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EIGHTIETH 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 in accordance with Section 140 of the Constitution of the Republic of Trinidad and Tobago. The Commission consists of a Chairman and four members, who are appointed by the President after consultation with the Prime Minister and the Leader of the Opposition.

2. Section 141(1) of the Constitution provides for the Commission to review from time to time, with the approval of the President, 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 continued to increase and some 217 categories of offices, representing an establishment of 811 persons, now fall within our purview. The offices fall 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

Top Managers in Statutory Bodies

Senior Officers in the Protective Services and the Defence Force

Senior Diplomatic Representatives

Part II

Members of Parliament

The Tobago House of Assembly

Local Government Officials

Chairmen and Members of
Commissions and Boards

The Judicial and Legal Service

4. In this Report, we have established the Environmental Commission as a separate grouping, removing it from the grouping of Chairmen and Members of Commissions and Boards. A full listing of the groupings and the offices thereunder is set out in Appendix I.

Background to the current general review

5. This Report is the sixth comprehensive review of salaries and terms and conditions of service of offices within our purview. The last such review was undertaken in 2002 and recommendations thereon were submitted in December, 2002 in our Sixty-seventh Report.

6. Subsequent to the submission of that Report, we completed twelve reports in the intervening period, 2003 to 2005, the majority of which covered reviews of existing salaries and terms and conditions of service of certain office holders. A listing of the Reports prepared by the Commission following the publication of our Sixty-seventh Report is set out in Appendix II.

7. The remit to undertake a general review in 2005 is in keeping with previous recommendations made by the Commission, and accepted by Cabinet, for the establishment and maintenance of a regular three-year schedule, to ensure that compensation for offices within our purview is kept relatively current.

8. As has occurred in the past, the compensation for these offices has fallen behind the levels which we consider to be appropriate for broadly comparable jobs in the private sector and in State Enterprises.

9. In the case of offices in the Judicial and Legal Service, the Job Evaluation exercise which was ongoing at the time of our Sixty-seventh Report, was completed in the intervening period and revised salaries were implemented with effect from April 1, 2002. It has been brought to our attention that some existing offices in the Judicial and Legal Service were omitted from the Job Evaluation exercise and therefore would have to be evaluated. Additionally, new offices which were established in the Judicial and Legal Service subsequent to the completion of the exercise have to be evaluated.

CHAPTER 2

SCOPE OF THE REVIEW

10. By letter dated April 15, 2005, 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.

11. As is customary, we invited written submissions on behalf of all offices on the issue of a review of salaries and other terms and conditions of service. The responses to our invitation were of considerable assistance to us in our deliberations. Although some office holders indicated a willingness to appear before the Commission, given the comprehensive nature of most of the submissions, oral presentations were not considered necessary on this occasion.

Considerations underlying the current review

12. In conducting our review, we considered the principles and criteria which have guided us in the conduct of reviews in the past. We reflected on the fundamental principles that guide similar review bodies in other jurisdictions such as Australia, Canada, United Kingdom, New Zealand, India, Jamaica and Barbados. Our conclusion is that the core of the precepts which we identified in previous Reports, continues to be valid. These are as follows:-

- (i) establishing remuneration which bears 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) providing 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) ensuring appropriate differentials in compensation which take into account significant differences in the levels of responsibility between one office and another;
- (iv) providing the motivational and intrinsic value which compensation packages should carry generally; and

(v) providing compensation packages for top political and managerial offices to promote the efficient delivery of public policies and public management solutions.

13. In addition to the above listed principles, the Commission is guided in its deliberations by the state of the country's economy.

14. An analysis of the factors that guided our deliberations is set out below.

Comparisons with executive compensation in the Private Sector and State Enterprises

15. We examined data on remuneration packages payable to comparable positions in the private sector as well as information obtained in respect of similar positions in State Enterprises. Notwithstanding the relatively short time lag between our last general review and the current one, we noted that the gap between compensation arrangements in the public sector and those in the private sector and the State Enterprises continues to widen.

16. At the time of our last review, base salaries for Chief Executive Officers (CEOs) in the private sector ranged between \$21,000 per month and \$53,000 per month, while, in the State Enterprises, the range was between \$8,000 per month and \$46,000 per month. We are informed that current base salaries in the economy (inclusive of the State sector), range from \$36,908 to \$101,092 per month. In State Enterprises, the range is from \$26,000 to \$74,000 per month. The current average base salary in the economy (inclusive of the State sector) is \$69,800 per month and for State Enterprises, \$39,000 per month.

17. We are aware that in the private sector, there continues to exist an attractive mix of fringe benefits and allowances that include housing, entertainment, overseas travel allowances, company cars, medical and group health plans, mortgage subsidies, paid up club memberships, as well as payment for part or all of telephone/utilities expenses and charges. Bonuses also comprise a large percentage of executives' compensation. By comparison, there are allowances that are peculiar to the Public Service such as Duty and Service Allowances which are paid to Top Managers. The average total compensation packages for CEOs in the economy (including the State sector) is \$105,495 per month (inclusive of bonus payments). In the State Enterprises, the average total cash compensation is \$43,305 per month (exclusive of bonus payments).

Changes in the Cost of Living

18. In order to determine the change in the value of salaries and allowances in real terms since our last general review, we examined the rise in the cost of living over the period. Data from the Central Statistical Office indicate that the All Items Index of the Index of Retail Prices rose 15.4% between April 2002 and

April 2005 but between April 2002 and December 2005 the overall increase was 20.7%.

Public Service Executive Pay vis-à-vis pay for other offices in the Public Service

19. With the acceptance of the recommendations in our Sixty-seventh Report, a reasonable differential in pay existed between the salaries of top offices which fall within our purview and those of other offices in the Public Service. However, we have been advised that as a result of salary negotiations with a number of public service associations, the differentials between the pay of the top levels of the various bargaining units and that of directly-related offices within our purview have narrowed. We believe that appropriate differentials would have to be restored to produce satisfactory levels of pay for offices of greater responsibility and to provide more incentive to individuals at the middle management level to aspire to those positions.

Review of current relativities

20. As requested, we have re-examined the current relativities existing among the various offices and we are satisfied generally that such relationships are appropriate. However, we did consider it necessary to make adjustments in the compensation applicable to certain offices. We have taken into account the increasing responsibilities and demands being placed upon parliamentarians, members of the Tobago House of Assembly and Local Government officials and accordingly, have realigned these offices and have recommended appropriate compensation.

CHAPTER 3

CURRENT REMUNERATION TRENDS IN CERTAIN OTHER JURISDICTIONS

21. As in previous general reviews, certain office holders, in their submissions, pointed to the compensation packages paid to their counterparts in other jurisdictions. Apart from the compensation packages, they also highlighted the relativities which exist in those jurisdictions among different offices.

22. We sought and examined information in respect of public sector officials in countries such as Australia, New Zealand, Canada, the United Kingdom, Sri Lanka and Kenya as well as Caribbean countries such as Jamaica and Barbados. As in our last general review, we placed emphasis on the relativities existing among positions in the relevant country rather than on the dollar value paid to those officials. We hold the view that it is not appropriate simply to compare salaries paid in different countries without taking into consideration factors such as differences in the cost of living and relativities existing among positions in other organizations in each country.

23. We have observed that similar to other Commonwealth parliamentarians, those in Trinidad and Tobago are paid a variety of allowances which cover a number of circumstances. These include Housing, Subsistence, Transportation and Overseas Travel.

24. In terms of transportation allowances, this country provides a combination of tax and duty concessions on a motor vehicle purchased as well as a loan to purchase the vehicle and a monthly transport allowance. We noted that other countries generally provide a single benefit either in the form of duty/tax concessions or a loan or a transportation allowance. In this regard, it appears that Trinidad and Tobago is unique in its provisions for transportation benefits.

CHAPTER 4

ECONOMIC AND FINANCIAL CONSIDERATIONS

25. One of the factors underlying the current review is the prevailing economic and financial realities as well as projections for the future since remuneration packages of all the office holders falling within our purview are met from the country's general revenues.

26. Since our last review, Trinidad and Tobago has continued to experience positive economic growth. The data suggest that the ample energy resource and the decisions made several years ago to promote downstream development have given the country a solid and enviable economic base. Real Gross Domestic Product (GDP) grew by 7% in 2005 compared with a growth rate of 6.2% in 2004 and we have been advised that in 2006, it is anticipated that real GDP will grow by 10%. The main impetus for the strong GDP growth came from the energy sector which expanded by 10.9% in 2005. Further, it is anticipated that oil production and other activities such as exploration will increase by 6% in 2006. This trend is expected to continue in the medium term. The Commission notes, however, that inflation picked up sharply in the latter part of 2004, stimulated by a sharp rise in food prices. This trend continued in 2005 and was affected further by increasing fiscal expenditures. The annual inflation rate at the end of December 2005 was 6.8%.

CHAPTER 5

FRINGE BENEFITS

27. We are aware that in order to gain a competitive edge, large business entities worldwide offer a range of fringe benefits to top executives. These incentives are part of their compensation strategy to attract and retain the best skills. In keeping with this strategy, it has been our practice to include fringe benefits in the compensation packages of the offices which fall within our purview.

28. In our Sixty-seventh Report, we examined the allowances and benefits provided to office holders with a view to making their application more flexible and less difficult to administer. During our current review, we have attempted to rationalise them further wherever there was the need. Our recommendations are set out hereunder.

TRANSPORT FACILITIES

Motor Vehicle Purchase Loan

29. Under the existing arrangements, the quanta of Motor Vehicle loans vary. The maximum loans provided for office holders range from \$100,000 to \$200,000 and are repayable over a period of six (6) years at a rate of interest of 6% per annum. Some office holders have proposed that such rates be fixed as low as 3%. We are satisfied, however, that the rate of repayment currently offered is reasonable after having compared it with commercial rates of interest for similar type loans, which may appear to be lower but, in fact, result in a higher cost to the borrower. This occurs since the interest on consumer loans is calculated on an 'add-on' basis over the entire period of the loan in contrast to one based on the reducing balance. We have not recommended any change in the existing interest rate or period of repayment.

30. Based on the information we obtained in respect of the 'on-the-road' price for a wide range of motor vehicles, we have recommended that the existing loans be revised to maximum levels of \$300,000, \$200,000, \$175,000 and \$125,000 for the various groups of offices. The details are set out in the relevant chapters.

Tax/Duty Exemption on Motor Vehicles

31. With regard to the tax/duty concessions on motor vehicles available to office holders, we do not recommend any change at this time except for an increase in the level of exemption from Value Added Tax payable on a new or used motor vehicle where that tax applies.

Transportation Allowance

32. The payment of a Transportation Allowance is not contingent on the ownership of a motor vehicle and is provided to assist office holders with their transportation needs as well as with the maintenance costs associated with keeping and using their motor vehicles in the performance of their official duties. In keeping with the trend in the movement of transportation costs and bearing in mind that the allowances will subsist for three years, we have recommended increases in the Transportation Allowance. The revised rates are set out in the relevant chapters.

Repair Loan

33. We have recommended also that the loan provided to office holders to effect repairs to a motor vehicle be revised from the existing level of \$15,000 to \$20,000. In this regard, we have taken account of the increased cost of repairs normally undertaken by motor vehicle owners.

Personal Chauffeur/Service Allowance

34. A number of office holders are eligible for a Personal Chauffeur while others are provided with a Service Allowance.

35. The latter allowance was introduced to give certain office holders the flexibility to secure services of their choice, including but not restricted to those of a chauffeur/driver. This allowance was provided in order to ease the demands placed on the office holders by virtue of their responsibilities within and outside of working hours.

36. In their submissions, a number of office holders who are not eligible for a Service Allowance sought to be provided with one. Some of those office holders meet the criteria for the provision of the allowance and accordingly, we have recommended its inclusion in their remuneration arrangements. We have recommended also a revision in the existing rates of Service Allowance in order to enable the office holders, where necessary, to meet such payments as National Insurance contributions as well as the salary of the persons they engage, without being out of pocket.

SUBSISTENCE ALLOWANCE

37. We re-examined the existing Subsistence Allowance provisions in order to determine whether or not there was need for change in the current system. One group of office holders proposed that some elements of the Subsistence Allowance benefit should be eliminated and the value incorporated into salary. We were informed also that the payment of a Subsistence Allowance to

executive positions in the private sector is rare and that it is not widespread in the public sector.

38. In general, we recognised the need to maintain the provision of the Subsistence Allowance. However, where we obtained information that appropriate arrangements exist for the provision of meals/accommodation, we have recommended the discontinuation of the allowance.

39. In recommending increases, we bore in mind the increase in the Index of Retail Prices with respect to dining out. With respect to overseas travel, we have made provision for those occasions on which office holders may not be eligible for other allowances to meet the cost of meals and incidentals. Our recommendations are set out in the relevant chapters.

HOUSING

40. In our last general review, we recommended the provision of a Housing Allowance for most of the eligible office holders, in lieu of accommodation, given the policy of the State to dispose of its housing stock.

41. Based on the increased cost of rental of housing over the period 2002 to 2005 and noting that any revised allowance would subsist for a period of three years, we have recommended increases in the Housing Allowance as set out in the relevant chapters.

MEDICAL BENEFITS

42. We note that since the submission of our Sixty-seventh Report, a Group Health Plan was introduced for certain office holders, such as Top Managers in the Public Service and Statutory Bodies, officers of the Judicial and Legal Service and certain other office holders who formerly were eligible for Group II level benefits, while others retained their original entitlement. We do not recommend any change in the existing arrangements for any of the offices within our purview.

43. With respect to part-time office holders who sought to be provided with medical benefits, we note that it is not the norm for such benefits to be extended to persons who serve on a part-time basis.

TELEPHONE FACILITY

44. In our examination of the existing telephone facility, we were satisfied that the level of allowance currently provided to certain offices is still adequate given the existing telephone rates and charges and the level of allowances provided to executives and managers in public sector enterprises in Trinidad and Tobago.

45. Where we have considered it appropriate, we have recommended an increase in the existing rates. As a consequence, where existing rates of \$250 per month and \$350 per month are payable, revised rates of \$300 per month and \$400 per month have been recommended.

46. Where provision exists for the State to meet the cost of telephone facilities, we have recommended no change to the existing provisions. However, we have recommended that certain office holders be allowed to opt to receive an allowance instead.

OVERSEAS TRAVEL FACILITIES

47. We have recommended increases in instances where Travel Grants are payable in cash, in order to maintain the equivalent value of the passages provided. In general, we have not recommended improvements in the number of tickets provided to office holders by the State, since we maintain the position which we have taken over the years that we are not convinced of the need for such a provision as a feature of the remuneration package for public sector officials.

48. Certain office holders drew to our attention the fact that because of the length of the term of their appointments, for example, three years, it was not possible to utilise fully the facility attached to their office where different benefits were provided on alternate occasions. We have sought to resolve the matter by providing office holders with the option of receiving a Travel Grant on an annual basis instead. In this regard, we have recommended that the office holder be required to opt to receive the benefit which he/she considers more favourable, that option to remain in effect for the duration of the office holder's tenure.

PENSION/GRATUITY

49. Some office holders have requested improvements in their existing superannuation benefits. A number of office holders have requested that their allowances be incorporated into salary so that such allowances would be included in the computation of their pension benefits. A similar request was made by some office holders who are eligible for gratuity only.

50. In the latter case, the office holders sought to have their gratuity calculated on the basis of 'gross emoluments', that is, inclusive of allowances rather than 'gross salary' as currently applies. We were unable to support these proposals since the majority of allowances are distinct from salary and are paid for very specific purposes. It is only where we considered an allowance to be closely linked to salary, such as in the case of the Personal (Judge's) Allowance which is an obvious extension of salary, that we have recommended the amalgamation into salary. In such an instance, the payment of a separate allowance will cease.

51. A number of office holders who are not eligible for terminal benefits have sought the introduction of a gratuity. As we had noted in previous Reports, it is not customary to provide part-time office holders with terminal benefits. The established criterion for the payment of such benefits is that service rendered is of a full-time nature. We recommend no change.

52. We have received a remit to consider the recommendations of the House Committee of the House of Representatives for the amendment of the Retiring Allowances (Legislative Service) Act, Chapter 2:03. We propose to treat with this matter in a subsequent Report.

OTHER BENEFITS

53. Where office holders have made submissions for additional fringe benefits, we have dealt with them in the relevant chapters on the individual offices or groups of offices.

