Service and throughout the region have been compromised by its current temporary placement; and
- (ii) other offices with similar duties and responsibilities are placed in a higher salary grouping.

As a result of the evaluation of some positions which had not been evaluated previously or the re-evaluation of some jobs as had been agreed to by Cabinet, we have recommended changes in the existing relativity of some of those positions. Specifically, the offices of Court Executive Administrator, Judiciary, Senior State Counsel, Tobago House of Assembly and Legal Adviser, Ministry of Health have been placed in higher salary groups while that of State Counsel III, Service Commissions Department has been placed in a lower group, that is, L6A. In the case of the latter office, we have recommended that the salary applicable to that position take effect from September 11, 2003 and that the existing salary, as contained in Minister of Finance Circular 1 of 2006 dated March 8, 2006, remain personal to the incumbent as long as he/she holds that office, until the salary of the office overtakes that contained in the Circular. We have observed that the office of State Counsel II, Service Commissions Department is remunerated in the same group in which the office of State Counsel III, Service Commissions Department has now been placed. As a consequence, we recommend that steps be taken to review the duties, responsibilities and academic requirements of the office of State Counsel III, as necessary, to bring it in line with those applicable to other offices of State Counsel III. In all other cases, the relativities have been maintained and as a consequence, they will continue to be remunerated in their current salary groups.

168. Specific submissions of the office holders include the following:-

- (i) the delinking of certain offices from the Judicial and Legal Service and placing them in the Higher Judiciary;

- (ii) the introduction of certain allowances such as a Personal Security Allowance, Judicial Contact Allowance, Overseas Travel Grant, Special Duty Allowance, Book Allowance and an Amenities Allowance to cover the cost of clothing, computers and internet connections and telephone calls/mobile telephones;
- (iii) the provision of specific allowances to office holders who are not currently in receipt of such, for example, the Professional Allowance, Housing Allowance and Service Allowance; and
- (iv) the introduction of Sabbatical Leave.

169. In making our recommendation, where allowances and other terms and conditions of service currently exist, we based our recommendations on the principles outlined in Chapter 2.

170. A Professional Allowance has been provided since 2002 to certain office holders in the Judicial and Legal Service to compensate them for being restricted from undertaking private practice. We have been advised that the results of a recently conducted survey of salaries and allowances payable to Attorneys-at-Law in the economy indicate that, at this time, the average total compensation packages payable to office holders in the Judicial and Legal Service are not generally out of sync with those payable to comparable positions in a cross-section of organisations in Trinidad and Tobago, including those in the energy and financial sectors and legal firms. As a consequence, we have recommended no increase in the current rates of Professional Allowance at this time.

171. Our recommendations for the positions in the Judicial and Legal Service are as follows:-

Judicial Offices

GROUP J1

Master of the High Court
Chief Magistrate

Salary

\$26,300 per month.

Professional Allowance

\$4,400 per month.

Duty Allowance

\$2,000 per month.

Transport Facilities

- (i) A maximum loan of \$240,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 2200cc and exemption from Value Added Tax to a maximum of \$45,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$45,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,500 per month.

Service Allowance

\$4,500 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) In the case of an office holder serving in Tobago, \$130 per day when travelling on official business beyond a radius of ten (10) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (iii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-

(a) **Official duty or assignment of one (1) month or less.**

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day. (The provisions at (i) and (ii) above shall not apply.)

(b) **Temporary assignments in excess of one (1) month and not exceeding six (6) months**

The office holder to be responsible for his/her accommodation and meals. The State may, at its option, provide accommodation only for the office holder.

(i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$1,850 per month.

(ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$4,500 per month.

(c) **Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)**

The office holder to be responsible for his/her accommodation and meals and to be paid a Tobago/Trinidad Duty Allowance of \$1,850 per month for a period not exceeding two (2) years, in addition to the Housing Allowance.

(iv) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$6,450 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Court Executive Administrator.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

\$500 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

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

GROUP J2

Deputy Chief Magistrate
Registrar and Marshal

Salary

\$24,400 per month.

Professional Allowance

\$3,750 per month.

Special Duty Allowance

Registrar and Marshal

\$2,700 per month.

Transport Facilities

- (i) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$36,000; or

- (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$36,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,250 per month.

Service Allowance

Deputy Chief Magistrate

\$4,500 per month.

Special Allowance

Magistrates who are assigned for duty in the Magisterial districts of Mayaro, Rio Claro, Princes Town, Siparia and Point Fortin only.

\$1,600 per month to be paid subject to prescribed conditions.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) In the case of an office holder serving in Tobago, \$130 per day when travelling on official business beyond a radius of ten (10) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (iii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-
 - (a) **Official duty or assignment of one (1) month or less**

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day. (The provisions at (i) and (ii) above shall not apply.)

(b) **Temporary assignments in excess of one (1) month and not exceeding six (6) months**

The office holder to be responsible for his/her accommodation and meals. The State may, at its option, provide accommodation only for the office holder.

(i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$1,850 per month.

(ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$4,500 per month.

(c) **Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)**

The office holder to be responsible for his/her accommodation and meals and to be paid a Tobago/Trinidad Duty Allowance of \$1,850 per month for a period not exceeding two (2) years, in addition to the Housing Allowance.

(iv) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

Deputy Chief Magistrate

\$6,450 per month.

Registrar and Marshal

\$3,850 per month.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

\$400 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

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

GROUP J3

Salary

\$ per month

Group J3A

Senior Magistrate	}	23,100
Court Executive Administrator		

Group J3B

Administrative Secretary to the Chief Justice	22,700
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Professional Allowance

\$3,200 per month.

Transport Facilities

- (i) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$36,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$36,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.

- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,250 per month.

Service Allowance

\$4,500 per month.

Special Allowance

For Magistrates who are assigned for duty in the Magisterial districts of Mayaro, Rio Claro, Princes Town, Siparia and Point Fortin only.

\$1,600 per month to be paid subject to prescribed conditions.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) In the case of an office holder serving in Tobago, \$130 per day when travelling on official business beyond a radius of ten (10) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (iii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-

- (a) **Official duty or assignment of one (1) month or less**

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day. (The provisions at (i) and (ii) above shall not apply.)

- (b) **Temporary assignments in excess of one (1) month and not exceeding six (6) months**

The office holder to be responsible for his/her accommodation and meals. The State may, at its option, provide accommodation only for the office holder.

- (i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$1,850 per month.

(ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$4,500 per month.

(c) **Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)**

The office holder to be responsible for his/her accommodation and meals.

(i) Where the office holder is eligible for a Housing Allowance, to be paid, in addition to such allowance, a Tobago/Trinidad Duty Allowance of \$1,850 per month for a period not exceeding two (2) years.

(ii) Where the office holder is not eligible for a Housing Allowance, to be paid a Tobago/Trinidad Duty Allowance of \$4,500 per month for a period not exceeding two (2) years.

(iv) For travel abroad on official business, US\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

Senior Magistrate

\$6,450 per month.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

Administrative Secretary to the Chief Justice

Court Executive Administrator

\$400 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

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

<u>Salary</u>	GROUP J4	<u>\$ per month</u>
Magistrate Deputy Registrar and Marshal Registrar, Tax Appeal Board Registrar, Industrial Court	} }	20,400 - 20,633 - 20,867 - 21,100

Professional Allowance

\$3,000 per month.

Special Duty Allowance

Deputy Registrar and Marshal

\$1,350 per month.

Transport Facilities

- (i) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$36,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$36,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.

(iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.

(iv) A Transportation Allowance of \$3,250 per month.

Service Allowance

Magistrate

\$4,500 per month.

Special Allowance

For Magistrates who are assigned for duty in the Magisterial districts of Mayaro, Rio Claro, Princes Town, Siparia and Point Fortin only.

\$1,600 per month to be paid subject to prescribed conditions.

Subsistence Allowance

(i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).

(ii) In the case of an office holder serving in Tobago, \$130 per day when travelling on official business beyond a radius of ten (10) kilometres from official headquarters, and where it is necessary to purchase a meal(s).

(iii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-

(a) **Official duty or assignment of one (1) month or less**

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day. (The provisions at (i) and (ii) above shall not apply.)

(b) **Temporary assignments in excess of one (1) month and not exceeding six (6) months**

The office holder to be responsible for his/her accommodation and meals. The State may, at its option, provide accommodation only for the office holder.

- (i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$1,850 per month.
 - (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$4,500 per month.
- (c) **Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)**

The office holder to be responsible for his/her accommodation and meals.

- (i) Where the office holder is eligible for a Housing Allowance, to be paid, in addition to such allowance, a Tobago/Trinidad Duty Allowance of \$1,850 per month for a period not exceeding two (2) years.
 - (ii) Where the office holder is not eligible for a Housing Allowance, to be paid a Tobago/Trinidad Duty Allowance of \$4,500 per month for a period not exceeding two (2) years.
- (iv) For travel abroad on official business, US\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

Magistrate

\$6,450 per month.

Deputy Registrar and Marshal

\$3,850 per month.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

Deputy Registrar and Marshal

\$400 per month.

Registrar, Tax Appeal Board and Registrar, Industrial Court

\$300 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

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

GROUP J5

Salary

\$ per month

Registrar, Environmental Commission Assistant Registrar and Deputy Marshal Registrar, Equal Opportunity Tribunal	} 19,100 - 19,450 - 19,800
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Professional Allowance

\$2,900 per month.

Special Duty Allowance

Assistant Registrar and Deputy Marshal

\$1,350 per month.

