

**SENATE***Monday, May 6, 1991*

The Senate met at 1:30 p.m.

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

**Mr. President:** Hon. Senators, I have granted leave of absence from today's sitting to Sen. Allan Alexander, Sen. Kelvin Khan, Sen. Hochoy Charles and Sen. Haji Ralph Khan. Sen. Bahadoorsingh has also indicated that it is very unlikely that he will be able to attend today. Thank you.

**SENATOR'S APPOINTMENT**

**Mr. President:** Hon. Senators, I have been advised that His Excellency, the President, has appointed Mr. Guy Hannays to be a temporary Senator during the absence from the Senate of Sen. The Hon. Dr. Sahadeo Basdeo with effect from May 6, 1991.

**OATH OF ALLEGIANCE**

*Mr. Guy Hannays took and subscribed the Oath of Allegiance as required by law.*

**ORAL ANSWERS TO QUESTIONS****Foreclosure  
(Homes)**

**17. Sen. Wade Mark** asked the Minister of Settlements and Public Utilities:

Would the Minister kindly provide an up-to-date account on the number of homes that have been foreclosed by mortgage and trust companies in both the public and private sectors arising out of householders' inability to sustain their monthly mortgage instalments?

**The Minister of Settlements and Public Utilities (Hon. Pamela Nicholson):** Mr. President, from information available to the Minister, there have been no foreclosures in respect of homes by reason of the inability of homeowners to sustain their monthly mortgage instalments. However, some homeowners have either abandoned their homes by reason of migration, or have reached agreement

with mortgage agencies for the sale of their properties. There have been instances where homes have been sold under a power of sale included in the mortgage agreement.

The Minister has also been informed that during the years 1985 to 1990, the period for which records are available, sale of residential properties and mortgages in the private and public sectors amounted to 284 and 470 respectively. It should be noted that the numbers could have been extremely higher had it not been for the moral suasion of the Minister of Finance and the Minister of Settlements and Public Utilities. Thank you, Mr. President.

**Sen. Mark:** Mr. President, could the Minister indicate whether it is possible for her to define what is the present outstanding debt owed to the bank by mortgagors in Trinidad and Tobago?

**Miss Nicholson:** Mr. President, I think if the hon. Senator had listened to the answer, he would be aware that the hon. Minister would have great difficulty in finding that reply. Thank you.

**Sen. Mark:** Mr. President, could the Minister indicate what other concrete measures are being taken by the Government in an effort to relieve the plight that is currently confronting householders, particularly as it relates to the high rate of interest that they are subjected to in a period of declining incomes?

**Miss Nicholson:** Mr. President, I would like to tell the hon. Senator that several areas have been addressed. For example, there has been a revaluation of mortgages in the public sector along the East-West Corridor, in Flagstaff/Prada Street area, and I can give him a document to substantiate what I am saying. Some people have ended up paying something like 50 per cent less than what they were paying before.

The whole question of addressing the squatter regularization programme, we are in the field out there with the thousands of people who are very pleased. With respect to the land development programme, hundreds of people have already received their deeds.

You have the other situation of the whole lending policy that the Government organized with the financial sector; that is, the approved mortgage company scenario. We also have \$5 million this year which is now being finalized so that people can borrow. We also have another line that we are coming with later.

You also have the urban renewal perspective where at Bath Street a new building is in construction, and soon a new one will start at Mahabir lands.

Therefore, a great deal of work is being done, but what the Government is doing is one of completeness and not one of piecemeal-ness. Thank you very much.

**Sen. Mark:** Mr. President, finally could the Minister indicate what intentions the Government has as it relates to the restructuring of mortgage loans, particularly as it relates to interest, as opposed to rescheduling? Does the Government have any plans at this time to deal with the interest issue, which seems to be really the critical area affecting mortgagors at this point in time in Trinidad and Tobago?

**Miss Nicholson:** Mr. President, it seems as if the Senator is totally uninformed about what is taking place in settlements since, against the background of the approved mortgage companies, the interest was 12 to 15 per cent before when you borrowed your moneys from the banks. It is now 8 to 9 per cent: Up to \$150,000, 8 per cent; \$150,000 to \$200,000, 8 1/2 per cent; \$200,000 to \$250,000, 9 per cent.

