

*Leave of Absence**Wednesday, January 21, 2004***HOUSE OF REPRESENTATIVES***Wednesday, January 21, 2004*

The House met at 10.00 a.m.

[MR. SPEAKER *in the Chair*]**PRAYERS****LEAVE OF ABSENCE**

Mr. Speaker: Hon. Members, I have received communication from the following Members for leave of absence from today's sitting of the House: Mr. Chandresh Sharma, Mr. Hedwige Bereaux and Mr. Basdeo Panday. The leave which the Members seek is granted.

FINANCE COMMITTEE

The Minister of Trade and Industry and Minister in the Ministry of Finance (Hon. Kenneth Valley): Mr. Speaker, I beg to move that this House do now resolve itself into Finance Committee to consider variations to the 2003 accounts.

*Question put and agreed to.***10.05 a.m.:** *House resolved itself into Finance Committee.***1.30 p.m.:** *House resumed after Finance Committee.*

The Minister of Trade and Industry and Minister in the Ministry of Finance (Hon. Kenneth Valley): Mr. Speaker, I wish to report that the Finance Committee has met and considered several matters relating to variations to the 2003 accounts.

I wish to advise that the Finance Committee Report would be presented to the House of Representatives on Friday January 23, 2004.

SUMMARY COURTS (AMDT) (NO. 3) BILL

Bill to amend the Summary Courts Act, Chap. 4:20, brought from the Senate [*The Attorney General*]; read the first time.

PETITION

**Chief State Solicitor of Trinidad and Tobago
(Standing Order 13)**

The Attorney General (Sen. The Hon. John Jeremie): Mr. Speaker, I wish to present a petition on behalf of the Chief State Solicitor.

I now ask that the Clerk be permitted to read that petition.

Petition read.

Question put and agreed to, That the petition be granted.

PAPERS LAID

1. Report of the Auditor General of the Republic of Trinidad and Tobago on the financial statements of the Land Settlement Agency for the period June 01, 1999 to December 31, 2000. [*The Minister of Trade and Industry and Minister in the Ministry of Finance (Hon. Kenneth Valley)*]
To be referred to the Public Accounts Committee.
2. The National Policy on Broadcast and the Broadcasting Industry. [*Hon. K. Valley*]

WRITTEN ANSWER TO QUESTION

The following question was asked by Dr. Roodal Moonilal (Oropouche):

Issuances of CARICOM Skills Certificates

32. (a) Could the hon. Minister of Foreign Affairs inform the House as to whether there is a committee for the issuance of CARICOM Skills Certificates operating within the Ministry of Foreign Affairs?
- (b) If yes, could the Minister state the date when this committee was established and the names and job titles of those persons sitting on the committee?
- (c) Could the Minister present to the House a list of the applicants' names, originating countries, the nature of the jobs being sought and the date of issuance of all certificates between the period January 2002 to the present?
- (d) Could the Minister also present to the House the list of the applicants' names, originating countries and nature of the jobs being sought of all those applicants who have been rejected?
- (e) Would the Minister also state whether those successful applicants have brought dependants into Trinidad and Tobago, and if so, how many?

Vide end of sitting for written reply.

FINANCE BILL

Bill to amend the Central Tenders Board Ordinance, the Income Tax Act, the Corporation Tax Act, the Petroleum Taxes Act, the Customs Act, the Finance Act, 1987, the Miscellaneous Taxes Act, the Stamp Duty Act, the Value Added Tax Act and for matters incidental thereto, [*The Minister of Finance*]; read the first time.

NATIONAL INSURANCE (AMDT.) BILL

Order for second reading read.

The Minister in the Ministry of Finance (Sen. The Hon. Conrad Enill):
Mr. Speaker, I beg to move,

That a Bill to amend the National Insurance Act, Chap. 32:01, be now read a second time.

Mr. Speaker, I bring before this honourable House a package of amendments to the national insurance legislation, that is designed to facilitate implementation of the key recommendations of the sixth actuarial review of the national insurance system. This review was conducted in keeping with the requirements of section 70 of the National Insurance Act and examines the state of the National Insurance Fund as at June 30, 2000.

The recommendations that were approved unanimously by the National Insurance Board and the Government include: payment of a retirement pension of \$1,000 per month to persons whose contribution record will otherwise entitle them to a monthly pension of less than \$1,000; increasing the child benefit to \$320 per month per child of a deceased insured parent. These children would have been entitled to less than \$320 per month based on the contribution record of the deceased insured parent. Other recommendations included increasing the maternity grant from \$1,000 to \$2,000 and increasing the funeral grant from \$2,000 to \$4,000.

The National Insurance Board has already implemented the provisions above in improvements and these were done in the months of October and November, 2003. Increases in all other benefits offered under the national insurance system will be implemented by the board from March 01, 2004.

The legislative package also includes an increase in the income insured by the National Insurance Board from the current ceiling of \$3,510 per month to \$4,377 per month from March 01, 2004. This increase is in the order of 24 per cent and its purpose is to maintain the real value of the insured income. I believe that the last time this was looked at was in 1999. The overall rate of contribution will also increase from 8.4 per cent of insured earnings to 9.9 per cent over a three-year period commencing from March 01, 2004.

The improvement in the retirement pension from which 49,000 retirement pensioners benefit, costs in the region of \$50,000 per month. This represents an increase of approximately \$30 million per month in added income in the hands of the pensioner. On the assumption that consumers will spend approximately 76 per

cent of the income, it is projected that pensioners alone will spend an additional \$270 million per annum for goods and services.

In the case of the adjustment of the child's benefit, a total of 5,283 child payments have been upgraded at an additional cost of \$1.2 million per month. These increases compare with a total increased contribution by employers of \$42.89 billion for the five months to June 2004; \$109.81 million for the year ended June 05, 2000 at 9.3 per cent and \$121.31 million for the year ending June 2006 at the 9.9 per cent increase.

The objective of phasing in the contribution rate increase is for the specific purpose of softening the impact on employers who pay two-thirds of the contribution and the worker who pays the other third. Accordingly the contribution will increase in total as follows: from 8.4 per cent to 8.7 per cent on March 01, 2004; then, to 9.3 per cent on January 03, 2005 and finally to 9.9 per cent on January 02, 2006. Notwithstanding the increase in the contribution rate, the new contribution tables will have the effect of reducing the actual contribution to be paid in respect of employees with the lowest incomes. Part-time domestic workers with jobs for which income is between \$100 to \$160 per week will realize a total reduction in weekly contributions of \$1.68 or 12 per cent from March 01, 2004.

Even in the third year when the contribution rate is increased to 9.9 per cent, these workers and their employers will still be contributing 1 per cent less than they currently pay. The total contributions of workers who earn between \$620 to \$710 weekly will be reduced slightly in 2004 and increased marginally from January 06, 2006 by \$2.63 for the employee and \$5.26 for the employer.

For the purposes of comparison I wish to refer briefly to some contribution rates in other jurisdictions. In Trinidad and Tobago the employee pays 5.6 per cent. In Barbados, that compares with 8 per cent; in Mexico, 4.53 per cent; United Kingdom, 12.8 per cent; Germany, 9.9 per cent; Canada, 4.9 per cent and Singapore, 20 per cent. In Trinidad and Tobago the employee pays 2.8 per cent; that compared with Barbados is 7.25 per cent; Mexico, 10.73 per cent; United Kingdom, 11 per cent; Canada, 4.9 per cent and Singapore, 16 per cent. Overall in Trinidad and Tobago, where we are at 8.4 per cent, in Barbados it is 15.25; Mexico, 15.26; Canada, 9.9 and Singapore, 36 per cent.

It means that even while we move to do this particular increase in order to deal with the benefit structure, we would still be comparatively on the basis of looking at other jurisdictions among the lowest contributors in this part of the world. A 24 per cent increase in benefits would be payable from March 01, 2004 for persons who claim maternity, sickness, injury and disablement benefits and

medical expenses. In addition, the requirement that a woman must lose earnings in order to qualify for the 13-week maternity benefit will no longer apply with effect from March 01, 2004.

The legislation also seeks to eliminate an aspect of gender discrimination that has existed in the system from its inception in 1972, by equalizing the qualifying conditions for the Widows' and Widowers' Benefits and simplifying the following conditions. All persons who become eligible to receive the Widows' or Widowers' Benefit from March 01, 2004 would be paid a pension for life or until remarriage regardless of age, medical condition or existence of dependent children. Existing recipients of this benefit would receive a 24 per cent increase on the basic pension and an increase of 112.8 per cent on the incremental portion of their current benefit.

Workers have been contributing to the National Insurance Scheme since 1972. Unless the Government takes step to protect these contributions from the effect of inflation, the benefits they purchase today would be meaningless at retirement. For this reason, this legislation includes a series of tables that effectively revalue past contributions in order to compensate for inflation, so as to ensure that upon retirement the benefits purchased will not only be meaningful, but will also give superior value for money. Together with the increased value given to contributions made prior to 2004, contributions in excess of 750 will also enjoy an enhanced value. The result is that the value of pension increments will increase by approximately 112.8 per cent in classes 1 to 12. The effect of this will be to further enhance the value of pension benefits as the system matures. Simply put, the longer a person contributes, the better the pension earned.

The National Insurance Board has proposed to retain its retirement age at 60 years for the time being because of the relative health of the National Insurance Fund. It should be noted that the trend in both developed and developing countries is to move to a retirement age of 65 years or to increase the retirement age beyond 65 years in some jurisdictions. These global trends are mainly in response to demographic developments relating to increased social protection costs, as a result of increasing longevity and reduced fertility. For example, Barbados, in attempting to reduce its pension system is actively pursuing changing the retirement age to 67 years as well as increasing contribution rates. Further afield, countries such as Austria, France, Japan and Sweden are also adopting various reform measures to ensure sustainability of their respective systems including a 40-year period of contribution in one of those countries.

The measures to be authorized by this legislation will ensure the long-term viability of the National Insurance Fund; guarantee a package of meaningful

benefits and contain the cost of social security to future generations of workers, a critical issue facing social security systems worldwide.

The recommendations for changes to contribution conditions and benefit levels were made having regard to two main principles. They are to provide benefits under the national insurance system which are sufficient to maintain a reasonable standard of living for beneficiaries and to maintain sound finances for the NIS in the medium to long-term, in the light of the expected aging population structure in the future and the attendant increased cost benefits. Both principles are designed to ensure that the national insurance systems remain relevant and provide value to current and future contributors.

We are also taking the opportunity to provide for better administration of the national insurance system. An essential ingredient to the efficiency of the system is the quality of records that the National Insurance Board receives from employers. When employee contribution records are submitted to the board without the employer's national insurance number or with an incorrect one, it becomes very difficult and costly to conduct the investigations that are necessary to assign contributions to the correct employee. The National Insurance Board currently advises employers of the correct national insurance number to use, but in too many cases corrective action is not taken on a timely basis or at all, by the employer.

The Government has streamlined the provisions which were passed in the 1999 amendments to the National Insurance Act and which provided for the imposition of fines for the late submission of these records and for submitting incorrect records. These revised provisions will also take effect in March 2004.

I turn to the cost of administering the national system. Originally, the legislation of 1972 provided for a cap on administrative expenses at 9.5 per cent of contribution income. In 1999, this cap was removed and replaced by a provision for the minister to determine a limit based on advice from the actuary. The Government intends to maintain this provision. It must be noted however, that the National Insurance Board has been quite successful in reducing and containing its administrative expenditure by making the system more efficient. Administrative expenditure as a ratio of contribution income in recent years was as follows: for the year ended June 2000, 7.14 per cent; 2001, 6.62 per cent; 2002, 7.7 per cent and the year ended June 2003, 6.90 per cent.

The performance of the social security system as administered by the National Insurance Board compares favourably with similar systems throughout the world. In Chile, with a contribution rate of 12.44 per cent, administrative expenses as a percentage of contribution income are 19.61 per cent. It follows also in similar

vein for Mexico with 29.68; Peru, 31.80; Dominica, 15.53 and St. Vincent and the Grenadines, 18.02 per cent.

I turn to the question of value. An examination of the contributions paid in the highest and lowest classes from inception to now would indicate the following; from 1972 to 1980, in Class I the lowest contribution was 0 and the highest, \$2.45; from 1980 to 1999, employees lowest contribution in Class I was \$1.10 and the highest was \$6.45; from 1999 to 2003 employees lowest contribution was \$2.93 and the highest class, \$22.68. A person contributing in the highest class from the inception of the National Insurance Scheme would have contributed a maximum of \$12,855.96 up to December 31, 2003. It means that with a pension of \$1,000 per month any person retiring from January 2004 would recover his entire contribution to the system within 13 months.

Because there has been some different understanding about NIS, I wish to present two cases to illustrate that social insurance in Trinidad and Tobago is providing value for money. Based on the reference contribution rates, a labourer who retired in 1977, after five years of contribution and whose national insurance contributions together with that of his employer amounted to \$941.19, received \$48,119.78 in retirement benefit payments in the lowest class up to his death on February, 2002. His survivors received \$2,600 for the period March 2002 to December 2003 and are still receiving payments.

An analysis of this information shows that the employee's principal was repaid in four months; both employee's and employer's principal were also repaid in 11 months. Over the 30-year period from 1972 to 2002 the annualized lifetime yield on his investment was 7.74 per cent.

In the case of a manager or professional, his contributions from employee and employer paid continuously at the highest rate from 1972 until retirement in August 2003, amounted to \$37,139.04. The retiree received \$1,191.46 in retirement pension up to September 2003. If \$1,000 were to be paid monthly for the next 16 years which is the estimated life expectancy, the total sum paid to the client would be approximately \$190,000. The retiree's principal would be paid in 1.03 years and the total amount paid by both the employer and employee would be repaid in 3.1 years. The annualized lifetime yield on the total contribution would be 8.29 per cent.

None of the existing mutual funds can boast of or promise such deals over a similar period. The fact is that NIS is working. In looking at this result it is also necessary to remember that the total contribution paid is used to fund several benefits organized into special funds as follows: 85 per cent of the contribution is

placed in the long-term benefits fund to pay for retirement, survivors and invalidity pensions; 9 per cent of the contribution is placed into a short-term benefit fund to pay for sickness, maternity benefits and funeral grant and 6 per cent is placed in the employment injury benefit fund to pay for injury benefits, disablement benefits, widows', children's and parents' benefits together with medical expenses which include medical fees for general practitioners, specialists, operations, prosthetic, travelling and constant care.

I shall now provide some details of the more significant changes that are proposed in this Bill. At clause 3 of the Bill the definitions of "paid apprentice" and "unpaid apprentice" have been amended. This amendment is necessary having regard to the increase in the minimum wage from \$7 per hour to \$8. The recommendation of the NIB's actuary is that the lower limit of the insured earning should be raised to \$433 per month. This recommendation translates to \$100 for every national insurance week which runs from Monday to Sunday.

Clause 6 of the Bill proposes to amend section 28 of the Act by substituting a new definition for the expression "domestic worker". The present definition provides for the capacity and the premises in which a domestic worker is employed to be prescribed. In order to allow for a more complete definition without having to resort to regulations to be prescribed to determine the capacity and premises, it is recommended that a definition should be all encompassing. It reads as follows:

"a person employed otherwise than for the purpose of a trade or business who performs services for the comfort or convenience of a household or in or about a dwelling-house or such other premises occupied by or under the control of the employer and includes such employed persons as may be prescribed."

The inclusion of the words, "and includes such employed persons as may be prescribed" is not intended to extend the general definition of what is understood by the term domestic worker. The regulations prescribe examples of what types of persons would be considered domestic workers for the purpose of this Bill. Such persons include those employed as a maid, cook and yard-boy. It should be noted that these persons are already specified in the existing regulations and as such would normally require to register themselves under the national insurance system.

The amendment in clause 7 will affect persons who are required to be registered under the system of national insurance. Under section 29 of the Act the following persons are required to be registered: all employees other than employees of domestic workers and casual workers. The onus is on domestic workers, casual workers, employed persons and unpaid apprentices to register themselves.

This list of persons has not been altered. There are certain categories of persons who are regarded as being engaged in uninsurable employment and are not required to be registered under the National Insurance Act. These persons include persons whose remuneration from employment is less than \$80 per week. In the Bill this threshold has been increased from \$80 to \$100 per week as a result of the increase in the minimum wage to \$100 at the consequent actuarial adjustment. A person who continues to be employed on March 01, 2004 earning less than \$100 would continue to be treated as an employed or insured person for the purposes of the National Insurance Act.

Uninsurable persons will also include diplomats who are not subject to our social security laws and persons employed by international organizations that have social security plans in which the person participates.

The National Insurance Board has discovered that contribution records of persons who were registered while still at school are usually more accurate and complete, as opposed to persons who are registered at the commencement of their employment. Once students are registered in a school environment, it provides the board with an opportunity to inform and educate them about their rights and obligations under the system. This works to the board's benefit in that upon entering employment these persons can provide their national insurance numbers to their employers and contributions paid on their behalf can be correctly allocated. In light of this it is proposed at clause 7 of the Bill to introduce a new provision which would allow the board to register unemployed persons over 16 years of age where it deems it necessary to do so.

Clause 8 of the Bill amends section 30 of the Act which outlines the procedure for registration. At present although there is an obligation placed on domestic workers, casual and agricultural workers to register themselves, they usually do so long after the date of their first employment. This amendment seeks to implement a time frame within which a domestic or casual agricultural worker must apply to the board for registration; provide his employer with his registration number and notify the board of any change of employer or employment.

In keeping with the Government's Vision 2020, the board is presently considering the implementation of a multifunctional electronic national insurance card which would be used for registration and other purposes under the Act. The system of issuing those cards is also required by the existing law. The amendment of section 30A of the Act by the inclusion of the words, "in such form and containing such information, as the Board may determine" is intended to allow

the board the flexibility to change the information on the card as required by the system. This amendment is found in clause 9 of the Bill.