Transport Facilities

- (i) A maximum loan of \$145,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1799cc and exemption from Value Added Tax

limited to the amount payable on a vehicle costing \$145,000;
or

- (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$145,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$2,700 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) In the case of an office holder serving in Tobago, \$130 per day when travelling on official business beyond a radius of ten (10) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (iii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-

- (a) **Official duty or assignment of one (1) month or less**

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day. (The provisions at (i) and (ii) above shall not apply.)

- (b) **Temporary assignments in excess of one (1) month and not exceeding six (6) months**

The office holder to be responsible for his/her accommodation and meals. The State may, at its option, provide accommodation only for the office holder.

- (i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$1,850 per month.
- (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$4,500 per month.
- (c) **Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)**

The office holder to be responsible for his/her accommodation and meals and to be paid a Tobago/Trinidad Duty Allowance of \$4,500 per month for a period not exceeding two (2) years.

- (iv) For travel abroad on official business, US\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

\$300 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

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

GROUP J6

Salary

\$ per month

Assistant Registrar, Industrial Court Magistracy Registrar and Clerk of the Court Coroner	}	16,700 -16,975 -17,250 - 17,526 - 17,800
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Professional Allowance

\$2,700 per month.

Transport Facilities

- (i) A maximum loan of \$145,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1799cc and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$145,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$145,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$2,700 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) In the case of an office holder serving in Tobago, \$130 per day when travelling on official business beyond a radius of ten (10) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (iii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-
 - (a) **Official duty or assignment of one (1) month or less**

The office holder to be eligible for hotel accommodation and meals, as necessary. In the

absence of the provision of any meal(s), to be paid \$130 per day. (The provisions at (i) and (ii) above shall not apply.)

(b) **Temporary assignments in excess of one (1) month and not exceeding six (6) months**

The office holder to be responsible for his/her accommodation and meals. The State may, at its option, provide accommodation only for the office holder.

(i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$1,850 per month.

(ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$4,500 per month.

(c) **Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)**

The office holder to be responsible for his/her accommodation and meals and to be paid a Tobago/Trinidad Duty Allowance of \$4,500 per month for a period not exceeding two (2) years.

(iv) For travel abroad on official business, US\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Vacation Leave

Thirty (30) calendar days per annum.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

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

Magistrate (appointed on contract)

Salary

\$18,600 per month.

Professional Allowance

\$3,000 per month.

Transport Facilities

- (i) A maximum loan of \$200,000 at a rate of interest of 6% per annum to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$36,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax limited to a maximum of \$36,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,250 per month.

Service Allowance

\$4,500 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).

- (ii) For official duty in Tobago, hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day.

Vacation Leave

Twenty (20) working days per annum.

Twenty-five (25) working days per annum after six (6) consecutive years of service.

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the period of the contract.

Coroner (appointed on contract)

Salary

\$16,700 per month.

Professional Allowance

\$2,700 per month.

Transport Facilities

- (i) A maximum loan of \$145,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1799cc and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$145,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$145,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.

- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$2,700 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) For official duty in Tobago, hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day.

Vacation Leave

Twenty (20) working days per annum.

Twenty-five (25) working days per annum after six (6) consecutive years of service.

Pension/Gratuity

Entitlement to a gratuity equivalent to 20% of gross salary earned over the period of the contract.

**Legal Offices
GROUP L1**

Solicitor General
Director of Public Prosecutions
Chief Parliamentary Counsel
Chief State Solicitor
Controller, Intellectual Property Office

Salary

\$26,300 per month.

Professional Allowance

Solicitor General, Director of Public Prosecutions and Chief Parliamentary Counsel

\$6,250 per month.

Chief State Solicitor and Controller, Intellectual Property Office

\$4,400 per month.

Duty Allowance

Solicitor General, Director of Public Prosecutions and Chief Parliamentary Counsel

\$2,650 per month.

Chief State Solicitor and Controller, Intellectual Property Office

\$2,000 per month.

Transport Facilities

- (i) A maximum loan of \$240,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 2200cc and exemption from Value Added Tax to a maximum of \$45,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$45,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,500 per month.

Service Allowance

Solicitor General, Director of Public Prosecutions and Chief Parliamentary Counsel

\$4,500 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) In the case of an office holder serving in Tobago, \$130 per day when travelling on official business beyond a radius of ten (10) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (iii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-

- (a) **Official duty or assignment of one (1) month or less**

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day. (The provisions at (i) and (ii) above shall not apply.)

- (b) **Temporary assignments in excess of one (1) month and not exceeding six (6) months**

The office holder to be responsible for his/her accommodation and meals. The State may, at its option, provide accommodation only for the office holder.

- (i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$1,850 per month.
- (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$4,500 per month.

- (c) **Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)**

The office holder to be responsible for his/her accommodation and meals and to be paid a Tobago/Trinidad Duty Allowance of \$1,850 per month for a period not exceeding two (2) years, in addition to the Housing Allowance.

- (iv) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$6,450 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Ministry of the Attorney General, in respect of the Solicitor General, Director of Public Prosecutions, Chief Parliamentary Counsel and Chief State Solicitor and in the case of the Controller, Intellectual Property Office, an official Entertainment Vote under the control of the Ministry of Legal Affairs.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

\$500 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

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

GROUP L2

Salary

\$ per month

Group L2A

Treasury Solicitor

23,700

Group L2B

Deputy Solicitor General	}	22,400
Deputy Director of Public Prosecutions		
Deputy Chief Parliamentary Counsel		
Deputy Chief State Solicitor		
Chief State Counsel, Inland Revenue Division		
Registrar General		
Director, Law Revision		
Commission Secretary, Law Reform Commission		

Professional Allowance

Group L2A

\$3,750 per month.

Group L2B

\$3,200 per month.

Transport Facilities

- (i) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$36,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$36,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,250 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) In the case of an office holder serving in Tobago, \$130 per day when travelling on official business beyond a radius of ten (10) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (iii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-

- (a) **Official duty or assignment of one (1) month or less**

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day. (The provisions at (i) and (ii) above shall not apply.)

- (b) **Temporary assignments in excess of one (1) month and not exceeding six (6) months**

The office holder to be responsible for his/her accommodation and meals. The State may, at its option, provide accommodation only for the office holder.

- (i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$1,850 per month.
- (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$4,500 per month.

- (c) **Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)**

The office holder to be responsible for his/her accommodation and meals.

- (i) Where the office holder is eligible for a Housing Allowance, to be paid, in addition to such allowance, a Tobago/Trinidad Duty Allowance of \$1,850 per month for a period not exceeding two (2) years.
- (ii) Where the office holder is not eligible for a Housing Allowance, to be paid a Tobago/Trinidad Duty

Allowance of \$4,500 per month for a period not exceeding two (2) years.

- (iv) For travel abroad on official business, US\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

Treasury Solicitor, Deputy Solicitor General, Deputy Director of Public Prosecutions, Deputy Chief Parliamentary Counsel and Deputy Chief State Solicitor.

\$3,850 per month.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

Treasury Solicitor, Deputy Solicitor General, Deputy Director of Public Prosecutions, Deputy Chief Parliamentary Counsel and Deputy Chief State Solicitor.

\$400 per month.

Chief State Counsel, Inland Revenue Division, Registrar General, Director, Law Revision and Commission Secretary, Law Reform Commission.

\$300 per month.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

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

GROUP L3

Salary

\$ per month

Legal Adviser, Service Commissions
Assistant Chief State Counsel, Inland Revenue
Division
Assistant Solicitor General
Assistant Director of Public Prosecutions
Assistant Chief Parliamentary Counsel
Deputy Controller, Intellectual Property Office
Assistant Chief State Solicitor
Senior State Counsel (Tobago House of Assembly)
Legal Adviser (Health)



20,800

Professional Allowance

\$3,000 per month.

Transport Facilities

- (i) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1999cc and exemption from Value Added Tax to a maximum of \$36,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax to a maximum of \$36,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,250 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) In the case of an office holder serving in Tobago, \$130 per day when travelling on official business beyond a radius of ten (10) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (iii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-

- (a) **Official duty or assignment of one (1) month or less**

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day. (The provisions at (i) and (ii) above shall not apply.)

- (b) **Temporary assignments in excess of one (1) month and not exceeding six (6) months**

The office holder to be responsible for his/her accommodation and meals. The State may, at its option, provide accommodation only for the office holder.

- (i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$1,850 per month.

- (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$4,500 per month.

- (c) **Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)**

The office holder to be responsible for his/her accommodation and meals and to be paid a Tobago/Trinidad Duty Allowance of \$4,500 per month for a period not exceeding two (2) years.

- (iv) For travel abroad on official business, US\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Vacation Leave

Thirty (30) calendar days per annum.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

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

GROUP L4

Salary

\$ per month

Group L4A

Senior State Counsel (Customs & Excise) Legal Adviser (Attorney General)	}	19,500 - 19,950 - 20,400
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Group L4B

Deputy Registrar General Law Reform Officer Senior Parliamentary Counsel (CPC) Senior State Counsel (Director of Public Prosecutions; Treasury Solicitor; Service Commissions Department; Energy & Energy Industries; Inland Revenue) Senior Legal Research Officer Senior State Solicitor (Chief State Solicitor) Senior Assistant Registrar General	}	19,200 - 19,467 - 19,734 - 20,000
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Professional Allowance

\$2,900 per month.

Transport Facilities

- (i) A maximum loan of \$145,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1799cc and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$145,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$145,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$2,700 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) In the case of an office holder serving in Tobago, \$130 per day when travelling on official business beyond a radius of ten (10) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (iii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-

- (a) **Official duty or assignment of one (1) month or less**

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day. (The provisions at (i) and (ii) above shall not apply.)