CHAPTER 6

DISCONTINUATION OF EXISTING BENEFITS

54. In recommending the discontinuation of certain benefits, we have borne in mind that certain offices are protected by section 136(6) of the Constitution which provides that the salary and allowances payable to holders of specified offices as well as other terms of service applicable to them cannot be altered to their disadvantage after their appointment. We are mindful also that that section of the Constitution provides that where an office holder exercises an option with regard to terms of service, the terms for which he/she opts shall be considered to be more advantageous to him/her than any other terms for which he/she may have opted.

55. We note also that section 5(5) of the Tax Appeal Board Act, Chapter 4:50 and section 5(3) of the Industrial Relations Act, Chapter 88:01 provide similar protection to holders of offices governed by the respective provisions.

56. Except in the case of the Personal (Judge's) Allowance and the Personal Allowance payable to certain members of the Industrial Court, the recommendations made for the discontinuation or reduction of benefits are intended to apply to new appointees only. Incumbents have the option to retain the existing benefits or accept the new provisions.

57. In the case of some offices, we have recommended the discontinuation of allowances where we have been informed that administrative arrangements have been established for meeting costs incurred and that as a consequence, the existing provision is not utilised. Since the affected office holders have not been placed at a disadvantage with the implementation of administrative arrangements, we have recommended the discontinuation of the unused provisions. In such circumstances, an office holder would not be required to exercise an option.

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 7

THE PRESIDENT OF THE REPUBLIC

58. The office of President of the Republic is established under the Constitution, as the Head of State and Commander-in-Chief of the armed forces. The office ranks as the most senior public office in the country and is vested with executive authority in specific areas and on occasions as provided for under the Constitution.

59. 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.

With effect from March 1, 2003, where the official residence is not available for use by the President, and suitable alternative accommodation is not provided, an allowance of \$12,000 per month. With effect from April 1, 2005, an increased allowance of \$13,800 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

- (a) 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.
- (b) Either provision of hotel accommodation and meals plus a Subsistence Allowance of US\$100 per day, or an allowance of US\$200 per day for accommodation plus a Subsistence Allowance of US\$100 per day.
- (c) The cost of transportation to be met.
- (d) One hotel suite to facilitate the holding of conferences or any minor entertainment.
- (e) The cost of entertainment to be met.
- (f) A Warm Clothing Allowance of US\$350 per annum, as necessary.

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 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 8

THE HIGHER JUDICIARY

60. The Supreme Court of Judicature for Trinidad and Tobago consists of a High Court of Justice and a Court of Appeal.

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

62. 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.

63. The submissions from the members of the Higher Judiciary treated with the following, as we understand them:-

- (i) the de-linking of judicial salaries from those paid to Cabinet Ministers, parliamentarians and other senior public officials ;
- (ii) a simplification of the remuneration package by incorporating allowances into basic salaries;
- (ii) an improvement in the existing Travel Grant;
- (iv) a review of superannuation benefits;
- (v) a review of the criteria used to set the Housing Allowance;
- (vi) the provision of medical benefits to retired Judges and their spouses; and
- (vii) the reinstatement of optical and dental treatment/services at the Eric Williams Medical Sciences Complex.

64. We have considered these submissions in formulating our recommendations and our responses are as follows:-

- (i) The Commission considers the established framework into which the various offices fall to be appropriate.
- (ii) The Commission is of the view that with the exception of Personal (Judge's) Allowance, the other allowances are not natural components of salary as they are paid for specific and different purposes. In determining an appropriate salary, as recommended, we have added the Personal

(Judge's) Allowance to the salary. As a consequence, the payment of that allowance as a separate allowance would be discontinued.

- (iii) In respect of the Travel Grant, we have recommended an increase in the existing quantum.
- (iv) With regard to the proposal that the existing superannuation benefits of the office holders be reviewed, we are aware that currently the issue of pension reform in the Public Service is engaging the attention of the State. Consequently, any consideration of this issue should await the outcome of this exercise.
- (v) As is customary, we have recommended revised quanta of Housing Allowance taking into consideration the increased cost of rental.
- (vi) On the provision of medical benefits to serving Judges and their spouses, we are mindful that the existing benefit under which the State meets unlimited costs for the office holders, their spouses and specified children is extremely generous. We consider that the issue of post-retirement medical benefits for serving Judges should be addressed more appropriately in the context of a Group Health Plan. The provision of medical benefits to persons who have retired does not fall within the purview of the Commission.
- (vii) With respect to the proposal that optical and dental treatment/services at the Eric Williams Medical Sciences Complex be reinstated for these office holders, the Commission wishes to clarify that the cost of such treatment/services has always been excluded from the applicable benefit.

65. 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

Personal (Judge's) Allowance

The existing allowance to be discontinued.

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 \$300,000 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	3,550
Justice of Appeal	3,200
Puisne Judge	3,200

- (v) A personal chauffeur.

Subsistence Allowance

The existing arrangements for subsistence to be replaced by the following:-

- (i) \$100 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\$70 per day, once not in receipt of other allowances for overseas travel such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

Housing Allowance

Chief Justice

Rent-free, fully furnished, super-grade residence or an allowance of \$13,800 per month in lieu.

Justice of Appeal
Puisne Judge

Rent-free, fully furnished, super-grade residence or an allowance of \$9,200 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) Passage Allowance

Either:-

(a) In every alternate year, an allowance not exceeding the cost of three adult first class (or equivalent class) return airfares from Trinidad to London, England for self, spouse, if any, and unmarried, dependent children, if any, under the age of twenty;

or

(b) a Travel Grant of \$37,000 per annum payable in cash.

(Once the option has been exercised, it should continue in effect for the duration of the office holder's tenure.)

(ii) Judicial Contact Allowance

\$6,900 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 9

OMBUDSMAN

66. The office of Ombudsman was established under the Constitution 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 functions. The office holder has wide powers to initiate, conduct, continue or discontinue such investigations. As part of the mandate of the office, the Ombudsman is required to make annual reports on the performance of his functions to Parliament.

67. The Ombudsman is appointed by the President for a period not exceeding five years, after consultation with the Prime Minister and the Leader of the Opposition with eligibility for re-appointment.

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

Recommendations

Salary

\$29,900 per month.

Transport Facilities

- (i) A maximum loan of \$300,000 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 \$3,200 per month.

Service Allowance

\$3,500 per month.

Subsistence Allowance

- (i) When travelling on official business outside of Port of Spain or in Tobago, \$100 per day.
- (ii) 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. 3 dated March 15, 1999.

Housing Allowance

\$9,200 per month.

Vacation Leave

Thirty (30) calendar days per annum.

Overseas Travel Facilities

At the expiration of the tenure of office, to be provided with passage allowances not exceeding the cost of three (3) adult first class (or equivalent class) passages to London, England by the most direct route, for self, spouse, if any, and dependent children, if any, who are under the age of eighteen and unmarried.

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 10

AUDITOR GENERAL

69. The office of Auditor General is established under the Constitution. The Auditor General is appointed by the President after consultation with the Prime Minister and the Leader of the Opposition. The office holder 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.

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

Recommendations

Salary

\$31,300 per month.

Transport Facilities

- (i) A maximum loan of \$300,000 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 \$35,000; 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 \$35,000.
- (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 \$3,200 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

\$3,500 per month.

Subsistence Allowance

- (i) \$100 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 \$100 per day.
- (iii) 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. 3 dated March 15, 1999.

Housing Allowance

\$9,200 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

Once every two (2) years, entitlement to a passage allowance not exceeding the cost of three (3) adult first class (or equivalent class) return airfares to London, England for self, spouse if any, and children if any, who are unmarried and under the age of eighteen.

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 11

THE INDUSTRIAL COURT

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

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

73. It has been submitted to us that when the Industrial Court was established in 1965, the salaries and other terms and conditions of service for members of the Court were fixed in relation to those of Judges of the Supreme Court. The office holders, as we understand their submissions, have sought the following:-

- (i) the restoration of the external relativity with offices of the Higher Judiciary through the payment of a Judge's Allowance;
- (ii) the provision of exemption from income and other taxes;
- (iii) a restoration of internal relativities between the offices of President, Vice President and Chairman, Essential Services Division and those of the Members or alternatively, a reduction of the differentials between the packages; and
- (iv) the reinstatement of a Chauffeur Allowance to office holders appointed to the Court after December 31, 1994.

74. We consider the existing internal relativities among the offices of the Industrial Court and the external relativities with other offices under our purview to be appropriate and that the compensation packages as recommended reflect the qualification and experience requirements as well as the specific duties of the respective offices.

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

76. A Chauffeur Allowance no longer forms part of the compensation arrangements of office holders under our purview. There are specified office holders who are eligible for either a Personal Chauffeur or a Service Allowance. In the case of the latter, an allowance is recommended taking into account the mental, physical and psychological demands of the job, the strain attendant on driving long distances in the performance of official duties and the hazards

associated with certain jobs arising out of extensive travelling including considerations of personal safety.

77. We are informed that there are now two Courts, one in Port of Spain and the other in San Fernando and that office holders may be assigned specific cases in San Fernando and would be required to travel between the two cities on a regular basis. Consequently, we recommend the provision of a Service Allowance to Members of the Industrial Court.

78. The President, Vice President and Chairman, Essential Services Division are eligible for a Personal Allowance. Since that allowance is a natural component of salary, we recommend that the allowance be added to salary and that the payment of a separate allowance be discontinued.

79. 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

Personal Allowance

The existing allowance to be discontinued.

Transport Facilities

- (i) A maximum loan of \$300,000 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 \$3,200 per month.
- (v) A personal chauffeur.

Subsistence Allowance

The existing arrangements for subsistence to be replaced by the following:-

- (i) \$100 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\$70 per day, once not in receipt of other allowances for overseas travel such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

Housing Allowance

Rent-free, furnished, super-grade quarters or an allowance of \$9,200 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) Passage Allowance

Either:-

- (a) In every alternate year, an allowance not exceeding the cost of three (3) adult first class (or equivalent class) return airfares from Trinidad to London, England for self, spouse, if any, and unmarried, dependent children, if any, under the age of twenty;

or

- (b) A Travel Grant of \$37,000 per annum payable in cash.

(Once the option has been exercised, it should continue in effect for the duration of the office holder's tenure.)

- (ii) Industrial Court Contact Allowance

\$6,900 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 \$175,000 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 \$2,750 per month.

Service Allowance

\$3,500 per month.

Subsistence Allowance

The existing arrangements for subsistence to be replaced by the following:-

- (i) \$100 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\$70 per day, once not in receipt of other allowances for overseas travel such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

Housing Allowance

\$9,200 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

Passage Allowance

Either:-

- (a) In every alternate year, entitlement to go abroad during the annual vacation and to qualify for a Passage Allowance payable in respect of the office holder, spouse, if any, and children, if any, who are unmarried and under the age of eighteen;
- (b) the allowance not to exceed the cost of three (3) adult first class (or equivalent class) return airfares by the most direct route from Trinidad to Kingston, Jamaica; and
- (c) for every alternate occasion, the allowance not to exceed the cost of three (3) adult first class (or equivalent class) return airfares by the most direct route from Trinidad to London, England.

or

- (d) A Travel Grant of \$22,000 per annum payable in cash.

(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 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 12

THE TAX APPEAL BOARD

80. The Tax Appeal Board is a superior court of record established to deal with appeals from 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, 1993 as well as from those made under the Tourism Development Act, 2000.

81. The composition of the Board includes, at present, a Chairman, who by law, is remunerated at the same level as a Puisne Judge, 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.

82. In their submissions, the Members of the Board expressed the view that the office of Member (full-time) has been denied the recognition given to the office of High Court Judge despite the similarity in the nature of the function and responsibility of the offices. We maintain that the Higher Judiciary occupies a unique position in our society and are of the view that there is no rationale to alter the existing relationship.

83. A request has been made for the Commission to indicate that the Housing Allowance for which Members of the Board are eligible is a tax exempt allowance. This matter, in our view, is not one for the Commission's determination.

84. 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 \$175,000 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 \$2,750 per month.

Subsistence Allowance

- (i) \$100 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 \$100 per day.
- (iii) 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. 3 dated March 15, 1999.

Housing Allowance

\$9,200 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

Passage Allowance

Either:-

- (a) In every alternate year, entitlement to go abroad during the annual vacation and to qualify for a Passage Allowance payable in respect of the office holder, spouse, if any, and children, if any, who are unmarried and under the age of eighteen;
- (b) the allowance not to exceed the cost of three (3) adult first class (or equivalent class) return airfares by the most direct route from Trinidad to Kingston, Jamaica; and
- (c) for every alternate occasion, the allowance not to exceed the cost of three (3) adult first class (or equivalent class) return airfares by the most direct route from Trinidad to London, England.

or

- (d) A Travel Grant of \$22,000 per annum payable in cash.

(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 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 \$800 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, an allowance of \$1,100 per month to be paid instead.

Subsistence Allowance

- (i) \$100 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 \$100 per day.
- (iii) 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. 3 dated March 15, 1999.

CHAPTER 13

THE ENVIRONMENTAL COMMISSION

85. 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 Environmental 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.

86. 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.

87. The judicial officers of the Court are the Chairman, Deputy Chairman and Members. 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. Only the offices of Chairman and Deputy Chairman fall within our purview.

88. 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 similar offices in the superior courts of record established by Acts of Parliament, for example, the Tax Appeal Board and Industrial Court.

89. We have re-examined the relationships existing between the offices of the various superior courts of record and based on the duties and responsibilities of the Chairman and Deputy Chairman, Environmental Commission, as well as the scope of the Commission, we have recommended a realignment of the offices.

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

\$ per month

Deputy Chairman (full-time)

Transport Facilities

- (i) A maximum loan of \$300,000 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 \$3,200 per month.

Chairman

- (v) A personal chauffeur.

Service Allowance

Deputy Chairman

\$3,500 per month.

Subsistence Allowance

Deputy Chairman

\$3,500 per month.

Subsistence Allowance

- (i) \$100 per day when traveling on official business beyond a radius of sixteen (6) kilometers from official headquarter.

- (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\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

Housing Allowance

\$9,200 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

Passage Allowance

Either:-

- (a) In every alternate year, an allowance not exceeding the cost of three adult first class (or equivalent class) return airfares from Trinidad to London, England for self, spouse if any and unmarried, dependent children, if any, under the age of twenty.

or

- (b) A Travel Grant of \$37,000 per annum payable in cash.

(Once the option has been exercised, it should continue in effect for the duration of the office holder's tenure).

Deputy Chairman

A Travel Grant of \$37,000 per annum.

Environmental Commission Contact Allowance

\$6,900 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 \$800 per month. Where the office holder resides beyond a radius of twenty (20) kilometers from Port of Spain, \$1,100 to be paid instead.

Subsistence Allowance

- (i) \$100 per day when traveling on official business beyond a radius of sixteen (16) kilometers from official headquarters.
- (ii) For travel to and from Trinidad/Tobago on official business:-
- (iii) 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. 3 dated March 15, 1999.

CHAPTER 14

TOP MANAGERS IN THE PUBLIC SERVICE

91. Within the hierarchical structure of the Public Service, the group of Top Managers consists of first and second level executives and senior administrative and technical personnel. These office holders are responsible for the formulation and implementation of policies, programmes and projects necessary for national development and the social and economic well being of the citizens of the country. In general, Top Managers are required to supervise and administer substantial budgetary allocations and are accountable to the Executive and Parliament and consequently, are expected to practice sound financial management.

92. The general trend of the submissions made to us by office holders was that there was the need for significant improvement in the remuneration arrangements attaching to the various offices. Their main proposals, as we understand them to be, are as follows:-

- (i) Permanent Secretaries should receive a remuneration package which bears comparison with that of Chief Executive Officers in the State and private sector;
- (ii) the need to motivate and 'incentivise' personnel in the Public Service;
- (iii) the provision of an appropriate remuneration package to be able to attract and retain persons of suitable competence, experience, knowledge and skills to transform the Public Service;
- (iv) the need to maintain meaningful differentials or relativities with top positions and subordinate positions under the Salaries Review Commission and the rest of the Public Service;
- (v) the need to maintain the real value of the compensation package which has deteriorated by 15% since May 2002 due to inflation; and
- (vi) the compensation packages of Permanent Secretaries should be restructured to include an incentive component.

93. In addition, certain office holders proposed the realignment of their offices with those in groupings higher than those in which they are placed.

94. Since the conduct of our last general review, the offices of Assistant Auditor General and Deputy Secretary to Cabinet were added to this group. The new office of Deputy Auditor General has been included in this Report. The

office of Secretary, National Security Council Secretariat which was placed previously at the level of Group 2B, was reassigned in 2005 to a new sub-group - 1D.