As I said earlier, we are addressing the \$5 million that we were given by the Ministry of Finance. We are now dealing with a financial institution and we will expose that to the population soon, as to what will be happening in that direction because that is really for the real low income people. Any other questions will need further research.

*The following questions stood on the Order Paper in the name of Sen. Wade Mark:*

#### **Driving Standards**

22. Could the Minister of Works, Infrastructure and Decentralization kindly indicate what measures have been taken to establish proper driving standards, procedures and regulations at the various Licensing Offices in order to safeguard and promote the interests of learners?

#### **Traffic Accidents**

23. Could the Minister state whether there has been any impact on the traffic accident and road fatality rates since the amended Motor Vehicles and Road Traffic Ordinance came into effect in 1980?

**Sen. Alloy Lequay:** Mr. President, the Minister has kindly requested that questions 22 and 23 be deferred to the next sitting after tomorrow.

*Question put and agreed to.*

*Questions, by leave, deferred.*

#### SPORT ADMINISTRATION

[Second Day]

*Order read for resuming adjourned debate on motion [January 22, 1991]*

**Mr. President:** Hon. Senators, the debate on the following motion which was in progress when the Senate was adjourned on Tuesday, January 22, 1991 will be resumed:

Be it resolved that this Senate recommend to Government that the Ministry of Youth, Sport Culture and Creative Arts convene a meeting with all organizations and individuals interested in the development of sport administration with the objective of identifying the problems in sport administration and taking corrective measures.

*Question again proposed.*

**Sen. Dr. Ramesh Deosaran:** Mr. President, the motion has two parts to its preamble. The first part speaks about the deterioration in administrative efficiency, and the mover of the motion is quite correct in saying that this is having an adverse effect on the orderly development of the sporting disciplines. This has been true for such a long time that I wonder why it has been allowed to continue. I hope that perhaps, the airing of the motion in this Senate would go some way in putting a check, not only to the mal-administration in these sporting bodies, most of them national bodies, and in many cases absorbing taxpayers' money as well, but more particularly, Mr. President, if airing of this matter in this Senate could help stave off some of the apparent corruption in those organizations, I think it would be doing the country a great service.

**1.45 p.m.**

At present, as we all know, there is a Seemungal Commission of Enquiry into some aspects of football and, I believe the public awaits, with some anxiety, the findings of that commission of enquiry. At the same time, I do not want to miss the opportunity to congratulate Sen. Lequay for bringing the motion and I take the

opportunity, as well, to pay tribute to his active involvement in sport and the sporting life of this country. I think there are times in a country or even in a parliament where due regard must be paid to those people who have served well, regardless of political affiliation, political instincts or any matter of that kind. I believe on this occasion it is in that context I pay tribute to Sen. Lequay. I wish him well.

It bothers me, though, Mr. President, as to why the Leader of Government Business would want to bring a motion like this for action. The action, to me, seems quite minimal; calling a meeting of all organizations and individuals interested in the development of sport administration. Perhaps in his winding up he would tell us why it was necessary to come to this Senate and not take the alternative through other mechanisms. Perhaps, I believe, there could have been a more effective liaison between somebody in his position—Leader of Government Business—and the Ministry of Youth, Sport, Culture and Creative Arts. After all, whatever time is used up here, must be taken seriously.

Perhaps he might tell us that it is not only a motion he was interested in having passed, but perhaps creating an opportunity for all people concerned in Parliament to give a view on the matter. It is in such context that I give my views, particularly, in the context of paragraph (2) of the preamble which states:

"Whereas sport is accepted internationally as an activity which enhances human development, and is therefore an important segment of our development process;"

I think it is quite true. And this is a very significant statement. It is so significant that I thought I would put together a few points which I would like, with respect, to share with the Senate this afternoon.

I believe in the secondary schools, for example—and later on I would show in the primary schools—sporting activities have been inordinately neglected over the years. In saying so, Mr. President, I propose that maybe the Government could list all the opportunities it already has to develop sport; not only looking after sporting administration. I believe there is a large amount of room in the secondary schools, not only to train people in running, jumping, football, netball and cricket, but also in some aspects of sport administration, by letting them run their own clubs. Some of the schools do this. But this is an opportunity where you can help lay a foundation, not only for sporting activities in the lines in which I have just mentioned, but also in terms of training them in sport administration.