(b) **Temporary assignments in excess of one (1) month and not exceeding six (6) months**

The office holder to be responsible for his/her accommodation and meals. The State may, at its option, provide accommodation only for the office holder.

(i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$1,850 per month.

(ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$4,500 per month.

(c) **Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)**

The office holder to be responsible for his/her accommodation and meals and to be paid a Tobago/Trinidad Duty Allowance of \$4,500 per month for a period not exceeding two (2) years.

(iv) For travel abroad on official business, US\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Vacation Leave

Thirty (30) calendar days per annum.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

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

GROUP L5

Salary

\$ per month

Group L5A

Assistant Registrar General (Tobago) 18,700 - 18,967 - 19,234
- 19,500

Group L5B

Senior Parliamentary Counsel (Law Reform Commission)
Senior State Counsel (Solicitor General; Planning, Housing & the Environment)
Head, Legal Division, Office of the Ombudsman
State Counsel III (C&E)
Parliamentary Counsel III (Chief Parliamentary Council)

18,600 - 18,800 - 19,000

Group L5C

Parliamentary Counsel II (CPC)
State Counsel III (DPP; SG; IR; AG; NS; T&I)
Assistant Registrar General (Trinidad)

16,700 - 16,975 - 17,250
- 17,525 - 17,800

Professional Allowance

\$2,700 per month.

Transport Facilities

- (i) A maximum loan of \$145,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1799cc and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$145,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$145,000.

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$2,700 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) In the case of an office holder serving in Tobago, \$130 per day when travelling on official business beyond a radius of ten (10) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (iii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-

- (a) **Official duty or assignment of one (1) month or less**

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day. (The provisions at (i) and (ii) above shall not apply.)

- (b) **Temporary assignments in excess of one (1) month and not exceeding six (6) months**

The office holder to be responsible for his/her accommodation and meals. The State may, at its option, provide accommodation only for the office holder.

- (i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$1,850 per month.
- (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$4,500 per month.

(c) **Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)**

The office holder to be responsible for his/her accommodation and meals and to be paid a Tobago/Trinidad Duty Allowance of \$4,500 per month for a period not exceeding two (2) years.

- (iv) For travel abroad on official business, US\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Vacation Leave

Thirty (30) calendar days per annum.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

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

GROUP L6

Salary

\$ per month

Group L6A

Legal Research Officer II (LRC)	}	15,600 - 15,800 - 16,000 - 16,200 - 16,400
State Counsel III (SC)		
Parliamentary Counsel I (CPC)		
State Counsel II (DPP; SG; TS; SC; E&EI; IR; AG; SASC; P,H&E; Health)		
State Solicitor II (CSS)		

Group L6B

Parliamentary Counsel II (LRC; AG)	14,900 - 15,100 - 15,300 -
Legislative Draftsman	15,500 - 15,700

Professional Allowance

\$1,900 per month.

Transport Facilities

- (i) A maximum loan of \$145,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1799cc and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$145,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$145,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$2,700 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) In the case of an office holder serving in Tobago, \$130 per day when travelling on official business beyond a radius of ten (10) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (iii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-
 - (a) **Official duty or assignment of one (1) month or less**

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid

\$130 per day. (The provisions at (i) and (ii) above shall not apply.)

(b) **Temporary assignments in excess of one (1) month and not exceeding six (6) months**

The office holder to be responsible for his/her accommodation and meals. The State may, at its option, provide accommodation only for the office holder.

(i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$1,850 per month.

(ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$4,500 per month.

(c) **Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)**

The office holder to be responsible for his/her accommodation and meals and to be paid a Tobago/Trinidad Duty Allowance of \$4,500 per month for a period not exceeding two (2) years.

(iv) For travel abroad on official business, US\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Vacation Leave

Thirty (30) calendar days per annum.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

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

GROUP L7

Salary

\$ per month

Group L7A

2 years service and over

Legal Research Officer (LRC; SC)	}	12,300 - 12,500 - 12,700 - 12,900
Parliamentary Counsel I (LRC)		
State Counsel I (DPP; SG; TS; IR; AG; Health; C&E; Ombudsman)		
State Solicitor I (CSS)		
Examiner of Title		

Group L7B

Less than 2 years service

Legal Research Officer (LRC; SC)	}	9,500 - 9,900
Parliamentary Counsel I (LRC)		
State Counsel I (DPP; SG; TS; IR; AG; Health; C&E; Ombudsman)		
State Solicitor I (CSS)		
Examiner of Title		

Transport Facilities

- (i) A maximum loan of \$145,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with exemption from Motor Vehicle Tax limited to the amount payable on a vehicle with an engine capacity of 1799cc and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$145,000; or
 - (b) a used motor vehicle with exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at (a) above and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$145,000.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.

- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$2,400 per month.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of sixteen (16) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (ii) In the case of an office holder serving in Tobago, \$130 per day when travelling on official business beyond a radius of ten (10) kilometres from official headquarters, and where it is necessary to purchase a meal(s).
- (iii) When assigned/transferred to Tobago (or to Trinidad where the office holder is stationed in Tobago), the following to be applicable:-

- (a) **Official duty or assignment of one (1) month or less**

The office holder to be eligible for hotel accommodation and meals, as necessary. In the absence of the provision of any meal(s), to be paid \$130 per day. (The provisions at (i) and (ii) above shall not apply.)

- (b) **Temporary assignments in excess of one (1) month and not exceeding six (6) months**

The office holder to be responsible for his/her accommodation and meals. The State may, at its option, provide accommodation only for the office holder.

- (i) Where accommodation only is provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$1,850 per month.
- (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$4,500 per month.

(c) **Permanent transfer to Tobago/Trinidad (periods in excess of six (6) months)**

The office holder to be responsible for his/her accommodation and meals and to be paid a Tobago/Trinidad Duty Allowance of \$4,500 per month for a period not exceeding two (2) years.

- (iv) For travel abroad on official business, US\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Vacation Leave

Thirty (30) calendar days per annum.

Medical Benefits

Membership in and entitlement to medical benefits as provided under the UNIMED Group Health Plan.

Pension/Gratuity

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

PART II

Members of Parliament

The Tobago House of Assembly

Local Government Officials

CHAPTER 18

MEMBERS OF PARLIAMENT

172. In our review of the offices within this grouping, we noted the responsibility of the office holders for providing guidance and leadership necessary to ensure good governance in a modern society. We were cognisant also of the demands being made by citizens for greater levels of accountability and continuously improving service, particularly from office holders responsible for ministerial portfolios.

173. The office holders who made submissions raised, inter alia, the following issues:-

- (i) the spiralling rate of inflation and the consequential negative impact on compensation established in the last general review;
- (ii) the need for parliamentary duties performed inside and outside of the House of Representatives to be recognised in determining compensation;
- (iii) the provision of a special non-taxable Research Allowance;
- (iv) the provision of a non-taxable allowance to subsidise the cost of telephone usage;
- (v) the provision of medical benefits.

174. While we addressed the issue of inflation in Chapter 2 of this Report, the impact of inflation on compensation packages must be treated with caution since attempts to compensate for loss in purchasing power could fuel further inflation.

175. With respect to the issue of the recognition of parliamentary duties performed inside and outside of the House, we have always been mindful of the demands made on parliamentarians at the constituency level.

176. The Independent Senators have proposed the introduction of a Research Allowance which, as we understand it, is to be used for securing the services of personnel to support the extensive research that office holders require. We are advised that, under arrangements approved by Cabinet, elected Members of Parliament are provided with an allowance to facilitate payment of persons with research capabilities only where such persons are actually employed. Additionally, we are informed that there is staff in the Parliament Department to undertake research work for Members of Parliament. We urge that these existing arrangements be reviewed and augmented, as necessary, to ensure that

adequate resources are available to allow Senators to access the services provided in a timely manner.

177. We have recommended a telephone allowance for the offices of Vice President of the Senate and Member of the Senate (other than Ministers and Parliamentary Secretaries), but have not recommended that the allowance be non-taxable.

178. We noted that the office holders who proposed that they be provided with medical benefits hold offices which are part-time in nature. We articulated our position on this issue in Chapter 3 on Benefits.

179. In our previous reviews and Reports, we included recommendations in respect of the payment of the Assembly/Constituency Allowances to Members of the House of Representatives. However, we are informed that from time to time, these allowances have been revised through administrative decisions. Since such arrangements are not terms and conditions of employment and therefore do not directly accrue to office holders, we are of the view that, in future, these provisions ought to be dealt with administratively. Consequently, we have not made recommendations in respect of these facilities. In addition, given that the existing Constituency Allowances include a provision for postage and stationery supplies, we believe that the existing Parliamentary Allowance which provides similar facilities to Members of the House of Representatives is no longer necessary. We therefore recommend that that allowance be discontinued for such office holders.

180. We have sought to rationalise the payment of Subsistence Allowances to a Minister of Government or a Parliamentary Secretary whose normal residence is in Tobago, but who, by virtue of his/her Ministerial appointment, is required to relocate to Trinidad. At present, in addition to a monthly Subsistence Allowance which is applicable to all Ministers of Government, Ministers and Parliamentary Secretaries who are normally resident in Tobago receive a Tobago Ministerial Allowance as compensation for the inconvenience/dislocation which they experience, as well as a further Subsistence Allowance of \$1,500 per month. We are of the view that that latter allowance of \$1,500 is superfluous and ought to be discontinued.

PRIME MINISTER

181. Pivotal to the existence of stable and cohesive government is the leadership of Cabinet for which the office of Prime Minister has responsibility. As head of government in Trinidad and Tobago, the Prime Minister provides leadership to government and general direction in the affairs of the State with the support of a Cabinet.

