



The Government of the Republic of Trinidad & Tobago

PERSONNEL DEPARTMENT

Office of the Chief Personnel Officer



Valpark Building, 76-78 St Vincent Street, Port of Spain. Tel. No. 623-1621-5 Fax No. 624-2640

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August 20th 2017

Ms. Jacqui Sampson-Meiguel
Clerk of the House
Parliament of the Republic of Trinidad and Tobago
Levels G-7, Tower D
The Port of Spain International Waterfront Centre
1A Wrightson Road
PORT OF SPAIN

Dear Ms. Sampson-Miguel

Ninth Report of the Public Accounts Committee on the Examination of the Report of the Auditor General on the Public Accounts of the Republic of Trinidad and Tobago for the Financial Years of 2014 and 2015 with specific reference to the Ministry of Health

I refer to the matter at subject and forward for your attention, a copy of the written response of the Personnel Department to the Recommendations/Comments of the Committee at caption.

Yours faithfully


Chief Personnel Officer

Human Resource Policy, Planning and Research Division/Legal Services Division - ABMA BUILDING, LEVEL 3, 55-57 ST. VINCENT STREET, PORT OF SPAIN Tel. Nos. 623-7125, 623-9425 Fax: 624-2406/623-3934
Compensation Management Division - 39 FREDERICK STREET, PORT OF SPAIN Tel. Nos. 625-7115, 9664, 624-7534 Fax: 623-0397
Human Resource Management Services Division - PARK PLAZA, LEVEL 1, COR. PARK & ST VINCENT STREETS, PORT OF SPAIN Tel. Nos. 623-6784, 625-4703, 625-1753 Fax: 623-8149
Corporate Services Division/Industrial and Labour Relations Division/Benefits Management Division - VALPARK BUILDING, 76-78 ST VINCENT STREET, PORT OF SPAIN Tel. Nos. 623-1621, 623-7384 Fax: 625-0982(CSD), 627-1151(ILRD), 625-1070(BMD)

Our Vision: To be the model provider of contemporary human resource management and industrial relations solutions in the public sector.

Responses of the Personnel Department to Recommendations/Comments of the
Ninth Report of the Public Accounts Committee on the Examination of the Report of the Auditor
General on the Public Accounts of the Republic of Trinidad and Tobago for the Financial Years of
2014 and 2015 with specific reference to the Ministry of Health

1. This paper is being submitted in accordance with Standing Orders 100(6) and 110(6) of the Senate and House of Representatives respectively, which require the Minister with responsibility for the Ministry/Body reported on by a Joint Select Committee to present to each House, a paper responding to the recommendations/comments contained in the Report.
2. In the report, there are two (2) recommendations made in which the Personnel Department has been identified as a body which is required to take action, as follows:
 - a. "The Personnel Department should draft more attractive compensation packages for the vacant permanent positions at the MOH so that the Public Service Commission will find it easier to fill the vacancies. This will serve to boost the staff compliment and increase the productivity of the MOH." (Page 15 of the Report.)
 - b. "The Public Management Consulting Division, Public Service Commission and Personnel Department should be contacted and communicated the need for the establishment of official posts, the filling of the posts with competent staff and the development of attractive compensation packages." (Page 16 of the Report.)
3. The Chief Personnel Officer reviewed the Committee's recommendations for the provision of more attractive compensation packages for the vacant positions in the Ministry of Health (MOH) and provides the following comments:
 - a. the compensation package is one of a number of factors that influence prospective employees to seek employment in a particular organisation; other factors include: opportunities to gain valuable learning and experience; psychologically rewarding work; and opportunities for advancement;
 - b. within the Public Service there exists a wide range of jobs of varying types, operating at various levels. It has been found that the compensation packages offered within the Public Service vary in terms of their competitiveness and are quite competitive at certain levels and for certain types of jobs;
 - c. the determination of compensation packages for jobs within the Public Service is conducted within a framework which includes a process of negotiation between the Chief Personnel Officer and the relevant representative Association or Union in respect of the majority of jobs. Within this framework, the Personnel Department is subject to the direction of the Minister of Finance, signifying that, as in all compensation systems, the ability of the Employer to pay is of significant importance;

- d. in determining or advising on the content of compensation packages, the Personnel Department takes into account a number of factors, including the relationship of the job to other jobs within the organization and the remuneration afforded the job in the external market;
- e. the collection of empirical data by the relevant agencies, on factors impacting the organisation's ability to attract suitable candidates for employment, inclusive of the relative importance of the compensation package offered, will assist the Personnel Department in the process of negotiating and/or advising on the compensation packages attached to different categories of jobs.

Personnel Department
August 30, 2017