Clause 11 of the Bill amends section 38(1) of the Act by deleting the words, "Table A" and substituting the words "Tables A1, A2 and A3". The replacement tables are reflective of the three-year increase in contribution rates from 8.4 to 9.9 per cent. This increase in contribution rate is necessary to cover the increased expenditure arising from increased benefits and to address projected increase, a cost which the board will face as the age profile of the population increases.

Under Table A1 an increase of 8.7 per cent in the contribution rates would be effective from March 01, 2004 to January 03, 2005; under Table A2, an increase of 9.3 per cent which would be effective from January 03, 2005 to January 01, 2006; under Table A3, the increase of 9.9 per cent would become effective from January 02, 2006.

Clause 15 would amend section 46 of the Act and provides for the elimination of gender based discrimination and promotes equity in the national insurance system, by equalizing the qualifying conditions for widows' and widowers' benefit and simplifying the qualifying condition. All persons who become eligible to receive this benefit from March 01 2004 will be paid a pension for life or until remarriage, regardless of age, medical condition or existence of dependent children.

Further, this clause will also allow for the implementation of the recommendation of the Sixth Actuarial Review by requiring that the child's benefit be paid monthly instead of weekly.

Finally, clause 17 of the Bill, section 54A of the Act would be amended, to among other things, provide for the re-evaluation of contributions paid since 1972 in accordance with tables provided by the actuary. This is necessary to maintain the value of contributions made in real earning terms so as to compensate for inflation and to ensure that upon retirement the benefits paid are meaningful and give superior value for money.

The recommended increase of 24 per cent in the retirement pension, invalidity pension and survivor benefits as contained in Part I of the reference table has also been provided for the amendments to section 54A. The actuary's recommendation that contributions made in excess of 750 payments used in the calculations of pension increments should be increased by 112.8 per cent in Classes I to XII are contained in Part II of the reference tables.

The amendment to section 54A would also provide that all persons qualifying for injury, disablement or death benefit on or after March 01, 2004 would be paid at the increased rate of benefit in accordance with the detail provided by the actuary.

A minimum child allowance of \$320 per month would also be paid to each child of a deceased insured and an allowance of \$640 to a child with two deceased insured parents; in other words, if the child would otherwise receive less than the amounts as stipulated in the reference benefit table.

In closing Mr. Speaker, you would be happy to learn that the national insurance system of Trinidad and Tobago provides comprehensive coverage for approximately 330,000 workers. Over 100,000 persons receive benefits from the National Insurance Board every month. This legislation is an important segment of the Government's Vision 2020, in that it seeks to assure workers and their dependents that a mechanism exists to adequately compensate them for loss of earnings caused by sickness, job injury, invalidity, pregnancy, death and retirement. The NIS continues to be a premier anti-poverty programme through its income maintenance provision and contributes to the promotion of human dignity, equity and social justice.

This administration has made certain promises and in this particular Bill before this House, we have promised and we have delivered. [*Desk thumping*]

Thank you.

Question proposed.

Mr. Harry Partap (*Nariva*): Mr. Speaker, speaking about human dignity, on behalf of my colleagues on this side, I express our profound sorrow and deepest sympathy to the family and friends of the late Aneesher Rangoo of Dow Village South Oropouche who was kidnapped and murdered. She was a physically challenged young woman who stands out as yet another statistic of the brutal, senseless and satanic culture that is bruising our society. [*Desk thumping*] We are outraged at this dastardly act. It is clearer now, that as murders are keeping abreast with the days of the week, the PNM Government is powerless, disinterested and hopelessly incompetent to provide safety and security for the people of Trinidad and Tobago. And while Miss Rangoo's body was being ravaged by vultures, Members of the Government were heartily applauding and giving support to a calypsonian whose lyrics incited and encouraged kidnapping and violence. Perhaps they have classified this kidnap/murder as bogus. God help us all. And what is worse—I think I will leave that for later on.

2.15 p.m.

The Explanatory Note to the Bill before us, the National Insurance (Amdt.) Bill, 2004 states that the proposed amendments will: “move obsolete provisions

and ambiguities, closing loopholes and promoting administrative efficiency for the National Insurance Board and employers.”

Mr. Speaker, I really wish this was so. Amending the National Insurance Act alone would not achieve this objective and, therefore, the amendments proposed in this Bill fall far short of providing an assurance to the national insurance customers that the administrative inefficiencies currently in the national insurance system would be discontinued. These amendments before us offer no fundamental changes in the National Insurance Scheme. Indeed, only a comprehensive review of the NIS in tandem with pension reform aimed at harmonization of existing schemes, would bring some measure of comfort to workers as they plan for their retirement.

I had hoped that the hon. Minister, in his presentation of this Bill, would have at least given us a status report on pension reform. We have heard nothing from the Government on pension reform.

Mr. Speaker, you will recall that the United National Congress in government had initiated talks aimed at pension reform and had sought the assistance of the International Monetary Fund in this matter. The PNM Government had promised to continue the path towards pension reform; and it was the UNC in government that first tackled reform in the NIS. I am not sure that the PNM seems capable or willing to continue those reforms.

I raise this issue in the context of remarks made by the hon. Minister, Conrad Enill, in Point Fortin on Monday and let me quote from the *Guardian* report of January 20, 2004 which was written by Miss Yvonne Webb of the *Guardian*'s South Bureau. I can vouch for Miss Webb, and I am sure she would report accurately. I am quoting:

“The pension fund for public servants could become deficient by 2050 if sufficient resources are not injected...”

And the hon. Minister went on and said:

“We are acutely aware that our public pension system has substantial unfunded liabilities.

This unbalanced structure generally poses significant financial burdens on future generations...”

Clearly the Government is aware of the serious implications for thousands of workers if there were any unnecessary delay in pursuing pension reform.

I really thought that the hon. Minister would have been more forthright in putting it in its proper context. In fact, he waited until the very last sentence of his

presentation to inject the real purpose and intent of this Bill. I must have expected too much because the Government does not treat honestly with matters in this Parliament. There is always a tendency by those opposite to hide, squirm, and twist and turn in doing things. They cannot come out straight and say what they have to say. We have been noticing this when they come to answer questions. We have a right to ask questions, and we have a right to get correct and straightforward answers, but whenever they come here they always try to hide the truth behind verbosity. It is always smoke and mirrors. I warn the Government that is not a strength, it is a weakness and it is an admission that they are sailing into failure. Let us take this Bill, for example. The hon. Minister knows that the real intent and purpose of this Bill is to get parliamentary approval to impose new contribution rates on the working population in order to fulfil an election promise made by the PNM. The hon. Minister knows that the main purpose of this Bill is to force workers and employers to pay for an election promise. You cannot fool us, hon. Minister. We know and the country knows, that you are forcing all of us to pay for your promises. But why can the hon. Minister not say it straightforward? Why is he hiding behind superficial amendments? Come clean. Come and speak the truth because the Holy Book says the truth will set you free. So do not sit there believing that you have slipped that one on us. We are asking you to be honest and to let people trust you.

Clause 19 of the Bill amends the Second Schedule to allow for an increase in the contribution rates for all earning classes. When the Prime Minister went up and down the country boasting that the NIS pension would be increased to \$1,000 per month, he never once mentioned that there would have been an increase in contribution. The Prime Minister was devious. He deliberately misled the population in order to win an election. We cannot treat national issues like that. We cannot trust him because he says one thing and does another. He told us yes, one would receive a \$1,000 increase but he never said we were going to have to pay for it. Now we have found ourselves having to pay for it. So the Government intends to use its parliamentary majority to force workers and employers to fulfil its election promise. So from February 02—and I heard the hon. Minister say March 01, but according to the Bill, it is from February 02, like a thief in the night and while the carnival activities are heating up, the contributions for all earning classes would be increased to 8.7 per cent. The contribution rate for all earning classes would again be increased to 9.3 per cent effective January 03, 2005. And for the third time, there will be another increase in earned contribution rates to 9.9 per cent effective January 02, 2006. That is in the appendages to the Bill. So that workers and employers would be forking out 27.9 per cent more for national

insurance contributions to pay for a PNM election promise. Workers and employers will have to carry that burden for the next three years.

Mr. Speaker, I want to read from a notice that was sent out by the National Insurance Board to its customers. This is from a pamphlet. There is no date on it. It reads: "The National Insurance Board of Trinidad and Tobago Public Announcement." This is what it says, and almost similar to what the hon. Minister said, also hiding the truth. I am quoting from the pamphlet:

"The National Insurance Board of Trinidad and Tobago (NIBTT) announces increases to benefit payments in accordance with the recommendations of the 6th Actual Review."

And that is what the hon. Minister said as well. So, nowhere in the advice to customers and contributors that this was an election promise. So, again, they are hiding the story. In effect, the PNM has imposed an indirect tax, as my friend said, on the working people in order to meet the demands of their election promises. And I want to remind the national community that a UNC government never once raised taxes, whether they were direct or indirect taxes, during its six years in government unlike the PNM where indirect taxation has become a hobby. First it was gas, then it was food items and now it is NIS earned contributions. This increase in earned contributions must be seen in the context of a request by the NIS to write-off \$46 million in bad debt.

That is one of the problems facing the NIS, bad management, and this is what I thought the hon. Minister would have addressed in the Bill to see if we could have tightened the management in the NIS. The NIS in a letter dated February 25, 2003 addressed to the Prime Minister asked for a write-off of statute-barred mortgage accounts. It stated that as of December 31, 2002 there were 271 mortgage accounts where the mortgaged properties were sold over the period 1987 to 2002 and the principal shortfalls after application of sale proceeds totaled \$46,506,653.17. In all, the outstanding sums cannot be collected because the accounts are statute barred. I think at some stage the hon. Minister would have to explain why these accounts were allowed to be statute barred. It says there are 136 cases where the mortgagers have migrated and that constitutes 50 per cent of the debt and the letter went on and on. We would deal with this at another time.

Mr. Speaker, I did not quite understand the table that was attached to this Bill—that is the Third Schedule, Part 1, at page 23. It deals with basic requirements, invalidity and pension rates. I think it is clause 18 (4B). Perhaps the hon. Minister might want to explain this because this does not take into account the \$1,000 increase that the Government is proposing in the body of this Bill and,

therefore, one would need to get some explanation as to why is it that they provided us with this table and at clause 18 they are saying:

“Notwithstanding the benefit rates in respect of retirement pension shown in Parts I and II of Table B3 of the Third Schedule of the Act, the Board shall pay...”

They may want to tell us why that is in.

Mr. Speaker, we have no problem with supporting the \$1,000 NIS pension increase. Of course, it was the UNC in government that had broached the idea that NIS pension funds should be brought on par with the old age pension and in proposing parity, it had said that no pensioner who reaches 60 years should suffer a reduction in benefits. That was our position and it remains our position, that even though the NIS is increased no pensioner should be receiving lower than what they were receiving before, and as I continue my contribution, I will show where they are losing.

It would seem that the hon. Minister did not consider ensuring that pensioners do not suffer reduced earnings by the introduction of this \$1,000 pension and, perhaps, the hardest hit had been the Caroni (1975) Limited workers.

Mr. Speaker, in fact, regrettably the Caroni (1975) Limited workers suffered a double blow by the actions of this PNM Government. First of all, they were thrown out of employment by the PNM. Secondly, there are the pension benefits that they were receiving. They are now being cheated on that NIS pension increase. I want to give a case. A Caroni (1975) Limited pensioner had been engaged in this back-breaking cutting of cane for 46 years, his pension was \$600 per month and his NIS pension was \$300 per month. That is \$900, and it puts him below the old-age pension ceiling and, therefore, he had access to old age pension of \$900. So in total he would have received \$1,800 per month. With the introduction of the \$1,000 pension this puts him above the ceiling so that he is no longer entitled to the \$900 old age pension. What happens now, he would be receiving the \$1,000 from NIS and \$600 from the Caroni (1975) Limited pension and therefore he receives \$1,600 per month. So he is losing \$200 per month. I am giving it in dollars because it is easier for me to understand. It is a certain percentage he is losing on his pension. At the stroke of the pen he lost \$200 per month.

I really hope that the hon. Minister would consider this and would find a formula somewhere to apply so that the Caroni (1975) Limited pensioner would not suffer unduly and at least, they could redeem themselves from the wickedness they had been inflicting on them. *[Interruption]* I do not know what they have

against the Caroni (1975) Limited workers but it seems that they have something against them

Mr. Speaker, the miserly pittance of an increase would not be able to cushion the impact of the increase in the price of basic food items now in Trinidad and Tobago. In the two years since former President Robinson installed the PNM in office, prices on basic food stuff have moved upwards three times in two years. When we were in office food prices were kept at a low rate. Today, rice is up 18 per cent and chicken cost between \$6.00 and \$10.00 per pound last weekend. I do not know what would happen this weekend. I think it would affect the upcoming Carnival celebrations. And let me share with you a comparison of some prices. Rice increased in 2000 from \$4.04 to \$5.25 per kilogramme. Flour increased from \$28 per 10 kilogrammes to \$40 per 10 kilogrammes at this time. Milk increased twice in the past two years from \$13.99 to \$20.99. That is an 800 gramme pack. Salt remained the same. It seems as though under the PNM we would have to suck salt. It is below one dollar. Cooking oil increased three times in the two years from \$29.95 to \$39.95. Sugar increased from \$1.75 per pound to \$2.10 per pound. Baking powder remained the same. It is \$5.50. Washing soap increased five times in the two years. That is nothing to laugh at. Some people, maybe, have to wash once per week as in the war days or do not wash at all, or go to the riverside and beat one's clothes on the stones. We are going back because there are more outages now than ever before since you cannot get water in your tap—backwards ever, forward never.

Mr. Speaker, I was saying that soap increased five times from \$10.00 to \$16.50. I understand that beans and dhal remain at a stable rate. Potatoes had moved up and down. Of course, cooking gas increased from \$19.00 for the 20 pound cylinder to \$21.00 and cheese increased from \$300 for the 100 pound slab to \$385, so there was an increase in prices. The hon. Member is saying eat cassava but does he know what is the price of cassava? The price of cassava is between \$5.00 and \$8.00 per pound. So a poor man like me cannot even eat cassava. What compounds this situation is the level of discrimination that is taking place in the distribution of state resources.

Food hampers under the SHARE Programme supplied by taxpayers' money are distributed by known PNM activists only to PNM supporters. And they are supplied to persons who are perceived to be PNM. Persons who are perceived to be non-PNM are denied access to these hampers. I am making an appeal to the leader of the honourable House to please ask the hon. Minister of Social Development and Gender Affairs to check on those things because how long would this continue? There is also discrimination in the relief jobs, like the Community-based

Environmental Protection and Enhancement Programme, and I do not want to go into that. Houses are one, but you cannot eat houses. Known PNM supporters are collecting and submitting names and they are denying persons whom they perceive to be non-PNM supporters the opportunity for work.

I am saying that the Government is deceiving persons at that level and they are deceiving persons at the national insurance level. The PNM is fueling a situation in Central, South and East Trinidad which the hon. Member for Laventille East/Morvant warned could lead to an explosion of massive proportion. I am appealing to the PNM to not lead this nation in that direction. A word to the wise is sufficient.

Clause 3 of the Bill amends the minimum level of contributions of paid apprentices and unpaid apprentices and the bar was increased from \$80 to \$100. I thought it would have been left at the \$80 considering that the minimum wage is now \$64 per day or \$3.20 per week because apprentices are not covered by the Minimum Wages Act, and employers can engage an apprentice. They would provide a list of the training these apprentices would receive, pass it on to the Ministry of Labour and Small and Micro Enterprise Development and pay them a wage which they think they are comfortable with. They can pay a stipend that is not directed by the Minimum Wages Order. I thought the ceiling would have been left at \$80 to help those persons as well. My point is that the avenue for paying an apprentice below what is perceived to be the NIS minimum can deprive those persons under the NIS rules. We have no problem with the amendment to the definition for a domestic worker at clause 6. In fact, any rule or regulation that makes it easier for the domestic worker to access benefits under the NIS, would be applauded on this side.

Clause 8 amends section 30(5) of the parent Act and this amendment introduces a new subsection:

“A domestic worker or a casual agricultural worker shall –

- (a) within seven days from the date of his first employment, make an application for registration in the form determined by the Board;”

It goes on to say:

- “(b) within fourteen days from the date of any employment, inform his employer of his National Insurance Registration Number;”

He has to notify his employer.

2.45 p.m.

Mr. Speaker, we feel that this seven-day period is an imposition on the casual agricultural worker. The reason for that is if you look at the definition of domestic, casual agricultural worker—I will give you a scenario. A casual agricultural worker or a domestic worker gets a job. In order to satisfy this requirement that worker has to go to the NIS office to register and make that application. This will require having to take a day off from his employment. Let us suppose the worker comes from Biche, that is my constituency—

Mr. Enill: I used to live there.

Mr. H. Partap: I am glad to know I have the Minister as a former constituent. I hope he will vote UNC though. [*Laughter*]

This casual agricultural worker has a job and he takes up employment at seven clock knocks. It is not likely that he could knock off until about two or three o'clock in the afternoon. When he knocks off about two or three o'clock in the afternoon, to get to Sangre Grande or Rio Claro which are both 17 miles away, it will be humanly impossible for him to reach there on time. I feel that the worker may have some responsibility, really, to have himself registered, but could we find some way to extend the time or could the workers in NIS go down to these areas once per month or so as in the District Revenue Offices so that people could slip off and register. He will have to take a day off and taking a day off could mean that he can lose his job, apart from losing a day's wage. The difference between food on your table and the loss of a day's wage could be disastrous. So, I am asking the Minister to see if something could be done about that.

Mr. Speaker, clause 7 amends section 29 of the parent Act. This deals with registering young people, 16 years of age. From listening to the minister the amendment should have said that it is unemployed persons 16 years and over. I am not sure that it is quite clear in the Act itself. The point I want to make is that while we have no problem with that, I think that the NIS—the minister should look carefully and see what the Children's Act says about that. I think the Children Act defines a young person as one who is 14 years of age or upwards and under the age of 16. The same Act defines a child as one under the age of 14 years. There are conflicting views on the definition of child and young people in the Minimum Wages Act—the Minimum Age for Employment and the recently ratified ILO Convention on the Worst Form of Child Labour. So all I am asking is that there be some harmonization on the definition of a young person so that we will not be accused of encouraging and promoting child labour in Trinidad and Tobago.