182. Our recommendations for the office of Prime Minister are as follows:-

Recommendations

Salary

\$48,000 per month.

Duty Allowance

\$7,500 per month.

Transport Facilities

- (i) A fleet of official motor vehicles, fully furnished by the State and manned by a complement of chauffeurs.
- (ii) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with full exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty; or
 - (b) a used motor vehicle with full exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty.
- (iii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iv) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (v) A Transportation Allowance of \$5,550 per month.
- (vi) A personal chauffeur.

Subsistence Allowance

- (i) For travel to Tobago on official business, the cost of accommodation and meals, as necessary, to be met by the State.
- (ii) Travel/accommodation expenses, including meals, incurred by the spouse of the office holder in Trinidad when attending official functions in Tobago, to be met by the State.

Housing

Official residences, fully furnished and maintained by the State with the necessary complement of household staff.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Office of the Prime Minister.

Vacation Leave

Thirty (30) calendar days per annum. Where it is not convenient for the office holder to proceed on leave in any given year, such leave to be preserved to be taken at a convenient time or alternatively, the office holder to be given the option to receive salary in lieu thereof. Such payment to be made at the end of the Full Parliamentary Term to which the leave relates.

Overseas Travel Facilities

- (i) On visits abroad, to be provided with hotel accommodation and meals plus a Subsistence Allowance of US\$135 per day.
- (ii) An annual Travel Grant of \$36,000 to be paid in cash.

(The existing provision of airline passages to be discontinued, but the option to remain personal to the incumbent.)

For the incumbent, where the Parliamentary Term is less than a period of four (4) years, the annual Travel Grant at (ii) to apply.

With respect to (ii), the office holder may opt:-

- (i) to receive either the cash benefit each year of the Parliamentary Term; or
- (ii) to have the benefit accumulated over the duration of the Parliamentary Term and utilized at the end of such term.

(The incumbent to retain the option to receive either the cash benefit each year or its equivalent value in overseas passages.)

Telephone Facilities

Telephone expenses related to official business to be paid by the State.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the costs at any other hospital, institution or nursing home in Trinidad and Tobago to be met by the State.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Entitlement to superannuation benefits in accordance with the provisions of the Prime Minister’s Pension Act, Chap. 2:51.

MINISTER OF GOVERNMENT

183. A Minister of Government is selected either from among Members of the House of Representatives or the Senate and is appointed by the President on the advice of the Prime Minister.

184. The function of Ministers is political as well as administrative in nature. Their political function involves formulation of national policy at the level of Cabinet, while the administrative aspect entails overall management of the Ministry to which they are assigned and accountability to Parliament in respect of matters arising from their respective portfolios.

185. Our recommendations for the office of Minister of Government are as follows:-

Recommendations

<u>Salary</u>	<u>\$ per month</u>
Minister of Government (Cabinet)	33,000
Minister of Government (Non-Cabinet)	27,300

Transport Facilities

(i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-

- (a) a new motor vehicle with full exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty; or
- (b) a used motor vehicle with full exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$5,550 per month.
- (v) A personal chauffeur.

Tobago Special Transport Facility

- (i) Where a Minister who is an elected Member of Parliament normally resides in Tobago, works in Trinidad, and maintains a residence in Tobago, a maximum of eighty-five (85) return tickets per annum, by air, to Tobago;
- (ii) Where a Minister who is an elected Member of Parliament normally resides in Tobago, works in Trinidad, and does not maintain a residence in Tobago, a maximum of fifty-five (55) return tickets per annum, by air, to Tobago; and
- (iii) Where a Minister who is not an elected Member of Parliament normally resides in Tobago, works in Trinidad, and maintains a residence in Tobago, a maximum of thirty (30) return tickets per annum, by air, to Tobago.

(The cost of the tickets to be met by Parliament Department.)

Tobago Ministerial Allowance

\$5,750 per month, where a Minister who normally resides in Tobago is required to live in Trinidad to carry out his/her ministerial responsibilities.

Subsistence Allowance

- (i) A Subsistence Allowance of \$1,600 per month.
- (ii) Entitlement to the cost of accommodation and meals in the event that the office holder is required to stay overnight as a result of late sittings of

Parliament, provided that he/she resides beyond a radius of sixteen (16) kilometres from Port of Spain.

- (iii) For travel to Tobago on official business, the cost of accommodation and meals to be met by the State, as necessary.
- (iv) Travel/accommodation expenses, including meals, incurred by the spouse of an office holder in Tobago/Trinidad when attending official functions in Trinidad/Tobago, to be met by the State.
- (v) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing

- (i) \$10,300 per month.
- (ii) Where normal residence is in Tobago and the office holder resides in Trinidad and appropriate housing accommodation is not provided by the State, the Housing Allowance at (i) above to apply.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the relevant Ministry to which the office holder is assigned.

Vacation Leave

Thirty (30) calendar days per annum. Where it is not convenient for the office holder to proceed on leave in any given year, such leave to be preserved to be taken at a convenient time or alternatively, the office holder to be given the option to receive salary in lieu thereof. Such payment to be made at the end of the Full Parliamentary Term to which the leave relates.

Overseas Travel Facilities

An annual Travel Grant of \$36,000 to be paid in cash.

(The existing provision relating to airline passages to be discontinued, but the option to remain personal to an incumbent.)

For an incumbent, where the Parliamentary Term is less than a period of four (4) years, the annual Travel Grant to apply.

With respect to the Travel Grant, the office holder may opt:-

- (i) to receive either the cash benefit each year of the Parliamentary Term; or
- (ii) to have the benefit accumulated over the duration of the Parliamentary Term and utilized at the end of such term.

(An incumbent to retain the option to receive either the cash benefit each year or its equivalent value in overseas passages.)

Telephone Facilities

The cost of installation of a telephone in the office holder's private residence, rental costs and other charges, including Value Added Tax, related to official business to be met by the State.

Tobago Constituency Allowance

\$3,200 per month, where a Minister who normally resides in Tobago but works in Trinidad is an elected Member of Parliament.

Professional Allowance

Attorney General

\$3,450 per month.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the costs at any other hospital, institution or nursing home in Trinidad and Tobago to be met by the State.

('Medical attention/treatment' excludes optical and dental treatment/services. 'Prescribed drugs' exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Retiring allowance and/or gratuity to be provided in accordance with the provisions of the Retiring Allowances (Legislative Service) Act, Chap. 2:03.

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

186. The President of the Senate and the Speaker of the House of Representatives are presiding officers in Parliament and are responsible for ensuring that members adhere to parliamentary procedures and practices. It is their function to consistently maintain impartial control of debates. These office holders play a key role in the conduct of the affairs of the House of Representatives and the Senate.

187. Our recommendations for the offices of President of the Senate and the Speaker of the House are as follows:-

Recommendations

PRESIDENT OF THE SENATE

Salary

\$23,800 per month.

Transport Facilities

- (i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with full exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty; or
 - (b) a used motor vehicle with full exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,800 per month.
- (v) A personal chauffeur.

Subsistence Allowance

- (i) Entitlement to the cost of accommodation and meals in the event that the office holder is required to stay overnight as a result of late sittings of Parliament, provided that he/she resides beyond a radius of sixteen (16) kilometres from Port of Spain.
- (ii) For travel to Tobago on official business, the cost of accommodation and meals, as necessary to be met by the State.
- (iii) Travel/accommodation expenses, including meals, incurred by the spouse of an office holder in Tobago/Trinidad when attending official functions in Trinidad/Tobago to be met by the State.
- (iv) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$10,300 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Speaker of the House of Representatives.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

The cost of installation of a telephone in the office holder's private residence, rental costs and other charges, including Value Added Tax, related to official business to be met by the State.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not

available at such health care facility, the costs at any other hospital, institution or nursing home in Trinidad and Tobago to be met by the State.

('Medical attention/treatment' excludes optical and dental treatment/services. 'Prescribed drugs' exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Retiring allowance and/or gratuity to be provided in accordance with the provisions of the Retiring Allowances (Legislative Service) Act, Chap. 2:03.

SPEAKER OF THE HOUSE OF REPRESENTATIVES

Salary

\$23,800 per month.

Transport Facilities

- (i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with full exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty; or
 - (b) a used motor vehicle with full exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) Transportation Allowance:
 - (a) \$3,800 per month where the Speaker is non-elected; or
 - (b) \$4,100 per month where the Speaker is an elected Member of the House of Representatives; or
 - (c) \$4,200 per month where the Speaker is an elected Member who represents a constituency located beyond a radius of fifty (50) kilometres from Port of Spain.
- (v) A personal chauffeur.

Subsistence Allowance

- (i) Entitlement to the cost of accommodation and meals in the event that the office holder is required to stay overnight as a result of late sittings of Parliament, provided that he/she resides beyond a radius of sixteen (16) kilometres from Port of Spain.
- (ii) For travel to Tobago on official business, the cost of accommodation and meals, as necessary, to be met by the State.
- (iii) Travel/accommodation expenses, including meals, incurred by the spouse of an office holder in Tobago/Trinidad when attending official functions in Trinidad/Tobago, to be met by the State.
- (iv) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$10,300 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Speaker of the House of Representatives.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

The cost of installation of a telephone in the office holder's private residence, rental costs and other charges, including Value Added Tax, related to official business to be met by the State.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams

Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the costs at any other hospital, institution or nursing home in Trinidad and Tobago to be met by the State.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Retiring allowance and/or gratuity to be provided in accordance with the provisions of the Retiring Allowances (Legislative Service) Act, Chap. 2:03.

