

Response to a Recommendation made in the Sixth Report of the Public Administration and
Appropriations Committee on the status of the reclassification of positions arising from the Tobago
House of Assembly's rationalisation exercise

The following response is submitted in respect of a recommendation contained in the Sixth Report of the Public Administration and Appropriations Committee.

Issue raised by the Committee:

Rationalisation Exercise

Oral evidence received at the public hearing indicated that a rationalisation exercise was conducted in 2007 on the entire THA. Based on the exercise, Cabinet approved several positions for the THA. However, a decade later, the THA indicated that several positions were before the Chief Personnel Officer awaiting reclassification, and a number of other positions were before the Service Commissions Department for appointment of officers.

Committee's Recommendation:

The Personnel Department should submit a status report to Parliament on the reclassification of positions arising from the THA's rationalisation exercise.

Response:

The Personnel Department has been collaborating with the Tobago House of Assembly (THA) with regard to the classification (not reclassification) of positions created by Cabinet, consequent on a review and rationalisation exercise for the THA. The Personnel Department has undertaken preparatory work for the classification of a number of jobs.

However, the Department had been involved in the conduct of a Job Evaluation Exercise (JEE) for the Civil Service, inclusive of the THA, and it was anticipated that the JEE would have taken up all jobs to be classified including those in the THA.

The Department encountered a number of challenges during the JEE, which further delayed the classification of those jobs.

A new consultant has been selected, and it is anticipated that a contract will be signed shortly for the conduct of a Job Evaluation and Compensation Exercise for the Civil Service. It is expected that during the JEE, jobs created consequent on the review and rationalisation exercise for the THA would be classified.

Personnel Department
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