Mr. Speaker, it is mandatory that an employed person contribute to the National Insurance System. I believe that it is optional for self-employed persons to register, but once you are registered with the NIS and contributions are made you expect to receive certain benefits in due course, whether it be sickness, death—I think there is a funeral grant—maternity or disability. When you reach age 60, based on the 750 contributions that you would have made, you ought to get a pension. Now all the data is stored in the NIS and it receives—for example the NIS received my contributions up to age 60—I think it is up to 65 years now.

Mr. Narine: You stopped paying long time now.

Mr. H. Partap: Yes, like yourself. If one is lucky to be employed one goes to age 65 and so on. What I am saying is that when I reach age 60, why should I have to inform the NIS that I am retiring now and I need my pension? They have all the information. If I am not mistaken there is a rule in the law which says that it is—I think I have it here let me see if I can resurrect it. It is a rule that says that the employer should give a certificate detailing all contributions have been made, how much has been paid and so on and a copy of that certificate should be sent to the NIS office.

Now, what happens is that when a person retires he must have worked with about three or four companies before. When he goes to the national insurance office the clerk there tells him, “Well, you have to go back to your first employer, the second employer and get this certificate and bring it to us.” That should not be. Now that person has to go from pillar to post trying to locate the employer. Sometimes the employer is out of the country, out of existence or migrated. Now they are migrating because of the serious crime problem in Trinidad and so on. They are afraid of being kidnapped. They leave. Now where is that worker, who is now retired, who depends on his NIS pension? It is not little again, it is \$1,000. He has to go from pillar to post to look for this employer. We are saying that the law is there to protect these workers.

Tighten up the system at the NIS so that once you leave an employment the employer must provide that certificate. In fact he should not wait for the worker to come back and say, “I am no longer working with you, provide me with the certificate.” He should not have that worry. So, please make it easier for the retirees. I do not know what could be done. I am sure that the law could be implemented with proper enforcement so that the employer will have his responsibility and he must fulfil his responsibility.

Mr. Speaker, that is the situation insofar as that is concerned. I have it here now; I just got it. It is the National Insurance (Amdt.) Act, 1999, page 75, No. 9; it is 38A. It is clause 17 but it amends 38A in the parent Act. It reads:

“(1) Every employer shall issue his employee within thirty days of termination of employment of such employee a certificate setting out—

- (a) the employee’s total insurable wages for the contribution year;
- (b) the total amount of contributions deducted from those wages;
- (c) the total amount of contributions paid to the Board; and
- (d) the number of contribution weeks covered by those contributions.

(2) A copy of the certificate issued to the employee shall be forwarded to the Board on the same day the certificate is issued to the employee.”

Perhaps a little more compliance on that would be much appreciated. This will indeed help all those workers who go into retirement and then they are given the runaround by the NIS officials when they go for their retirement benefits.

Mr. Speaker, these are the points I wanted to make this afternoon and I hope the Minister will take them seriously so that the NIS could be reformed a little until he brings much deeper reforms in relation to pension.

Thank you, Mr. Speaker.

Mr. Nizam Baksh (*Naparima*): Mr. Speaker, like my colleague, I, too, would like to address some of the problems and issues in the National Insurance (Amdt.) Bill, 2004. Let me start by looking at the Preamble which says that:

“The purpose of this Bill is to amend the National Insurance Act, Chap. 32:01 to improve the operations of the National Insurance System by removing obsolete provision and ambiguities, closing loopholes and promoting administrative efficiency for the National Insurance Board and employers.”

Right away they are admitting that things are not working smoothly and there are inefficiencies in the system. In the beginning, it also fails to address one of the most important stakeholders, the employees. It speaks here about the National Insurance Board and the employers, but says nothing about the employees.

We on this side of the House regard this Bill as a very significant instrument, which is purportedly intended to improve administrative efficiency and also to increase the range of benefits offered to contributors and their dependants.

From the outset I want to inform this House that the amended Bill has strayed away from its purpose to guarantee efficiency and instead has focused on areas, which will continue to frustrate contributors and their dependants.

Mr. Speaker, I will focus my contribution on the following headings:

- (1) Loopholes and/or deficiency of the amended bill;
- (2) Introduction and practice of illegal measures by the NIB;
- (3) Failure of NIB to honour widely advertised promises;
- (4) Discriminatory practice in pension increase;
- (5) Discrimination against certain citizens for 32 years;
- (6) Discrimination against employers whose contributions have been responsible for the survival of the scheme;
- (7) Failure to respond promptly to contributors' claims for benefits.

Mr. Speaker, let us look briefly at the NIS historical performance and relationship with its contributors. The whole NIS was set up and geared towards financial relief to the contributors and their families. The employers do not really benefit from the contributions they pay and they fund two-thirds of the entire NIS. So, the Government brings a bill in Parliament to amend the NIS legislation but totally ignores the major stakeholder in the entire system, the employees.

What safeguards are there to ensure that benefits are paid on a timely basis? Claimants have to wait months and sometimes years to get their benefits approved. When a person has to wait for so long after losing pay to get back their money, it is no longer a benefit, but compensation. The whole premise of setting up the NIS was to ensure contributors and their families are not left for too long without some measure of income during an emergency such as illness, job injury, maternity or invalidity. The NIB is very inefficiently run and takes too long to process and pay benefits. There ought to be written in the law certain safeguards for applicants to ensure the Board processes claims within a certain time frame. At the moment there is no stipulation as regards time frame for settling claims.

There are stringent laws to penalize applicants for late claims, which can result in loss of benefits. There are penalties such as interest payment of 15 per cent and a penalty of 25 per cent to employers who pay their contributions later than the 15 days when they are due, but there is no penalty to the board when it takes months and years sometimes to process claims. There are hundreds of applications for old age pension pending throughout the local public assistance and pensions boards because the applicant's claims for retirement benefits are held up by the NIB for no good reason other than inefficient and bureaucratic administration.

Mr. Speaker, I would read an article in the column "Action Line with Phoolo Danny Maharaj, from today's *Daily Express*, Wednesday, January 21, 2004, on page 13 headlined "NIB wants more info". This has to do with the same point I made a while ago.

"THE PROBLEM: MOONILAL HARRICHARAN, 67, is unable to get his old age pension because he is awaiting a letter of clearance from the National Insurance Board.

Harricharan, of Digity Village, Mohess Road, Debe,..."

In the constituency of Siparia

"suffers from diabetes and other medical problems. He made out his NIS forms and received an interim payment...He is appealing to the NIB to complete its report and final payment, so that he can receive his old age pension."

Mr. Speaker, I am told that in several or all of the offices, this is a problem that the public assistance and old age pensioners who are applying for pension face when they go to NIB. It takes a very long time and this stalls the whole process. It shows a "don't care a damn" attitude of the NIB management and employees.

I want to suggest an amendment to this Bill to introduce a time frame for the NIB to deal with claims similar to that in the Public Assistance Act, Chap. 32:03 as amended by Act 23 of 1996. Section 10(3) reads:

"Where an application for public assistance is submitted and at the expiration of ninety days thereafter the Local Board has neither approved nor refused the application, the application is deemed to have been approved."

It is necessary to improve safeguards for the applicants here as well.

Mr. Speaker, a non contributory scheme makes provision to protect the applicant against bureaucratic delays and inefficiencies, and a scheme to which contributors are forced to pay their hard-earned cash to prop up an inefficient administration from the contributions of employers and employees are denied protection. We need to put safeguards similar to that enshrined in the Public Assistance Act into this legislation to protect the indiscriminate delay by the NIB in processing claims.

To prove my point that the NIB is an inefficient and incompetent administration, just look at these three Certificates of Registration for employers issued by one of the board's local offices, the Port of Spain Service Centre to be exact. The first Certificate of Registration, dated November 05, 2003, issued with Claude Musaib Ali as Chairman. We know that Mr. Musaib Ali left a long time

ago; long before this particular Certificate of Registration was issued. There is another one here, dated January 06, 2004 with the signature of Mr. Edward Bayley. As we all know, Mr. Bayley left in 2001. We want to know what is happening here. I have another one with the current chairman, Mr. Ken Henry, dated November 13, 2003. When these things happen it shows that the board is really incompetent and we are paying for this with this amendment in the Bill before us.

So, I ask the question: Who is really Chairman of the NIB? As we all know Mr. Bayley was removed as chairman years ago. We also know that Mr. Claude Musaib Ali was removed as chairman more than a year ago. How come the NIB is still issuing Certificates of Registration for employers, which is a legal document, under the signatures of ex-chairmen of the NIB?

Mr. Speaker, the board's annual reports some years ago used to list the outstanding claims by category and according to the length of time these were outstanding. Today it no longer provides this information, therefore, we cannot measure their efficiency. In future, we wish that they would include this in their reports.

I now come to some of the amendments here. Clause 7(c)(4), I ask the question: Who are the persons and under what circumstance the board will want to register a person over 16 years, when there are clear guidelines and regulations to register such persons? I am not a lawyer, but I feel something is fishy there. Will that extend to over 65 years, say up to 67 years? For example, is the board actually contemplating moving the retirement age from 60 years to 67 years as suggested by Mr. Jeffery Mc Farlane, Executive Director at a public lecture in Couva on October 15, 2003 when he addressed a gathering of stakeholders on the NIB?

This provision is irrelevant and ultra-vires the regulations which already clearly provide for registration of persons 16 years and over whether as apprentices or workers.

Clause (8)(c)(5). This is certainly a problem. Why place the burden on domestic workers or casual agricultural workers to register themselves? These are people of low intelligence, illiterate for the most part, who would have difficulty in knowing what the law requires. They would also have difficulty in completing the NI 4 forms to register as it requires information about the employer. You are asking the employee to complete this form that has information about the employer. Certainly, when someone goes to an employer one will have problems to get this kind of information, whatever the information might be.

Clearly, the people who need NIS protection the most—domestic and casual agricultural workers—would be penalized by this provision where the burden

rests on them to register themselves. These people have to take time off to go to the nearest NIS office to get themselves registered, and sometimes this takes more than one visit. When they go there, they may also face a hostile and unhelpful customer service representative. Invariably this process would take more than one visit to complete sometimes. This is a punitive measure to the vulnerable worker in society and should be struck off.

Subclause (b) places a burden on the employee to inform the employer of his registration number within 14 days. What if the NIB delays the registration, as happened throughout 2003, when the office was closed due to bomb-scares, as happened throughout 2003 industrial negotiations? Matters like these are likely to be repeated. This will certainly pose a problem to the employee. How can you hold an employee responsible for some action outside his control?

The provision in subclause (c) is also very ridiculous. Imagine a casual agricultural worker, who is on the move—works here today, works somewhere else for the next two weeks—who keeps changing employers. This is the experience in the agricultural sector, one does not get permanent jobs. To try to make ends meet, one “hustles on the outside”. Why should he have to go to NIB each time to report a change of employer? This is ridiculous indeed. This should never become law. I ask: What is the rationale behind this?

Mr. Speaker, I turn to clause 14 which would repeal section 45 and substitute a new section which would empower the board to determine who is an employer for the purposes of the Act and also give the board the duty to place the employed person in the appropriate class. This is most unfair.

Since 1972 this Act contemplated that one contribution must be paid for an insurable week by providing that the board may make regulations for determining who should be treated as the employer for the purposes of this Act and may, by such regulations, provide for adjusting the rights between the employed persons, the immediate employer or the person who, by virtue of the regulations, is to be treated as the employer.

Mr. Speaker, the NIB failed to make regulations and have been demanding and collecting contribution illegally from all the employers. This has been going on for 32 years and they were given the opportunity to change it, but when a benefit is claimed they say that such person does not have insurable employment and refuses to pay the claim. For example, Dr. Ricardo Mohammed who was employed at Texaco and the San Fernando City Corporation as an MOH was refunded his contributions because he was making contributions from more than one employer.

After 32 years the board now wants Parliament to legitimize its illegality, forcing the employees/employers to pay unnecessary contributions. So, if X has three employers and is making three contributions in the highest class, that is, class 12, how would he now be adjusted? In that regulation the board is saying come with an average. They are assuming that the contribution is going to be made in different classes. When there are people in the upper classes they usually have high salaries. This would fall on the highest end, class 12. So, when you bring the three contributions together, what average is going to be used? Therefore, this person stands to lose quite a lot and only one benefit will be paid. I think we need to make amendments to this law.

3.15 p.m.

The board simply has to say that where more than one employer is involved, the substantive employer is responsible to make the contribution. A simple administrative arrangement could be made to issue a certificate of exemption from contributions from the second and third employers for that particular employee. This amendment should be rejected outright and replaced. I will just give a recommendation here for the amendment.

Where an employee has more than one employer, a contribution is payable by the substantive or major employer, the board shall issue a certificate of exemption to the employers just like what is done with the health surcharge.

The board has been collecting more than one contribution from one employee illegally and is seeking this amendment to continue to do so legally. Who benefits? Of course, it is only the National Insurance Board (NIB). There is need to make this change because this has been going on for 32 years.

Mr. Speaker, I move to clause 16(c)—remarriage grant. The amendment Act has not specified how many weeks the remarriage grant will represent. The amended Act is supposed to be clear and transparent. The period of the grant for remarriage must be stated.

I turn to page 24 of the Bill, Table C3—survivors benefit. Under the provision of Class XII, the widow will get half of the benefit to which entitled. The sum amounts to \$180, which is grossly unfair. The sum should now reflect half of the pension, which is \$1,000.

Open discrimination is practised currently against former employees of Caroni (1975) Limited, who are over the age of 60 and who have applied for pension and who have also applied for invalidity benefits. All persons who have made such claims at the local offices have been told that their claims must now be forwarded

to the main office in Port of Spain. This is unfair to those persons because in other instances persons who applied at the local offices had theirs attended to. What is disturbing is that some of these applications were being processed and have now been moved to Port of Spain. This will cause further delay.

I turn to page 25—parents benefit. Under the parents benefit, both parents receive benefits in the event that an unmarried worker dies on the job. Mr. Speaker, the amendment Bill now states that a dependent parent will benefit. Does it mean that in the new Act the other parent is cut off from the benefit? My point is that both parents used to get before and now they are saying “a parent”. Does it mean that one parent will be removed? We need to address this as well.

Retirement benefit: the National Insurance Board made the public announcement in a widely distributed, very expensive and glossy flyer here, following decrease in monthly pension. I read from the flyer:

“And there’ll be more in 2004!”

There are several headings. I will read from retirement benefit.

“Pension payments will not be interrupted if pensioners return to work before the age of 65. Such pensioners will be covered for the Employment Injury benefit, and their employers will pay the relevant contributions on their behalf in Class Z.”

This has not been addressed, but what obtains in the present Act is that if you reach age 60, you are entitled to pension. If you continue to work, this will be cut off. They are actually saying in the proposal in the flyer that even if you reach age 60 and continue to work, you will receive that \$1,000 pension benefit. We want them to address this now. We are in 2004 and we are facing a series of amendments and nothing about the retirement benefit, which was promised. I hope that the Minister will address this.

I recommend very strongly that this retirement benefit be included in this amendment. This is a very critical area. Most pensioners are engaged in part-time employment to supplement their earnings. These earnings are merely marginal. Should pensioners whose part-time earnings are marginal have their pension discontinued after contributing for over 30 years? This is grossly unfair. I suggest that we include this provision now and not postpone it. If we postpone, we may take a long time to return to it.

The Minister has said that benefits—sickness benefit, maternity benefit and so on—have increased by 24 per cent. When we compare this to the hundreds of

percentage increase in the monthly national insurance pension, I believe that the percentage increase is not adequate.

Mr. Speaker, I make some general statements here with regard to self-employment. The initial legislation in 1972 contemplated the coverage of self-employed persons, Part III of the NIB registration regulations. Why, after 32 years of operation, no coverage is afforded self-employed persons? This is discrimination of the highest order. Self-employed persons are subject to the vagaries and vicissitudes of life in that they get sick, they get injured, they have babies, they need medical care in case of injuries and they have a life after retirement just like employed persons. What are the reasons, after 32 years, that they are still not included? Immediate action should be taken to bring the self-employed under the umbrella of the NIB. If the self-employed are brought under the Act, there will be no need to increase contributions to meet the increased benefits. *[Interruption]* Mr. Speaker, they have to get a law. They can contribute a lot to it. *[Interruption]* That is why he is there—to find the answers to these. If he wants to let me sit there, I will find the answers.

Mr. Speaker, I refer to the NIB Financial Report for 2003 and the Sixth Actuarial Report. Section 13 of the Act mandates the board to submit its financial report to the Minister within three months from the end of the financial year, which ends on June 30. The Minister has two months thereafter, which is five months from June 30—November 30. The last report laid in this honourable House was for the year ended June 30, 2001. Therefore, the report for the year ended June 30, 2002 was due on November 30, 2003. Where is this report?

We want to know what the NIB is doing with all the money it is collecting, reported to be \$2 billion a year. The board has over \$12 billion in assets. We want to know what is happening. The people of this country want to know what is happening. The board should be penalized for late submission and charged for dereliction of duty or made to pay as the employers do.

Mr. Speaker, the Executive Director of the NIB, in correspondence dated December 10, 2003, written to NIS consultant, Mr. Hubert B. Dolsingh, refers to the sixth actuarial review as the basis for increases in both contributions and benefits. I would like to put this correspondence on record.

“Dear Mr. Dolsingh

Re: Retirement Pension—Hubert B. Dolsingh

Reference is made to your letter dated 4th November, 2003 and the queries contained therein.

In accordance with the National Insurance Act (the Act), Chapter 32:01 of the Laws of Trinidad and Tobago, the National Insurance Board (NIB) is guided by the recommendations of the Actuary with respect to benefits paid under the National Insurance System.