LEADER OF THE OPPOSITION

188. The office of Leader of the Opposition, as head of the Opposition, is responsible for the continuous monitoring of Government’s policies and programmes and for proposing alternatives. The office holder has an important role to play in the democratic process.

189. Our recommendations for the office of Leader of the Opposition are as follows:-

Recommendations

Salary

\$23,800 per month.

Transport Facilities

- (i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with full exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty; or
 - (b) a used motor vehicle with full exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$4,900 per month.

- (v) A personal chauffeur.

Subsistence Allowance

- (i) A Subsistence Allowance of \$1,200 per month.
- (ii) Entitlement to the cost of accommodation and meals in the event that the office holder is required to stay overnight as a result of late sittings of Parliament, provided he/she resides beyond a radius of sixteen (16) kilometres from Port of Spain.
- (iii) For travel to Tobago on official business or where the office holder represents a constituency in Tobago and resides in Tobago and is required to travel to Trinidad on official business, the cost of accommodation and meals, as necessary, to be met by the State.
- (iv) Travel/accommodation expenses, including meals, incurred by the spouse of an office holder in Tobago/Trinidad when attending official functions in Trinidad/Tobago, to be met by the State.
- (v) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$10,300 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Speaker of the House of Representatives.

Telephone Facilities

The rental costs of a telephone in the office holder's private residence and other charges, including Value Added Tax, related to official business to be met by the State.

Committee Service Allowance

Where the office holder serves on the Public Accounts Committee (PAC), the Public Accounts (Enterprises) Committee (PAEC) or on the Joint Select

Committees established by section 66A of the Constitution, entitlement to the following:-

Chairman

A Committee Service Allowance of \$2,000 per month per Committee.

Member

A Committee Service Allowance of \$1,000 per month per Committee.

Pension/Gratuity

Retiring allowance and/or gratuity to be provided in accordance with the provisions of the Retiring Allowances (Legislative Service) Act, Chap. 2:03.

**PARLIAMENTARY SECRETARY
(Elected and Non-Elected)**

190. Parliamentary Secretaries are appointed by the President, on the advice of the Prime Minister, to provide support to Ministers and assist in the management and formulation of policy of the Ministry to which they are assigned.

191. Our recommendations for the office of Parliamentary Secretary are as follows:-

Recommendations

Salary

\$18,900 per month.

Transport Facilities

- (i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with full exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty; or
 - (b) a used motor vehicle with full exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.

- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$4,900 per month.
- (v) A personal chauffeur.

Tobago Special Transport Facility

- (i) Where a Parliamentary Secretary who is an elected Member of Parliament normally resides in Tobago, works in Trinidad, and maintains a residence in Tobago, a maximum of eighty-five (85) return tickets per annum, by air, to Tobago;
- (ii) Where a Parliamentary Secretary who is an elected Member of Parliament normally resides in Tobago, works in Trinidad, and does not maintain a residence in Tobago, a maximum of fifty-five (55) return tickets per annum, by air, to Tobago; and
- (iii) Where a Parliamentary Secretary who is not an elected Member of Parliament normally resides in Tobago, works in Trinidad, and maintains a residence in Tobago, a maximum of thirty (30) return tickets per annum, by air, to Tobago.

(The cost of the tickets to be met by Parliament Department.)

Tobago Allowance

\$5,750 per month where a Parliamentary Secretary who normally resides in Tobago is required to live in Trinidad to carry out his/her responsibilities as a Parliamentary Secretary.

Subsistence Allowance

- (i) A Subsistence Allowance of \$1,200 per month.
- (ii) Entitlement to the cost of accommodation and meals in the event that the office holder is required to stay overnight as a result of late sittings of Parliament, provided that he/she resides beyond a radius of sixteen (16) kilometres from Port of Spain.
- (iii) For travel to Tobago or where an office holder who resides in Tobago travels to Trinidad, on official business, the cost of accommodation and meals, as necessary, to be met by the State.

- (iv) Travel/accommodation expenses, including meals, incurred by the spouse of an office holder in Tobago/Trinidad when attending official functions in Trinidad/Tobago to be met by the State.
- (v) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

- (i) \$6,450 per month.
- (ii) Where normal residence is in Tobago and the office holder resides in Trinidad and appropriate housing accommodation is not provided by the State, the Housing Allowance at (i) above to apply.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the relevant Ministry to which the office holder is assigned.

Vacation Leave

Thirty (30) calendar days per annum. Where in the opinion of the Prime Minister, it is not convenient for him (the Prime Minister) to allow the office holder to proceed on leave in any given year, such leave to be preserved to be taken at a convenient time, or alternatively, the office holder to be given the option to receive salary in lieu thereof. Such payment to be made at the end of the Full Parliamentary Term to which the leave relates.

Telephone Facilities

The cost of installation of a telephone in the office holder's private residence, rental costs and other charges, including Value Added Tax, related to official business to be met by the State.

Parliamentary Allowance

Where the office holder is not an elected Member of the House of Representatives, provision of official stationery and entitlement to free postage within Trinidad and Tobago for all correspondence related to official business.

Tobago Constituency Allowance

\$3,200 per month, where a Parliamentary Secretary who normally resides in Tobago but works in Trinidad is an elected Member of Parliament.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the costs at any other hospital, institution or nursing home in Trinidad and Tobago to be met by the State.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Retiring allowance and/or gratuity to be provided in accordance with the provisions of the Retiring Allowances (Legislative Service) Act, Chap. 2:03.

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

192. The holders of the offices of Vice President of the Senate and Deputy Speaker of the House of Representatives deputise for the President of the Senate and Speaker of the House of Representatives respectively when they are away from their respective Chambers.

VICE PRESIDENT OF THE SENATE

193. Our recommendations for the office of Vice President of the Senate are as follows:-

Recommendations

Salary

\$14,700 per month.

Transport Facilities

- (i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-

- (a) a new motor vehicle with full exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty; or
 - (b) a used motor vehicle with full exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
 - (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
 - (iv) A Transportation Allowance of \$3,800 per month.

Subsistence Allowance

- (i) Entitlement to the cost of accommodation and meals in the event that the office holder is required to stay overnight as a result of late sittings of Parliament, provided that he/she resides beyond a radius of sixteen (16) kilometres from Port of Spain.
- (ii) For travel to Tobago on official business, the cost of accommodation and meals, as necessary, to be met by the State.
- (iii) Travel/accommodation expenses, including meals, incurred by the spouse of an office holder in Tobago/Trinidad when attending official functions in Trinidad/Tobago to be met by the State.
- (iv) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Speaker of the House of Representatives.

Telephone Facilities

An allowance of \$400 per month.

Parliamentary Allowance

Provision of official stationery and entitlement to free postage within Trinidad and Tobago for all correspondence related to official business.

Committee Service Allowance

Where the office holder serves on the Public Accounts Committee (PAC), the Public Accounts (Enterprises) Committee (PAEC) or on the Joint Select Committees established by section 66A of the Constitution, entitlement to the following:-

Chairman

A Committee Service Allowance of \$2,000 per month per Committee.

Member

A Committee Service Allowance of \$1,000 per month per Committee.

Pension/Gratuity

Where the office holder has served for at least one year, entitlement to a gratuity equivalent to 20% of basic salary earned over the term of office.

DEPUTY SPEAKER OF THE HOUSE OF REPRESENTATIVES

194. Our recommendations for the office of Deputy Speaker of the House of Representatives are as follows:-

Recommendations

Salary

\$14,700 per month.

Transport Facilities

- (i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with full exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty; or
 - (b) a used motor vehicle with full exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty.

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) Transportation Allowance:
 - (a) \$4,100 per month; or
 - (b) \$4,200 per month where the office holder represents a constituency located beyond a radius of fifty (50) kilometres from Port of Spain.

Subsistence Allowance

- (i) Entitlement to the cost of accommodation and meals in the event that the office holder is required to stay overnight as a result of late sittings of Parliament, provided that he/she resides beyond a radius of sixteen (16) kilometres from Port of Spain.
- (ii) For travel to Tobago on official business or where the office holder represents a constituency in Tobago and resides in Tobago and is required to travel to Trinidad on official business, the cost of accommodation and meals, as necessary, to be met by the State.
- (iii) Travel/accommodation expenses, including meals, incurred in respect of the spouse of an office holder in Tobago/Trinidad when attending official functions in Trinidad/Tobago to be met by the State.
- (iv) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Speaker of the House of Representatives.

Committee Service Allowance

Where the office holder serves on the Public Accounts Committee (PAC), the Public Accounts (Enterprises) Committee (PAEC) or on the Joint Select Committees established by section 66A of the Constitution, entitlement to the following:-

Chairman

A Committee Service Allowance of \$2,000 per month per Committee.

Member

A Committee Service Allowance of \$1,000 per month per Committee.

Pension/Gratuity

Retiring allowance and/or gratuity to be provided in accordance with the provisions of the Retiring Allowances (Legislative Service) Act, Chap. 2:03.

MEMBER OF THE SENATE (other than Ministers and Parliamentary Secretaries)

195. In accordance with the provisions of the Constitution, Members of the Senate are appointed by the President and form the Upper House of Parliament. The office holders participate in debates and serve on Standing Committees of the Senate and Joint Committees of both Houses.

196. Our recommendations for the office of Member of the Senate are as follows:-

Recommendations

Salary

\$10,500 per month.

Transport Facilities

Senators, other than temporary appointees

- (i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with full exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty; or
 - (b) a used motor vehicle with full exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.

- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,800 per month.

Temporary appointees

A Transportation Allowance of \$3,800 per month.