95. We are mindful that, in large measure, the successful implementation of public policies and programmes is dependent upon a cadre of highly professional managers with the requisite competence, experience and personal attributes. In this regard, we believe that the compensation package of Top Managers should bear a relationship to their roles, duties and responsibilities.

96. In recommending salaries for this group, we found it appropriate to establish a benchmark at the level of Permanent Secretary. We bore in mind data with regard to the average salary payable in 2005 to CEOs in the public sector (including Statutory Authorities and Bodies) and considered it appropriate to establish a basic salary at a level of approximately 80% of that average. Further, we took into consideration allowances that are peculiar to the Public Service, such as the Duty and Service Allowances.

97. We appreciate the value of the payment of performance incentives. However, the establishment of such incentives requires the existence of objective standards and measurements. We have been advised that, currently, discussions are being held on the creation of a Ministerial Performance Management Framework for Ministries/Departments. Until an appropriate system is implemented, it would not be feasible for the Commission to recommend the payment of performance incentives.

98. Once again, we have had to give special consideration to the office of Chief Medical Officer in view of advice we received on the revision in the compensation arrangements for other medical officers in the Regional Health Authorities. Given the role and function of the office of Chief Medical Officer, we have sought to ensure that a reasonable differential exists between the package of that office and those of other medical officers.

99. In the case of the office of Director, Forensic Science Centre, we have recommended the discontinuation of the existing Specialisation Allowance. That allowance was provided previously in order to ensure a reasonable differential between the compensation package of the office of Director and offices at a lower level in the Forensic Science Centre. In light of the salary and other allowances which we have recommended for the office of Director, we are satisfied that there no longer is a need for the payment of the Specialisation Allowance.

100. We have recommended the provision of certain allowances for some office holders.

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

Recommendations

GROUP 1

<u>Salary</u>	<u>\$ per month</u>
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Group 1A

Permanent Secretary to the Prime Minister and Head of the Public Service	29,300
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Group 1B

Permanent Secretary, Ministry of Finance	27,700
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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 \$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 2200cc and exemption from Value Added Tax to a maximum of \$35,000; 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 \$35,000.
- (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 \$2,950 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

\$3,500 per month.

Subsistence Allowance

- (i) \$100 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, \$100 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 \$100 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 \$1,450 per month.

(ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$3,600 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 \$1,450 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 \$3,600 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. 3 dated March 15, 1999.

Housing Allowance

\$5,750 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		24,400
Director of Budgets		
Clerk of the House		
Chief Immigration Officer		
Deputy Auditor General		

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 \$175,000 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 \$30,000; 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 \$30,000.
- (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 \$2,750 per month.

Service Allowance

\$3,500 per month.

Subsistence Allowance

- (i) \$100 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 \$100 per day.
- (iii) 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. 3 dated March 15, 1999.

Housing Allowance

\$5,750 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		

Transport Facilities

- (i) A maximum loan of \$175,000 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 \$30,000; 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 \$30,000.

- (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 \$2,750 per month.

Subsistence Allowance

- (i) \$100 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 \$100 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 \$1,450 per month.
- (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$3,600 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 \$1,450 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 \$3,600 per month for a period not exceeding two (2) years.
- (iii) 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. 3 dated March 15, 1999.

Housing Allowance

\$3,450 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 \$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

Transport Facilities

- (i) A maximum loan of \$125,000 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 \$125,000; 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 \$125,000.
- (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 \$2,250 per month.

Subsistence Allowance

- (i) \$100 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 \$100 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 \$1,450 per month.
- (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$3,600 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 \$1,450 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 \$3,600 per month for a period not exceeding two (2) years.
- (iii) 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. 3 dated March 15, 1999.

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 15

TOP MANAGERS IN STATUTORY BODIES

102. These executives administer and direct 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)

103. The offices currently under our purview are:-

Executive Director, WASA

General Manager, PTSC

Executive Director, NALIS

President, NIHERST

Deputy Executive Director, WASA

Deputy Executive Director, NALIS

Director (Financial Institutions), NIHERST

Divisional Manager, Technical Services, WASA

Divisional Manager, Water Resources, WASA

Divisional Manager, Operations, WASA

Divisional Manager, Special Projects, WASA

104. Our recommendations for this group of offices were guided by the functions of the various organisations, external comparisons and existing relativities between offices as well as the reporting relationships within the organisations.

WATER AND SEWERAGE AUTHORITY
PUBLIC TRANSPORT SERVICE CORPORATION

105. We are informed that WASA is still undergoing structural changes in order to maximize its efficiency and thus achieve its mandate of becoming a self-reliant entity. Accordingly, our recommendations are based on the existing relativities.

106. In respect of PTSC, in its submission to the Commission, emphasis was placed on the Corporation's role in providing an affordable, efficient and highly reliable transport service that is cost effective and within acceptable levels. It was suggested that the PTSC must be seen as a business entity comparable to similar sized private sector entities and able to attract and retain various competencies required for the proper development, improvement and efficient delivery of transport services. We have taken these views into account in our deliberations.

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

Recommendations

<u>Salary</u>	<u>\$ per month</u>
Executive Director, WASA	} 25,700
General Manager, PTSC	
Deputy Executive Director, WASA	21,700
Divisional Manager, Technical Services, WASA	} 18,500
Divisional Manager, Water Resources, WASA	
Divisional Manager, Operations, WASA	
Divisional Manager, Special Projects, WASA	

Transport Facilities

- (i) (a) Executive Director, WASA
General Manager, PTSC
Deputy Executive Director, WASA

A maximum loan of \$175,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either:-

- (i) 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 \$30,000; or
- (ii) 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 (i) above and exemption from Value Added Tax to a maximum of \$30,000.

- (b) Divisional Manager, Technical Services, WASA
Divisional Manager, Water Resources, WASA
Divisional Manager, Operations, WASA
Divisional Manager, Special Projects, WASA

A maximum loan of \$125,000 at a rate of interest of 6% per annum repayable over a period of six (6) years to facilitate the purchase of either: -

- (i) 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 \$125,000; or
- (ii) 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 (i) above and exemption from Value Added Tax limited to the amount payable on a vehicle costing \$125,000.

- (ii) A loan to cover the cost of Motor Vehicle Insurance premium at a rate of interest of 6% per annum. (All office holders)
- (iii) A maximum loan of \$20,000 at a rate of interest of 6% per annum to effect repairs to a motor vehicle. (All office holders)

(iv) A Transportation Allowance as follows: -

	<u>\$ per month</u>
Executive Director, WASA General Manager, PTSC Deputy Executive Director, WASA	} 2,750
Divisional Manager, Technical Services, WASA Divisional Manager, Water Resources, WASA Divisional Manager, Operations, WASA Divisional Manager, Special Projects, WASA	} 2,250

Service Allowance

Executive Director, WASA General Manager, PTSC	} 3,500
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Subsistence Allowance

Executive Director, WASA
General Manager, PTSC
Deputy Executive Director, WASA

- (i) \$100 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 \$100 per day.
- (iii) 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. 3 dated March 15, 1999.

Divisional Managers, WASA

- (i) \$100 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, \$100 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 \$100 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 relevant Statutory Body may, at its option, provide accommodation only for the office holder.

- (i) Where accommodation only is provided by the Statutory Body, to be paid a Tobago/Trinidad Duty Allowance of \$1,450 per month.

- (ii) Where accommodation is not provided by the Statutory Body, to be paid a Tobago/Trinidad Duty Allowance of \$3,600 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 \$1,450 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 \$3,600 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. 3 dated March 15, 1999.

Housing Allowance

Executive Director, WASA
General Manager, PTSC

\$5,750 per month.

Deputy Executive Director, WASA

\$3,450 per month.

Entertainment

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

Vacation Leave

Thirty (30) calendar days per annum.

Telephone Facilities

	<u>\$ per month</u>
Executive Director, WASA General Manager, PTSC	} 500
Deputy Executive Director, WASA	400
Divisional Managers, WASA	300

Medical Benefits

Executive Director, WASA
Deputy Executive Director, WASA
Divisional Managers, WASA

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 2002 dated August 16, 2002.
(‘Medical attention/treatment’ excludes optical and dental treatment/services.
‘Prescribed drugs’ exclude drugs which are obtainable without a prescription.)

General Manager, PTSC

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

108. NALIS was established by Act No. 18 of 1998 with the mandate to provide a national library and information service as well as to maintain and develop 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.

109. The offices under our purview are the Executive Director, NALIS and the Deputy Executive Director, NALIS.

110. Our recommendations for the offices 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 \$175,000 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 \$30,000; 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 \$30,000.

- (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 \$2,750 per month.

Service Allowance

Executive Director

\$3,500 per month.

Subsistence Allowance

- (i) \$100 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 \$100 per day.
- (iii) 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. 3 dated March 15, 1999.

Housing Allowance

\$ per month

Executive Director	5,750
Deputy Executive Director	3,450

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
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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) For 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)**

111. The offices in NIHERST which fall under our purview are the President and the Director (Financial Institutions). Under the provisions of the NIHERST Act, Chap. 39:58, the President is the Chief Executive Officer of the Institute and has the responsibility for the daily management, administration, direction and control of NIHERST. 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.

112. 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 \$175,000 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 \$30,000; 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 \$30,000.
- (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 \$2,750 per month.

Service Allowance

President

\$3,500 per month.

Subsistence Allowance

- (i) \$100 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 \$100 per day.
- (iii) 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. 3 dated March 15, 1999.

Housing Allowance

\$ per month

President	5,750
Director (Financial Institutions)	3,450

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

	<u>\$ per month</u>
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 16

SENIOR OFFICERS IN THE PROTECTIVE SERVICES AND THE DEFENCE FORCE

113. The composition of this group is 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
Special Adviser to Cabinet on all Protective Services and Chief Executive
Officer of the National Security Council Secretariat

Inspector of Police Services

Since our last general review in 2002, the office of Special Adviser (Protective Services), Ministry of National Security has been abolished.

114. The office holders in this group share the strategic responsibility for ensuring the safety and security of the country by advising on, developing and implementing policies for law enforcement, crime deterrence and the protection of life and property.

115. The senior officers of the Protective Services have indicated in their submissions to us, that criminal activities in Trinidad and Tobago have increased to an extent where their jobs have become more onerous, complex and demanding, and they have been placed at substantially increased risk.

116. The proposals of the office holders, as we understand them, are as follows:-

- (i) the enhancement of their remuneration packages;
- (ii) the introduction of new allowances, namely, a Responsibility Allowance, an International/Regional Security Contact Allowance and a Passage Allowance/Travel Grant;

- (iii) the extension of the Special Depreciation Allowance to specified office holders who are not currently in receipt of same;
- (iv) the provision of official cars and drivers to the deputy heads of the various Services and the Defence Force;
- (v) the reintroduction of the Ration Allowance for the Chief of Defence Staff and the Vice Chief of Defence Staff as a personal allowance;
- (vi) the introduction of a Duty/On Call Allowance for the deputy heads; and
- (vii) all taxable allowances be included in the calculation of pension benefits.

117. In our Sixty-seventh Report, we considered similar proposals for the introduction of a Responsibility Allowance, an International/Regional Security Contact Allowance and a Passage Allowance. We maintain our position that such allowances should not be introduced. Our position with regard to the provision of official cars and drivers and the reintroduction of the Ration Allowance remains unchanged.

118. We have recommended the provision of the Special Depreciation Allowance to the Chief of Defence Staff, Vice Chief of Defence Staff, Commissioner of Police, Deputy Commissioner of Police and Director, Special Anti-Crime Unit.

119. With respect to the request for the provision of a Duty/On-Call Allowance, we recognise that the nature of the responsibilities of the offices necessitates that the office holders, like their senior officers, be available on a twenty-four hour basis. Therefore, we have recommended the introduction of a Duty Allowance for the deputy heads.

120. We have been advised that since our last general review, the offices of Chief and Vice Chief of Defence Staff, Commissioner and Deputy Commissioner of Police, and Commissioner and Deputy Commissioner of Prisons have been provided with uniforms. We recommend, therefore, that the existing Uniform Upkeep Allowance be discontinued.

121. The proposal that all taxable allowances be included in the calculation of pension benefits is one for consideration at a policy level.

122. 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 \$175,000 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 \$30,000; 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 \$30,000.
- (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 \$2,750 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) \$100 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 \$100 per day.
- (iii) 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. 3 dated March 15, 1999.

Housing

An allowance of \$5,750 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

\$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 \$175,000 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 \$30,000; 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 \$30,000.
- (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 \$2,750 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) \$100 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 \$100 per day.
- (iii) 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. 3 dated March 15, 1999.

Housing

Official residence, fully furnished and maintained by the State. An allowance of \$5,750 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 Pensions and Gratuities Rules – Sixth Schedule to the Police Service Act, Chap. 15:01.

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 \$175,000 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 \$30,000; 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 \$30,000.
- (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 \$2,750 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) \$100 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 \$100 per day.
- (iii) 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. 3 dated March 15, 1999.

Housing

Official residence, fully furnished and maintained by the State. An allowance of \$5,750 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 \$175,000 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 \$30,000; 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 \$30,000.
- (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 \$2,750 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) \$100 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 \$100 per day.
- (iii) 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. 3 dated March 15, 1999.

Housing

An allowance of \$5,750 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 \$175,000 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 \$30,000; 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 \$30,000.
- (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 \$2,750 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) \$100 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 \$100 per day.
- (iii) 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. 3 dated March 15, 1999.

Housing Allowance

\$3,450 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 \$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

\$21,700 per month.

Transport Facilities

- (i) A maximum loan of \$175,000 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 \$30,000; 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 \$30,000.
- (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 \$2,750 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) \$100 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 \$100 per day.
- (iii) 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. 3 dated March 15, 1999.

Housing Allowance

\$3,450 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 \$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 Pensions and Gratuities Rules – Sixth Schedule to the Police Service Act, Chap. 15:01.

DEPUTY COMMISSIONER OF PRISONS

Salary

\$19,800 per month.

Transport Facilities

- (i) A maximum loan of \$125,000 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 \$125,000;
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 \$125,000.
- (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 \$2,250 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) \$100 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 \$100 per day.
- (iii) 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. 3 dated March 15, 1999.

Housing Allowance

\$3,450 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 \$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 \$125,000 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 \$125,000; 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 \$125,000.
- (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 \$2,250 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) \$100 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 \$100 per day.
- (iii) 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. 3 dated March 15, 1999.

Housing Allowance

\$3,450 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 \$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 \$175,000 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 \$30,000; 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 \$30,000.
- (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 \$2,750 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) \$100 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 \$100 per day.
- (iii) 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. 3 dated March 15, 1999.

Housing Allowance

\$5,750 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 \$175,000 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 \$30,000; 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 \$30,000.
- (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 \$2,750 per month.

Subsistence Allowance

- (i) \$100 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 \$100 per day.
- (iii) 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. 3 dated March 15, 1999.

Housing Allowance

\$3,450 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 \$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 \$175,000 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 \$30,000; 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 \$30,000.
- (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 \$2,750 per month.

Subsistence Allowance

- (i) \$100 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 \$100 per day.
- (iii) 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. 3 dated March 15, 1999.

Housing Allowance

\$3,450 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 \$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.

CHAPTER 17

SENIOR DIPLOMATIC REPRESENTATIVES

123. Senior Diplomatic Representatives comprise resident High Commissioners/Ambassadors who are posted at Missions abroad and non-resident High Commissioners/Ambassadors who are based at the local head office of the Ministry of Foreign Affairs.

124. High Commissioners/Ambassadors are responsible for effecting the foreign policy of the Government of Trinidad and Tobago and promoting the country in a positive manner in the international community. In this regard, they play a key role in the Ministry of Foreign Affairs, by fostering Government's efforts to enhance inflows of investment and technology, developing avenues for exports and increasing the flow of bilateral and multilateral assistance, for the economical, social and cultural benefit of the country.

125. The Heads of Missions have raised a number of issues in their submissions. These, as we understand them, are as follows:-

- (i) the existing relativities between the office of High Commissioner/Ambassador and other office holders within our purview;
- (ii) the substantial reduction in the real purchasing power of existing allowances brought about by the decline/fluctuation in exchange rates, particularly of the US dollar;
- (iii) the adequacy of allowances currently paid;
- (iv) the reinstatement of funding for tertiary education for children of High Commissioners/Ambassadors, up to the age of twenty-three years;
- (v) improvements in a number of existing terms of service, such as Vacation Leave, Leave Passages, Medical Benefits and superannuation arrangements; and
- (vi) the introduction of certain benefits/allowances such as a Car Loan for resident High Commissioners/Ambassadors and payment of membership fees in Clubs.