Another facility that one could promote, if sporting development is a critical aspect of human life is to increase the number of parks that we have. With the last administration I heard a lot of talk about recreation parks in Caroni, Chaguaramas and Wallerfield. What we are hearing again with this present administration is some of the same things. There are reasons for the delay in the latter case, but I would hasten to say that recreational parks, and the whole concept of the use of leisure time, could go a long way in helping this motion achieve its objective, which really, is more than just efficiency in sport administration. It is a motion which seeks to develop sport as a critical and necessary aspect of human development.

Perhaps the Government could start looking at giving donations to sporting bodies for tax deduction purposes. Perhaps the Government could start working more closely through the same Ministry in having a series of mini stadiums across the country, which can also charge the citizens there, a small fee. This happens in other parts of the world. It will do two things, Mr. President. It will help these different communities finance their own sporting projects, it will also give them a better opportunity in terms of sporting administration, but it will also help sell the idea that people ought to pay for what they want to enjoy and from which they want to benefit. And you can create a new sense of community linkages in that respect.

One of the reasons which really prompted me to speak on this motion this afternoon is the question of sports in the primary schools. I believe what has been happening in the primary schools with the inordinate emphasis on the academic side of schooling, is now close to a nightmare in terms of the extent to which other aspects of a child's development are being neglected. I speak particularly of the Common Entrance Examination which absorbs so much of teachers' time in planning and so much of the children's time, not only during school days, but on Saturdays, Sundays and every other holiday about which you can speak. It is Common Entrance preparation; Common Entrance preparation; Common Entrance preparation. For the people who know about this business, physical activity to a person is very crucial between the ages of 6—13 for many reasons which we do not necessarily have to go into today. What is happening in the primary schools is that children have become robots or mechanical devices with all this heavy cramming that goes on, merely to secure a Common Entrance place. Again, there is good reason for this.

The problem as we all know is very complicated. This is not to blame the teachers, the parents or the system for that matter, but it is necessary to give a word of caution that when you deal with these children with such one-sided emphasis, you neglect a vital part of the development, which is physical activity, and in schools particularly, that activity could be manifested through sport. Sport is dead in many primary schools except for a Friday evening free-for-all, where they let them go in the savannah to run like wild cows or goats, to free up. But the rest of the week, as I said, including Saturdays and Sundays, it is academic pressure, and that I submit, with respect, is something that the Government and the country ought to look at because it creates brilliance, perhaps, for a day, but it creates robots, almost, for a longer while. That is a much longer story than I am prepared to relate today, but it is necessary to signal to the authorities that this is a very dangerous way of educating children. You might be training them for the Common Entrance Examination, but you are denying them a more all-round opportunity in terms of giving them a greater share of physical activity through sport.

The whole question of sport needs a national debate. I agree with Sen. Lequay, because you have to link sport as an activity which can be used in vital ways to stem the tides of drug abuse and delinquency. Any programme in any part of the world, in any rural or urban area, where you try to mount a programme that seeks to control and minimize drug abuse, delinquency and waywardness, must contain an element of sport, physical activity.

**1.55 p.m.**

Sport administration, as Sen. Lequay might know, finds a fitting place in the syllabus of universities in many parts of the world. There is a reason for this. It is trying to discover another part of the human being. There is a soul; there is the mind but there is another part: the muscle, the emotions that also need attention and development. And when you look after that part, you create a more wholesome being that can respond appropriately to the environment; that can be able to be discerning; that can be able to deal with stress and tension very appropriately, to cope with life, that is. If that is what Sen. Lequay's motion seeks to do, especially with regard to the second paragraph of the preamble, I would perhaps commend the motion.

But, as the Senate also knows, I did second an amendment moved by Sen. Furness-Smith and I thought that was the better way to go in the circumstances because the amendment states in part that the Ministry concerned should establish clear guidelines for these sporting bodies to be more democratically run.

I believe that is the better way to go in the circumstances rather than calling a mere meeting of all these sporting organizations. I believe all our voluntary and community groups in the country who expect taxpayers' money, must have a larger measure of accountability. No matter to which side of the Senate you belong, over the years we all know that there have been many culprits in these organizations who use up public funds with little or no accountability. It has come as a national past-time and I think this Government, particularly, is in a good position to lay down some regulations calling for more accountability. One particular way that this can be achieved is to tell them that if they want the taxpayers' money, we are willing to give it to them, but they have to run their organization in a more democratic fashion; they have to have their reports on time and be more accountable to us because we have given them this money on behalf of the taxpayers.