Subsistence Allowance

- (i) Entitlement to the cost of accommodation and meals in the event that the office holder is required to stay overnight as a result of late sittings of Parliament, provided that he/she resides beyond a radius of sixteen (16) kilometres from Port of Spain.
- (ii) For travel to Tobago or where an office holder who resides in Tobago travels to Trinidad, on official business, the cost of accommodation and meals, as necessary, to be met by the State.
- (iii) Travel/accommodation expenses, including meals, incurred by the spouse of an office holder in Tobago/Trinidad when attending official functions in Trinidad/Tobago to be met by the State.
- (iv) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Speaker of the House of Representatives.

Telephone Facilities

An allowance of \$400 per month.

Parliamentary Allowance

Provision of official stationery and entitlement to free postage within Trinidad and Tobago for all correspondence related to official business.

Committee Service Allowance

Where the office holder serves on the Public Accounts Committee (PAC), the Public Accounts (Enterprises) Committee (PAEC) or on the Joint Select Committees established by section 66A of the Constitution, entitlement to the following:-

Chairman

A Committee Service Allowance of \$2,000 per month per Committee.

Member

A Committee Service Allowance of \$1,000 per month per Committee.

Pension/Gratuity

Where a Member of the Senate is not a legislator as defined and has served for at least one year, entitlement to a gratuity equivalent to 20% of basic salary earned over the term of office.

MEMBER OF THE HOUSE OF REPRESENTATIVES (other than Ministers and Parliamentary Secretaries)

197. The House of Representatives is the lower House of Parliament and comprises Members elected by the citizens of the respective constituencies to represent their interests in Parliament. These Members have an important responsibility to serve the interests of their constituents in an advisory capacity and by way of representations to Ministers and public authorities.

198. Members of the House are required to carry out functions in Parliament and in their relevant Constituencies. In Parliament, Members are required to assist in making laws for the good governance of Trinidad and Tobago, serve on Joint Select and Select Committees, research, prepare and file motions in Parliament for debate and, when necessary, represent Trinidad and Tobago at international fora. Their functions in their constituencies include assisting constituents in times of need as well as attending to concerns articulated by constituents with regard to their communities.

199. Our recommendations for the office of Member of the House of Representatives are as follows:-

Recommendations

Salary

\$14,000 per month.

Transport Facilities

- (i) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with full exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty; or
 - (b) a used motor vehicle with full exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) Transportation Allowance:
 - (a) \$4,100 per month; or
 - (b) \$4,200 per month where the office holder represents a constituency located beyond a radius of fifty (50) kilometres from Port of Spain.

Subsistence Allowance

- (i) Entitlement to the cost of accommodation and meals in the event that the office holder is required to stay overnight as a result of late sittings of Parliament, provided that he/she resides beyond a radius of sixteen (16) kilometres from Port of Spain.
- (ii) For travel to Tobago on official business or where the office holder represents a constituency in Tobago and resides in Tobago and is required to travel to Trinidad on official business, the cost of accommodation and meals, as necessary, to be met by the State.
- (iii) Travel/accommodation expenses, including meals, incurred by the spouse of an office holder in Tobago/Trinidad when attending official functions in Trinidad/Tobago to be met by the State.

- (iv) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the Speaker of the House of Representatives.

Committee Service Allowance

Where the office holder serves on the Public Accounts Committee (PAC), the Public Accounts (Enterprises) Committee (PAEC) or on the Joint Select Committees established by section 66A of the Constitution, entitlement to the following:-

Chairman

A Committee Service Allowance of \$2,000 per month per Committee.

Member

A Committee Service Allowance of \$1,000 per month per Committee.

Pension/Gratuity

Retiring allowance and/or gratuity to be provided in accordance with the provisions of the Retiring Allowances (Legislative Service) Act, Chap. 2:03.

CHAPTER 19

THE TOBAGO HOUSE OF ASSEMBLY

200. The Tobago House of Assembly Act, No. 40 of 1996 established the restructured Tobago House of Assembly (the Assembly). The Assembly is a body corporate consisting of:-

Twelve Assemblymen
Four Councillors
A Presiding Officer.

201. The Executive Council, which is the central body of the Assembly, consists of the following offices:-

Chief Secretary
Deputy Chief Secretary
A maximum of five Secretaries.

202. The members of the Assembly are:-

Chief Secretary
Deputy Chief Secretary
Secretary
Assistant Secretary
Presiding Officer
Minority Leader
Deputy Presiding Officer
Assemblyman
Councillor.

203. The Assembly is responsible for the formulation and implementation of policy in relation to Tobago in respect of a number of matters, including Finance, State Lands and Health Services.

204. As stated in Chapter 18, Assembly/Constituency Allowances are not terms and conditions of employment. Such allowances do not directly accrue to office holders and should be dealt with administratively. However, in the case of the Assembly, we have recommended revised arrangements given that arrangements have not yet been made to deal with this matter administratively.

205. Our recommendations for offices of the Assembly are as follows:-

Recommendations

CHIEF SECRETARY

Salary

\$27,300 per month.

Transport Facilities

- (i) An official motor vehicle, fully maintained by the Assembly.
- (ii) An official driver.
- (iii) A maximum loan of \$350,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with full exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty; or
 - (b) a used motor vehicle with full exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty.
- (iv) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (v) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (vi) A Transportation Allowance of \$5,550 per month.

Subsistence Allowance

- (i) A Subsistence Allowance of \$1,600 per month.
- (ii) In the event that the official residence is unavailable for occupation and the office holder resides beyond a radius of ten (10) kilometres from Scarborough, and he/she is required to seek overnight accommodation in Scarborough or its environs as a result of late sittings of the Assembly, the Assembly to make appropriate arrangements for accommodation and meals.
- (iii) Travel/accommodation expenses, including meals, incurred when on official business or attending official functions in Trinidad to be met by the Assembly.

- (iv) Travel/accommodation expenses, including meals, incurred in respect of the spouse of the office holder, when attending official functions in Trinidad to be met by the Assembly.
- (v) For travel abroad on official business, US\$100 per day once not in receipt of other allowances for overseas travel such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing

Official residence to be maintained by the Assembly. Where the official residence is not available for occupation and appropriate alternative arrangements for official accommodation are not established, an allowance of \$10,300 per month to be payable.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote established by the Assembly.

Vacation Leave

Thirty (30) calendar days per annum.

Overseas Travel Facilities

A Travel Grant of \$36,000 per annum to be paid in cash.

(The existing provision relating to airline passages to be discontinued, but the option to remain personal to the incumbent.)

For the incumbent, where the term of the Assembly is less than a period of three (3) years, the annual Travel Grant to apply.

Telephone Facilities

Telephone expenses related to official business to be paid by the Assembly. In the event that the official residence is not available for occupation and appropriate alternative arrangements for official accommodation are not established, the cost of installation of a telephone in his/her private residence, rental costs and other charges, including Value Added Tax, related to official business to be met by the Assembly.

Assembly/Constituency Allowance

- (i) \$5,000 per month for the employment of a maximum of two (2) persons to perform administrative/secretarial services and/or other support services in respect of official duties in his/her constituency, on condition that such staff is actually employed.
- (ii) \$5,000 per month for the employment of one (1) person to perform research duties.
- (iii) A maximum of \$6,500 per month to assist in defraying the cost of rental of office accommodation in his/her constituency, where accommodation is not provided by the Assembly.
- (iv) \$1,500 per month to defray telephone and electricity costs in his/her constituency office.
- (v) \$300 per month for costs related to the use of a mobile phone.
- (vi) \$1,500 per month for postage, stationery/supplies and janitorial services.
- (vii) \$300 per month for routine maintenance of the constituency office.

(The existing arrangement under which an elected Member of the Assembly is entitled to official stationery and free postage within Trinidad and Tobago for all official correspondence related to the business of his/her constituency to be discontinued.)

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs for self, spouse and children who are unmarried and under the age of eighteen, at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex. Where such medical attention/treatment is not available at such health care facility, the office holder to be entitled to have the costs met at any hospital, institution or nursing home in Trinidad and Tobago.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Benefits in accordance with a contributory pension scheme established for members of the Assembly.

DEPUTY CHIEF SECRETARY/SECRETARY/ASSISTANT SECRETARY

<u>Salary</u>	<u>\$ per month</u>
Deputy Chief Secretary	20,300
Secretary	19,600
Assistant Secretary	15,400

Transport Facilities

- (i) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with full exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty; or
 - (b) a used motor vehicle with full exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance as follows:-

Deputy Chief Secretary and Secretary

\$4,200 per month.

Assistant Secretary

\$4,100 per month.

Deputy Chief Secretary and Secretary

- (v) A personal chauffeur.

Subsistence Allowance

- (i) A Subsistence Allowance of \$950 per month.
- (ii) Where the office holder resides beyond a radius of ten (10) kilometres from Scarborough, and he/she is required to seek overnight

accommodation in Scarborough or its environs as a result of late sittings of the Assembly, the Assembly to make appropriate arrangements for accommodation and meals.

- (iii) Travel/accommodation expenses, including meals, incurred when on official business or attending official functions in Trinidad to be met by the Assembly.
- (iv) Travel/accommodation expenses, including meals, incurred in respect of the spouse of the office holder, when attending official functions in Trinidad to be met by the Assembly.
- (v) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

Deputy Chief Secretary and Secretary

\$6,450 per month.

Assistant Secretary

\$3,850 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote established by the Assembly.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

Deputy Chief Secretary and Secretary

The cost of telephone rental and other charges, including Value Added Tax, related to official business to be met by the Assembly.