One of the recommendations of the Sixth Actuarial Review is the payment of \$1,000.00 per month to each person qualifying for retirement pension of less than \$1,000.00 per month under the NIS. This has been made law.

The \$1,000.00 pension, which you now receive, consists of the pension to which you are entitled by virtue of your contributions (employer and employee) that is, \$409.31 and a subsidized top-up of \$590.69.

Regulation 3(2) of L.N. 159 of 2003 seeks to ensure that persons who qualify for a National Insurance retirement pension in excess of \$1,000.00 based on contributions made, would not be deprived of any retirement pension earned. This notice does not provide for a scale of subsidies, as such a scale was not intended.

Please be advised and guided accordingly.

Yours sincerely

For and on behalf of the
National Insurance Board

Jeffrey McFarlane
Executive Director”

Mr. Speaker, previously we were paid according to scales of contribution. Today, this has been done away with and I feel that we need to look at this because this is unfair. If the Government has said that \$1,000 will be the minimum payment of pension, then we have to start from there and take the scales upward, so that those persons who are contributing greater amounts than Class I should be beneficiaries of a higher pension.

I look at the financial report for 2003. This honourable House is being asked to pass legislation based on that Sixth Actuarial Review, but where is the review? Section 70(3) of the Act states that reports of every actuarial review shall be laid before Parliament by the Minister. How can we contribute to this debate meaningfully without access to the actuarial report and the information it provides?

The National Insurance Act is social legislation, which cuts across race, religion and politics. It is national in scope and therefore we on this side of the

House, as representatives of the people, ought to have access to this information, as well as the contributors and stakeholders and the national community. It is a clear case of the PNM putting the cart before the horse. As a matter of fact, Mr. Speaker, there is a serious conflict in this piece of legislation, if I am to interpret this correctly.

Page 12, clause 18(c)—

“(4A) Persons who qualified for receipt of retirement pension...on or after 2nd February, 2004

(a) shall be paid such benefit in accordance with Part I...”

and Part II of Table B3. While clause 18(c) states:

“(4B) Notwithstanding the benefits rates in respect of retirement pension shown in Parts I and II of Table B3 of the Third Schedule...of one thousand dollars monthly, as a pension to each person qualifying for a retirement pension of less than one thousand dollars under the Act.”

As an example, section 54(2) of the Act requires in computing a pension that the average of all contributions be taken into account and the class in which the average falls shall be the class in which the pension should be paid.

Mr. Speaker, since the inception of the NIB on April 10, 1972, to February 1, 2004, there has been 1,660 weeks and that would be the number of contributions for that period. I will give an example here. Contributor A makes all his contributions in Class I and would have made, from April 10, 1972 to August 10, 1980, 435 contributions at the rate of 90 cents, giving a total of \$391.50. From August 11, 1980 to May 2, 1999, he would have made 977 contributions at a rate of \$3.30, giving a total of \$3,224.10. From May 3, 1999 to February 1, 2004, 248 contributions at \$8.79, giving a total of \$2,179.92; making a grand total contribution of \$5,795.52.

When you convert this, there will be 435 at \$11.31, giving a total of \$4,919.85 and 977 at \$11.31, making a total of \$11,049.87; 248 contributions at \$11.31, making a total of \$2,804.88—a grand total of \$18,774.60, and the average contribution would have been \$11.31.

Mr. Speaker, this falls in Class I with the basic pension of \$268.67 per month, plus increments. We know that every block of 25 contributions beyond the basic 750 contributions entitles the contributor to one increment. So, 1,660 minus 750 equal 910, which is 36 increments. The value of one increment in Class I is \$3.99; 36 multiplied by \$3.99 gives a total of \$143.64, so that this person’s real pension

could be \$268.67 plus \$143.64, making a total of \$412.31. So, according to the Executive Director, contributor A's pension of \$1,000 per month comprises the real pension of \$412.31 and a subsidized top-up of \$557.69, more than 100 per cent topping up.

Mr. Speaker, where in the national insurance laws is there provision for a subsidy to benefits? The funds of the board are actually analyzed and benefits are placed in the classes as per the ability of the fund to pay benefits based on the contributions. Why would the actuary fix a pension in Class I at \$268.67, while the board, to satisfy the Prime Minister's election promise to pay \$1,000, has decided to go against the actuarial advice and pay \$1,000? Where is the money coming from to pay this excess, "top-up" as it is termed, as advised by the Executive Director of the NIB? I want the Minister to give us an answer to this. I have an example of another contributor, but I will leave that there.

I spoke about the incompetence in the board's operations. I want to point out that between 1992 and 1999, the board overspent \$549 million in administrative expenses. If this had not been done, there would have been no need to increase contributions and there would have been no burden on employers and employees to pay increased benefits. This information was obtained in the 1999 administrative report.

Mr. Speaker, I move to another section, which is very important and which concerns the unallocated contributions. The NIB has \$1.9 billion in funds, which have not been allocated rightly to contributors. This is because the NIB accepts contributions based on first and last names only and sometimes without registering these persons. It is very difficult to post these contributions and therefore these funds are in a suspense account pending allocation. The truth is that these funds will never be properly allocated and there are thousands of contributors, especially casual workers, daily-rated workers, URP and short-term contract workers who make contributions, but are not properly registered and today they have great difficulty in getting their retirement and other benefits, especially where those employers have gone out of business.

I have a good example in this area. I know a very beautiful lady who has worked for 15 years and who has contributed to the national insurance scheme. Today, she has made a request for the total number of her contributions and this is not forthcoming. That person happens to be my wife, so I know this. This is the problem we are facing and we need to address these things quickly.

This matter could be easily resolved. I recommend that the NIB undertake a re-registration of the entire population, over 16 years old, who have worked between 1972 and now to ascertain their current contribution status, update their contribution

records and issue an updated statement, which must be updated on a yearly basis. I am certain that a substantial portion of that \$1.9 billion will find its way into the accounts of thousands of workers who have contributed to the NIS in years gone by.

I have another sore point here with regard to the NIB tribunal. What recourse do these contributors have? I am advised that they can go to the National Insurance Appeals Tribunal to seek recourse by appealing against NIB's refusal to pay. That tribunal has not met since May 2003 and now has over 200 appeals pending. My information is that the term of office of all the members of the tribunal expired since September 2003 and no new members have been appointed to hear their appeals. This state of affairs is untenable and only adds to the frustration of appellants who, by the time their appeals reach the tribunal, would have spent several months and perhaps years articulating their claims before the NIB finally disallows them. They then have to take their appeals to the tribunal, hoping to have a speedy hearing, only to be further frustrated by the Government's inefficiency and uncaring attitude in the handling of the affairs of the State.

Mr. Speaker: The speaking time of the hon. Member has expired.

Motion made, That the hon. Member's speaking time be extended by 30 minutes. [*Mr. G. Singh*]

Question put and agreed to.

Mr. N. Baksh: Thank you very much, Mr. Speaker and Members. Mr. Speaker, the NIB acts as a law unto itself. My information is that when decisions are given by the tribunal to pay claims, the NIB refuses to adhere to section 30 of the National Insurance Appeals Regulation, which mandates the board to comply with a tribunal decision within 30 days. The board, I am reliably advised, seldom acts within 30 days and creates more frustration for the appellants. This is simply because there is no punishment if the board fails to act. Is this how the PNM intends to achieve its 2020 Vision for service delivery?

I want to recount that the Appeals Regulations be amended to include payment of interest by the board on sums outstanding to appellants after the 30-day grace period, at the same rates as are applicable to unpaid contributions, that is, 15 per cent per annum and a penalty of 25 per cent on the outstanding benefits. This would bring the board in line and improve its service to its shareholders and respect the rulings of the Appeal Tribunal and level the playing field.

Employers' contribution statements: In the early years of NIB's operation, statements of contribution were issued to every contributor on an annual basis and workers were able to keep track of their records. However, for reasons unknown,

this practice has ceased and it takes several months to get a statement of account after requests are made. This requires the completion of three forms: NI 4, NI 165 and NI 183. I have copies of those three forms here.

A contribution statement request now takes two years before it is granted in this age of information technology. My colleague on my left can speak for hours on this subject. A person should be able to get this within minutes, so how can we justify that a simple request for a statement must take two years when a similar statement could be had within minutes?

I come to the point of the medical advisor. Since the inception of the NIS in 1972, the board appointed a medical advisor who works one day per week, dealing with all the medical matters, that is sickness, invalidity and employment injuries. I understand that that doctor is Dr. Hamilton. This is not casting aspersions on the doctor. Thirty-one years later, the NIB still has one medical advisor who still works one day a week and who is paid for only one day a week. It is highly impossible for one doctor working one day a week to process the tens of thousands of claims, which must go through him every year.

My information is that the medical advisor went on vacation leave twice in 2003 without any replacement. When he returned, there were over 3,000 claims pending. Mr. Speaker, you can imagine the chaos. There is a severe backlog and claimants have to wait several months before the medical advisor processes their claims. Who advises the board whether the medical report is acceptable or not? This is an intolerable situation. The workload of this medical advisor has grown phenomenally over the time and the board is either myopic to the situation or wilfully refuses to deal with the situation because it does not want to pay legitimate claims for contributions.

3.45 p.m.

I am recommending that a full-time medical advisor, working five days a week, should be employed to deal with the situation. Insured persons have to wait far too long to get their money.

I now look at the qualification for sickness benefit. In order to qualify for sickness benefit, insured persons must be in insurable employment for 10 out of 13 weeks immediately preceding the week in which that person got ill. This means that one must work for at least 10 weeks before illness. I am advised that this provision debars thousands of casual workers and URP workers who generally work one fortnight in and one fortnight off and also offshore workers.

Mr. Singh: What about CEPEP workers?

Mr. N. Baksh: They may fall in the category as well but they work for a little longer period. The result is that these people can never qualify for sickness or maternity benefit at all. This is very unfair and discriminatory to them. I am recommending that the qualifying conditions of "10 in 13" as it is known, be changed to 10 out of 26 so that all the workers I have mentioned before will be taken into consideration.

Clause 6 on page 16 speaks of maternity benefit. The periodical payment has been replaced by a lump sum payment. The present Act states that it is a period of 13 weeks. I would like to find out what period the lump sum payment will now represent.

I have addressed some of the very important issues of the Bill here today. This is bringing into focus for contributors to the scheme to pay more money. I want to advance some reasons why it is not necessary for contributors to the scheme to pay additional money if other considerations are taken, which will avoid this action.

Mr. Speaker, even though for 32 years the NIB has targeted salaried workers of the public and private sector agencies, the net has excluded 41.48 per cent of the said work force. I will tell you how I arrived at that figure. The National Insurance Board (NIB) 2002 report revealed that 306,216 employed persons are insured. On the other hand, the first quarter CSO report on the employment situation in Trinidad and Tobago, 2003 reveals that there are 523,300 persons employed. There is a difference of 17,000 plus. The compliance officers need to ensure that the 41.48 per cent is included in the contribution net. This is gross incompetence. If we could collect that 41.48 per cent, there is no need for increased contributions. [*Desk thumping*]

There is a limit in the salary ranges from which deductions are made. That limit, as it states, has increased from \$3,510 to \$4,377 per month. Mr. Speaker, we know today that there are thousands of people whose salaries are way beyond that figure. I want to suggest that we introduce a measure similar to the PAYE. You would have to pay as you earn. This is also applied to the national insurance. According to what is indicated in the NIB information, we can get contributions from those people who earn a higher salary. Therefore, there is no need to increase from those present contributors.

I also want to re-emphasize the point that if we include the self-employed in the NIB net, there is going to be no need to request additional funding for the measures we are talking about today.

I also want to touch briefly on the NIB investment portfolio. When we look at the investment portfolio it is limited. Very often the funds go to fund the bonds of Government, which is long-term and has low interest rates. This should be opened up for the NIB so that they could invest elsewhere, where the returns are going to be greater. The NIB should have greater influence in the investment committee. I understand that the chairman—there are others comprising the committee who may have been appointed by the Minister. Sometimes the interest is not there. If the NIB was operating for itself there would be greater interest. This classic case of incompetence of the Government is being filtered and manifested in its agencies, and in this case the NIB.

Mr. Speaker, I want to suggest that before we could conclude the debate and approve the regulations, we should take into consideration the recommendations that I have made, which would ease the burden on the contributors and bring the additional people who need to come into the NIB net.

With these few remarks, Mr. Speaker, I thank you very much.

The Minister in the Ministry of Finance (Sen. The Hon. Conrad Enill): Mr. Speaker, the contributions made, by both the Members for Nariva and Naparima, are indeed excellent contributions. However, there are a few things we need to deal with. The first question that arises is that of the ownership of the NIB. The NIB is an organization that has been set up and has three basic stakeholders: the Government, business and the trade union. Therefore, any of the decisions, contributions and amendments that are made have to first go through the test of relativity. Therefore, in those circumstances, the first comment that was made about employees' interests not being looked at, cannot withstand scrutiny. The trade union participation, at the level of the board, ensures at all times that employees' interests are looked after.

There were some comments that were made as to how the composition of certain elements of that organization operate. Quite frankly, they reflect the ownership structure. For example, in the investment community there are representatives there because Government, the business community, as well as the labour community are representative on that investment committee as a subcommittee of the board. I think we need to understand that philosophically.

One other philosophical piece that we need to understand is this: national insurance is basically a system in which you are trying, over time, based on demographics and information, to understand what your requirements are going to be to support a group of people that you would have to support at some point in the future. Therefore, many of the things that are happening are happening based

on a science called actuarial science. Actuarial science simply looks at the numbers and projections and makes determinations about the future liabilities. In those circumstances, therefore, benefit structures, contributions and rates must be looked at within that particular context. One needs to understand that if the technical rules are not specifically observed, then the plan itself can go belly up. We see this happening in many insurance companies which do not follow those particular rules.

Mr. Speaker, there are some specific recommendations on the Bill itself. I would like to deal with those when we get to committee stage. Some of the comments that have been made—specifically as it relates to the one on the agricultural and domestic worker—have merit in them. I think what was intended would not be achieved by this. We can deal with that.

Let me deal quickly with the Member for Nariva in terms of administrative efficiencies. Yes, I am aware that the NIB does not operate in the manner in which I would like to see it operate. It is not only the NIB, there are many more agencies. They have, over the last year, been trying to introduce into the organization a culture of customer service. In fact, the article that you quoted from was an effort in Point Fortin to put in place physical infrastructure that will allow individuals going in to deal with transactions in a manner that represents the things we are talking about. That is to say, when they get in there they have an environment that is comfortable, staff that is well trained and a speedier response to queries that is benchmarked by what we are attempting to achieve.

There was the question of harmonization of pension reform. Pension reform in this country, basically, has been on the policy agenda since 1995. Part of the difficulty with the whole exercise has been over time, the question of the quality of records. In order to determine exactly what your liability is, you must have information. We have found that in many instances the information that is available does not meet the requirement. Therefore, one of the exercises we are currently working on at the level of the Government is the question of trying to make sure that we have a system that will deal with information. I think we are in the second year of trying to get that entire exercise in place where we can know, on an individual basis, the particular liability of each individual.

As it relates to pension reform the Cabinet, in June of last year, recognizing that this was a particular issue that we needed to deal with, established a working committee to continue the process that had begun, to do the following:

Cabinet agreed to the establishment of a working group to oversee, manage and guide the pension reform process in the following terms:

- (i) to develop a detailed implementation plan for the reform process, including a scope of works, time schedule, resource schedule and financing schedule;
- (ii) to develop a detailed reform pension system for Trinidad and Tobago;
- (iii) to identify the conditions precedent to the implementation of the reform system and the working group will comprise: Project Unit, Ministry of Finance; Pension Division, Ministry of Finance; Actuary Division, Ministry of Finance; National Insurance Board; Personnel Department; Social Services Welfare Division, Office of the Prime Minister; Public Services Association; National Union of Government and Federated Workers and Lecturer Department of Economics, University of the West Indies.

The mandate is that the reform pension system should provide for:

- (a) full portability and transferability of pension benefits;
- (b) harmonization of the National Insurance System, retirement pension benefits and the old age pension;
- (c) a guaranteed level of income maintenance in requirement;
- (d) introduction of a defined contribution programme, characterized by individual capitalization amongst accounts for individuals;
- (e) an appropriate, integrated regulatory framework for the pension industry;
- (f) an integration and consolidation of the various legislation governing the pension industry.

That is currently what Cabinet has approved for this particular group to move forward with.

In accordance with the provisions of the Central Tenders Board Ordinance, we entered into a contract to get appropriate technical advisory services to the working group. This matter is one that the Government is looking at rather seriously, recognizing that there has been a significant amount of work done in the past. We are building on that work, including the IMF Report and other submissions, based on other kinds of work that was done.

I do not agree with the smoke and mirrors scenario. I think when we entered into this particular promise it was to improve the circumstances of a lot of citizens who made representation that what was being provided did not adequately deal

with the need as they had seen it. We felt, as a responsible government, what we should really do is look at this particular matter. In looking at this particular matter we recognized that by having the pension system paying \$1,000 and the national insurance contributor not being able to achieve that same benefit, at least in the short term, we should deal with it in a particular way. What we have done in this legislation has attempted to do that.

There was the question of whether or not it is right or wrong. As far as we are concerned, benefits paid to citizens who have spent their entire livelihood in production for this country cannot necessarily be a bad thing. In those circumstances we feel this is a step in the right direction. We are hoping to improve on it as we move forward.

It was mentioned that there should be no increase in contribution because of a larger net. If you have a larger net, you have larger liabilities. If you have larger liabilities you require more funding. In a real sense, if you improve your net and your compliance increases you may have to get additional funding. Quite frankly, the national insurance programme is a programme that is designed to provide relief to a group of individuals. It is not an annuity plan. It is not set up as an annuity plan. It is really set up for exactly what it is, social assistance to a wide number of people to give them a particular benefit. In many instances this benefit, for the higher earning individuals, will have to be supplemented by other kinds of programmes.