126. Our responses are as follows:-

- (i) We are satisfied that the office of High Commissioner/Ambassador is remunerated appropriately within the existing structure for offices under our purview.
- (ii) We recognize that some of the allowances payable to office holders are subject to the vagaries of fluctuations in exchange rates of various currencies. Consequently, where appropriate, we have recommended that allowances be fixed in specific currencies for locations we have identified. While this would not eliminate completely the effects of fluctuations in exchange rates, with a broader set of currencies, such effects should not be as widespread.
- (iii) As is the norm, we have reviewed all the allowances payable to Heads of Mission and have recommended revised rates, where appropriate.
- (iv) In our Sixty-seventh Report, we noted the substantial costs which were incurred in funding of tertiary education at foreign universities for children of High Commissioners/Ambassadors. Therefore we recommended the discontinuation of the facility. We are of the view that such a facility should not be reinstated.
- (v) With regard to existing terms, such as Vacation Leave, Leave Passages, Medical Benefits and superannuation arrangements, we are satisfied that the existing provisions are adequate and in certain instances, generous. Therefore, we recommend no change.
- (vi) We are not persuaded of the need for resident High Commissioners/Ambassadors to be provided with car loans to enable them to purchase a vehicle in the country to which they are posted. We are of the view that the provision of an official car is sufficient. On the issue of the payment of Club membership, we recognize that clubs/social organisations have become an important arena for networking on an official level. We consider, however, that such a matter should be dealt with administratively by the Ministry of Foreign Affairs.

127. The Foreign Service Allowances payable to High Commissioners/Ambassadors is set at 20% above the rate payable to a married Foreign Service Officer V. We have been advised that currently the rates of the allowance for Foreign Service Officers for the period 2002 - 2004 are being reviewed. Bearing in mind the existing relationship, the revised rates of Foreign Service Allowance for High Commissioners/Ambassadors have been derived on the basis of the formula normally used to determine the allowance for Foreign Service Officers. In the case of Brasilia, the derived allowance was lower than

that currently paid. In the circumstances, we have recommended that the existing allowance be maintained.

128. Currently, with the exception of Caracas, officer holders posted in North and Latin America are paid the same rates of Warm Clothing Allowance. However, based on submissions, we have found it necessary to review the existing policy, given that cities in North America experience significantly lower temperatures. We recommend, therefore, that officer holders stationed in Latin American countries be provided with the same level of Warm Clothing Allowance as is payable in Caracas. Additionally, for children between the ages of 12 and 20, we have recommended significantly increased rates in light of the cost of warm clothing for children of that age.

129. 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	4,934
Caracas	4,183
Kingston	4,528
Permanent Representative to the United Nations, New York	4,921
Washington	4,773
	<u>CND</u>
Ottawa	5,875

	<u>per month</u>
	<u>£</u>
Abuja	2,413
London	2,969
New Delhi	2,361
Pretoria	2,505
	<u>Swiss Francs</u>
Geneva	6,945
	<u>€</u>
Brussels	4,223

Warm Clothing Allowance

(a) Initial Allowance

(i) Missions in North America
(excluding Canada)

USD

Self	750
Spouse	750
Child between 12 and 20	565
Child under 12	230

(ii) Canada

CND

Self	835
Spouse	835
Child between 12 and 20	520
Child under 12	210

Missions in Latin America

USD

Self	580
Spouse	580
Child between 12 and 20	380
Child under 12	155

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

£

Self	585
Spouse	585
Child between 12 and 20	480
Child under 12	195

Missions in Europe (excluding Geneva)

€

Self	825
Spouse	825
Child between 12 and 20	700
Child under 12	280

Geneva

Swiss Francs

Self	1,340
Spouse	1,340
Child between 12 and 20	1,100
Child under 12	440

(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	6,200
Spouse	6,200
Child between 12 and 20	3,100
Child under 12	1,240

- (b) Renewal Allowance

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

and

- (ii) Child under 12 the full amount annually.

Education Allowance

- (i) \$220 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</u>
	<u>USD</u>
Brasilia	180
Caracas	165
Kingston	175
Permanent Representative to the United Nations, New York	180
Washington	180
	<u>CND</u>
Ottawa	280
	<u>£</u>
Abuja	110
London	120
New Delhi	110
Pretoria	110
	<u>Swiss Francs</u>
Geneva	185
	<u>€</u>
Brussels	190

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.

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. 3 dated March 15, 1999.

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:-

- (a) normal dental care such as extraction of teeth, orthodontic care, polishing of teeth and other routine dental matters;
- (b) ophthalmologists' or opticians' fees in respect of testing or examination of eyes;
- (c) 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 \$175,000 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 \$30,000; 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 \$30,000.
- (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 \$2,750 per month.

Service Allowance

\$3,500 per month.

Subsistence Allowance

- (i) \$100 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 \$100 per day.
- (iii) 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. 3 dated March 15, 1999.

Housing Allowance

\$5,750 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	6,200
Spouse	6,200

Child between 12 and 20	3,100
Child under 12	1,240

(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 18

CHAIRMEN AND MEMBERS OF COMMISSIONS AND BOARDS

130. 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
- Police Complaints Authority
- 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 and Statutory Authorities
- Appeal Boards
- Salaries Review Commission

The Environmental Commission which was listed in this group has been placed in a separate Chapter.

131. In their submissions, a number of office holders have proposed once more that their remuneration packages should be aligned to that of the Higher Judiciary. Apart from salary, they have sought to be provided with a number of benefits which, in our Sixty-seventh Report, we had indicated should be provided only to members of the Higher Judiciary. These include the Personal (Judge's) Allowance, a personal chauffeur, the Judicial Contact Allowance and exemption from taxes. We have reviewed the relativities existing between Chairmen and Members of Commissions and Boards and the other office holders under our purview and are satisfied that the relationships are appropriate.

CHAIRMAN, LAW REFORM COMMISSION

132. 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.

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

134. It has been proposed that terms and conditions to be applicable to the office should be equated with those of a Justice of Appeal. We have reconsidered the duties and responsibilities of the office and we are satisfied that its present status should be maintained.

135. 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 \$300,000 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 \$3,200 per month.

Service Allowance

\$3,500 per month.

Subsistence Allowance

- (i) \$100 per day when travelling on official business beyond a radius of sixteen (16) kilometers 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\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

Housing Allowance

\$7,500 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

Passage Allowance

Either:-

- (a) In every alternate year, entitlement to travel abroad during vacation leave and to be paid a passage allowance for self, spouse, if any and children, if any, who are unmarried and under the age of eighteen;
- (b) the total passage allowance not to exceed the cost of three (3) adult first class (or equivalent class) return airfares by the most direct route from Trinidad to Kingston, Jamaica; and

- (c) for every alternate occasion, entitlement not to exceed the cost of three (3) adult first class (or equivalent class) return airfares from Trinidad to London, England.

or

- (d) A Travel Grant of \$22,000 per annum payable in cash.

(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.

CHAIRMAN, LAW REVISION COMMISSION

136. 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.

137. It has been proposed that the remuneration for the office be aligned to that of a Justice of Appeal. We have given consideration to this matter and we see no reason to equate the offices.

138. 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 \$300,000 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 \$3,200 per month.

Service Allowance

\$3,500 per month.

Subsistence Allowance

- (i) \$100 per day when travelling on official business beyond a radius of sixteen (16) kilometers 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\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

Housing Allowance

\$7,500 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

Passage Allowance

Either:-

- (a) In every alternate year, entitlement to travel abroad during vacation leave and to be paid a passage allowance for self, spouse, if any and children, if any, who are unmarried and under the age of eighteen;
- (b) the total passage allowance not to exceed the cost of three (3) adult first class (or equivalent class) return airfares by the most direct route from Trinidad to Kingston, Jamaica; and
- (c) for every alternate occasion, entitlement not to exceed the cost of three (3) adult first class (or equivalent class) return airfares from Trinidad to London, England.

or

- (d) A Travel Grant of \$22,000 per annum payable in cash.

(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.

CHAIRMAN, POLICE COMPLAINTS AUTHORITY

139. The Police Complaints Authority was established by Act No. 17 of 1993. The Authority is an independent and impartial body which is accountable to Parliament. It is mandated to address complaints from the public about police misconduct, the objective being to seek a resolution of complaints and to achieve a fair and just result to both the complainants and the alleged defaulting police officers.

140. Additionally, the Chairman of the Police Complaints Authority is by law also Chairman of the Firearms Appeal Board which was established by Act No. 22 of 1995.

141. Our recommendations for the office of Chairman are as follows:-

Recommendations

Salary

\$23,100 per month.

Transport Facilities

- (i) A maximum loan of \$175,000 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 \$30,000; 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 \$30,000.
- (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 \$2,750 per month.

Service Allowance

\$3,500 per month.

Subsistence Allowance

(i) \$100 per day when travelling on official business beyond a radius of sixteen (16) kilometers 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 Police Complaints Authority.

(iii) 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. 3 dated March 15, 1999.

Housing Allowance

\$5,750 per month.

Entertainment

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

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 in the Ministry responsible for National Security 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.

INTEGRITY COMMISSION

142. 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 which is established under the Constitution consists of a Chairman, a Deputy Chairman and three Members.

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

Recommendations

CHAIRMAN

Salary

\$23,100 per month.

Transport Facilities

- (i) A maximum loan of \$175,000 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 \$30,000; or
 - (b) a used motor vehicle with full exemption from Special Motor Vehicles Tax limited to the maximum amount payable in respect of Motor Vehicle Tax on a vehicle at 9a) above and exemption from Value Added Tax limited to a maximum of \$30,000.
- (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 \$2,750 per month.

Service Allowance

\$3,500 per month.

Subsistence Allowance

(i) \$100 per day when travelling on official business beyond a radius of sixteen (16) kilometers 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\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

Housing Allowance

\$5,750 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.

DEPUTY CHAIRMAN

MEMBER

Salary

\$ per month

Deputy Chairman
Member

13,200
7,300

Transport Facilities

A Transportation Allowance of \$800 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,100 to be paid instead.

Subsistence Allowance

(i) \$100 per day when travelling on official business beyond a radius of sixteen (16) kilometers 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\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

ELECTIONS AND BOUNDARIES COMMISSION

144. The Elections and Boundaries Commission derives its functions and responsibilities from various enactments – 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 democratic system of government, the Commission has the very important role of reviewing constituency boundaries and supervising the conduct of all elections.

145. In their submission to us, the Commission proposed the following, as we understand them:-

- (i) the remuneration package for the offices should be considered in a context which is substantially different from that applied to other Commissions and similar institutions particularly because of the constitutional nature of the appointment and tenure of the Commission's members;
- (ii) the offices of Chairman and Member should be regarded as full time;
- (iii) the differentials between the compensation package of the Chairman and that of Members should be reduced;
- (iv) Members be provided with a motor vehicle loan as well as an upkeep allowance, medical benefits and gratuity at the end of their period of service.

146. The office of Chairman, Elections and Boundaries Commission is deemed to be a full-time one while that of Member is deemed part-time and we are satisfied that the existing circumstances do not warrant a change in the current status. Additionally, the benefits being proposed for the Members are provided only to office holders whose offices are deemed to be full-time.

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

Recommendations

CHAIRMAN

Salary

\$19,800 per month.

Transport Facilities

- (i) A maximum loan of \$175,000 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 \$30,000; 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 \$30,000.

- (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 \$2,750 per month.

Subsistence Allowance

- (i) \$100 per day when travelling on official business beyond a radius of sixteen (16) kilometers 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\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

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.

MEMBER

Salary

\$6,600 per month.

Transport Facilities

A Transportation Allowance of \$800 per month. Where the office holder resides beyond a radius of twenty ((20) kilometres from Port of Spain, \$1,100 to be paid instead.

Subsistence Allowance

(i) \$100 per day when travelling on official business beyond a radius of sixteen (16) kilometers 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\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

CHAIRMAN, REGISTRATION, RECOGNITION AND CERTIFICATION BOARD

148. The Registration, Recognition and Certification Board was established under Section 21(1) of the Industrial Relations Act, Chap. 88:01. The Board is, inter alia, charged 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.

149. The Board, which consists of a Chairman and eight Members, has an important role to play 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.

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

Recommendations

Salary

\$17,100 per month.

Transport Facilities

- (i) A maximum loan of \$125,000 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 \$125,000; 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 \$125,000.
- (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 \$2,250 per month.

Subsistence Allowance

- (i) \$100 per day when travelling on official business beyond a radius of sixteen (16) kilometers 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\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

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 or 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.

SERVICE COMMISSIONS

151. 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

152. Three of the offices in these Commissions are considered full-time. These are the Chairman and Deputy Chairman, Public Service Commission as well as the Chairman, Teaching Service Commission.

153. The Commissions, with the exception of the Statutory Authorities’ 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.

154. The Service Commissions 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.

155. In general, the Commissions have pointed to increased work loads and the contributions that members make to the country.

156. Specifically, the Public Service Commission, in its submission, has proposed the following, as we understand them:-

- (i) the Chairman and Deputy Chairman should be remunerated at a rate no less than what is provided for the office of Director of Personnel Administration; and
- (ii) the Housing Allowance and Service Allowance provided to the Chairman, Police Complaints Authority and the Chairman, Integrity Commission should be included in the packages of the Chairman and Deputy Chairman of the Public Service Commission.

157. We have considered these proposals and have concluded that the existing relativities of the respective offices are appropriate. Additionally, we are not of the view that any additional allowances should be provided at this time. In the case of the request for the provision of a Service Allowance, we do not consider that circumstances warrant such an allowance.

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

Recommendations

PUBLIC SERVICE COMMISSION

CHAIRMAN

Salary

\$19,800 per month.

Transport Facilities

- (i) A maximum loan of \$175,000 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 \$30,000; 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 \$30,000.

- (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 \$2,750 per month.

Subsistence Allowance

- (i) \$100 per day when travelling on official business beyond a radius of sixteen (16) kilometers 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 Service Commissions Department.
- (iii) 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. 3 dated March 15, 1999.

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

Salary

\$13,900 per month.

Transport Facilities

- (i) A maximum loan of \$125,000 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 \$125,000; 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 \$125,000.
- (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 \$2,250 per month.

Subsistence Allowance

- (i) \$100 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\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

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.

MEMBER

Salary

\$7,900 per month.

Transport Facilities

A Transportation Allowance of \$800 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,100 per month to be paid instead.

Subsistence Allowance

(i) \$100 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\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

TEACHING SERVICE COMMISSION

CHAIRMAN

Salary

\$18,500 per month.

Transport Facilities

- (i) A maximum loan of \$125,000 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 \$125,000; 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 \$125,000.
- (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 \$2,250 per month.

Subsistence Allowance

- (i) \$100 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\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

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.

MEMBER

Salary

\$7,300 per month.

Transport Facilities

A Transportation Allowance of \$800 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,100 to be paid instead.

Subsistence Allowance

- (i) \$100 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\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

JUDICIAL AND LEGAL SERVICE COMMISSION

CHAIRMAN

Salary

\$6,600 per month.

Transport Facilities

A Transportation Allowance of \$800 per month.

Subsistence Allowance

- (i) \$100 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\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

MEMBER

Salary

\$5,300 per month.

Transport Facilities

A Transportation Allowance of \$800 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,100 to be paid instead.

Subsistence Allowance

- (i) \$100 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\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

POLICE SERVICE COMMISSION CHAIRMAN

Salary

\$6,600 per month.

Transport Facilities

A Transportation Allowance of \$800 per month.

Subsistence Allowance

- (i) \$100 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\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

MEMBER

Salary

\$5,300 per month.

Transport Facilities

A Transportation Allowance of \$800 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,100 to be paid instead.

Subsistence Allowance

(i) \$100 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\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

STATUTORY AUTHORITIES' SERVICE COMMISSION

CHAIRMAN

Salary

\$12,500 per month.

Transport Facilities

A Transportation Allowance of \$800 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,100 to be paid instead.

Subsistence Allowance

(i) \$100 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\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

DEPUTY CHAIRMAN

MEMBER

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

Transport Facilities

A Transportation Allowance of \$800 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,100 to be paid instead.

Subsistence Allowance

- (i) \$100 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\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

PUBLIC SERVICE APPEAL AND STATUTORY AUTHORITIES APPEAL BOARDS

159. The Public Service Appeal Board was established in accordance with section 130 of the Constitution. It is mandated to hear appeals from public officers regarding decisions taken in disciplinary matters by the respective Service Commissions.

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

161. 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.

162. 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.

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

Recommendations

CHAIRMAN

Salary

\$12,500 per month.