Assistant Secretary

An allowance of \$400 per month.

Assembly/Constituency Allowance

(a) If an Assemblyman:-

- (i) \$5,000 per month for the employment of a maximum of two (2) persons to perform administrative/secretarial services and/or other support services in respect of official duties in his/her constituency, on condition that such staff is actually employed.
- (ii) \$5,000 per month for the employment of one (1) person to perform research duties.
- (iii) A maximum of \$6,500 per month to assist in defraying the cost of rental of office accommodation in his/her constituency, where accommodation is not provided by the Assembly.
- (iv) \$1,500 per month to defray telephone and electricity costs in his/her constituency office.
- (v) \$300 per month for costs related to the use of a mobile phone.
- (vi) \$1,500 per month for postage, stationery/supplies and janitorial services.
- (vii) \$300 per month for routine maintenance of the constituency office.

(The existing arrangement under which an elected Member of the Assembly is entitled to official stationery and free postage within Trinidad and Tobago for all official correspondence related to the business of his/her constituency to be discontinued.)

(b) If not an Assemblyman:-

Provision of official stationery and entitlement to free postage within Trinidad and Tobago for all official correspondence.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex, in accordance with the provisions of Minister of Finance Circular No. 7 of 2001 dated August 28, 2001. Where such medical

attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Chief Secretary to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

Benefits in accordance with a contributory pension scheme established for members of the Assembly.

PRESIDING OFFICER

Salary

\$16,800 per month.

Transport Facilities

- (i) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with full exemption from Motor Vehicle Tax, Value Added Tax and Customs Duty; or
 - (b) a used motor vehicle with full exemption from Special Motor Vehicles Tax, Value Added Tax and Customs Duty.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$2,950 per month or \$3,250 per month, if an Assemblyman.
- (v) A personal chauffeur.

Subsistence Allowance

- (i) \$130 per day when travelling on official business beyond a radius of ten (10) kilometres from Scarborough.

- (ii) Where the office holder resides beyond a radius of ten (10) kilometres from Scarborough, and he/she is required to seek overnight accommodation in Scarborough or its environs as a result of late sittings of the Assembly, the Assembly to make appropriate arrangements for accommodation and meals.
- (iii) Travel/accommodation expenses, including meals, incurred when on official business or attending official functions in Trinidad to be met by the Assembly.
- (iv) Travel/accommodation expenses, including meals, incurred in respect of the spouse of the office holder, when attending official functions in Trinidad to be met by the Assembly.
- (v) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Housing Allowance

\$3,850 per month.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote established by the Assembly.

Telephone Facilities

An allowance of \$400 per month.

Assembly/Constituency Allowance

- (a) If an Assemblyman:-
 - (i) \$5,000 per month for the employment of a maximum of two (2) persons to perform administrative/secretarial services and/or other support services in respect of official duties in his/her constituency, on condition that such staff is actually employed.
 - (ii) \$5,000 per month for the employment of one (1) person to perform research duties.
 - (iii) A maximum of \$6,500 per month to assist in defraying the cost of rental of office accommodation in his/her

constituency, where accommodation is not provided by the Assembly.

- (iv) \$1,500 per month to defray telephone and electricity costs in his/her constituency office.
- (v) \$300 per month for costs related to the use of a mobile phone.
- (vi) \$1,500 per month for postage, stationery/supplies and janitorial services.
- (vii) \$300 per month for routine maintenance of the constituency office.

(The existing arrangement under which an elected Member of the Assembly is entitled to official stationery and free postage within Trinidad and Tobago for all official correspondence related to the business of his/her constituency to be discontinued.)

(b) If not an Assemblyman:-

Provision of official stationery and entitlement to free postage within Trinidad and Tobago for all official correspondence.

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex, in accordance with the provisions of Minister of Finance Circular No. 7 of 2001 dated August 28, 2001. Where such medical attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Chief Secretary to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are available without a prescription.)

Pension/Gratuity

Benefits in accordance with a contributory pension scheme established for members of the Assembly.

MINORITY LEADER

Salary

\$13,300 per month.

Transport Facilities

- (i) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with full exemption from Customs Duty;
or
 - (b) a used motor vehicle with full exemption from Special Motor Vehicles Tax and Value Added Tax.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,800 per month.

Subsistence Allowance

- (i) A Subsistence Allowance of \$950 per month.
- (ii) Where the office holder resides beyond a radius of ten (10) kilometres from Scarborough and he/she is required to seek overnight accommodation in Scarborough or its environs as a result of late sittings of the Assembly, the Assembly to make appropriate arrangements for accommodation and meals.
- (iii) Travel/accommodation expenses, including meals, incurred when on official business or attending official functions in Trinidad to be met by the Assembly.
- (iv) Travel/accommodation expenses, including meals, incurred in respect of the spouse of the office holder, when attending official functions in Trinidad to be met by the Assembly.
- (v) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote established by the Assembly.

Telephone Facilities

An allowance of \$400 per month.

Assembly/Constituency Allowance

- (i) \$5,000 per month for the employment of a maximum of two (2) persons to perform administrative/secretarial services and/or other support services in respect of official duties in his/her constituency, on condition that such staff is actually employed.
- (ii) \$5,000 per month for the employment of one (1) person to perform research duties.
- (iii) A maximum of \$6,500 per month to assist in defraying the cost of rental of office accommodation in his/her constituency, where accommodation is not provided by the Assembly.
- (iv) \$1,500 per month to defray telephone and electricity costs in his/her constituency office.
- (v) \$300 per month for costs related to the use of a mobile phone.
- (vi) \$1,500 per month for postage, stationery/supplies and janitorial services.
- (vii) \$300 per month for routine maintenance of the constituency office.

(The existing arrangement under which an elected Member of the Assembly is entitled to official stationery and free postage within Trinidad and Tobago for all official correspondence related to the business of his/her constituency to be discontinued.)

Pension/Gratuity

Benefits in accordance with a contributory pension scheme established for members of the Assembly.

DEPUTY PRESIDING OFFICER

Salary

\$11,200 per month.

Transport Facilities

- (i) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with full exemption from Customs Duty;
or
 - (b) a used motor vehicle with full exemption from Special Motor Vehicles Tax and Value Added Tax.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$2,950 per month or \$3,250 per month, if an Assemblyman.

Subsistence Allowance

- (i) Where the office holder resides beyond a radius of ten (10) kilometres from Scarborough, and he/she is required to seek overnight accommodation in Scarborough or its environs as a result of late sittings of the Assembly, the Assembly to make appropriate arrangements for accommodation and meals.
- (ii) Travel/accommodation expenses, including meals, incurred in respect of the office holder and spouse, when attending official functions in Trinidad to be met by the Assembly.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote established by the Assembly.

Telephone Facilities

An allowance of \$400 per month.

Assembly/Constituency Allowance

(a) If an Assemblyman:-

- (i) \$5,000 per month for the employment of a maximum of two (2) persons to perform administrative/secretarial services and/or other support services in respect of official duties in his/her constituency, on condition that such staff is actually employed.
- (ii) \$5,000 per month for the employment of one (1) person to perform research duties.
- (iii) A maximum of \$6,500 per month to assist in defraying the cost of rental of office accommodation in his/her constituency, where accommodation is not provided by the Assembly.
- (iv) \$1,500 per month to defray telephone and electricity costs in his/her constituency office.
- (v) \$300 per month for costs related to the use of a mobile phone.
- (vi) \$1,500 per month for postage, stationery/supplies and janitorial services.
- (vii) \$300 per month for routine maintenance of the constituency office.

(The existing arrangement under which an elected Member of the Assembly is entitled to official stationery and free postage within Trinidad and Tobago for all official correspondence related to the business of his/her constituency to be discontinued.)

(b) If not an Assemblyman:-

Provision of official stationery and entitlement to free postage within Trinidad and Tobago for official correspondence.

Pension/Gratuity

Benefits in accordance with a contributory pension scheme established for members of the Assembly.

ASSEMBLYMAN (other than the holder of another office)

Salary

\$9,100 per month.

Transport Facilities

- (i) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with full exemption from Customs Duty;
or
 - (b) a used motor vehicle with full exemption from Special Motor Vehicles Tax and Value Added Tax.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,250 per month.

Subsistence Allowance

- (i) Where the office holder resides beyond a radius of ten (10) kilometres from Scarborough, and he/she is required to seek overnight accommodation in Scarborough or its environs as a result of late sittings of the Assembly, the Assembly to make arrangements for accommodation and meals.
- (ii) Travel/accommodation expenses, including meals, incurred in respect of the office holder and spouse, when attending official functions in Trinidad to be met by the Assembly.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote established by the Assembly.

Telephone Facilities

An allowance of \$300 per month.

Assembly/Constituency Allowance

- (i) \$5,000 per month for the employment of a maximum of two (2) persons to perform administrative/secretarial services and/or other support services in respect of official duties in his/her constituency, on condition that such staff is actually employed.
- (ii) \$5,000 per month for the employment of one (1) person to perform research duties.
- (iii) A maximum of \$6,500 per month to assist in defraying the cost of rental of office accommodation in his/her constituency, where accommodation is not provided by the Assembly.
- (iv) \$1,500 per month to defray telephone and electricity costs in his/her constituency office.
- (v) \$300 per month for costs related to the use of a mobile phone.
- (vi) \$1,500 per month for postage, stationery/supplies and janitorial services.
- (vii) \$300 per month for routine maintenance of the constituency office.

(The existing arrangement under which an elected Member of the Assembly is entitled to official stationery and free postage within Trinidad and Tobago for all official correspondence related to the business of his/her constituency to be discontinued.)