What is the reason for the date change? All references to February 02 are to be replaced by March 01. The reason for that is that the NIB pension payments for the month of February were paid on January 16, therefore payments are already being processed at the current rate for other benefits. This change will facilitate the benefit being paid from the next available time frame.

With respect to Table B3, the NIS pension is made up of two parts: basic pension earned with 750 contributions, supplementary pension and a system of increments for each additional 25 contributions. Part II, Table B3, shows the value of each increment or supplementary pension in the 12 classes. "Notwithstanding" is to protect those persons who, having made at least 750 contributions in the highest classes, will earn more than \$1,000 in pension. Persons who pay more than 750 contributions could earn enough increments to earn a pension. Such persons will be paid the higher earned pension. What this says is that persons who are over 750 contributions will earn a pension in excess of \$1,000.

Mr. Speaker, the very specific comments that were made by the Member for Naparima, I would like for us to study those comments. Some of the issues that

were raised were very specific issues. Many of the issues, basically, asked particular questions which I am not in a position to answer at this particular point in time.

Where is the report for 2003? As far as I am aware, that should have come here, but I would check that. There was the question of the sixth actuarial review. As far as I am aware those documents should be here as well. The issue with the NIB tribunal would be regularized very shortly. There was an issue with the union in which they had basically challenged the whole question of the composition of the representation. That matter is being reviewed at this point in time.

The issues of delay in processing claims, benefits to employees and all the administrative and governance issues that were raised are really issues that we would need to address to the board of directors specifically and to determine whether or not their strategic plans and work plans take those things into account. If they do not, then we would so advise.

Mr. Speaker, the comments were very valid. Those that relate specifically to the Bill itself, with your permission, I would like us to deal with them when we get to committee stage.

Mr. Speaker, I beg to move.

Question put and agreed to.

Bill accordingly read a second time.

Bill committed to a committee of the whole House.

House in committee.

Clauses 1 to 3 ordered to stand part of the Bill.

Clauses 4 to 6.

Sen. Enill: Mr. Chairman, I beg to move that we report progress.

House resumed.

Mr. Speaker: Hon. Members, the proceeding in committee stage will be suspended and will resume at 4.45 p.m. This is to allow certain additional amendments to be circulated.

4.12 p.m.: *Sitting suspended.*

4.45 p.m.: *Sitting resumed.*

Committee resumed.

Clauses 4 to 6 ordered to stand part of the Bill.

Clause 7.

Question proposed, That clause 7 stand part of the Bill.

Mr. Valley: Mr. Chairman, I beg to move that clause 7 be amended as follows:

- 7(b) A. Delete the words “2nd February, 2004” and substitute the words “1st March, 2004”; and
- B. Delete the words “1st February, 2004” and substitute the words “29th February, 2004”.
- 7(c) In the new subsection (4), delete the words “over sixteen years” and substitute the words “between sixteen and sixty years”.

Question put and agreed to.

Clause 7, as amended, ordered to stand part of the Bill.

Clause 8.

Question proposed, That clause 8 stand part of the Bill.

Mr. Valley: Mr. Chairman, I beg to move that clause 8 be amended as follows:

- 8(c) A. In the new subsection (5), delete the word “shall” and substitute the word “may”;
- B. In the new subsection (5), in paragraph (a) delete the words “seven days” and substitute the words “three months”; and
- C. In the new subsection (5), in paragraph (b) delete the word “fourteen” and substitute the word “twenty-eight”.

Question put and agreed to.

Clause 8, as amended, ordered to stand part of the Bill.

Clauses 9 to 12 ordered to stand part of the Bill.

Clause 13.

Question proposed, That clause 13 stand part of the Bill.

Mr. Valley: Mr. Chairman, I beg to move that clause 13 be amended as follows:

Delete the words “2nd February, 2004” and substitute the words “1st March, 2004”.

Question put and agreed to.

Clause 13, as amended, ordered to stand part of the Bill.

Clause 14.

Question proposed, That clause 14 stand part of the Bill.

Mr. Baksh: Mr. Chairman, I am suggesting that we make an adjustment to clause 14. The recommendation I have here is: "Where an employee has more than one employer, a contribution is payable by the substantive or major employer. The Board shall issue a certificate of exemption to the other employers." This is in the case where there is more than one employer.

Mr. Chairman: What is the amendment that you are suggesting?

Mr. Baksh: I am suggesting that we state it this way: "Where an employee has more than one employer, a contribution is payable by the substantive or major employer. The Board shall issue a certificate of exemption to the other employers."

Mr. Chairman: Did you put your suggested amendment in writing?

Mr. Baksh: Well, I have it highlighted here.

Mr. Chairman: Are you deleting or adding words?

Mr. Baksh: It is the whole of section 45. I am just replacing it with the recommendation that I made.

Question put and agreed to.

Clause 14 ordered to stand part of the Bill.

Clause 15 ordered to stand part of the Bill.

Clause 16.

Question proposed, That clause 16 stand part of the Bill.

Mr. Baksh: Mr. Chairman, what period will the lump sum payment represent?

Mr. Valley: It is the same 13 weeks, payable in advance.

Question put and agreed to.

Clause 16 ordered to stand part of the Bill.

Clause 17 ordered to stand part of the Bill.

Clause 18.

Question proposed, That clause 18 stand part of the Bill.

Mr. Valley: Mr. Chairman, I beg to move that clause 18 be amended as follows:

- A. Delete the words “2nd February, 2004” and substitute the words “1st March, 2004” wherever they occur; and
- B. Delete the words “1st February, 2004” and substitute the words “29th February, 2004”, wherever they occur.”

Question put and agreed to.

Clause 18, as amended, ordered to stand part of the Bill.

Clause 19.

Question proposed, That clause 19 stand part of the Bill.

Mr. Valley: Mr. Chairman, I beg to move that clause 19 be amended as follows:

- A. Delete the words “02/02/2004” and substitute the words “01/03/2004” in Table A1;
- B. Delete the words “01/02/04” and substitute the words “29/02/04” in Table C3;
- C. Delete the words “02/02/04” and substitute the words “01/03/2004” in Tables C1, C2, C3 and C4.

Mr. Baksh: I would like to go back to clause 18.

Mr. Chairman: We will revisit clause 18 afterwards.

Question put and agreed to.

Clause 19, as amended, ordered to stand part of the Bill.

Clauses 20 and 21 ordered to stand part of the Bill.

Clause 18 recommitted.

Question again proposed, That clause 18 stand part of the Bill.

Mr. Baksh: Mr. Chairman, I was not interfering with clause 18, but I was going to make a point just before we reach the tables. I have an issue that I would like to raise with regard to the retirement benefit. I know a number of persons who are 60 years and over, and according to the present rule, if these persons are

employed they will not get a pension. I know that there are hundreds of persons outside there who are working. We should try to put this into the law so that people will be able to work after the age of 60 and not be debarred from having their pension.

Mr. Valley: I do not think that we could insert that suggestion now, but we will take it into consideration. I will ask them to have a look at it.

Mr. Baksh: Okay, I just wanted to get the point in.

Mr. Valley: Mr. Chairman, I just wanted to advise the Member for Naparima that I was advised that it is going to be implemented; it is part of the amendments by regulations.

Mr. Baksh: Mr. Chairman, with respect to the monthly benefits, I am seeing on Table C3 under “dependant parents”, there is the word “parents”, and on Part II Table C3 again, there is the word “parents”, but when you go to Table D3 there is “dependant parent” meaning one parent. Is it that one of the parents was cut off there, or is it a typographical error where the ‘s’ was missed out?

Mr. Valley: I think it is “parents”.

Mr. Baksh: Could we have it inserted?

Mr. Valley: Yes.

Question put and agreed to.

Clause 18, as amended, ordered to stand part of the Bill.

Question put and agreed to, That the Bill, as amended, be reported to the House.

House resumed.

Bill reported, with amendment, read the third time and passed.

ADJOURNMENT

The Minister of Trade and Industry and Minister in the Ministry of Finance (Hon. Kenneth Valley): Mr. Speaker, I beg to move that this House do now adjourn to Friday, January 23, 2004 at 1.30 p.m. I wish to inform the House that on that day the Government plans to debate the Finance Bill 2004. We will also take the report from the Finance Committee, as well as the Supplementary Appropriation Bill.

Mrs. Persad-Bissessar: Are we taking the Finance Bill, 2004 and the Supplementary Appropriation Bill at the same time?

Adjournment

Wednesday, January 21, 2004

Hon. K. Valley: No. They are two separate matters. We will do the Finance Bill, 2004, and then we will do the report and the Supplementary Appropriation Bill together.

Question put and agreed to.

House adjourned accordingly.

Adjourned at 5.05 p.m.

WRITTEN ANSWER TO QUESTION

The following question was asked by Dr. Roodal Moonilal (Oropouche):

Issuances of CARICOM Skills Certificates

- 32.** (a) Could the hon. Minister of Foreign Affairs inform the House as to whether there is a committee for the issuance of CARICOM Skills Certificates operating within the Ministry of Foreign Affairs?
- (f) If yes, could the Minister state the date when this committee was established and the names and job titles of those persons sitting on the committee?
- (g) Could the Minister present to the House a list of the applicants' names, originating countries, the nature of the jobs being sought and the date of issuance of all certificates between the period January 2002 to the present?
- (h) Could the Minister also present to the House the list of the applicants' names, originating countries and nature of the jobs being sought of all those applicants who have been rejected?
- (i) Would the Minister also state whether those successful applicants have brought dependants into Trinidad and Tobago, and if so, how many?

The following reply was circulated to Members of the House:

The Minister of Foreign Affairs (Sen. The Hon. Knowlson Gift): There is indeed an Inter-Ministerial Committee established to examine the applications for the CARICOM Skills Certificate. This Committee has the basic function of examining the applications and then advising the Minister whether the applicants satisfy the criteria laid down in the Act of being born in or being a citizen of a qualifying CARICOM Member State with the requisite qualifications.

Part B

Mr. Speaker, for the information of this Honourable House, I wish to indicate that the Committee was established in October 2001 and comprises representatives from the following Ministries:

- Ministry of Foreign Affairs
- Mr Gerald Thompson, Director of the Legal and Marine Affairs Division (Chairman)
- Mr Raghunath Mahabir, Foreign Service Officer I, CARICOM and Caribbean Affairs Division
- Ministry of National Security
- Mr Herman Browne, Ag Assistant Chief Immigration Officer
- Mr Guy Benjamin, Ag Immigration Officer IV
- Ministry of Labour and Small and Micro Enterprise Development
- Mrs Elizabeth Sealy, Chief Manpower Officer
- Mr Harold Boodhoo, Senior Manpower Officer
- Ministry of Education
- Mrs Jennifer Hussain, Director of Educational Planning
- Ministry of Science, Technology and Tertiary Education
- Dr. Alvin Ashton, Consultant, National Institute of Higher Education, Research, Science and Technology (Committee on the Recognition of Degrees [CORD] Division)
- Ms Nandi Ogiste, Ag Administrative Officer II, National Institute of Higher Education, Research, Science and Technology (Committee on the Recognition of Degrees [CORD] Division)

Part C

Mr Speaker, there are presently 272 names on the list of applicants for the CARICOM Skills Certificate. The following is a breakdown by country, number of applications and the number of those successful.

Country of Birth	Number of Applicants	Number Successful	Number Unsuccessful
Antigua	05	05	00
The Bahamas	02	02	00

*Written Answer to Question**Wednesday, January 21, 2004*

Barbados	36	35	01
Dominica	17	15	02
Grenada	14	13	01
Guyana	46	40	06
Haiti	01	01	00
Jamaica	64	60	04
Montserrat	01	01	00
St Kitts and Nevis	04	04	00
Saint Lucia	23	23	00
St Vincent and the Grenadines	16	15	01
Suriname	06	05	01
Trinidad and Tobago	28	28	00
Uganda	01	00	01
United Kingdom	07	06	01
Zambia	01	01	00
	_____	_____	_____
	272	254	8
	_____	_____	_____

The full list which I have, would be distributed to the Honourable Members and will show all this information together with the date on which these applications were approved (see Attachment I). It should be noted that the successful applicants from the United Kingdom and Zambia possessed dual citizenship with a CARICOM Member State.

As to the date of issuance, Mr Speaker, these certificates once prepared, are issued on a daily basis and are issued directly to the applicants whose responsibility it is to collect them as soon as possible.

Mr Speaker, the Member is advised that the nature of jobs sought include work in the areas of medicine, engineering, management, accounting, teaching and architectural studies.

Part D

Mr Speaker, of the 272 applications, only 18 applicants have been rejected. The following is a breakdown by country.

Barbados	- 01
Dominica	- 02
Grenada	- 01
Guyana	- 06
Jamaica	- 04
St Vincent and the Grenadines	- 01
Suriname	- 01
Uganda	- 01
United Kingdom	- 01

The list of applicants' names and originating countries would also be distributed to the House (see Attachment II).

Part E

Mr Speaker, the concept of a Single Market and Economy requires that labour be allowed to move as freely as other factors of production susceptible of movement in order to achieve an optimum allocation of resources within the single market. It is to be noted that the grant of a Certificate of Caribbean Community Skills Qualification by the Government of Trinidad and Tobago does not mean that the Certificate holder has obtained or will obtain a job in Trinidad and Tobago or that he will ever take up residence in Trinidad and Tobago. Since we began to process applications only in 2002, we have not yet compiled data on whether successful applicants have brought their dependents into the country. This data will be obtainable at the port of entry by the Immigration Department. We have noticed, however, that a significant number of successful applicants are either students pursuing higher education at tertiary institutions in Trinidad and Tobago or CARICOM Nationals who have been living and working in Trinidad and Tobago under Work Permits.

ATTACHMENT I**Applications made under the Immigration (Caribbean Community Skilled Nationals) Act, 1996**

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
1	Jenny Lindsay	United Kingdom	United Kingdom /Grenada	LLB - Leicester Polytechnic	Recommended for approval by Committee on 28/11/03 - Certificate to be issued
2	Donna Wellington	United Kingdom	United Kingdom /Barbados	BSc - Accounting (UWI)	Recommended for approval by Committee on 28/11/03 - Certificate to be issued
3	Michelle Ann Perry Adonis	Guyana	Guyana	Associate of Science Degree in Pharmacy - University of Guyana	Applicant does not qualify for Certificate under Section 8 A of the Act
4	Tamasa Barrow	Barbados	Barbados	BSc - Accounting - UWI	Certificate issued on 22/02/02
5	Curt Bowman	St Vincent and the Grenadines	St Vincent and the Grenadines	BSc - Biology - Andrews University (USA)	Certificate issued on 22/02/02
6	Samuel J. Goolsarran	Guyana	Guyana	BA - University of Guyana MSc - Industrial Relations and Personnel Management - London School of Economics and Political Science	Certificate issued on 22/02/02

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
7	Carl Williams	Barbados	Barbados	BA - Theology - UWI Diploma - Pastoral Studies - Codrington College, Barbados	Certificate issued on 22/02/02
8	Leith A. Yearwood	Guyana	Guyana	BSc - Technology - University of Calcutta	Certificate issued on 22/02/02
9	Kelly A. Jarrett	Jamaica	Jamaica	BA - General - UWI	Certificate issued on 05/03/02
10	Charles Richard Allen	Jamaica	Jamaica	BSc - Civil Engineering - UWI	Certificate issued on 05/03/02
11	Celine Matthias	St Vincent and the Grenadines	St. Vincent and the Grenadines	Bachelor of Business Administration (Management) - College of Arts and Technology (Jamaica)	Certificate issued on 05/03/02
12	Samantha Lawson	Guyana	Guyana	LLB - University of Guyana, Dip IR - University of Guyana	Certificate issued on 05/03/02
13	Ms Cheryl Halls	Guyana	Guyana	BSc - Construction Engineering and Management - University of Technology - Jamaica	Certificate issued on 05/03/02
14	Carlene Nesbitt	Jamaica	Jamaica	BSc - DDS - UWI	Certificate issued on 05/03/02
15	Damian Edghill (c/o Citibank T'dad Ltd.)	Barbados	Barbados	LLB - University of Edinburgh, Legal Education Certificate - Hugh Wooding Law School	Certificate issued on 05/03/02
16	Sabrina Welds	Jamaica	Jamaica	BSc - Chemical and Process Engineering - UWI	Certificate issued on 18/03/02

Written Answer to Question

Wednesday, January 21, 2004

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
17	Errol Marshall 772-6617	Barbados	Barbados	MBBS - UWI	Certificate issued on 10/04/02
18	Vivienne Mitchell 662-1260	Jamaica	Jamaica	MBBS - UWI (Mona)	Certificate issued on 10/04/02
19	Brian R Pinnock	Jamaica	Jamaica	BSc - Civil Engineering (UWI)	Certificate issued on 11/04/02
20	Rhonette Murray	St Vincent and the Grenadines	St Vincent and the Grenadines	BSc - Civil Engineering (UWI)	Certificate issued on 11/04/02
21	Junior Bruce	Jamaica	Jamaica	BSc - Civil Engineering (UWI)	Certificate issued on 11/04/02
22	Noel Rose	Jamaica	Jamaica	BSc - Electrical and Computer Engineering (UWI)	Certificate issued on 10/05/02
23	Lorraine Victor	Antigua and Barbuda	Antigua and Barbuda	BSc, BBA - Andrews University (USA)	Certificate issued on 11/04/02
24	Aubrey Garcia	Trinidad and Tobago	Trinidad and Tobago	BSc Mathematics (UWI), LLB, UWI, MA, University of Toronto, MBA, University of Toronto	Certificate issued on 10/05/02
25	Deirdre Charles	Saint Lucia	Saint Lucia	BSc - Public Sector Management (UWI)	Certificate issued on 10/05/02
26	Paul Ellis	Jamaica	Jamaica	BSc - Electrical and Computer Engineering UWI, MSc - Digital Systems - UWI	Certificate issued on 10/05/02