Transport Facilities

A Transportation Allowance of \$800 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,100 to be paid instead.

Subsistence Allowance

- (i) \$100 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\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

MEMBER

<u>Salary</u>	<u>\$ per month</u>
Member, Public Service Appeal and Statutory Authorities Appeal Boards	6,000
Member, Statutory Authorities Appeal Board	4,700

Transport Facilities

A Transportation Allowance of \$800 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,100 to be paid instead.

Subsistence Allowance

- (i) \$100 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\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

SALARIES REVIEW COMMISSION

164. The Salaries Review Commission which comprises a Chairman and four members, is established under section 140 of the Constitution. As set out in Chapter 1 of the Report, 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.

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

Recommendations

CHAIRMAN

Salary

\$12,500 per month.

Transport Facilities

A Transportation Allowance of \$800 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,100 to be paid instead.

Subsistence Allowance

- (i) \$100 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\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

MEMBER

Salary

\$6,600 per month.

Transport Facilities

A Transportation Allowance of \$800 per month. Where the office holder resides beyond a radius of twenty (20) kilometres from Port of Spain, \$1,100 to be paid instead.

Subsistence Allowance

- (i) \$100 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\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

CHAPTER 19

THE JUDICIAL AND LEGAL SERVICE

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

167. The judicial offices are the following:-

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.

168. The office of Magistracy Registrar and Clerk of the Court was brought within our purview since the last general review.

169. 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, as listed in Appendix III. The office holders in these Departments perform duties related to their particular areas of law. Also included in our review is the recently created office of Parliamentary Counsel III in the Legislative Drafting Department of the Ministry of the Attorney General.

170. In their submissions, the office holders generally reiterated proposals that had been made during previous general reviews and more specifically, those put forward during the review of the salaries and other terms and conditions of service of officers in the Judicial and Legal Service in 2004 which arose as a result of the Job Evaluation exercise which had been undertaken.

171. The submissions of the office holders, as we understand them, include the following:-

- (i) the re-alignment of some offices with offices in groupings higher than those in which they were placed;
- (ii) the delinking of certain offices from the Judicial and Legal Service and placing them with the Higher Judiciary grouping;
- (iii) parity between some offices and that of Puisne Judge;
- (iv) parity among all offices of Registrar and alignment with offices classified in Group IC of the "Top Managers in the Public Service" grouping;
- (v) the extension of specific allowances to office holders not currently in receipt of such; and
- (vi) the introduction of allowances for specialized areas of work, books and Overseas Travel/Vacation.

172. In formulating our recommendations, we took into account the duties and responsibilities of the office holders as well as the remuneration applicable to other office holders within our purview. Also, we bore in mind, where feasible, compensation payable to comparator positions in the private sector, while taking account of issues such as security of tenure, the provision of pension and the degree of risk to which holders of the comparator positions are exposed. Concerning allowances and other terms and conditions of service, where terms already exist, we based our recommendations on the principles outlined in Chapter 2. Where office holders requested new terms, we have recommended their inclusion where we considered it appropriate.

173. With respect to the alignment of certain offices, we are satisfied generally with the placement of offices within the existing salary structure since we have no evidence of changes in the duties and responsibilities of offices. That placement within the salary groups was based on the scores assigned to the offices during the Job Evaluation exercise. We have been advised that Cabinet has agreed that steps should be taken to re-evaluate the office of Registrar, Environmental Commission and those in the Registrar General's Department, where the Personnel Department determines that the latter should be re-evaluated. In this

regard, where necessary, a review of the terms and conditions of service of the affected offices will be undertaken subsequently.

174. Further, we continue to hold that Judges occupy a unique position in our society and that the pay arrangements for offices in the Judicial and Legal Service should continue to be fixed within the structure applicable to that Service.

175. As stated in Chapter 2, we have been informed that a number of offices were omitted from the Job Evaluation exercise and that newly created ones are to be evaluated. Pending the completion of such evaluations, we have assigned all these offices to existing salary groups in the Judicial and Legal Service. Any revised salaries and other terms and conditions of service approved for these groups would apply to these offices in the interim. Additionally, where any of those offices were filled during the period April 1, 2002 to March 31, 2005, the remuneration arrangements which were applicable to the relevant salary groups over that period shall apply.

176. The offices that have been assigned to groups as an interim measure are:-

Judicial Offices

Assistant Registrar, Industrial Court
Court Executive Administrator
Magistracy Registrar and Clerk of the Court

Legal Offices

Senior Assistant Registrar General
Examiner of Title
Legal Adviser (Ministry of the Attorney General)
Legal Adviser (Ministry of Health)
Senior State Counsel (Tobago House of Assembly)
Senior State Counsel (Planning and Development)
State Counsel III (Ministry of the Attorney General)
State Counsel III (Service Commissions Department)
State Counsel III (Ministry of National Security)
State Counsel III (Ministry of Trade and Industry)

Parliamentary Counsel III (Ministry of the Attorney General – Chief
Parliamentary Counsel)

Parliamentary Counsel II (Ministry of the Attorney General)

State Counsel II (Ministry of the Attorney General)

State Counsel II (Statutory Authorities' Service Commission)

State Counsel II (Ministry of Planning and Development)

State Counsel I (Ministry of Health)

State Counsel I (Ministry of the Attorney General)

177. Our recommendations for offices 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 \$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 2200cc and exemption from Value Added Tax to a maximum of \$35,000; 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 \$35,000.

- (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 \$2,950 per month.

Service Allowance

\$3,500 per month.

Subsistence Allowance

- (i) \$100 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, \$100 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 \$100 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 \$1,450 per month.

- (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$3,600 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 \$1,450 per month for a period not exceeding two (2) years, in addition to the Housing Allowance.

- (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. 3 dated March 15, 1999.

Housing Allowance

\$5,750 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 \$175,000 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 \$30,000; 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 \$30,000.
- (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 \$2,750 per month.

Service Allowance

Deputy Chief Magistrate

\$3,500 per month.

Special Allowance

\$1,600 per month to be paid subject to prescribed conditions. (For Magistrates who are assigned for duty in the Magisterial districts of Mayaro, Rio Claro, Princes Town, Siparia and Point Fortin only.)

Subsistence Allowance

- (i) \$100 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, \$100 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 \$100 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 \$1,450 per month.
 - (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$3,600 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 \$1,450 per month for a period not exceeding two (2) years, in addition to the Housing Allowance.

- (iv) For travel abroad on official business, US\$50 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

Housing Allowance

Deputy Chief Magistrate

\$5,750 per month.

Registrar and Marshal

\$3,450 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

Group J3B

Administrative Secretary to the Chief Justice }
Court Executive Administrator } 22,700

Professional Allowance

\$3,200 per month.

Transport Facilities

- (i) A maximum loan of \$175,000 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 \$30,000; 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 \$30,000.
- (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 \$2,750 per month.

Service Allowance

\$3,500 per month.

Special Allowance

\$1,600 per month to be paid subject to prescribed conditions. (For Magistrates who are assigned for duty in the Magisterial districts of Mayaro, Rio Claro, Princes Town, Siparia and Point Fortin only.)

Subsistence Allowance

- (i) \$100 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, \$100 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 \$100 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 \$1,450 per month.
- (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$3,600 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 \$1,450 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 \$3,600 per month for a period not exceeding two (2) years.
- (iv) For travel abroad on official business, US\$50 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

Housing Allowance

Senior Magistrate

\$5,750 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.

GROUP J4

Salary

\$ per month

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 \$175,000 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 \$30,000; 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 \$30,000.
- (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 \$2,750 per month.

Service Allowance

Magistrate

\$3,500 per month.

Special Allowance

\$1,600 per month to be paid subject to prescribed conditions. (For Magistrates who are assigned for duty in the Magisterial districts of Mayaro, Rio Claro, Princes Town, Siparia and Point Fortin only.)

Subsistence Allowance

- (i) \$100 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, \$100 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 \$100 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 \$1,450 per month.

- (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$3,600 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 \$1,450 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 \$3,600 per month for a period not exceeding two (2) years.
- (iv) For travel abroad on official business, US\$50 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

Housing Allowance

Magistrate

\$5,750 per month.

Deputy Registrar and Marshal

\$3,450 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 } 19,100 - 19,450 - 19,800

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 \$125,000 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 \$125,000; 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 \$125,000.
- (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 \$2,250 per month.

Subsistence Allowance

- (i) \$100 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, \$100 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 \$100 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 \$1,450 per month.

- (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$3,600 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 \$3,600 per month for a period not exceeding two (2) years.

- (iv) For travel abroad on official business, US\$50 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

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	} 16,700 -16,975 -17,250-17,526 -17,800
Magistracy Registrar and Clerk of the Court	

Professional Allowance

\$2,700 per month.

Transport Facilities

- (i) A maximum loan of \$125,000 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 \$125,000; 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 \$125,000.
- (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 \$2,250 per month.

Subsistence Allowance

- (i) \$100 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, \$100 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 \$100 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 \$1,450 per month.

(ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$3,600 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 \$3,600 per month for a period not exceeding two (2) years.

(iv) For travel abroad on official business, US\$50 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

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 \$175,000 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 \$30,000; 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 \$30,000.
- (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 \$2,750 per month.

Service Allowance

\$3,500 per month.

Subsistence Allowance

- (i) \$100 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 \$100 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 \$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 2200cc and exemption from Value Added Tax to a maximum of \$35,000; 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 \$35,000.
- (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 \$2,950 per month.

Service Allowance

Solicitor General, Director of Public Prosecutions and Chief Parliamentary Counsel

\$3,500 per month.

Subsistence Allowance

- (i) \$100 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, \$100 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 \$100 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, as 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 \$1,450 per month.
- (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$3,600 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 \$1,450 per month for a period not exceeding two (2) years, in addition to the Housing Allowance.

- (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. 3 dated March 15, 1999.

Housing Allowance

\$5,750 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 \$175,000 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 \$30,000; 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 \$30,000.

- (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 \$2,750 per month.

Subsistence Allowance

- (i) \$100 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, \$100 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 \$100 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 \$1,450 per month.
- (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$3,600 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 \$1,450 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 \$3,600 per month for a period not exceeding two (2) years.
- (iv) For travel abroad on official business, US\$50 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

Housing Allowance

Treasury Solicitor, Deputy Solicitor General, Deputy Director of Public Prosecutions, Deputy Chief Parliamentary Counsel and Deputy Chief State Solicitor.

\$3,450 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	}	20,800
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		

Professional Allowance

\$3,000 per month.

Transport Facilities

- (i) A maximum loan of \$175,000 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 \$30,000; 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 \$30,000.
- (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 \$2,750 per month.

Subsistence Allowance

- (i) \$100 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, \$100 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 \$100 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 \$1,450 per month.
- (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$3,600 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 \$3,600 per month for a period not exceeding two (2) years.

- (iv) For travel abroad on official business, US\$50 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

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 (Health, 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; 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 \$125,000 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 \$125,000; 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 \$125,000.
- (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 \$2,250 per month.

Subsistence Allowance

- (i) \$100 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, \$100 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 \$100 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 \$1,450 per month.

(ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$3,600 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 \$3,600 per month for a period not exceeding two (2) years.

- (iv) For travel abroad on official business, US\$50 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

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
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Group L5B

Senior Parliamentary Counsel (Law Reform Commission)	} 18,600 – 18,800 - 19,000
Senior State Counsel (Solicitor General; Tobago House of Assembly; Planning & Development)	
Head, Legal Division, Office of the Ombudsman	
State Counsel III (C&E)	
Parliamentary Counsel III (CPC)	

Group L5C

Parliamentary Counsel II (CPC)	} 16,700-16,975-17,250-17,525-17,800
State Counsel III (DPP; SG; IR; AG; SC; NS; T&I)	
Assistant Registrar General (Trinidad)	

Professional Allowance

\$2,700 per month.

Transport Facilities

- (i) A maximum loan of \$125,000 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 \$125,000;
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 \$125,000.
- (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 \$2,250 per month.

Subsistence Allowance

- (i) \$100 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, \$100 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 \$100 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 \$1,450 per month.

(ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$3,600 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 \$3,600 per month for a period not exceeding two (2) years.

(iv) For travel abroad on official business, US\$50 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

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
Parliamentary Counsel I (CPC)		
State Counsel II (DPP; SG; TS; SC; Energy; IR; AG; SASC; P&D)		
State Solicitor II (CSS)		

Group L6B

Parliamentary Counsel II (LRC; AG)	14,900-15,100-15,300- 15,500-15,700
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Professional Allowance

\$1,900 per month.

Transport Facilities

- (i) A maximum loan of \$125,000 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 \$125,000; 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 \$125,000.
- (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 \$2,250 per month.

Subsistence Allowance

- (i) \$100 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, \$100 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 \$100 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 \$1,450 per month.

- (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$3,600 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 \$3,600 per month for a period not exceeding two (2) years.

- (iv) For travel abroad on official business, US\$50 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

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 I (LRC)	}	12,300 - 12,500 - 12,700 - 12,900
Parliamentary Counsel I (LRC)		
State Counsel I (DPP;SG; TS; IR; AG; Health)		
State Solicitor I (CSS)		
Examiner of Title		

Group L7B

Less than 2 years service

Legal Research Officer I (LRC)	}	9,500 - 9,900
Parliamentary Counsel I (LRC)		
State Counsel I (DPP; SG; TS; IR; AG; Health)		
State Solicitor I (CSS)		
Examiner of Title		

Transport Facilities

- (i) A maximum loan of \$125,000 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 \$125,000; 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 \$125,000.
- (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 \$2,000 per month.

Subsistence Allowance

- (i) \$100 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, \$100 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 \$100 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 \$1,450 per month.
- (ii) Where accommodation is not provided by the State, to be paid a Tobago/Trinidad Duty Allowance of \$3,600 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 \$3,600 per month for a period not exceeding two (2) years.

- (iv) For travel abroad on official business, US\$50 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

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 20

MEMBERS OF PARLIAMENT

178. In our review of the offices, we re-examined the relativities existing among this grouping, taking into consideration the increased responsibilities particularly at the level of the office of Prime Minister, for providing guidance and leadership necessary in a modern society to ensure good governance, and the supporting role of the Ministers of Government, in general.

179. Consequent upon the realignment of the aforementioned offices, we re-examined the duties and responsibilities of all the other offices in this grouping and have recommended appropriate remuneration packages for them.

180. The submissions of a number of the office holders, in the main, treated with the following:-

- (i) the provision of an allowance for persons who serve on Statutory Parliamentary Committees; and
- (ii) a review of existing superannuation benefits.

181. With regard to the allowance for persons who serve on Statutory Parliamentary Committees, we recommend a Committee Service Allowance for specified persons who serve on such Committees.

182. On the issue of superannuation benefits for parliamentarians, prior to the receipt of submissions in respect of this general review, the matter had been referred to the Commission by the President of the Republic and will be dealt with in a subsequent Report.

PRIME MINISTER

183. The Prime Minister, as head of government in Trinidad and Tobago, provides leadership to government and general direction of the affairs of State, with the support of a Cabinet. The leadership of Cabinet is central to the existence of stable and cohesive government and that onerous responsibility falls to the Prime Minister.

184. Further, in the contemporary global environment, and given the prevailing economic, social and financial realities as well as the projections for the future for Trinidad and Tobago, the decision-making process, which the office of Prime Minister oversees, has significant implications for the present and future political and socio-economic well being of the country. As a consequence, great demands are placed on the office holder with respect to the management of the

affairs of the State and we have recognised this in determining the recommended level of compensation for this office.

185. 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 maintained by the State and manned by a complement of chauffeurs.
- (ii) A maximum loan of \$300,000 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 \$4,700 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\$100 per day.

- (ii) Either:-

- (a) At the end of each Full Parliamentary Term, entitlement to a maximum of four (4) first class (or equivalent class) return passages to any point on BWIA's existing scheduled route structure in respect of travel for self, spouse, if any, and dependent children, if any, who are unmarried and under the age of eighteen;

or

- (b) An annual Travel Grant of \$20,000 to be paid in cash.

With respect to (a), where the Parliamentary Term is less than a period of four (4) years, the annual Travel Grant at (b) to apply.

With respect to (b), the office holder may opt:-

- (i) to receive either the cash benefit each year of the Parliamentary Term or its equivalent value in overseas passages; or

- (ii) to have the benefit accumulated over the duration of the Parliamentary Term and utilized at the end of such term.

Telephone Facilities

Telephone expenses related to official business to be paid by the State.

Parliamentary Allowance

Provision of official stationery and free postage within Trinidad and Tobago for all correspondence related to the business of his/her constituency.