So with that reservation, in terms of seconding the motion as listed, I perhaps make a final declaration, and that will apply to many other things brought before this Senate. You cannot impose sport on a country, no matter how many meetings you call. There is a realm in human activity which has to be, by definition, spontaneous, and it has to be motivated by self-interest and self-respect. Sport is one such area. You have to free-up the system. As a government you can be a facilitator but not a heavy regulator. In that regard, I thank you very much.

**Sen. Fr. Winston Joseph:** Mr. President, ordinarily, under normal circumstances, I would not have supported this motion because I believe that sporting organizations and community groups must, somehow, throw up their own leaders, work out their own problems. I have serious philosophical problems with Government intervening in most of the voluntary organizations and community groups.

Mr. President, one well remembers clubs like Maple, of which you were associated, and Malvern, where people started under a lamp-post after playing football in the Savannah and you got the concept of service-people who gave back what they got from the sport. People gave of their time and their stewardship to



see that the community developed. When we look at sport and the administration of sports in this country, we need to ask the question: What has become of service in this country? What has become of service before self? It seems to me that because of the international exposure, many people are engaging in sport administration so that they can get some free trips throughout the world. In the old days, Mr. President, it was: Join the army or the navy and see the world. Now it is join a sporting organization and you can travel all over this world.

Let us look at Sen. Lequay's motion. It has to be seen in the light of accountability; it has to be seen in the context of justice and fair play. It has to be seen in the context of people offering their services with good intentions without any skills. When I looked at the motion, I said to myself that Sen. Lequay had been very charitable. It reads:

*"Whereas recent events in many sporting disciplines have shown a deterioration..."*

I would like to change the word "deterioration" to "collapse in administrative efficiency." Then he goes on to talk about identifying the problem and taking corrective measures. Mr. President, we know what the problems are. It seems to me that we are just spinning top in mud by calling people and having meetings upon meetings.

This motion was moved on January 22, 1991 and things are not getting better; they are getting worse. I hate to be the bearer of bad news. For example, the Under-20 team qualified for the World Cup Under-20 finals. The administrators are trying to find the best players. They want to have a look-in at the players, so they take them on a goodwill tour to South America. Do you know, Mr. President, they took nine officials? Now why take nine officials when you want to look at your team and choose your best players? To add insult to injury, the Under-17 are competing. They won the game five goals to two. The coach cannot face the players because he got word that the youngsters who were put up at Hotel Normandie had to be evicted because they could not pay the cost.

What are you doing to those youngsters who came from all parts of the country? You put them up for an important competition and you have to evict them. The litany of woes continues because we were told if the rain fell they would not have been able to survive because they needed screw-on pegs. The kind of togs which they wore could not accommodate them in terms of the playing field. Surely, any common-sense administrator would ask: If I am putting someone up

at a particular facility, what would it cost for three days, five days or six days? When one looks at the *Hansard* of what Sen. Lequay says, no one here can even debate what he wants except to say that what we really need is to call a meeting, not so much to find out what the problems are, but to call a meeting so as to reintroduce the National Sporting Authority.

In a society where most sporting organizations do not have their own playing fields and cannot generate income because of the lack of facilities, apart from maybe Queens Park Cricket Club; in a society where most sporting organizations are running their organizations like private clubs; in a society where they will be constantly going to the Government to use taxpayers' money in order to make all these tours, whether we are capable or not, and we talk about using them for experience or exposure, I am convinced that we need a national sporting authority to deal with some of the major problems like accountability and to keep people in check as well as to help them.

Therefore, I will support this motion and support it so that when we get all these people together, it would be an attempt to introduce the National Sporting Authority so that we can have a say, in terms of what is good, not only for sporting administrators, but for the youths of this country. Thank you.