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
27	Henry Reid	Jamaica	Jamaica	BSc - Economics and Management (UWI), MBA (UWI)	Mr Browne called on 29/07/02 with final recommendation for approval - Certificate issued on 21/08/02
28	Rudolph Matthias	St Vincent and the Grenadines	St Vincent and the Grenadines	BSc - Accounting (UWI), MA (Western Illinois University)	Certificate issued on 10/05/02
29	Natasha Mortley	Saint Lucia	Saint Lucia	BSc (Sociology and Management) - UWI	Certificate issued on 18/06/02
30	Roosevelt Rock	Barbados	Barbados	DDS - UWI, Certificate of Vocational Training	Certificate issued on 18/06/02
31	Heidi Vincent	Grenada	Grenada	BSc (Management Studies) - UWI	Certificate issued on 18/06/02
32	Gomattie Virsawmi	Guyana	Guyana	26 week Training Programme for Pharmacy Assistants	Applicant does not qualify under Section 8 (i) of the Act
33	Marcus Barrington Steele	Jamaica	Jamaica	BSc (Accounting) - UWI	Certificate issued on 18/06/02
34	David Frazer	Jamaica	Jamaica	MBA Nova Southeastern University First Degree to be sent by WITCO	Mr Browne called on 29/07/02 with final recommendation for approval - Certificate issued on 26/08/02
35	Trevor Johnson	Dominica	Dominica	BSc - Quantity Surveying (Leeds Metropolitan University)	Certificate issued on 18/06/02

*Written Answer to Question**Wednesday, January 21, 2004*

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
36	Orrin Kerr	Guyana	Guyana	Applicant has been requested to bring in two passport photos, original passport and the page of the passport indicating his status with Immigration officials. LLB - University of Guyana	Awaiting completed application. Committee decided on 29/08/02 that applicant should be informed in writing of this and given a three-week deadline from date of receipt to submit.
37	Andrew Peart	Jamaica	Jamaica	BSc - Accounting (UWI)	Mr Browne called on 29/07/02 with final approval - Certificate issued on 21/08/02
38	Anderson Christian	Dominica	Dominica	BSc Andrews University (USA)	Certificate issued on 18/06/02
39	Patsy Russell	Guyana	Guyana	BSc University of Guyana, MA (Banking and Finance) University College of North Wales	Certificate issued on 10/05/02
40	Juliana Alfred	Saint Lucia	Saint Lucia	BSc - Government (major) and History (minor) (UWI)	Certificate issued on 10/05/02
41	Tyrone Sutherland	Saint Lucia	Saint Lucia	BSc - General (UWI)	Certificate issued on 10/05/02
42	Troy Myrie	Jamaica	Jamaica	BSc - Civil Engineering (UWI)	Mr Browne called on 29/07/02 with final recommendation for approval - Certificate issued on 21/08/02

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
43	Yolande Gittens	Grenada	Grenada	BSc - Economics and Mathematics (UWI)	Certificate issued on 18/06/02
44	Georgetta Reid	Jamaica	Jamaica	BSc - Economics (Minor in Accounting and Marketing) UWI	Certificate issued on 18/06/02
45	Gabriel Malzaire	Saint Lucia	Saint Lucia	BA - Theology (UWI), MA - Catholic Theological Union (Chicago)	Certificate issued on 18/06/02
46	Sonia Forde	Barbados	Barbados	MBBS (UWI)	Certificate issued on 18/06/02
47	Fitz Blair	Jamaica	Jamaica	BSc Computer and Electrical Engineering (UWI)	Certificate issued on 18/06/02
48	Winston Elibox	Saint Lucia	Saint Lucia	BSc (Mathematics) UWI	Certificate issued on 20/06/02
49	John Theophilus Spencer	Jamaica	Jamaica	BSc (Electrical Engineering) UWI, MSc - Electronics & Instrumentation - UWI MBA - UWI	Mr Browne called on 29/07/02 with final recommendation for approval - Certificate issued on 21/08/02
50	Robert George Fowles	Jamaica	Jamaica	BSc - UWI MPhil (Chemistry) - UWI	Certificate issued on 20/06/02
51	Gaius Dalton Eudoxie	Saint Lucia	Saint Lucia	BSc Agriculture (UWI)	Certificate issued on 20/06/02
52	Steve Spence	Jamaica	Jamaica	BSc - Electrical and Computer Engineering (UWI)	Mr Browne called on 29/07/02 with final recommendation for approval - Certificate issued on 21/08/02

Written Answer to Question

Wednesday, January 21, 2004

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
53	Patricia Byer-Dunphy	Saint Lucia	Saint Lucia	Diploma in Art - Edinburgh College of Art	Approved by Committee on 13/11/02 - Certificate issued on 26/11/02
54	Ridley Benjamin Holder	Barbados	Barbados	PhD (University of Warwick)	Certificate issued on 20/06/02
55	Cleve Pile	Trinidad and Tobago	Trinidad and Tobago	Title of Architect and Planning Administrator	Certificate issued on 20/06/02
56	Ivor Learie Meade	Montserrat	Montserrat	BSc - Mechanical Engineering (UWI)	Passport pages sent to Immig. Div on 03/09/02 - pending
57	Thomas Peter Leonce	Saint Lucia	Saint Lucia	BSc - Management Studies (UWI)	Mr Browne called on 29/07/02 with final recommendation for approval - Certificate issued on 21/08/02
58	Yvonne Chiu Hung	Suriname	Suriname	MSc - Economics (University of Suriname)	Certificate issued on 20/06/02
59	Omar Eugene Davis	Jamaica	Jamaica	BSc - Chemical and Process Engineering (UWI)	Recommended for approval by Committee on 26/07/02 - Certificate issued on 21/08/02
60	Sati Maragh-Lalla	Jamaica	Jamaica	BA - (UWI), LLB - (UWI)	Certificate issued on 20/06/02
61	Sangita Nebhnani - Ramdeen	Barbados	Barbados	BSc - Sociology and Law (UWI)	Certificate issued on 20/06/02
62	Richardo O'Neill White	Jamaica	Jamaica	BSc - Surveying and Land Information (UWI)	Certificate issued on 20/06/02

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
63	Ena James	Saint Lucia	Saint Lucia	BSc - Management Studies (UWI)	Recommended for approval by Committee on 26/07/02 - Certificate issued on 21/08/02
64	Linda Waldron	Grenada	Grenada	BA (UWI)	Recommended for approval by Committee on 26/07/02 - Certificate issued on 21/08/02
65	Tracey-Ann Christian	Dominica	Dominica	MBBS (UWI)	Applicant advised that unable to process application because originals not seen and her application and attachments were forwarded to her home address, as she requested.
66	Claudette Bennett	Jamaica	Jamaica	BSc. - Sociology (UWI)	Recommended for approval by Committee on 26/07/02 - Certificate issued on 21/08/02
67	Myrtle Allison Weir	Jamaica	Jamaica	BSc - Human Resource Management (UWI) BSc - Hotel Management (UWI)	Mr Browne called on 29/07/02 with final recommended for approval - Certificate issued on 21/08/02
68	Zoe Dorothy-Ann Cecelia King	St Vincent and the Grenadines	St Vincent and the Grenadines	DDS - UWI	Recommended for approval by Committee on 26/07/02 - Certificate issued on 26/08/02
69	Marja Naarendorp	Suriname	Suriname	LLB - University of Suriname	Recommended for approval by Committee on 26/07/02 - Certificate issued on 26/08/02

Written Answer to Question

Wednesday, January 21, 2004

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
70	Lynette Joseph-Brown	Guyana	Guyana	B.A. - General (UWI) MPhil - UWI	Recommended for approval by Committee on 26/07/02 - Certificate issued on 26/08/02
71	Dennis Brown	Jamaica	Jamaica	PhD - Social Sciences (UWI)	Recommended for approval by Committee on 26/07/02 - Certificate issued on 26/08/02
72	Basil Reid	Jamaica	Jamaica	BA (UWI) MA - Field and Analytical Techniques in Archaeology (University of London)	Recommended for approval on 30/07/02 after verification of documents - Certificate issued on 26/08/02
73	Joan Reid	Jamaica	Jamaica	BSc - Accounting (UWI)	Recommended for approval on 30/07/02 after verification of documents - Certificate issued on 26/08/02
74	Melanie Parris-Bhola	Guyana	Guyana	B.A. - York University	Recommended for approval by Committee on 26/07/02 - Certificate issued on 26/08/02
75	William C. Bhola	Guyana	Guyana	BSc - Computer Science (University of Sussex)	Recommended for approval by Committee on 26/07/02 and replacement on 15/01/03 - Certificate first issued on 26/08/02. Certificate was lost (stolen) and replacement issued on 08/04/03

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
76	Makeba Murphy	Dominica	Dominica	BSc - Chemistry (UWI)	Recommended for approval by Committee on 26/07/02 - Certificate issued on 26/08/02
77	Leon Leslie	Dominica	Dominica	BSc - Computer Programming (Andrews University)	Recommended for approval on 07/08/02 after documents verified and letter from CUC approved - Certificate issued on 26/08/02
78	Amoy Foster	Barbados	Barbados	Doctor of Veterinary Medicine (UWI)	Recommended for approval by Committee on 18/12/02 - Certificate issued on 06/01/03
79	Carol Maria Belgrave	Barbados	Barbados	BSc (UWI) DDS (UWI)	Recommended for approval by Committee on 26/07/02 - Certificate issued on 26/08/02
80	Reed Patrick Harper	Trinidad and Tobago	Trinidad and Tobago	BSc - Accounting (UWI)	Recommended for approval by Committee on 26/07/02 - Certificate issued on 26/08/02
81	Oresa Charles	Trinidad and Tobago	Trinidad and Tobago	LLB (UWI)	Recommended for approval by Committee on 26/07/02 - Certificate issued on 26/08/02
82	Raoul Alose Thomas	Jamaica	Jamaica	BSc (UWI)	Recommended for approval by Committee on 26/07/02 - Certificate issued on 26/08/02

Written Answer to Question

Wednesday, January 21, 2004

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
83	Cecelia Cleo Maxine Jones	United Kingdom	United Kingdom /St Vincent and the Grenadines	BA - Business Admin (University of Wales)	Letter sent informing that applicant does not quality because of place of birth - UK. Application reconsidered and recommended for approval by Committee on 27/11/03. Cert to be issued.
84	Gale Rigobert	Saint Lucia	Saint Lucia	BSc - Government (UWI) MPhil - International Relations (University of Cambridge)	Recommended for approval by Committee on 26/07/02 - Certificate issued on 26/08/02
85	Penelope Madonna Campbell-James	Guyana	Guyana	Registered Nursing Assistant (Georgetown School of Nursing)	Applicant does not quality under Section 8 (i) of the Act and is to be advised
86	Charles Ivan Carmichael	Guyana	Guyana	BSc - Agriculture (University of Novi Sad) MSc - Agricultural Economics (University of Belgrade)	Final recommendation for approval rec'd from Mr Browne - Certificate issued on 02/10/02
87	Giselle Jeffrine Bailey	St Kitts and Nevis	St Kitts and Nevis	BA - English (Andrews University)	Recommended for approval by Committee on 18/12/02 - Certificate issued on 06/01/03
88	Zilta M. M. George	Saint Lucia	Saint Lucia	BSc - Sociology and Management (UWI)	Recommended for approval by Committee on 29/08/02 - Certificate issued on 11/09/02

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
89	Pearl Francie Davis	Dominica	Dominica	BSc - Maths and Chemistry (UWI)	Final recommendation for approval rec'd from Mr Browne - Certificate issued on 02/10/02
90	Tracey-Ann Martin	Jamaica	Jamaica	BSc - Civil Engineering (UWI)	Recommended for approval by Committee on 29/08/02 - Certificate issued on 10/09/02
91	Philip Anthony McMillan	Jamaica	Jamaica	MBBS (UWI)	Recommended for approval by Committee on 29/08/02 - Certificate issued on 10/09/02
92	Ron Ryan Sookram	Grenada	Grenada	BA - History (UWI)	Recommended for approval by Committee on 29/08/02 - Certificate issued on 10/09/02
93	Jansen Everett Trotman	St Kitts and Nevis	St Kitts and Nevis	Bachelor of Theology (Caribbean Union College) MA - Religion (Andrews University)	Clarification received of nationality - Certificate issued on 25/11/02
94	Rishi Alain Mungal	Trinidad and Tobago	Trinidad and Tobago	BA (UWI) LLB (UWI)	Recommended for approval by Committee on 29/08/02 - Certificate issued on 10/09/02
95	Dellan Alexander Gregory Thomas	Trinidad and Tobago	Trinidad and Tobago	BSc - Management (UWI)	Recommended for approval by Committee on 29/08/02 - Certificate issued on 10/09/02
96	Martin Roe Hawkins	Barbados	Barbados	Bachelor of Engineering	Recommended for approval by Committee on 29/08/02 - Certificate issued on 10/09/02

Written Answer to Question

Wednesday, January 21, 2004

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
97	Patrick Alphonsus Antoine	Grenada	Grenada	PhD - Economics (University of Florida)	Recommended for approval by Committee on 29/08/02 - Certificate issued on 10/09/02
98	Dennis J. Gayle	Jamaica	Jamaica	PhD (UCLA)	Recommended for approval by Committee on 13/11/02 - Certificate issued on 25/11/02
99	Kahlil Steele	Grenada	Grenada	BSc - Accounting (UWI)	Recommended for approval by Committee on 02/10/02 - Certificate issued on 17/10/02
100	Russell Benito Greaves	Barbados	Barbados	Doctor of Dentistry (UWI)	Recommended for approval by Committee on 13/11/02 - Certificate issued on 25/11/02
101	Kerry Elda Joseph	Saint Lucia	Saint Lucia	BSc - Economics (UWI)	Recommended for approval by Committee on 02/10/02 - Certificate issued on 17/10/02
102	Robertha Sandra Evans	Saint Lucia	Saint Lucia	BA - Linguistics (UWI) MA - Linguistics (University of Toulouse)	Recommended for approval by Committee on 02/10/02 - Certificate issued on 17/10/02
103	Eldon Theodore Shondell Blackman	Barbados	Barbados	BSC (Andrews University)	Mr Browne conveyed recommendation for approval for this applicant on 08/11/02 - Certificate issued on 26/11/02

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
104	Roy Israel McGarrell	Guyana	Guyana	BTh (Caribbean Union College) MA (Andrews University) PhD (Andrews University)	Recommended for approval by Committee on 02/10/02 - Certificate issued on 17/10/02
105	Ian Allan Alistair Lambert	Grenada	Grenada	BSc (UWI) MSc (University of Reading) PhD (Rutgers, The State University of New Jersey)	Immigration status checked. Recommended for approval by Committee on 13/11/02 - Certificate issued on 04/12/02
106	Shane Cummins	Barbados	Barbados	BSc - Biology (Andrews University)	Recommended for approval by Committee on 02/10/02 - Certificate issued on 17/10/02
107	Kenrick Angall	Guyana	Guyana	MBA (University of Michigan)	Recommended for approval by Committee on 02/10/02 - Certificate issued on 17/10/02
108	Julius Daniels	Guyana	Guyana	BSc - Computer Information Systems (Andrews University)	Mr Browne conveyed recommendation for approval for this applicant on 08/11/02 - Certificate issued on 04/12/02
109	Meer Hassan Alli	Guyana	Guyana	MA and Diploma in Social Sciences	Recommended for approval by Committee on 02/10/02 - Certificate issued on 17/10/02
110	Greg Faustin	Dominica	Dominica	BSc - Civil Engineering (UWI) MSc - Construction Engineering and Management (UWI)	Recommended for approval by Committee on 13/11/02 - Certificate issued on 25/11/02

Written Answer to Question

Wednesday, January 21, 2004

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
111	Osafo Ndbadingi Fraser	Guyana	Guyana	MBBS (University of Guyana)	Recommended for approval by Committee on 13/11/02 - Certificate issued on 25/11/02
112	Sherwyn A. N. Cambridge	Guyana	Guyana	BSc - Computer Information Systems (Andrews University)	Mr G. Benjamin conveyed final recommendation for approval on 19/11/02 - Certificate issued on 25/11/02
113	Denise Nadina Goolsarran	Guyana	Guyana	MSc - International Relations (UWI)	Recommended for approval by Committee on 13/11/02 - Certificate issued on 25/11/02
114	Gary McIvor Romeo	Trinidad and Tobago	Trinidad and Tobago	BSc - Computer Science (Coppin State College)	Recommended for approval by Committee on 13/11/02 - Certificate issued on 25/11/02
115	Shellon Mayers	Guyana	Guyana	LEC - Hugh Wooding Law School	LLB Certificate seen. Recommended for approval - Certificate issued on 08/01/03
116	André Ryan Clarke	Barbados	Barbados	DDS (UWI)	Recommended for approval by Committee on 13/11/02 - Certificate issued on 25/11/02
117	Bassey Mwale Haynes	Zambia	Zambia / St Kitts and Nevis	BSc - Civil Engineering (University of New Brunswick)	Recommended for approval by Committee on 23/07/03 subject to immigration status check. Recommended for approval on 22/08/03 - Certificate issued on 08/09/03

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
118	Harnam Chalendra	Suriname	Suriname	BSc - Business Economics (Suriname) MSc - Agribusiness and Marketing (UWI)	Mr G. Benjamin conveyed final recommendation for approval on 19/11/02 - Certificate issued on 04/12/02
119	Sonia Renata Ishmael	United Kingdom	United Kingdom / Barbados	BSc - Management (UWI)	Recommended for approval by Committee on 23/07/03 - Certificate issued on 22/08/03
120	Brian Pertab	Guyana	Guyana	MBA (University of Wexford)	Applicant requested on 08/04/03 to furnish Committee with any information about accreditation of University of Wexford in the US. Matter deferred to next Committee meeting
121	David Rajesh Goolsarran	Guyana	Guyana	Bachelor of Engineering (University of Guyana)	Recommended for approval by Committee on 15/01/03 - Certificate issued on 23/01/03
122	Korry Damian Barnett	Jamaica	Jamaica	BA - Architectural Studies (University of Technology, Jamaica)	Recommended for approval by Committee on 18/12/02 - Certificate issued on 06/01/03
123	Wayne Sylvester Quinland	Antigua and Barbuda	Antigua and Barbuda	MBBS (UWI)	Recommended for approval by Committee on 18/12/02 - Certificate issued on 06/01/03