Constituency Allowance

- (a) \$2,500 per month, comprised of \$1,500 per month for rental accommodation, where accommodation is not provided by the State and \$1,000 per month to defray telephone and electricity costs.
- (b) \$7,000 per month for the employment of a maximum of three (3) persons to perform administrative/clerical and/or other support services in respect of official duties in his/her constituency, on the condition that such staff is actually employed.

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

186. On the advice of the Prime Minister, a Minister of Government, selected from Members of the House of Representatives or the Senate, is appointed by the President.

187. The function of Ministers is essentially two-fold – political and administrative. The scope of their political function involves formulation of national policy at Cabinet level, while the administrative aspects encompass the overall management of the Ministry to which they are assigned and accountability to Parliament with respect to activities arising out of their portfolios.

188. 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 \$300,000 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 \$4,700 per month.
- (v) A personal chauffeur.

Tobago Special Transport Facility

With effect from December 1, 2005:-

- (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

\$5,000 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 \$1,250 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) Where normal residence is in Tobago and the office holder resides in Trinidad or vice versa, in addition to the monthly Subsistence Allowance at (i) above, an allowance of \$1,500 per month.
- (iv) For travel to Tobago on official business, the cost of accommodation and meals to be met by the State, as necessary.
- (v) 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.
- (vi) 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. 3 dated March 15, 1999.

Housing Allowance

- (i) \$9,200 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

Either:-

- (a) At the end of each Full Parliamentary Term, entitlement to a maximum of four (4) first class (or equivalent class) return passages to any point on BWIA's existing scheduled route structure in respect of travel for self, spouse, if any, and dependent children, if any, who are unmarried and under the age of eighteen;

or

- (b) An annual Travel Grant of \$20,000 to be paid in cash.

With respect to (a), where the Parliamentary Term is less than a period of four (4) years, the annual Travel Grant at (b) to apply.

With respect to (b), the office holder may opt:-

- (i) to receive either the cash benefit each year of the Parliamentary Term, or its equivalent value in overseas passages; or
- (ii) to have the benefit accumulated over the duration of the Parliamentary Term and utilized at the end of such term.

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 a Member of the House of Representatives, entitlement to official stationery and free postage within Trinidad and Tobago for all correspondence related to the business of his/her constituency.

Constituency Allowance

Where the office holder is a Member of the House of Representatives, entitlement to:-

- (a) \$2,500 per month, comprised of \$1,500 per month for rental accommodation, where accommodation is not provided by the State and \$1,000 per month to defray telephone and electricity costs.
- (b) \$7,000 per month for the employment of a maximum of three (3) persons to perform administrative/clerical and/or other support services in respect of official duties in his/her constituency, on the condition that such staff is actually employed.

Tobago Constituency Allowance

With effect from December 1, 2005, \$2,500 per month, where a Minister who normally resides in Tobago but works in Trinidad is an elected Member of Parliament.

Committee Service Allowance

Non-Cabinet Ministers

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. (This replaces the existing allowance applicable to the Chairman of the PAC and the Chairman of the PAEC.)

Member

A Committee Service Allowance of \$1,000 per month per Committee.

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

189. In their roles as presiding officers in Parliament, the President of the Senate and the Speaker of the House of Representatives are responsible for ensuring that members adhere to parliamentary procedures and practices. They are also required to maintain consistently impartial control of debates. The incumbents in these offices, therefore, play an important role in the conduct of the affairs of both Houses of Parliament.

190. 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 \$300,000 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 \$3,200 per month.
- (v) A personal chauffeur.

Subsistence Allowance

- (i) The allowance of \$100 per day when travelling on official business beyond a radius of sixteen (16) kilometres from Port of Spain to be discontinued. (The existing allowance to remain personal to the incumbent during the current Parliamentary Term.)
- (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, 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\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

Housing Allowance

\$9,200 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.

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. (This replaces the existing allowance applicable to the Chairman of the PAC and the Chairman of the PAEC.)

Member

A Committee Service Allowance of \$1,000 per month per Committee.

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 \$300,000 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) \$3,200 per month where the Speaker is non-elected; or
 - (b) \$3,450 per month where the Speaker is an elected Member of the House of Representatives; or

- (c) \$3,550 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) The allowance of \$100 per day when travelling on official business beyond a radius of sixteen (16) kilometres from Port of Spain to be discontinued. (The existing provision to remain personal to the incumbent during the current Parliamentary Term.)
- (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, 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\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

Housing Allowance

\$9,200 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.

Parliamentary Allowance

Where the office holder is an elected Member of the House of Representatives, entitlement to official stationery and free postage within Trinidad and Tobago for all official correspondence related to the business of his/her constituency.

Constituency Allowance

Where the office holder is an elected Member of the House of Representatives, entitlement to:-

- (a) \$2,500 per month, comprised of \$1,500 per month for rental accommodation, where accommodation is not provided by the State and \$1,000 per month to defray telephone and electricity costs.
- (b) \$7,000 per month for the employment of a maximum of three (3) persons to perform administrative/clerical and/or other support services in respect of official duties in his/her constituency, on the condition that such staff is actually employed.

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. (This replaces the existing allowance applicable to the Chairman of the PAC and the Chairman of the PAEC.)

Member

A Committee Service Allowance of \$1,000 per month per Committee.

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

191. 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 a key role to play in the democratic process.

192. 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 \$300,000 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 \$4,150 per month.
- (v) A personal chauffeur.

Subsistence Allowance

- (i) A Subsistence Allowance of \$950 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\$70 per day, once not in receipt of other allowances for overseas travel such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

Housing Allowance

\$9,200 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.

Parliamentary Allowance

Provision of official stationery and entitlement to free postage within Trinidad and Tobago for all correspondence related to the business of his/her constituency.

Constituency Allowance

- (a) \$2,500 per month, comprised of \$1,500 per month for rental accommodation, where accommodation is not provided by the State and \$1,000 per month to defray telephone and electricity costs.
- (b) \$7,000 per month for the employment of a maximum of three (3) persons to perform administrative/clerical and/or other support services in respect of official duties in his/her constituency, on the condition that such staff is actually employed.

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. (This replaces the existing allowance applicable to the Chairman of the PAC and the Chairman of the PAEC.)

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)**

193. Parliamentary Secretaries who are appointed by the President on the advice of the Prime Minister, are essentially Junior Ministers of Government. In providing support to Ministers, these office holders assist in the management and formulation of policy of the Ministry to which they are assigned.

194. In reviewing the conditions of service of Parliamentary Secretaries, we recognised the need to establish a facility which would allow office holders who are normally resident in Tobago but work in Trinidad, and who maintain a residence in Tobago to preserve familial links in Tobago adequately. As a consequence, we have recommended the provision of a Tobago Special Transport Facility, similar to that provided for Ministers of Government. Additionally, provision has been made for a Tobago Allowance similar to the Tobago Ministerial Allowance provided to Ministers of Government who normally reside in Tobago and are required to live in Trinidad to carry out their ministerial duties. In addition, a Tobago Constituency Allowance has been recommended.

195. Our recommendations for the office of Parliamentary Secretary are as follows:-

Recommendations

Salary

\$18,900 per month.

Transport Facilities

- (i) A maximum loan of \$300,000 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 \$4,150 per month.

- (v) A personal chauffeur.

Tobago Special Transport Facility

With effect from December 1, 2005:-

- (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

\$5,000 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 \$950 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) Where normal residence is in Tobago and the office holder resides in Trinidad or vice versa, in addition to the monthly Subsistence Allowance at (i) above, an allowance of \$1,500 per month.
- (iv) 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.

- (v) 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.
- (vi) 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. 3 dated March 15, 1999.

Housing Allowance

- (i) \$5,750 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

Provision of official stationery and entitlement to free postage within Trinidad and Tobago for all correspondence related to official business.

Constituency Allowance

Where the office holder is a Member of the House of Representatives:-

- (a) \$2,500 per month, comprised of \$1,500 per month for rental accommodation, where accommodation is not provided by the State and \$1,000 per month to defray telephone and electricity costs.
- (b) \$7,000 per month for the employment of a maximum of three (3) persons to perform administrative/clerical and/or other support services in respect of official duties in his/her constituency, on the condition that such staff is actually employed.

Tobago Constituency Allowance

With effect from December 1, 2005, \$2,500 per month, where a Parliamentary Secretary who normally resides in Tobago but works in Trinidad is an elected Member of Parliament.

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. (This replaces the existing allowance applicable to the Chairman of the PAC and the Chairman of the PAEC.)

Member

A Committee Service Allowance of \$1,000 per month per Committee.

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

196. 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. In considering appropriate remuneration for the offices, we have maintained the relativities between these offices and those of President of the Senate and Speaker of the House of Representatives.

VICE PRESIDENT OF THE SENATE

197. 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 \$300,000 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 \$3,200 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\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

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.

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. (This replaces the existing allowance applicable to the Chairman of the PAC and the Chairman of the PAEC.)

Member

A Committee Service Allowance of \$1,000 per month per Committee.

DEPUTY SPEAKER OF THE HOUSE OF REPRESENTATIVES

198. 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 \$300,000 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) \$3,450 per month; or
 - (b) \$3,550 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\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

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.

Parliamentary Allowance

Provision of official stationery and entitlement to free postage within Trinidad and Tobago for all correspondence related to official business.

Constituency Allowance

- (a) \$2,500 per month, comprised of \$1,500 per month for rental accommodation, where accommodation is not provided by the State and \$1,000 per month to defray telephone and electricity costs.
- (b) \$7,000 per month for the employment of a maximum of three (3) persons to perform administrative/clerical and/or other support services in respect of official duties in his/her constituency, on the condition that such staff is actually employed.

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. (This replaces the existing allowance applicable to the Chairman of the PAC and the Chairman of the PAEC.)

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)

199. In accordance with the provisions of the Constitution, Members of the Senate are appointed by the President and form the Upper House of Parliament. Members of the Senate participate in debates and serve on Standing Committees of the Senate and Joint Committees of both Houses in order to promote peace, order and good governance of the Republic of Trinidad and Tobago.

200. 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 \$300,000 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 \$3,200 per month.

Temporary appointees

A Transportation Allowance of \$3,200 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\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

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.

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. (This replaces the existing allowance applicable to the Chairman of the PAC and the Chairman of the PAEC.)

Member

A Committee Service Allowance of \$1,000 per month per Committee.

MEMBER OF THE HOUSE OF REPRESENTATIVES (other than Ministers and Parliamentary Secretaries)

201. The House of Representatives forms the Lower House of Parliament and comprises Members duly elected by the citizens of the respective constituencies to represent their interests. In addition to debating and approving laws, Members of the House may serve on Parliamentary Committees established during the life of the Parliament. Further, Members may introduce private bills and/or motions on matters of national concern for the consideration of the House.

202. 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 \$300,000 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) \$3,450 per month; or
 - (b) \$3,550 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\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

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.

Parliamentary Allowance

Provision of official stationery and entitlement to free postage within Trinidad and Tobago for all correspondence related to official business.

Constituency Allowance

- (a) \$2,500 per month, comprised of \$1,500 per month for rental accommodation, where accommodation is not provided by the State and \$1,000 per month to defray telephone and electricity costs.
- (b) \$7,000 per month for the employment of a maximum of three (3) persons to perform administrative/clerical and/or other support services in respect of official duties in his/her constituency, on the condition that such staff is actually employed.

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. (This replaces the existing allowance applicable to the Chairman of the PAC and the Chairman of the PAEC.)

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 21

THE TOBAGO HOUSE OF ASSEMBLY

203. The Tobago House of Assembly Act, No 40 of 1996 established the restructured Tobago House of Assembly (the Assembly). According to the Act, the Assembly is a body corporate comprising:-

Twelve Assemblymen

Four Councillors

A Presiding Officer.

204. The central body of the Assembly is the Executive Council which consists of the following offices:-

Chief Secretary

Deputy Chief Secretary

A maximum of five Secretaries.

205. The members of the Assembly are:-

Chief Secretary

Deputy Chief Secretary

Secretary

Assistant Secretary

Presiding Officer

Minority Leader

Deputy Presiding Officer

Assemblyman

Councillor.

206. In accordance with section 25 of the Act, 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.

207. In their submissions, the members of the Assembly put forward the following, as we understand them:-

- (i) the governance of the island has become more challenging and complex;

- (ii) unlike a Cabinet Minister, the Chief Secretary is responsible for the entire administration and governance of the island of Tobago and also assumes responsibility for multi-dimensional portfolios;
- (iii) the Chief Secretary relates to the Executive Council and Secretaries in a manner similar to that of the Prime Minister in relation to Cabinet and Cabinet Ministers.
- (iv) the responsibilities of the Deputy Chief Secretary have been affected as in the case of the Chief Secretary, given the new challenges and complexities of the governance of the island;
- (v) because of legal limitations regarding the number of Secretaries in the Assembly, the duties of the office holders have become more burdensome, challenging and complex;
- (vi) the role of Assemblyman has become more challenging with rising expectations for the provision of services from the general public; and
- (vii) Councillors are expected to play a more effective role in staff development and government.

208. The members have sought, therefore, a realignment of their offices with certain offices within our purview and significant enhancement of their remuneration arrangements. While we recognise that governance of Tobago has become more challenging and complex, this, in our view reflects the challenges being faced as well at the level of State and Local Government. Further, a number of the issues raised had been submitted to us in the past. However, we are of the view that there are no changed circumstances which would warrant a shift in our position with regard to the relationships between the offices of the Assembly and those of other offices within our purview.

209. We considered the duties and responsibilities of the individual offices and we are satisfied that the levels of remuneration which we have recommended are appropriate.

210. With regard to specific benefits for the Chief Secretary, the Assembly has proposed:

- (i) the provision of a fleet of motor vehicles with a complement of Chauffeurs to be fully maintained by the Assembly to facilitate access to other vehicles in the event of mechanical failure, as well as for use by dignitaries visiting the island; and

- (ii) the establishment of arrangements for the defrayal of the full cost of accommodation and meals, in the event of the office holder's inability to access the official residence due to natural disasters or other emergencies.

211. We are of the view that the provision of additional vehicles for use by visiting dignitaries should be treated with administratively, rather than as a term and condition of the office of Chief Secretary. Also, appropriate administrative arrangements should be made to treat with accommodation and meals for the office holder in the event of any emergency.

212. Proposals were submitted also for the payment of a Representation Allowance and Executive Responsibility Allowance to the office of Chief Secretary, and certain other members of the Assembly to compensate for the responsibility of servicing a district/constituency and for responsibilities attaching to the office. However, we are of the view that these responsibilities are fundamental to the offices and are factored into the salaries attaching to the positions.

213. Under the existing arrangements, a contributory pension scheme has been established by the Assembly for its members. We have been advised, however, that the Assembly proposes to use the Retiring Allowances (Legislative Services) Act, Chap. 2:03 as a model for the provision of pension/gratuity for members of the Assembly. To accomplish this, we have been advised that the Assembly proposes to have legislation passed.

214. While the Act gives the Assembly the authority to establish a contributory pension scheme for its members, the Fifth Schedule to the Act which indicates the areas in respect of which the Assembly may propose and adopt bills, makes no direct reference to pension plans or remuneration for members of the Assembly. We have been informed that it is advisable for the Assembly to seek the appropriate approval to have issues of pension arrangements included in the Fifth Schedule to the Act.

215. 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 \$300,000 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 \$4,700 per month.

Subsistence Allowance

- (i) A Subsistence Allowance of \$1,250 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. (The existing allowance to be discontinued.)
- (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\$70 per day once not in receipt of other allowances for overseas travel such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

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 \$9,200 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

Either:-

- (i) At the end of each full term of office, entitlement to a maximum of four (4) first class (or equivalent class) return passages to any point on BWIA's scheduled route structure to meet the cost of travel for self, spouse, if any, and dependent children, if any, who are unmarried and under the age of eighteen;

or

- (ii) A Travel Grant of \$20,000 per annum.

With respect to (i) where the term of the Assembly is less than a period of three (3) years, the annual Travel Grant at (ii) to apply.

Telephone Facilities

Telephone expenses related to official business to be paid by the State. 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) Provision of official stationery and entitlement to free postage within Trinidad and Tobago for all official correspondence (including correspondence related to his/her constituency).
- (ii) A maximum of \$2,500 per month comprising \$1,500 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 and \$1,000 per month to defray telephone and electricity costs in his/her constituency office.
- (iii) \$7,000 per month for the employment of a maximum of three (3) persons to perform administrative/secretarial services and/or other support services in respect of official duties in his/her constituency, on the condition that such staff is actually employed.