**2.05 p.m.**

**Sen. Trevor Belmosa:** Mr. President, I would like to make a brief contribution on this motion. First of all, with a population of merely 1.5 million, and with a youth population of about 60 per cent, why cannot this country have a cohesive sporting policy? As I read the *Sports Calendar, 1991*, an official publication of the Ministry of Youth, Sport, Culture and Creative Arts, an article on page 5 states the many instances of mismanagement that have taken place over the years, particularly last year. For such a small population, in the areas of netball, football, boxing and so on, we have many problems. There are countries with a larger population and they are seemingly able to manage their sporting activities in a more comprehensive way.

Mr. President, I am very interested in saying a few words on paragraph (2) of the preamble, because in the areas where I walk around, particularly Bagatelle, John John, Morvant, the East West Corridor in particular, there seems to be a lack of major facilities. You have children playing basketball with makeshift nets and rings and so on. In order for these children to fully develop their human potential and their creativity in that particular area, some administration is needed. As the

good Sen. Lequay said, maybe you need to have administrators go into these communities and begin to identify locations and spots where the Government can assist these groups in providing these facilities. Because what you are having, is a wastage of young potential and if you do not have any area of recreation, that can develop into frustration which leads to crime and jail and an overpopulation of the prisons. Therefore, better administration is needed and you need a team to actually go out into these communities.

Also, Sen. Deosaran mentioned, recreational parks. In the Port of Spain area we have many parks, but at present they seem to be inhabited by vagrants. How can the population—especially when parents have children and they want to go and enjoy some leisure time, they want to relax their minds after a full week of work, they cannot even go into the parks. Even on Independence Square, there are two recreation parks which are locked up. So something needs to be done about those particular areas.

I would like to mention briefly about boxing. Recently we had some problems with refereeing and I do not know the outcome of that particular conflict. However, I have spoken to people like, Leslie “Tiger” Stewart and John Brown Peneston and these people spoke about their difficulties in their early training and the facilities which are available to them. They have gymnasiums where there are wooden floors, there are no meals, no lights and so on, so that they can develop their sport, their creativity and their skills. Some of these people are champions of our society and they travel regionally and internationally to represent the country but when they go abroad, they have to negotiate to get even a place to stay. So again the whole management of our own sporting leaders and champions is not even managed properly.

You could look at Claude Noel and what has been his outcome. There is no support to keep these people going. Hasely Crawford complained about rent and so forth. So again there is no national sporting policy to enhance development and to maintain these people who represent us. As Leslie Stewart once told me, when he is a champion, the Government comes out and have big parties and the advertising is great, but after the parties they fall flat on their feet again, because they have to struggle all over to develop their potential. So there needs to be some assistance in that area.

Now, also reading Sen. Lequay's statement in the *Hansard*, he mentioned that there are complaints from different organizations and teams that some of their

members were not selected on national teams because of bias, prejudice and ill-will. Again, if this scenario continues, you could have the violent eruption which we saw some years ago, with children when they left the Savannah after a particular event. Therefore, we need to have management to divert and to destroy and eliminate that type of prejudice, ill-will and biasness which seem to have cropped up more and more in recent years.

As Sen. Deosaran said, we need to have organizations which are more democratically run that can solve their problems. I would advise that, maybe the particular body which is in charge of sports, have more advertising on television, radio and the newspapers, so that instead of people having to go to the Ministry to find out if they have application forms in order to set up an organization, that the Ministry actually advertise so people would know where to go, instead of having to sit back. For example, in Indian dance, African dance and modern dance, there are many application forms at the Ministry, and they are also saying that people are not coming to fill them out. But if there was some form of advertising, maybe the people would be aware that these things are in existence so they can come to the facility and get these application forms.

**Dr. Rambachan:** Mr. President, I heard the hon. Senator refer to some incident which took place in the Savannah regarding school kids. I wonder if the hon. Senator would be able to tell us this afternoon, in view of what was published in the *Trinidad Express* three days ago, whether the party with which he is associated, in terms of their association with a particular group which staged events in this Parliament, whether he subscribes to that or whether he sees that as part of an invitation to further types of activity like that in the country.

**Sen. Belmosa:** Mr. President, at the hotel presently, students are on strike because the water is contaminated and they said they have found tadpoles in the water. I wonder if his party is doing anything about that.