Written Answer to Question

Wednesday, January 21, 2004

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
124	Trevor Augustus Jolly	Dominica	Dominica	MBBS (UWI)	Recommended for approval by Committee on 18/12/02 - Certificate issued on 06/01/03
125	Scoffield Eugene Eversley	Barbados	Barbados	BA - Theology (Covington Theological Seminary) MA - Theology (Covington Theological Seminary) ThD - Theology (Covington Theological Seminary)	Recommended for approval by Committee on 18/12/02 - Certificate issued on 06/01/03
126	Lydia Alsan	Trinidad and Tobago	Trinidad and Tobago	BSc - Engineering (UWI)	Recommended for approval by Committee on 18/12/02 - Certificate issued on 06/01/03
127	Junior Constantine David Thompson	Jamaica	Jamaica	BA - Architectural Studies (College of Arts, Science and Tech) MA - Architecture (University of Technology, Jamaica)	Recommended for approval by Committee on 18/12/02 - Certificate issued on 08/01/03
128	Gail-Ann Pope	Barbados	Barbados	DDS (UWI)	Recommended for approval by Committee on 18/12/02 - Certificate issued on 08/01/03
129	Geoffery G. Atkinson	Jamaica	Jamaica	BSc - Civil Engineering (UWI)	Recommended for approval pending clarification of immigration status by Mr H. Browne
130	Nnaka Marquita Forde	Barbados	Barbados	BSc - Surveying and Land Information (UWI)	Recommended for approval by Committee on 18/12/02 - Certificate issued on 08/01/03

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
131	Kentillia Esma Rita Louis	Saint Lucia	Saint Lucia	BA - English and Theatre Arts (UWI)	Recommended for approval by Committee on 18/12/02 - Certificate issued on 08/01/03
132	Rodwyn Mark Newton Fanfair	Guyana	Guyana	Bachelor of Theology (Canadian Nazarene College)	Recommended for approval by Committee on 15/01/03 - Certificate issued on 23/01/03
133	Winston Anthony Isles	St Kitts and Nevis	St Kitts and Nevis	BSc - Zoology (Alabama Agricultural and Mechanical Univ)	Recommended for approval by Committee on 18/12/02 - Certificate issued on 08/01/03
134	Susan Berryman	United Kingdom	United Kingdom /Jamaica	BSc - Hospitality Management (Florida International Univ)	Applicant advised on 22/01/03 that she does not qualify based on country of birth. Application reconsidered and recommended for approval by Committee on 27/11/03. Certificate to be issued.
135	Marc Adrian Kayanja Migadde Sajabi	Uganda	Uganda / Jamaica	BSc - Electrical and Computer Engineering (UWI)	Applicant advised on 22/01/03 that he does not qualify based on country of birth. Application to be reconsidered at next meeting.
136	Sharon Johnson- Simms	Jamaica	Jamaica	BSc - Business, Economic and Social Statistics (UWI)	Recommended for approval by Committee on 15/01/03 - Certificate issued on 23/01/03

*Written Answer to Question**Wednesday, January 21, 2004*

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
137	Moyia Keisha-Lou Zeulema Rowtham	Jamaica	Jamaica	BA - Spanish	Recommended for approval by Committee on 15/01/03 - Certificate issued on 23/01/03
138	Newton Eristh�e	Saint Lucia	Saint Lucia	BSc - Biology (UWI)	Recommended for approval by Committee on 15/01/03 - Certificate issued on 23/01/03
139	Dale Leroy Franklyn	Barbados	Barbados	BSc - Computer Science and Meteorology (UWI)	Recommended for approval by Committee on 15/01/03 - Certificate issued on 23/01/03
140	Ren�e Christa-Maria Penco	Trinidad and Tobago	Trinidad and Tobago	BA - Literatures in English (UWI)	Recommended for approval by Committee on 15/01/03 - Certificate issued on 27/01/03
141	Randy Thomas	Trinidad and Tobago	Trinidad and Tobago	BSc - Computer Information Systems (Andrews University)	Recommended for approval by Committee on 15/01/03 - Certificate issued on 27/01/03
142	Cathy-Ann Leonie Radix	Jamaica	Jamaica	BSc - Electrical and Computer Engineering (UWI)	Recommended for approval by Committee on 15/01/03 - Certificate issued on 27/01/03
143	Adeen Vanessa Haughton	Jamaica	Jamaica	BSc - Chemistry and Management (UWI)	Recommended for approval by Committee on 15/01/03 - Certificate issued on 27/01/03
144	Gilbert Bastyra	Dominica	Dominica	BSc (Westminster University)	Incomplete application received on 14/01/03. Original certificate not seen.

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
145	Aury Philomen Francis	Dominica	Dominica	BBA (Andrews University)	Recommended for approval by Committee on 07/03/03 - Certificate issued on 28/03/03
146	Ngina Binta Trotter	Dominica	Dominica	BSc - Civil Engineering (UWI) MEng - Civil Engineering (Cornell University)	Recommended for approval by Committee on 07/03/03 - Certificate issued on 27/03/03
147	Timothy Michael Lewis	Scotland	Scotland (Resident of T&T)	MEng (University of Liverpool) MSc - Technological Economics (University of Stirling) PhD - Civil Engineering (UWI)	Applicant advised on 08/04/03 that he does not qualify based on Sections 3(2) and 4(2)(a) of the Immigration Act (country of birth). Application to be reconsidered at next meeting.
148	Trevor Ailwyn Byer	Saint Lucia	Saint Lucia	PhD (University of Cambridge)	Recommended for approval by Committee on 07/03/03 - Certificate issued on 27/03/03
149	James W.S. Yansen	Guyana	Guyana	BA (Andrews University) MDiv (Andrews University)	Recommended for approval by Committee on 07/03/03 - Certificate issued on 27/03/03
150	Arnold DeMendonca	Guyana	Guyana	BSc - Agriculture (University of Guyana) MSc - Agricultural Diversification (Agribusiness and Marketing) (UWI)	Recommended for approval by Committee on 07/03/03 - Certificate issued on 27/03/03
151	Shardon Vance Barrington Haye	Jamaica	Jamaica	Diploma in Quantity Surveying (Univ of Technology, Jamaica)	Applicant advised on 08/04/03 that he does not qualify according to Section 8(1) of the Immigration Act.

Written Answer to Question

Wednesday, January 21, 2004

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
152	Hopeton Vernon Austin	Jamaica	Jamaica	Diploma in Quantity Surveying (Univ of Technology, Jamaica)	Applicant advised on 08/04/03 that he does not qualify according to Section 8(1) of the Immigration Act.
153	Navin Ramchandani	Barbados	Barbados	MBBS (UWI)	Applicant advised on 08/04/03 that application has been deferred until original certificate is brought in.
154	Talia Randa Esnard-Flavius	Saint Lucia	Saint Lucia	BSc - Sociology (UWI)	Recommended for approval by Committee on 07/03/03 - Certificate issued on 27/03/03
155	Henry Rudolph Snagg	St Vincent and the Grenadines	St Vincent and the Grenadines	BA - Theology (Caribbean Union College) MA - Education and Development Psychology (Andrews University)	Recommended for approval by Committee on 07/03/03 - Certificate issued on 27/03/03
156	Cassandra Veronica Snagg	St Vincent and the Grenadines	St Vincent and the Grenadines	BSc (Andrews University)	Recommended for approval by Committee on 07/03/03 - Certificate issued on 28/03/03
157	Vaughan Allen Lewis	Saint Lucia	Saint Lucia	BA - Economics (University of Manchester) MA - Economics (University of Manchester) PhD (University of Manchester)	Recommended for approval by Committee on 07/03/03 - Certificate issued on 28/03/03

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
158	Donald W. Palmer	Jamaica	Jamaica	BSc - Economics (University of the West Indies) Postgraduate Certificate - Agricultural Economics for Development (UWI)	Recommended for approval by Committee on 07/03/03 - Certificate issued on 28/03/03
159	Delbert Beaupierre	Dominica	Dominica	BSc - Civil Engineering (UWI)	Recommended for approval by Committee on 07/03/03 - Certificate issued on 28/03/03
160	Vincent J. Atkins	Saint Lucia	Saint Lucia	BSc - Economics (University of the West Indies) MSc (University of Florida)	Recommended for approval by Committee on 07/03/03 - Certificate issued on 28/03/03
161	Julie Andrea Clare Harris	Jamaica	Jamaica	BSc (University of the West Indies)	Recommended for approval by Committee on 07/03/03 - Certificate issued on 28/03/03
162	Franklyn Wright	Jamaica	Jamaica	BA - Finance (University of Technology)	Recommended for approval by Committee on 07/03/03 - Certificate issued on 28/03/03
163	Tyrone Robert Ferguson	Guyana	Guyana	BA (UWI) MSc - International Relations (UWI) PhD (University of Geneva)	Recommended for approval by Committee on 07/03/03 - Certificate issued on 28/03/03
164	St. Clair Barker	St Vincent and the Grenadines	St Vincent and the Grenadines	BSc - Agriculture (UWI) MSc - Agric. Ext. (UWI) PhD - Agric. Ext. (UWI)	Recommended for approval by Committee on 07/03/03 - Certificate issued on 28/03/03

Written Answer to Question

Wednesday, January 21, 2004

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
165	Marcus Torchon	Haiti	Haiti	BA - Theology (UWI)	Recommended for approval by Committee on 07/03/03 - Certificate issued on 28/03/03
166	Dale Miller	Trinidad and Tobago	Trinidad and Tobago	BSc - Geology (UWI)	Recommended for approval by Committee on 07/03/03 - Certificate issued on 28/03/03
167	Keive Sanjay Wilson	Jamaica	Jamaica	Diploma in Quantity Surveying (Univ of Technology, Jamaica)	Letter to Cynthia Hayes, Endeco (Trinidad) Ltd on 16/05/03 advising that applicant does not qualify according to Section 8(1) of the Immigration Act
168	Marsha Gregg	St Vincent and the Grenadines	St Vincent and the Grenadines	BSc - Business Education (Andrews University)	Recommended for approval by Committee on 09/05/03 - Certificate issued on 22/05/03
169	Paul Anthony White	Jamaica	Jamaica	BSc - Management Studies (UWI)	Recommended for approval by Committee on 09/05/03 - Certificate issued on 22/05/03 and forwarded to H/C Kingston as per applicant's request.
170	Gregory Keith Anthony Bowman	St Vincent and the Grenadines	St Vincent and the Grenadines	BSc - Physical Planning and Environmental Resource Development (University of Technology, Jamaica)	Recommended for approval by Committee on 09/05/03 - Certificate issued on 22/05/03

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
171	Wayne Adrian Russell	Guyana	Guyana	BSc - Civil Engineering (UWI)	Recommended for approval by Committee on 28/11/03
172	Irvin Adrian Adonis	Guyana	Guyana	Bachelor of Education (University of Guyana)	Recommended for approval by Committee on 09/05/03 - Certificate issued on 22/05/03
173	Sharon McIntosh	Trinidad and Tobago	Trinidad and Tobago	BSc - Economics (University of Texas)	Recommended for approval by Committee on 09/05/03 - Certificate issued on 22/05/03
174	Delthia Fernella Enda Naitram	Saint Lucia	Saint Lucia	BA - Visual Arts (UWI)	Recommended for approval by Committee on 09/05/03 - Certificate issued on 22/05/03
175	Corlis Alexander	St Vincent and the Grenadines	St Vincent and the Grenadines	BSc - General (UWI) MBBS (UWI)	Recommended for approval by Committee on 09/05/03 - Certificate issued on 22/05/03
176	David Livingstone Walton	Barbados	Barbados	Doctor of Veterinary Medicine (UWI)	Recommended for approval by Committee on 09/05/03 - Certificate issued on 22/05/03
177	Suzette Clarke	Barbados	Barbados	BSc - Management Studies (UWI)	Recommended for approval by Committee on 09/05/03 - Certificate issued on 22/05/03
178	Sherdel Amara Isaacs	Guyana	Guyana	LLB (University of Guyana)	Recommended for approval by Committee on 09/05/03 - Certificate issued on 22/05/03

*Written Answer to Question**Wednesday, January 21, 2004*

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
179	Suzette Althea Bullen	Guyana	Guyana	LLB (University of Guyana)	Recommended for approval by Committee on 09/05/03 - Certificate issued on 22/05/03
180	Noel C. O. Francis	Barbados	Barbados	MBA - Accounting (Andrews University)	Recommended for approval by Committee on 09/05/03 - Certificate issued on 22/05/03
181	Junior Orlando Greene	Barbados	Barbados	BSc - Agriculture (UWI)	Recommended for approval by Committee on 09/05/03 - Certificate issued on 27/05/03
182	Grace Denise Butcher	Guyana	Guyana	Bachelor of Laws (University of Guyana)	Recommended for approval by Committee on 09/05/03 - Certificate issued on 27/05/03
183	Linley Beckles	Guyana	Guyana	BA - Theology (Andrews University)	Recommended for approval by Committee on 09/05/03 - Certificate issued on 27/05/03
184	Pauline Hamilton	Guyana	Guyana		Applicant advised on 16/05/03 that she does not qualify according to Section 8(1) of the Immigration Act.
185	Winston Andrew Delisle Deane	Barbados	Barbados	BSc - Electrical Engineering (UWI)	Recommended for approval by Committee on 09/05/03 - Certificate issued on 28/05/03

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
186	Lionel Arthur Clare	Jamaica	Jamaica	MBBS (UWI)	Recommended for approval by Committee on 09/05/03 - Certificate issued on 28/05/03
187	Shanna Kenty Prevost	Dominica	Dominica	BSc - Management (UWI) MSc - Agricultural Diversification (UWI)	Recommended for approval by Committee on 09/05/03 - Certificate issued on 28/05/03
188	Raghunath Mahabir	Trinidad and Tobago	Trinidad and Tobago	BA MSc - International Relations (UWI)	Recommended for approval by Committee on 09/05/03 - Certificate issued on 28/05/03
189	Eugene Fitzroy Daniel	Antigua and Barbuda	Antigua and Barbuda	BA (Andrews University) MA (Andrews University)	Recommended for approval by Committee on 09/05/03 - Certificate issued on 28/05/03
190	Jolene Anderson	Jamaica	Jamaica	BA - Architectural Studies (University of Technology, Jamaica) Bachelor of Environmental Design Studies (Dalhousie University)	Recommended for approval by Committee on 23/07/03 - Certificate issued on 22/08/03
191	Ricardo Anderson	Jamaica	Jamaica	BA - Architecture (Howard University)	Recommended for approval by Committee on 09/05/03 - Certificate issued on 28/05/03
192	Mosley Martin Williams	Grenada	Grenada	BA - Civil Engineering (University of Havana)	Recommended for approval by Committee on 23/07/03 - Certificate issued on 22/08/03

*Written Answer to Question**Wednesday, January 21, 2004*

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
193	Roger Hugh Henry	Jamaica	Jamaica	Bachelor of Engineering (University of Jamaica)	Recommended for approval by Committee on 09/05/03 - Certificate issued on 28/05/03
194	Marcelle Armainda Brathwaite	Barbados	Barbados	BA - Theology (UWI)	Recommended for approval by Committee on 09/05/03 - Certificate issued on 28/05/03
195	Justine Cleophas Pierre	Grenada	Grenada	MBA - Management (Almeda College and University)	Ms Ogiste, NIHERST reported on 22/08/03 that Almeda College and University is not an accredited university.
196	Richard Jeremy Wolsey Trotman	Trinidad and Tobago	Trinidad and Tobago	BSc - Accounting (UWI) MSc - Accounting (UWI)	Recommended for approval by Committee on 23/07/03 - Certificate issued on 22/08/03
197	Nanika Morain	Grenada	Grenada	BSc - Urban and Regional Planning (University of Technology, Jamaica)	Recommended for approval by Committee on 23/07/03 - Certificate issued on 22/08/03
198	Thelda Veronica Wilson	Guyana	Guyana	BBA (Caribbean Union College)	Recommended for approval by Committee on 28/11/03 - Certificate to be issued
199	Glen Charles Nixon	Bahamas	Bahamas	BA - Theology (UWI)	Recommended for approval by Committee on 23/07/03 - Certificate issued on 22/08/03

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
200	Cecilia Reece-Peters	Grenada	Grenada	BA (University of Guelph) MEd (University of Canterbury)	Recommended for approval by Committee on 23/07/03 - Certificate issued on 22/08/03
201	Everson James Peters	Grenada	Grenada	BSc - Agricultural Engineering (UWI) MSc (University of Guelph) PhD - Natural Resources Engineering (Lincoln University)	Recommended for approval by Committee on 23/07/03 - Certificate issued on 22/08/03
202	Susan Lowe	Jamaica	Jamaica	BA - Environmental Studies (University of Waterloo) MA (State University of New York)	Recommended for approval by Committee on 23/07/03 - Certificate issued on 22/08/03
203	Angelique Bart	Guyana	Guyana	LLB (UWI)	Recommended for approval by Committee on 23/07/03 - Certificate issued on 22/08/03
204	Eugene Simon	Antigua and Barbuda	Antigua and Barbuda	BSc - Civil Engineering (UWI)	Recommended for approval by Committee on 23/07/03 - Certificate issued on 22/08/03
205	Vivienne Elaine Bryan	Jamaica	Jamaica	MBBS (UWI)	Recommended for approval by Committee on 23/07/03 - Certificate issued on 22/08/03 and forwarded to H/C Kingston, as per applicant's request.