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 \$175,000 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

\$3,550 per month

Assistant Secretary

\$3,450 per month

Deputy Chief Secretary and Secretary

- (v) A personal chauffeur.

Subsistence Allowance

- (i) A Subsistence Allowance of \$750 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. (The existing allowance to be discontinued.)
- (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\$70 per day, once not in receipt of other allowances for overseas travel such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

Housing Allowance

Deputy Chief Secretary and Secretary

\$5,750 per month

Assistant Secretary

\$3,450 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

- (i) Provision of official stationery and entitlement to free postage within Trinidad and Tobago for all official correspondence (including correspondence related to his/her constituency, if an Assemblyman).
- (ii) If an Assemblyman:-

- (a) a maximum of \$2,500 per month comprising \$1,500 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 and \$1,000 per month for telephone and electricity costs in his/her constituency office;
- (b) \$4,500 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.

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.

PRESIDING OFFICER

Salary

\$16,800 per month.

Transport Facilities

- (i) A maximum loan of \$175,000 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 \$2,500 per month or \$2,750 per month, if an Assemblyman.
- (v) A personal chauffeur.

Subsistence Allowance

- (i) \$100 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. (The existing allowance to be discontinued.)
- (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\$70 per day, once not in receipt of other allowances for overseas travel, such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

Housing Allowance

\$3,450 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

- (i) Provision of official stationery and entitlement to free postage within Trinidad and Tobago for all official correspondence (including correspondence related to the business of his/her constituency, if an Assemblyman).
- (ii) If an Assemblyman:-
 - (a) a maximum of \$2,500 per month comprising \$1,500 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 and \$1,000 per month for telephone and electricity costs in his/her constituency office;
 - (b) \$4,500 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.

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 \$175,000 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 \$3,200 per month.

Subsistence Allowance

- (i) A Subsistence Allowance of \$750 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. (The existing allowance to be discontinued.)
- (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\$70 per day, once not in receipt of other allowances for overseas travel such as those payable under Minister of Finance Circular No. 3 dated March 15, 1999.

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) Provision of official stationery and entitlement to free postage within Trinidad and Tobago for all official correspondence (including correspondence related to his/her constituency).
- (ii) A maximum of \$2,500 per month comprising \$1,500 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 and \$1,000 per month for telephone and electricity costs in his/her constituency office.
- (iii) \$4,500 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.

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 \$175,000 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 \$2,500 per month or \$2,750 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. (The existing allowance to be discontinued.)
- (iii) 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

- (i) Provision of official stationery and entitlement to free postage within Trinidad and Tobago for official correspondence (including correspondence related to his/her constituency, if an Assemblyman.)
- (ii) If an Assemblyman:-
 - (a) a maximum of \$2,500 per month comprising \$1,500 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 and \$1,000

per month for telephone and electricity costs in his/her constituency office.

- (b) \$4,500 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.

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 \$175,000 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 \$2,750 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. (The existing allowance to be discontinued.)

- (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) Provision of official stationery and entitlement to free postage within Trinidad and Tobago for official correspondence (including correspondence related to his/her constituency).
- (ii) A maximum of \$2,500 per month, comprising \$1,500 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 and \$1,000 per month for telephone and electricity costs in his/her constituency office.
- (iii) \$4,500 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.

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 \$125,000 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 \$2,250 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 appropriate arrangements for accommodation and meals. (The existing allowance to be discontinued.)
- (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 22

LOCAL GOVERNMENT OFFICIALS

216. The system of Local Government of Trinidad and Tobago is regulated by the Municipal Corporations Act, No. 21 of 1990 which provides for political administration at the local level. In the present system, there are fourteen Municipal Corporations which have jurisdiction over two cities, three boroughs and nine regions. Each Corporation comprises the following offices: -

Mayor or Chairman

Deputy Mayor or Vice Chairman

Alderman

Councillor.

217. In its submissions to us, the Association of Local Government Authorities raised the following issues, as we understand them:-

- (i) holders of similar offices should be remunerated at the same level;
- (ii) the provision of a Housing Allowance;
- (iii) the provision of Vacation Leave and medical benefits for the offices of Deputy Mayor and Vice Chairman; and
- (iv) the placing of the offices of Mayor and Chairman in the 'Executive' schedule for overseas travel with the relevant per diem allowances/facilities and that allowances be provided for rental and for equipment.

218. Our responses are as follows:-

- (i) We reiterate our view that while the duties and responsibilities of the offices in the various Corporations are identical, the scope of those functions varies significantly based on factors such as the land area covered and the size of population to be serviced by the individual Corporations. Consequently, we maintain that the policy of remunerating the various offices at different levels is justified. We took account of the fact that the borough of Chaguanas is now the most populous of the cities and boroughs, with a resident population of approximately one hundred thousand persons.
- (ii) We are satisfied that the benefits provided to office holders are appropriate. Therefore, we recommend neither the inclusion of a Housing

Allowance for office holders nor Vacation Leave nor medical benefits for the offices of Deputy Mayor and Vice Chairman - the latter two benefits being provided to persons who serve or are deemed to serve on a full-time basis.

(iii) We consider that the issue of placing the office of Mayor/ Chairman in the 'Executive' schedule for purposes of overseas travel is not a term and condition of service but rather a policy decision to be taken by the State.

(iv) Issues such as the rental of office space and the provision of equipment should be dealt with administratively.

219. Accordingly, we have adjusted the relationship which currently exists between the offices of Mayor and Deputy Mayor, Chaguanas and other Local Government Officials.

220. Our recommendations for Local Government officials are as follows: -

Recommendations

MAYOR

CHAIRMAN OF A REGIONAL CORPORATION

Honorarium

\$ per month

City and Borough Corporations

Mayor

Port of Spain	16,800
San Fernando	14,700
Chaguanas	13,700
Arima	12,600
Point Fortin	12,600

Regional Corporations

Chairman	12,600
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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

- (i) A maximum loan of \$175,000 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 \$2,750 per month.

Subsistence Allowance

- (i) \$650 per month.
- (ii) 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. 3 dated March 15, 1999.

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 \$1,300 per month.

Subsistence Allowance

(i) \$400 per month.

Deputy Mayor and Vice Chairman

(ii) 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. 3 dated March 15, 1999.

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 23

CONCLUDING NOTES AND RECOMMENDED EFFECTIVE DATES OF IMPLEMENTATION

Revision of Terms and Conditions of Service

221. We were mindful of the need to provide salaries and terms and conditions of service for offices under our purview which compared fairly with compensation levels in the economy. We have been mindful also of the state of the economy and economic and financial indicators as outlined in Chapter 4. In this context, we are satisfied that our recommendations for revised salaries and terms and conditions of service are reasonable and equitable.

Effective Dates of Implementation

222. The determination of suitable effective dates was guided by the following:-

- (a) the dates from which the recommendations in the Sixty-seventh Report took effect;
- (b) the acceptance of our recommendation in the Sixty-seventh Report that a general review be undertaken every three years to ensure that compensation arrangements for public sector executives maintain reasonable currency; and
- (c) the date, April 15, 2005, 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.

223. In this regard, we recommend as follows:-

- (i) Salaries

The salaries set out in Appendix III should take effect from April 1, 2005, except that in the case of Members of Parliament, the revised salaries should take effect from October 1, 2005.

(ii) Allowances and Fringe Benefits

Allowance/Fringe 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.
Telephone Facilities (where office holders have been given the option to receive a Telephone Allowance in lieu of the facility where the State meets specified costs).	The date of the appropriate Circular giving effect to the recommendations of the Commission.
Overseas Travel (where office holders who were not eligible for an annual Travel Grant have been given the option to receive such a Grant.)	The date of the appropriate Circular giving effect to the recommendations of the Commission.

224. Except where specified in the relevant Chapters, all other allowances and fringe benefits should take effect from April 1, 2005 and in the case of Members of Parliament, from October 1, 2005.

Dated this.....day of February, 2006.

.....
Edward Collier
(Chairman)

.....
Keith Ortiz
(Member)

.....
Joyce Marshall
(Member)

.....
Ashton Brereton
(Member)

.....
Varun Maharaj
(Member)

.....
Narieman Hosein-Ahmad
(Chief Personnel Officer (Ag.) and
Secretary to the Commission)

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

APPENDICES

Appendix I

List of offices within the purview of the
Salaries Review Commission

List of offices within the purview of the
Salaries Review Commission

Part I

The President of the Republic

The Higher Judiciary

Chief Justice
Justice of Appeal
Puisne Judge

Ombudsman

Auditor General

The Industrial Court

President
Vice President
Chairman, Essential Services Division
Member

The Tax Appeal Board

Member, Tax Appeal Board (full-time) and (part-time)

The Environmental Commission

Chairman, Environmental Commission
Deputy Chairman, Environmental Commission (full-time) and (part time)

Top Managers in the Public Service

Permanent Secretary to the Prime Minister and Head of the Public Service
Permanent Secretary, Ministry of Finance
Permanent Secretary
Chief Personnel Officer
Director of Personnel Administration
Chief Administrator, Tobago House of Assembly
Secretary, National Security Council Secretariat
Commissioner of Inland Revenue and Chairman of the Board of Inland Revenue
Chief Medical Officer
Director of Contracts
Commissioner of Inland Revenue
Comptroller of Accounts
Comptroller of Customs and Excise
Director of Budgets

List of offices within the purview of the
Salaries Review Commission

Top Managers in the Public Service (cont'd)

Clerk of the House
 Chief Immigration Officer
 Deputy Auditor General
 Deputy Permanent Secretary
 Deputy Chief Personnel Officer
 Deputy Director of Personnel Administration
 Director, Forensic Science Centre
 Executive Director, Investment/Divestment
 Assistant Auditor General
 Executive Officer, Office of the Ombudsman
 Secretary to Cabinet
 Registrar, Integrity Commission
 Deputy Comptroller of Accounts
 Assistant Commissioner of Inland Revenue
 Clerk of the Senate
 Deputy Secretary to Cabinet

Top Managers in Statutory Bodies

Executive Director, Water and Sewerage Authority
 General Manager, Public Transport Service Corporation
 Executive Director, National Library and Information System Authority
 President, National Institute of Higher Education (Research, Science and Technology)
 Deputy Executive Director, Water and Sewerage Authority
 Deputy Executive Director, National Library and Information System Authority
 Director (Financial Institutions), National Institute of Higher Education
 (Research, Science and Technology)
 Divisional Manager, Technical Services, Water and Sewerage Authority
 Divisional Manager, Water Resources, Water and Sewerage Authority
 Divisional Manager, Operations, Water and Sewerage Authority
 Divisional Manager, Special Projects, Water and Sewerage Authority

Senior Officers in the Protective Services and the Defence Force

Chief of Defence Staff
 Vice Chief of Defence Staff
 Commissioner of Police
 Deputy Commissioner of Police
 Commissioner of Prisons
 Deputy Commissioner of Prisons
 Chief Fire Officer
 Deputy Chief Fire Officer

Appendix I

List of offices within the purview of the
Salaries Review Commission

List of offices within the purview of the
Salaries Review Commission

Senior Officers in the Protective Services and the Defence Force (cont'd)

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

Senior Diplomatic Representatives

High Commissioner/Ambassador (resident)
High Commissioner/Ambassador (non-resident)

Chairmen and Members of Commissions and Boards

Chairman, Law Reform Commission
Chairman, Law Revision Commission
Chairman, Police Complaints Authority
Chairman, Integrity Commission
Deputy Chairman, Integrity Commission
Member, Integrity Commission
Chairman, Elections and Boundaries Commission
Member, Elections and Boundaries Commission
Chairman, Registration, Recognition and Certification Board
Chairman, Public Service Commission
Deputy Chairman, Public Service Commission
Member, Public Service Commission
Chairman, Teaching Service Commission
Member, Teaching Service Commission
Chairman, Judicial and Legal Service Commission
Member, Judicial and Legal Service Commission
Chairman, Police Service Commission
Member, Police Service Commission
Chairman, Statutory Authorities' Service Commission
Deputy Chairman, Statutory Authorities' Service Commission
Member, Statutory Authorities' Service Commission
Chairman, Public Service Appeal and Statutory Authorities Appeal Boards
Member, Public Service Appeal and Statutory Authorities Appeal Boards
Member, Statutory Authorities Appeal Board
Chairman, Salaries Review Commission
Member, Salaries Review Commission

List of offices within the purview of the
Salaries Review Commission

The Judicial and Legal Service

Judicial Offices

Master of the High Court
 Chief Magistrate
 Deputy Chief Magistrate
 Registrar and Marshal
 Senior Magistrate
 Administrative Secretary to the Chief Justice
 Court Executive Administrator
 Magistrate
 Deputy Registrar and Marshal
 Registrar, Tax Appeal Board
 Registrar, Industrial Court
 Registrar, Environmental Commission
 Assistant Registrar and Deputy Marshal
 Assistant Registrar, Industrial Court
 Magistracy Registrar and Clerk of the Court
 Magistrate (appointed on contract)

Legal Offices

Solicitor General
 Director of Public Prosecutions
 Chief Parliamentary Counsel
 Chief State Solicitor
 Controller, Intellectual Property Office
 Treasury Solicitor
 Deputy Solicitor General
 Deputy Director of Public Prosecutions
 Deputy Chief Parliamentary Counsel
 Deputy Chief State Solicitor
 Chief State Counsel
 Registrar General
 Director, Law Revision
 Commission Secretary, Law Reform Commission
 Legal Adviser
 Assistant Chief State Counsel
 Assistant Solicitor General
 Assistant Director of Public Prosecutions
 Assistant Chief Parliamentary Counsel
 Deputy Controller, Intellectual Property Office

List of offices within the purview of the
Salaries Review Commission

Assistant Chief State Solicitor

Legal Offices (cont'd)

Senior State Counsel

Deputy Registrar General

Law Reform Officer

Senior Parliamentary Counsel

Senior Legal Research Officer

Senior State Solicitor

Senior Assistant Registrar General

Assistant Registrar General

Head, Legal Division, Office of the Ombudsman

State Counsel III

Parliamentary Counsel III

Parliamentary Counsel II

Legal Research Officer II

Parliamentary Counsel I

State Counsel II

State Solicitor II

Legal Research Officer I

State Counsel I

State Solicitor I

Examiner of Title

Part II

Members of Parliament

Prime Minister

Minister of Government (Cabinet)

Minister of Government (Non-Cabinet)

President of the Senate

Speaker of the House of Representatives

Leader of the Opposition

Parliamentary Secretary

Vice President of the Senate

Deputy Speaker of the House of Representatives

Member of the Senate

Member of the House of Representatives

List of offices within the purview of the
Salaries Review Commission

The Tobago House of Assembly

Chief Secretary

Deputy Chief Secretary

Secretary

Presiding Officer

Assistant Secretary

Minority Leader

Deputy Presiding Officer

Assemblyman

Councillor

Local Government Officials

(City and Borough Corporations)

Mayor

Deputy Mayor

Alderman and Councillor

(Regional Corporations)

Chairman

Vice Chairman

Alderman and Councillor.

Appendix II

Reports prepared by the Salaries Review Commission
following the publication of the Sixty-Seventh Report
of the Commission

Reports prepared by the Salaries Review Commission following the
publication of the Sixty-Seventh Report of the Commission
(December 2002)

Sixty-eighth Report of the Salaries Review Commission (August 2003)

Review of the salary and allowances to be applicable to the offices of Solicitor General, Director of Public Prosecutions and Chief Parliamentary Counsel

Sixty-ninth Report of the Salaries Review Commission (August 2003)

Review of the terms and conditions of service of the office of Assistant Auditor General

Seventieth Report of the Salaries Review Commission (January 2004)

Introduction of a Special Allowance to Members of Parliament who serve on Statutory Parliamentary Committees

Seventy-first Report of the Salaries Review Commission (May 2004)

Review of the salary and other conditions of service applicable to officers in the Judicial and Legal Service

Seventy-second Report of the Salaries Review Commission (October 2004)

Foreign Service Allowance for the High Commissioner in Pretoria, South Africa

Seventy-third Report of the Salaries Review Commission (October 2004)

Review of the terms and conditions of service of the office of Deputy Secretary to Cabinet

Seventy-fourth Report of the Salaries Review Commission (January 2005)

Revision of the salary and allowances applicable to the office of Secretary, National Security Council Secretariat

Seventy-fifth Report of the Salaries Review Commission (March 2005)

Determination of the salary and other conditions of service of the office of Director, Special Anti-Crime Unit (SAUTT), Ministry of National Security

Seventy-sixth Report of the Salaries Review Commission (March 2005)

Review of the salary and other conditions of service of the office of Executive Director, National Library and Information System Authority

Reports prepared by the Salaries Review Commission following the
publication of the Sixty-Seventh Report of the Commission
(December 2002)

Seventy-seventh Report of the Salaries Review Commission (July 2005)

Review of the conditions of service of Ministers normally resident in Tobago who live in Tobago and work in Trinidad

Seventy-eighth Report of the Salaries Review Commission (November 2005)

Review of the terms and conditions of service applicable to the offices of Chairman, Public Service Commission and Chairman, Police Service Commission

Seventy-ninth Report of the Salaries Review Commission (November 2005)

Review of the salary and other conditions of service of the office of Commission Secretary, Law Reform Commission, to determine whether a Housing Allowance should be provided to that office.