Pension/Gratuity

Benefits in accordance with a contributory pension scheme established for members of the Assembly.

COUNCILLOR
(other than the holder of another office)

Salary

\$7,000 per month.

Transport Facilities

- (i) A maximum loan of \$145,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with full exemption from Customs Duty;
or
 - (b) a used motor vehicle with full exemption from Special Motor Vehicles Tax and Value Added Tax.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$2,700 per month.

Subsistence Allowance

- (i) Where the office holder resides beyond a radius of ten (10) kilometres from Scarborough, and he/she is required to seek overnight accommodation in Scarborough or its environs as a result of late sittings of the Assembly, the Assembly to make appropriate arrangements for accommodation and meals.
- (ii) Travel/accommodation expenses, including meals, incurred in respect of the office holder and spouse, when attending official functions in Trinidad to be met by the Assembly.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote established by the Assembly.

Telephone Facilities

An allowance of \$300 per month.

Assembly/Constituency Allowance

Provision of official stationery and entitlement to free postage within Trinidad and Tobago for official correspondence.

Pension/Gratuity

Benefits in accordance with a contributory pension scheme established for members of the Assembly.

CHAPTER 20

LOCAL GOVERNMENT OFFICIALS

206. The Municipal Corporations Act, No. 21 of 1990 regulates the system of Local Government in Trinidad and Tobago which facilitates political administration at the local level. The existing system provides for fourteen Municipal Corporations which have jurisdiction over two (2) cities, three (3) boroughs and nine (9) regions. Each Corporation comprises the following offices:-

Mayor or Chairman
Deputy Mayor or Vice Chairman
Alderman
Councillor.

207. Our recommendations for Local Government officials are as follows:-

Recommendations

MAYOR

CHAIRMAN OF A REGIONAL CORPORATION

<u>Honorarium</u>	<u>\$ per month</u>
<u>City and Borough Corporations</u>	
Mayor	
Port of Spain	16,800
San Fernando	14,700
Chaguanas	13,700
Arima	12,600
Point Fortin	12,600
<u>Regional Corporations</u>	
Chairman	12,600
<u>Chairman-Convenor of a committee</u>	

Where an office holder serves as a Chairman-Convenor of a committee of the Council of a Corporation, to be eligible for an allowance of \$700 per month, in addition to the honorarium for which he/she is eligible.

Transport Facilities

- (i) A maximum loan of \$200,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-
 - (a) a new motor vehicle with full exemption from Customs Duty;
or
 - (b) a used motor vehicle with full exemption from Special Motor Vehicles Tax and Value Added Tax.
- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum.
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle.
- (iv) A Transportation Allowance of \$3,250 per month.

Subsistence Allowance

- (i) \$840 per month.
- (ii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the respective Corporations.

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

An allowance of \$400 per month.

Corporation/Constituency Allowance

Provision of official stationery and free postage within Trinidad and Tobago for correspondence related to official business (including correspondence related to the business of his/her constituency, where applicable).

Medical Benefits

Entitlement to medical attention/treatment and prescribed drugs at any health care facility under the Regional Health Authorities, including the Eric Williams Medical Sciences Complex, in accordance with the provisions of Minister of Finance Circular No. 7 of 2001 dated August 28, 2001. Where such medical attention/treatment is not available at such health care facility, the office holder is required to seek approval from the Permanent Secretary of the Ministry with responsibility for Local Government to have the costs met at any other hospital, institution or nursing home in Trinidad and Tobago.

(‘Medical attention/treatment’ excludes optical and dental treatment/services. ‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

Pension/Gratuity

A gratuity equivalent to 20% of gross honorarium earned during the term of office.

OTHER LOCAL GOVERNMENT OFFICIALS

Honorarium

\$ per month

City and Borough Corporations

Deputy Mayor

Port-of-Spain	8,400
San Fernando	7,300
Chaguanas	6,900
Arima	6,300
Point Fortin	6,300

Alderman and Councillor	3,500
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Regional Corporations

Vice Chairman	6,300
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Alderman and Councillor	3,500
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Chairman-Convenor of a committee

Where an office holder serves as a Chairman-Convenor of a committee of the Council of a Corporation, to be eligible for an allowance of \$700 per month, in addition to the honorarium for which he/she is eligible.

Transport Facilities

A Transportation Allowance of \$1,550 per month.

Subsistence Allowance

(i) \$520 per month.

Deputy Mayor and Vice Chairman

(ii) For travel abroad on official business, US\$100 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 2 dated April 7, 2006.

Entertainment

Actual expenses incurred for official entertainment to be met from an official Entertainment Vote under the control of the respective Corporations.

Telephone Facilities

Deputy Mayor and Vice Chairman

An allowance of \$400 per month.

Alderman and Councillor

An allowance of \$300 per month.

Corporation/Constituency Allowance

Provision of official stationery and free postage within Trinidad and Tobago for correspondence related to official business (including correspondence related to the business of his/her constituency, where applicable).

CHAPTER 21

CONCLUDING REMARKS AND RECOMMENDED EFFECTIVE DATES OF IMPLEMENTATION

208. In light of the projections for the global economy and taking account of the other factors mentioned in Chapter 2, we consider our decision to maintain the existing salaries for all offices within our purview at this time to be appropriate. We are also of the view that the increases which we recommended in some benefits, based on actual costs are equitable. Finally, we reiterate our recommendation in paragraph 17 for an evaluation of existing jobs and a compensation survey to be undertaken.

Effective Dates of Implementation

209. In determining appropriate effective dates, we were guided by the following:-

- (i) the dates from which the recommendations in the Eightieth Report took effect;
- (ii) the date of January 22, 2008, on which the President of the Republic conveyed his approval for the current review of terms and conditions of service of all office holders within our purview to be undertaken; and
- (iii) the agreed principle that a general review be undertaken every three years so that compensation arrangements for public sector executives may be kept relatively current.

In light of (iii) above, revised remuneration arrangements would be due for the remit group effective April 1, 2008 and October 1, 2008.

210. Where offices in the Judicial and Legal Service which existed prior to April 1, 2008 have been re-evaluated or evaluated for the first time, or the remuneration arrangements to be applicable to offices in that Service which were recently placed within our purview have been determined pending evaluation, we have recommended the relevant salary groupings into which they should be placed and the effective dates thereof. Where offices have been placed in salary groups with a recommended effective date prior to April 1, 2008, the arrangements applicable to those salary groups at the relevant dates will apply until March 31, 2008.

211. In this regard, we recommend as follows:-

(a) Salaries

- (i) Existing salaries currently payable to all office holders to be maintained except in cases where changes have been specified.
- (ii) Salaries recommended for the following offices to take effect from the dates indicated:-

Office	Effective Date
<u>The Environmental Commission</u>	
Member (full-time) Member (part-time) Member (periodic)	January 22, 2009
<u>The Equal Opportunity Commission</u>	
Commissioner, Equal Opportunity Commission (Chairman, Vice-Chairman and Member) Chairman, Equal Opportunity Commission (part-time)	April 1, 2008
Deputy Director of Contracts Deputy Comptroller of Customs and Excise Deputy Director of Budgets Deputy Chief Immigration Officer	December 21, 2007
Commissioner of Police Deputy Commissioner of Police	January 1, 2007

Office	Effective Date	
Chairman, Integrity Commission (part-time)	April 1, 2008	
Chairman, Elections and Boundaries Commission (part-time)		
Chairman, Registration Recognition and Certification Board (part-time)		
Chairman, Public Service Commission (part-time)		
Deputy Chairman, Public Service Commission (part-time)		
Chairman, Teaching Service Commission (part-time)		
Court Executive Administrator		October 9, 2003
Registrar, Equal Opportunity Tribunal		September 25, 2008
Assistant Registrar, Industrial Court	August 15, 2002	
Senior State Counsel (Tobago House of Assembly)	April 1, 2002	
Legal Adviser (Health)	April 1, 2002	
Senior Assistant Registrar General	April 1, 2002	
Parliamentary Counsel III (Attorney General)	June 7, 2005	
State Counsel III (National Security)	April 1, 2002	
State Counsel III (Trade & Industry)	April 1, 2002	
State Counsel III (Service Commissions)	September 11, 2003	

Office	Effective Date
State Counsel II (Statutory Authorities' Service Commission)	April 1, 2002
State Counsel II (Health)	May 10, 2007
Examiner of Title (Legal Affairs)	April 1, 2002
State Counsel I (Customs & Excise)	April 1, 2002
State Counsel I (Health)	April 1, 2002
Legal Research Officer (Service Commissions)	September 11, 2003
State Counsel I (Ombudsman)	October 1, 2007

(b) Allowances and Benefits

Allowance/ Benefit	Effective Date
Motor Vehicle Loan facilities and Tax Exemptions	The date of the appropriate Circular giving effect to the recommendations of the Commission.
Subsistence Allowance	The date of the appropriate Circular giving effect to the recommendations of the Commission.

Unless otherwise specified in the relevant Chapters, all other allowances and benefits in respect of which we have recommended increases should take effect from April 1, 2008 and in the case of Members of Parliament, from October 1, 2008.

Dated this 10th day of June, 2009.

Sgd. Edward Collier

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Edward Collier
(Chairman)

Sgd. Haseena Ali

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Haseena Ali

Sgd. Marjorie Thorpe

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Marjorie Thorpe

Sgd. Gerard Pinard

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Gerard Pinard

Sgd. Kenneth Dalip

.....
Kenneth Dalip

Sgd. Stephanie Lewis

.....
Stephanie Lewis
Chief Personnel Officer and
Secretary to the Commission