Written Answer to Question

Wednesday, January 21, 2004

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
206	Hollingsworth Anwar Ignatius	Suriname	Suriname	Certified Accounting Technician	Applicant advised that he does not qualify based on qualifications.
207	Kamau Fletcher	Guyana	Guyana	BSC (UWI)	Deferred to next meeting - pending receipt of birth certificate and passport with relevant copies. Copies received. Recommended for approval by Committee on 02/10/03 - Certificate issued on 07/10/03
208	Suzanne R Lee	Jamaica	Jamaica	BA - Architectural Studies (College of Arts, Science and Technology)	Recommended for approval by Committee on 28/11/03
209	Vernon Douglas	Jamaica	Jamaica	ACCA	Recommended for approval by Committee on 28/11/03
210	Rohandev Persaud	Guyana	Guyana	BA - Accounting (University of Guyana)	Recommended for approval by Committee on 23/07/03 - Certificate issued on 22/08/03
211	Nigel Anthony Grimes	Trinidad and Tobago	Trinidad and Tobago	BSc - Agronomy (UWI) MPhil - Soil Science (UWI)	Recommended for approval by Committee on 23/07/03 - Certificate issued on 22/08/03 and forwarded to H/C Kingston, as per applicant's request.

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
212	Luc Christophe de Meneges	Suriname	Suriname	BSc - Mechanical Engineering (Haagse Hogeschool)	Deferred to next meeting - pending information from NIHERST that qualification is equivalent to university degree. Recommended for approval on 22/08/03 as Ms Ogiste from NIHERST reports university is accredited. Certificate issued on 08/09/03
213	Timothy D. Newton	Saint Lucia	Saint Lucia	BA - Architectural Studies (UTECH, Jamaica) MA - Architecture (UTECH, Jamaica)	Recommended for approval by Committee on 23/07/03 - Certificate issued on 22/08/03
214	Bharat Ramchandani	Bahamas	Bahamas	MBBS (UWI)	Recommended for approval by Committee on 23/07/03 - Certificate issued on 22/08/03
215	Ramendra Singh	Guyana	Guyana	MBBS (Manipal Academy of Higher Education)	Recommended for approval by Committee on 23/07/03. Birth certificate received. Certificate issued on 22/08/03
216	Christopher Gustave	Saint Lucia	Saint Lucia	BA (Hons) - International Business Admin (School of Finance and Management, London)	Applicant to be advised that he needs to submit original Certificate. Original received on 07/08/03 and to be

Written Answer to Question

Wednesday, January 21, 2004

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
216 <i>cont'd</i>					forwarded to Committee at next meeting. Recommended for approval pending immigration status check. Mr Browne called on 27/09/03 with final recommendation of approval - Certificate issued on 07/10/03
217	Selena Prudent	Trinidad and Tobago	Trinidad and Tobago	Diploma in Public Relations (Inst. of Tertiary Tutors) Diploma in Graphic Arts (Computer Academy)	Recommended for approval by Committee on 28/11/03 - Certificate to be issued
218	Doreen Greeman	Guyana	Guyana	BA - History (University of Guyana)	Deferred to next meeting - pending receipt of original marriage certificate - Original and copy received on 25/09/03. Recommended for approval by Committee on 02/10/03 - Certificate issued on 07/10/03
219	Femia Wesenhagen	Suriname	Suriname	Associate in Arts (Hillsborough Community College) MSc - Landscape Architecture (University of Florida)	Recommended for approval by Committee on 23/07/03 - Certificate issued on 22/08/03

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
220	Shakuntala Anne Shahid	Trinidad and Tobago	Trinidad and Tobago	BA (UWI)	Recommended for approval by Committee on 23/07/03 - Certificate issued on 22/08/03
221	Samuel Telemaque	Dominica	Dominica	BA - Theology (Caribbean Union College) MA (Andrews University)	Recommended for approval by Committee on 22/08/03 - Certificate issued on 08/09/03
222	Elvetha Gloria Telemaque	St Vincent and the Grenadines	St Vincent and the Grenadines	BA (Andrews University) MA (Andrews University)	Recommended for approval by Committee on 22/08/03 - Certificate issued on 08/09/03
223	Virjanand Depoo	Guyana	Guyana	BA (Rutgers - The State University of New Jersey)	Recommended for approval by Committee on 22/08/03 - Certificate issued on 08/09/03
224	Dillon St Elmore Burgin	St Vincent and the Grenadines	St Vincent and the Grenadines	BA - Theology (UWI)	Recommended for approval by Committee on 22/08/03 - Certificate issued on 08/09/03
225	Fitzroy Maitland	Grenada	Canada / Grenada	BTh (Caribbean Union College) MA (Andrews University) EdD (Andrews University)	Applicant brought in valid Grenadian passport on 07/10/03 and application now recommended for approval - Certificate issued on 07/10/03
226	Mark Ahmed Williams	United Kingdom	United Kingdom /Guyana	MBBS (University of Guyana)	Recommended for approval by Committee on 22/08/03 - Certificate issued on 08/09/03

Written Answer to Question

Wednesday, January 21, 2004

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
227	Treavor Clarke	Trinidad and Tobago	Trinidad and Tobago	BSc (Andrews University)	Recommended for approval by Committee on 22/08/03 - Certificate issued on 08/09/03
228	Albert Matthew	Dominica	Dominica	BA - Theology (Andrews University)	Recommended for approval by Committee on 22/08/03 - Certificate issued on 08/09/03
229	Stevenson Antonio Hollingsworth	Barbados	Barbados	BSc - Chemical and Process Engineering (UWI)	Recommended for approval by Committee on 22/08/03 - Certificate issued on 08/09/03
230	Patricia Dahlia Bedford	Barbados	Barbados	Doctor of Veterinary Medicine (UWI)	Recommended for approval by Committee on 22/08/03 - Certificate issued on 08/09/03
231	Paul O'Rielly Moses	Jamaica	Jamaica	BA - Architectural Studies (UTECH, Jamaica) MA - Architecture	Recommended for approval by Committee on 22/08/03 - Certificate issued on 08/09/03
232	Saffron Ebini Simmons	Guyana	Guyana	BA - Accounting (University of Guyana)	Recommended for approval by Committee on 22/08/03 - Certificate issued on 08/09/03
233	Patrick Donovan Forbes	Jamaica	Jamaica	BA - Architectural Studies (College of Arts, Science and Technology) MA - Architecture (UTECH, Jamaica)	Recommended for approval by Committee on 22/08/03 - Certificate issued on 08/09/03

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
234	Ouida Eureka McMillan	Barbados	Barbados	BA - English (UWI)	Recommended for approval by Committee on 22/08/03 - Certificate issued on 08/09/03
235	Velma Pamela Mills	Barbados	Barbados	Bachelor of Fine Arts (Barbados Community College)	Recommended for approval by Committee on 22/08/03 - Certificate issued on 08/09/03
236	Deon McDowall	St Vincent and the Grenadines	St Vincent and the Grenadines	BSc - Business Education (Andrews University)	Recommended for approval by Committee on 02/10/03 - Certificate issued on 07/10/03
237	David O'Connor	Jamaica	Jamaica	BA - Architecture (UTECH, Jamaica) MA - Architecture (UTECH, Jamaica)	Recommended for approval by Committee on 02/10/03 - Certificate issued on 07/10/03
238	Stephen Andrew Wright	Jamaica	aica	BSc - Electrical and Computer Engineering (UWI)	Recommended for approval by Committee on 02/10/03 - Certificate issued on 07/10/03
239	Berget Esther Beckles	Guyana	Guyana	BSc - Business Education (Andrews University)	Recommended for approval by Committee on 02/10/03 - Certificate issued on 07/10/03
240	Carlene Evadne Scarlette	Jamaica	Jamaica	BSc - Agribusiness Management (UWI)	Recommended for approval by Committee on 02/10/03 - Certificate issued on 07/10/03

Written Answer to Question

Wednesday, January 21, 2004

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
241	Arnold Francis	Antigua and Barbuda	Antigua and Barbuda	BA - Theology (UWI) PhD - Biblical Studies (The Catholic University of America)	Recommended for approval pending immigration status check
242	Mandilee LaVern Newton	Jamaica	Jamaica	MA - Architecture (UTECH, Jamaica)	Recommended for approval by Committee on 02/10/03 - Certificate issued on 07/10/03
243	Mikela Billouin	Trinidad and Tobago	Trinidad and Tobago	BSc - Chemistry/Biochemistry - (UWI)	Recommended for approval by Committee on 02/10/03 - Certificate issued on 07/10/03
244	Adrian Layne	Barbados	Barbados	BSC - Computer Science and Accounting (UWI)	Recommended for approval by Committee on 02/10/03 - Certificate issued on 07/10/03
245	Christopher Alexander Lowe	Barbados	Barbados	BSc - Computer Science (UWI)	Recommended for approval by Committee on 02/10/03 - Certificate issued on 07/10/03
246	David Andrew O'Brien Pilgrim	Barbados	Barbados	BSc (UWI) DDS (UWI)	Recommended for approval by Committee on 02/10/03 - Certificate issued on 07/10/03
247	Glenn Cheong	Barbados	Barbados	BA - Chartered Accountancy Studies (University of Waterloo)	Recommended for approval by Committee on 02/10/03 - Certificate issued on 07/10/03

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
248	Yuri Sanjeev Chakalall	Barbados	Barbados	BSc (UWI) MSc - Marine Resource & Environmental Management (UWI)	Recommended for approval by Committee on 02/10/03 - Certificate issued on 07/10/03
249	Christopher Dalley de Gourville	Trinidad and Tobago	Trinidad and Tobago	Master of Public Administration (Cornell University)	Recommended for approval by Committee on 02/10/03 - Certificate issued on 07/10/03
250	Michelle Angelitta Allen	Jamaica	Jamaica	BA - Psychology/Spanish (Suny Oswego) MBA - International Business (UWI)	Recommended for approval by Committee on 28/11/03 - Certificate to be issued
251	Norman Paul Girvan	Jamaica	Jamaica	BSc - Economics (University of London) PhD - Economics (University of London)	Recommended for approval by Committee on 28/11/03 - Certificate to be issued
252	Heerawattie Raghbir	Guyana	Guyana	BSc - Biology (University of Guyana)	Recommended for approval by Committee on 28/11/03 - Certificate to be issued
253	Charlene Stuart	Guyana	Guyana	Diploma in Public Communication (University of Guyana)	Recommended for approval by Committee on 28/11/03 - Certificate to be issued
254	Cheryl Phillip-Carter	Trinidad and Tobago	Trinidad and Tobago	BSc (Andrews University)	Recommended for approval by Committee on 28/11/03 - Certificate to be issued

*Written Answer to Question**Wednesday, January 21, 2004*

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
255	Adelyn Veretta Mgonela	St Kitts and Nevis	St Kitts and Nevis	BA - Theology (UWI)	Recommended for approval by Committee on 28/11/03 - Certificate to be issued
256	Marlene I. Eversley	Trinidad and Tobago	Trinidad and Tobago	BA (UWI)	Recommended for approval by Committee on 28/11/03 - Certificate to be issued
257	Stephen Jameson	Jamaica	Jamaica	ARB/RIBA (School of Architecture, Architectural Association)	Applicant to be advised that additional information is needed on qualifications
258	Andrew R. Budhram	Guyana	Guyana	Bachelor of Engineering (University of Guyana)	Recommended for approval by Committee on 28/11/03 - Certificate to be issued
259	Lanell Ramona Herbert	Barbados	Barbados	BSc - General (UWI) MA - Caribbean Ministries (Caribbean Graduate School of Theology)	Recommended for approval by Committee on 28/11/03 - Certificate to be issued
260	Karen Loretta Ambo	Dominica	Dominica	BA - Theology (UWI)	Recommended for approval by Committee on 28/11/03 - Certificate to be issued
261	Paul Sydney Julien	Trinidad and Tobago	Trinidad and Tobago	BA - Visual Arts (UWI)	Recommended for approval by Committee on 28/11/03 - Certificate to be issued

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
262	Dipankar Debnath	St Vincent and the Grenadines	St Vincent and the Grenadines	ACCA Affiliate	Pending receipt of information re ACCA Part III (equivalency to degree)
263	Margaret Sylvia Debrah Torchon	St Vincent and the Grenadines	St Vincent and the Grenadines	BSc - Nursing (UWI)	Recommended for approval by Committee on 28/11/03. Certificate to be issued
264	Leonard St Bernard	Grenada	Grenada	BSc - Chemistry and Management (UWI) MPhil - Chemistry (UWI)	Recommended for approval by Committee on 28/11/03 - Certificate to be issued
265	Hector Hugh Martin	Jamaica	Jamaica	BSc - Civil Engineering (UWI)	Recommended for approval by Committee on 28/11/03 - Certificate to be issued
266	Jeevan Persad	Trinidad and Tobago	Trinidad and Tobago	BSc - Electrical and Computer Engineering (UWI)	Recommended for approval by Committee on 28/11/03 - Certificate to be issued
267	Camira Singh	Trinidad and Tobago	Trinidad and Tobago	BSc - Sociology (UWI)	Recommended for approval by Committee on 28/11/03 - Certificate to be issued
268	Quicita Solange Charles	Trinidad and Tobago	Trinidad and Tobago	BA - History (UWI)	Recommended for approval by Committee on 28/11/03 - Certificate to be issued

*Written Answer to Question**Wednesday, January 21, 2004*

No.	Name of Applicant	Country of Birth	Nationality	Qualifications / Remarks	Status
269	Garvin Medera	Trinidad and Tobago	Trinidad and Tobago	BSc - Electrical and Computer Engineering (UWI)	Recommended for approval by Committee on 28/11/03 - Certificate to be issued
270	Wanika Roberts	Trinidad and Tobago	Trinidad and Tobago	BSc - International Relations (UWI)	Recommended for approval by Committee on 28/11/03 - Certificate to be issued
271	Wesley Auriel Sturridge	Jamaica	Jamaica	BA - Architectural Studies (UTECH, Jamaica) MA - Urban Design (Oxford Brookes University)	Recommended for approval by Committee on 28/11/03 - Certificate to be issued
272	Alice Theophile	Dominica	Dominica	BA - Psychology (Franciscan University) MSc - Clinical Psychology (Barry University)	Recommended for approval by Committee on 28/11/03 - Certificate to be issued

ATTACHMENT IIApplications made under the Immigration (Caribbean Community Skilled Nationals) Act, 1996 which were Rejected

No. Rejected	Country of Birth	Name of Applicant	Remarks	Status
01	Barbados	Navin Ramchandani	MBBS (UWI)	Applicant advised on 08/04/03 that application has been deferred until original certificate is brought in.
02	Dominica	Tracey-Ann Christian	MBBS (UWI)	Applicant advised that unable to process application because originals not seen and her application and attachments were forwarded to her home address, as she requested.
03	Dominica	Gilbert Bastyra	BSc (Westminster University)	Incomplete application received on 14/01/03. Original certificate not seen.
04	Grenada	Justine Cleophas Pierre	MBA - Management (Almeda College and University)	Ms Ogiste, NIHERST reported on 22/08/03 that Almeda College and University is not an accredited university.
05	Guyana	Michelle Ann Perry Adonis	Associate of Science Degree in Pharmacy - University of the Guyana	Applicant does not qualify for Certificate under Section 8 A of the Act.
06	Guyana	Gomattie Virsawmi	26 week Training Programme for Pharmacy Assistants	Applicant does not qualify under Section 8 (i) of the Act.

Written Answer to Question

Wednesday, January 21, 2004

No. Rejected	Country of Birth	Name of Applicant	Remarks	Status
07	Guyana	Orrin Kerr	LLB - University of Guyana	Awaiting completed application.
08	Guyana	Penelope Madonna Campbell-James	Registered Nursing Assistant (Georgetown School of Nursing)	Applicant does not qualify under Section 8 (i) of the Act and is to be advised.
09	Guyana	Brian Pertab	MBA (University of Wexford)	Applicant requested on 08/04/03 to furnish Committee with any information about accreditation of University of Wexford in the US.
10	Guyana	Pauline Hamilton	Certificate of Participation in Security Studies	Applicant advised on 16/05/03 that she does not qualify according to Section 8(1) of the Immigration Act.
11	Jamaica	Shardon Vance Barrington Haye	Diploma in Quantity Surveying (Univ of Technology, Jamaica)	Applicant advised on 08/04/03 that he does not qualify according to Section 8(1) of the Immigration Act
12	Jamaica	Hopeton Vernon Austin	Diploma in Quantity Surveying (Univ of Technology, Jamaica)	Applicant advised on 08/04/03 that he does not qualify according to Section 8(1) of the Immigration Act.
13	Jamaica	Keive Sanjay Wilson	Diploma in Quantity Surveying (Univ of Technology, Jamaica)	Letter to Cynthia Hayes, Endeco (Trinidad) Ltd on 16/05/03 advising that applicant does not qualify according to Section 8(1) of the Immigration Act.

No. Rejected	Country of Birth	Name of Applicant	Remarks	Status
14	Jamaica	Stephen Jameson	ARB/RIBA (School of Architecture, Architectural Association)	Applicant to be advised that additional information is needed on qualification.
15	St Vincent and the Grenadines	Dipankar Debnath	ACCA Affiliate	Pending receipt of information re ACCA Part III (equivalency to degree).
16	Suriname	Hollingsworth Anwar Ignatius	Certified Accounting Technician	Applicant advised that he does not qualify based on qualifications.
17	Uganda	Marc Adrian Kayanja Migadde Sajabi	BSc - Electrical and Computer Engineering (UWI)	Applicant advised on 22/01/03 that he does not qualify based on country of birth. Application to be reconsidered at next meeting.
18	Scotland	Timothy Michael Lewis	MEng (University of Liverpool) MSc - Technological Economics (University of Stirling) PhD - Civil Engineering (UWI)	Applicant advised on 08/04/03 that he does not qualify based on Sections 3(2) and 4(2)(a) of the Immigration Act. Application to be reconsidered at next meeting.