Appendix III

Existing and recommended salaries of offices under the
purview of the Salaries Review Commission

Existing and recommended salaries of offices under the purview of the
Salaries Review Commission

	Existing Salary	Recommended Salary
	\$ per month	\$ per month
PART I		
The President	33,000	49,500
The Higher Judiciary		
Chief Justice	27,000	40,500*
Justice of Appeal	22,500	33,800*
Puisne Judge	20,000	30,000*
Ombudsman	21,500	29,900
Auditor General	22,500	31,300
The Industrial Court		
President	22,500	33,800*
Vice President	20,000	30,000*
Chairman, Essential Services Division	20,000	30,000*
Member	18,500	25,800
The Tax Appeal Board		
Member (full-time)	18,500	25,800
Member (part-time)	4,500	6,300
The Environmental Commission		
Chairman, Environmental Commission	21,500	32,300
Deputy Chairman, Environmental Commission (full-time)	19,500	27,200
Deputy Chairman, Environmental Commission (part-time)	10,000	13,900
Top Managers in the Public Service		
<i>Group 1</i>		
Group 1A		
Permanent Secretary to the Prime Minister and Head of the Public Service	21,500	29,300
Group 1B		
Permanent Secretary, Ministry of Finance	21,000	27,700

* Recommended salaries include the Personal Allowance (Judges) and the Personal Allowance which have been consolidated.

Existing and recommended salaries of offices under the purview of the
Salaries Review Commission

	Existing Salary	Recommended Salary
	\$ per month	\$ per month
<i>Top Managers in the Public Service (cont'd)</i>		
Group 1C		
Permanent Secretary	20,000	26,300
Chief Personnel Officer		
Director of Personnel Administration		
Chief Administrator, Tobago House of Assembly		
Group 1D		
Secretary, National Security Council Secretariat	19,750	26,000
<i>Group 2</i>		
Group 2A		
Commissioner of Inland Revenue and Chairman of the Board of Inland Revenue	19,500	25,700
Group 2B		
Chief Medical Officer	18,500	24,400
Director of Contracts		
Commissioner of Inland Revenue		
Comptroller of Accounts		
Comptroller of Customs & Excise		
Director of Budgets		
Clerk of the House		
Chief Immigration Officer	-	24,400
Deputy Auditor General **		
<i>Group 3</i>		
Group 3A		
Deputy Permanent Secretary	16,500	21,700
Deputy Chief Personnel Officer		
Deputy Director of Personnel Administration		
Director, Forensic Science Centre		
Executive Director, Investment/Divestment		
Assistant Auditor General		

** New office

Existing and recommended salaries of offices under the purview of the
Salaries Review Commission

	Existing Salary	Recommended Salary
	\$ per month	\$ per month
<i>Top Managers in the Public Service (cont'd)</i>		
Group 3B		
Executive Officer, Office of the Ombudsman	}	20,400
Secretary to Cabinet		
Registrar, Integrity Commission		
Deputy Comptroller of Accounts		
<i>Group 4</i>		
Group 4A		
Assistant Commissioner of Inland Revenue	14,000	18,500
Group 4B		
Clerk of the Senate	}	17,100
Deputy Secretary to Cabinet		
Top Managers in Statutory Bodies		
<i>Group 1</i>		
Executive Director, Water & Sewerage Authority	}	25,700
General Manager, Public Transport Service Corporation		
Executive Director, National Library and Information System Authority		
President, National Institute of Higher Education (Research, Science and Technology)		
<i>Group 2</i>		
Deputy Executive Director, Water & Sewerage Authority	}	21,700
Deputy Executive Director, National Library and Information System Authority		
Director (Financial Institutions), National Institute of Higher Education (Research, Science and Technology)		
<i>Group 3</i>		
Divisional Manager, Technical Services, Water & Sewerage Authority	}	18,500
Divisional Manager, Water Resources, Water & Sewerage Authority		
Divisional Manager, Operations, Water & Sewerage Authority		
Divisional Manager, Special Projects, Water & Sewerage Authority		

Existing and recommended salaries of offices under the purview of the
Salaries Review Commission

	Existing Salary	Recommended Salary
	\$ per month	\$ per month
Senior Officers in the Protective Services and the Defence Force		
Defence Force		
Chief of Defence Staff	19,000	25,000
Vice Chief of Defence Staff	16,500	21,700
Police Service		
Commissioner of Police	19,000	25,000
Deputy Commissioner of Police	16,500	21,700
Prison Service		
Commissioner of Prisons	17,500	23,100
Deputy Commissioner of Prisons	15,000	19,800
Fire Service		
Chief Fire Officer	17,500	23,100
Deputy Chief Fire Officer	15,000	19,800
Ministry of National Security		
Director, Special Anti-crime Unit of Trinidad and Tobago	19,000	25,000
Special Adviser to Cabinet on all Protective Services and Chief Executive Officer of the National Security Council Secretariat	16,500	21,700
Inspector of Police Services		
Senior Diplomatic Representatives		
High Commissioner/Ambassador (resident)	17,500	23,100
High Commissioner/Ambassador (non-resident)		
Chairmen and Members of Commissions and Boards		
Chairman, Law Reform Commission	19,500	25,700
Chairman, Law Revision Commission	19,500	25,700
Chairman, Police Complaints Authority	17,500	23,100
Chairman, Integrity Commission	17,500	23,100
Deputy Chairman, Integrity Commission	10,000	13,200
Member, Integrity Commission	5,500	7,300
Chairman, Elections and Boundaries Commission	15,000	19,800

Existing and recommended salaries of offices under the purview of the
Salaries Review Commission

	Existing Salary	Recommended Salary
	\$ per month	\$ per month
<i>Chairmen and Members of Commissions and Boards (cont'd)</i>		
Member, Elections and Boundaries Commission	5,000	6,600
Chairman, Registration, Recognition and Certification Board	13,000	17,100
Chairman, Public Service Commission	15,000	19,800
Deputy Chairman, Public Service Commission	10,500	13,900
Member, Public Service Commission	6,000	7,900
Chairman, Teaching Service Commission	14,000	18,500
Member, Teaching Service Commission	5,500	7,300
Chairman, Judicial and Legal Service Commission	5,000	6,600
Member, Judicial and Legal Service Commission	4,000	5,300
Chairman, Police Service Commission	5,000	6,600
Member, Police Service Commission	4,000	5,300
Chairman, Statutory Authorities' Service Commission	9,500	12,500
Deputy Chairman, Statutory Authorities' Service Commission	6,000	7,900
Member, Statutory Authorities' Service Commission	4,500	6,000
Chairman, Public Service Appeal and Statutory Authorities Appeal Boards	9,500	12,500
Member, Public Service Appeal and Statutory Authorities Appeal Boards	4,500	6,000
Member, Statutory Authorities Appeal Board	3,500	4,700
Chairman, Salaries Review Commission	9,500	12,500
Member, Salaries Review Commission	5,000	6,600
The Judicial and Legal Service Judicial Offices		
Master of the High Court	20,000	26,300
Chief Magistrate		
<i>Group J2</i>		
Deputy Chief Magistrate	18,500	24,400
Registrar and Marshal		

Existing and recommended salaries of offices under the purview of the
Salaries Review Commission

	Existing Salary	Recommended Salary
	\$ per month	\$ per month
<i>The Judicial and Legal Service (cont'd)</i>		
<i>Judicial Offices (cont'd)</i>		
<i>Group J3</i>		
<u><i>Group J3A</i></u>		
Senior Magistrate	17,500	23,100
<u><i>Group J3B</i></u>		
Administrative Secretary to the Chief Justice	17,250	22,700
Court Executive Administrator (not evaluated)		
<i>Group J4</i>		
Magistrate		
Deputy Registrar and Marshal	15,500 - 15,650 -	20,400 - 20,633 -
Registrar, Tax Appeal Board	15,800 -16,000	20,867 - 21,100
Registrar, Industrial Court		
<i>Group J5</i>		
Registrar, Environmental Commission	14,500 - 14,750 -	19,100 - 19,450-
Assistant Registrar and Deputy Marshal	15,000	19,800
<i>Group J6</i>		
Assistant Registrar, Industrial Court (not evaluated)	12,650 - 12,850	16,700 - 16,975 -
Magistracy Registrar and Clerk of the Court (not evaluated)	13,100 - 13,300	17,250 - 17,526 -
	13,500	17,800
Magistrate (appointed on contract)	14,100	18,600
Legal Offices		
<i>Group L1</i>		
Solicitor General		
Director of Public Prosecutions		
Chief Parliamentary Counsel	20,000	26,300
Chief State Solicitor		
Controller, Intellectual Property Office		

Existing and recommended salaries of offices under the purview of the
Salaries Review Commission

	Existing Salary	Recommended Salary		
	\$ per month	\$ per month		
<i>The Judicial and Legal Service (cont'd)</i>				
<i>Legal Offices (cont'd)</i>				
<i>Group L2</i>				
<u>Group L2A</u>				
Treasury Solicitor	18,000	23,700		
<u>Group L2B</u>				
Deputy Solicitor General	17,000	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	15,750	20,800		
<i>Group L3</i>				
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	14,800 - 15,150 - 15,500	19,500 - 19,950 - 20,400		
Assistant Chief State Solicitor				
<i>Group L4</i>				
<u>Group L4A</u>				
Senior State Counsel (Customs & Excise)	14,600 - 14,800 - 15,000 - 15,200	19,200 - 19,467 - 19,734 - 20,000		
Legal Adviser (Attorney General; Health) (not evaluated)				
<u>Group L4B</u>				
Deputy Registrar General	14,600 - 14,800 - 15,000 - 15,200	19,200 - 19,467 - 19,734 - 20,000		
Law Reform Officer				
Senior Parliamentary Counsel (Chief Parliamentary Counsel)				

Existing and recommended salaries of offices under the purview of the
Salaries Review Commission

	Existing Salary	Recommended Salary
	\$ per month	\$ per month
<i>The Judicial and Legal Service (cont'd)</i>		
<i>Legal Offices (cont'd)</i>		
<i>Group L4B (cont'd)</i>		
Senior State Counsel (Director of Public Prosecutions; Treasury Solicitor; Service Commissions; Energy; Inland Revenue)	14,600 - 14,800 -	19,200 - 19,467 -
Senior Legal Research Officer	15,000 - 15,200	19,734 - 20,000
Senior State Solicitor (Chief State Solicitor)		
Senior Assistant Registrar General (not evaluated)		
<i>Group L5</i>		
<u><i>Group L5A</i></u>		
Assistant Registrar General (Tobago)	14,200 - 14,400 - 14,600 - 14,800	18,700 - 18,967 - 19,234 - 19,500
<u><i>Group L5B</i></u>		
Senior Parliamentary Counsel (Law Reform Commission)		
Senior State Counsel (Solicitor General)		
Senior State Counsel (P&D; THA) (not evaluated)	14,100 - 14,250 -	18,600 - 18,800 -
Head, Legal Division, Office of the Ombudsman	14400	19000
State Counsel III (C&E)		
Parliamentary Counsel III (CPC) (not evaluated)		
<u><i>Group L5C</i></u>		
Parliamentary Counsel II (CPC)	12,650 - 12,850 -	16,700 - 16,975 -
State Counsel III (DPP; SG; IR)	13,100 - 13,300 -	17,250 - 17,525 -
State Counsel III (AG; SC; National Security; Trade & Industry) (not evaluated)	13,500	17,800
Assistant Registrar General (Trinidad)		
<i>Group L6</i>		
<u><i>Group L6A</i></u>		
Legal Research Officer II (LRC)	11,850 - 12,000 -	15,600 - 15,800 -
Parliamentary Counsel I (CPC)	12,150 - 12,300 -	16,000 - 16,200 -
State Counsel II (DPP; SG; TS; SC; Energy; IR)	12,450	16,400

Existing and recommended salaries of offices under the purview of the
Salaries Review Commission

	Existing Salary	Recommended Salary
	\$ per month	\$ per month
<i>The Judicial and Legal Service (cont'd)</i>		
<i>Legal Offices (cont'd)</i>		
<i>Group L6A (cont'd)</i>		
State Counsel II (AG; P&D; SASC) (not evaluated)	11,850 - 12,000 -	15,600 - 15,800 -
State Solicitor II (CSS)	12,150 - 12,300 - 12,450	16,000 - 16,200 - 16,400
<u><i>Group L6B</i></u>		
Parliamentary Counsel II (LRC)	11,300 - 11,450 -	14,900 - 15,100 -
Parliamentary Counsel II (AG) (not evaluated)	11,600 - 11,750 - 11,900	15,300 - 15,500 - 15,700
<i>Group L7</i>		
<u><i>Group L7A</i></u>		
<u>2 years service and over</u>		
Legal Research Officer I (LRC)	9,300 - 9,450 - 9,600 - 9,750	12,300 - 12,500 - 12,700 - 12,900
Parliamentary Counsel I (LRC)		
State Counsel I (DPP; SG; TS; IR)		
State Counsel I (AG; Health) (not evaluated)		
State Solicitor I (CSS)		
Examiner of Title		
<u><i>Group L7B</i></u>		
<u>Less than 2 years service</u>		
Legal Research Officer I (LRC)	7,200 - 7,500	9,500 - 9,900
Parliamentary Counsel I (LRC)		
State Counsel I (DPP; SG; TS; IR)		
State Counsel I (AG; Health) (not evaluated)		
State Solicitor I (CSS)		
Examiner of Title		

Existing and recommended salaries of offices under the purview of the
Salaries Review Commission

	Existing Salary	Recommended Salary
	\$ per month	\$ per month
PART II		
Members of Parliament		
Prime Minister	32,000	48,000
Minister of Government (Cabinet)	22,000	33,000
Minister of Government (Non-Cabinet)	19,500	27,300
President of the Senate	17,000	23,800
Speaker of the House of Representatives	17,000	23,800
Leader of the Opposition	17,000	23,800
Parliamentary Secretary	13,500	18,900
Vice President of the Senate	10,500	14,700
Deputy Speaker of the House of Representatives	10,500	14,700
Member of the Senate	7,500	10,500
Member of the House of Representatives	10,000	14,000
The Tobago House of Assembly		
Chief Secretary	19,500	27,300
Deputy Chief Secretary	14,500	20,300
Secretary	14,000	19,600
Presiding Officer	12,000	16,800
Assistant Secretary	11,000	15,400
Minority Leader	9,500	13,300
Deputy Presiding Officer	8,000	11,200
Assemblyman	6,500	9,100
Councillor	5,000	7,000
Local Government Officials		
(City and Borough Corporations)		
Mayor (Port of Spain)	12,000	16,800
Mayor (San Fernando)	10,500	14,700
Mayor (Chaguanas)	9,000	13,700
Mayor (Arima)	9,000	12,600
	Honorarium	Honorarium

Existing and recommended salaries of offices under the purview of the
Salaries Review Commission

	Existing Salary	Recommended Salary
	\$ per month	\$ per month
Local Government Officials (cont'd)		
<i>(City and Borough Corporations - cont'd)</i>	Honorarium	Honorarium
Mayor (Point Fortin)	9,000	12,600
Deputy Mayor (Port of Spain)	6,000	8,400
Deputy Mayor (San Fernando)	5,200	7,300
Deputy Mayor (Chaguanas)	4,500	6,900
Deputy Mayor (Arima)	4,500	6,300
Deputy Mayor (Point Fortin)	4,500	6,300
Chairman of a Committee	500	700***
Alderman and Councillor	2,500	3,500
 (Regional Corporations)		
Chairman	9,000	12,600
Vice Chairman	4,500	6,300
Chairman of a Committee	500	700***
Alderman and Councillor	2,500	3,500

*** Where a Local Government Official serves as a Chairman of a Committee, to be eligible for an allowance of \$700 per month in addition to the honorarium for which he/she is eligible.