Mr. President, returning to boxing, a great champion and trainer died recently, Wilfred "Beard" Bartholomew. He was a trainer who trained most of the champions who came out of our society. He trained Claude Noel, Leslie Stewart, Peneston, John Brown and others and he died without any form of recognition. This is the type of injustice and lack of cultural sporting policy that denies these people who have made such great contributions. There is nothing to keep them alive for the major contributions which they have made. Therefore, there is need for some sporting authority, as Sen. Lequay mentioned. I think our side supported

this motion and we will continue to support it because the population is so small—1.5 million. I think all this mismanagement and lack of accountability, particularly the November 19, 1989 event should be eliminated.

Returning to the article in the *Sports Calendar*, the author said:

"The Football Association, from all reports, is irredeemably unpopular. Hopefully, elections and our country's continued success on the field of play will see settling of what is a prolonged impasse."

So hopefully with the elections, we may see a different approach in sporting activity and sporting management. Thank you.

**Sen. Felix Rampersad:** Mr. President, in supporting this motion this afternoon, I want to make just a view brief comments before I get into the meat of my presentation, though short it may be. When one debates an issue like this so long after it has been presented to the House by the mover of the motion, one tends to lose the gist and the meat of the presentations made by other hon. Senators and, therefore, you have to tax your memory to a large degree to get back into the meat of the motion.

I want to deal with about six areas of this motion and while I am in agreement with the first part of the preamble, I would more or less, take it up from the second part of the preamble where it states:

"*Whereas* sport is accepted internationally as an activity which enhances human development and is therefore an important segment of our development process;"

That is so true. Sometimes I ask myself a simple question. How on earth does Trinidad and Tobago produce sportsmen and sportswomen of the calibre which we have produced in the past? That is a very serious question, of course, when you look at the sporting facilities that are spread throughout the island of Trinidad and Tobago.

For that reason, I would just like to lengthen the motion for my own purposes. While I fully appreciate what the mover of the motion is trying to do, I would like to emphasize sporting administration, really, as it impacts on sporting infrastructure, because it is my view that the two go hand in hand. You may have the greatest sporting administrators in the world but without the sporting infrastructure sport falls flat. *Vice versa*, you may have the best infrastructure in

the world and you do not have good sporting administrators, the same thing happens.

Before I get into that, coming from the motion as presented by the hon. Leader of Government Business, I would like to suggest, first of all, that the Ministry of Sport draft some kind of working constitution for the governance of all sporting activities and sporting organizations which draw down public funds. This impinges very seriously on what Sen. Deosaran was saying. Perhaps, at this point, I would congratulate him because one or two of the areas I want to speak about, he has already spoken about, so I would just like to enlarge on them a little.

Mr. President, the first point I made is that the Ministry of Sport ought—and I am suggesting—to draft a constitution to govern all these organizations that draw down public funds for sporting activities in Trinidad and Tobago.

The other point I would like to make is, of course, that it is my view that this motion before us this afternoon is perhaps about 20 years late. You see if you look at some of the sporting facilities we have in Trinidad and Tobago, they have not been updated for the last 20 or 25 years. There are some that have been. I want to deal particularly with two areas this afternoon and I would come to that shortly. So based on that fact, I would seriously like to congratulate the Leader of Government Business for bringing this motion—late though it may be—with the hope that when we have finished it this afternoon or whenever, some positive aspects will come out of this to enhance sporting organizations, sporting facilities, sportsmen and sportswomen in Trinidad and Tobago, generally.

Now I am of the view that wherever government, in any country, does not support sport, sport does not develop. It takes a Government like the National Alliance for Reconstruction—because this is a case where, in my opinion, himself is speaking to himself. It takes a lot of courage for a government to bring a motion like this, asking a Minister to do certain things, because in the cut and thrust of administration, one tends to overlook certain things. Also, the fact that funds have been so scarce since this Government has taken over that, perhaps the whole of the sporting development in Trinidad and Tobago has not taken the dimensions that we would like to see, but we hope it will come.

### **2.25 p.m.**

Mr. President, sporting administration, as it affects or as it impinges sporting infrastructure—let us just assume that sporting organization throughout Trinidad

and Tobago had an input for instance, into what the National Stadium could have been. When I look at November 19, 1989 and the kind of funds that were expended on the National Stadium and compare the size of the Queen's Park Oval, that perhaps costs one-fifth of what the National Stadium costs, and the Queen's Park Oval is able to accommodate the same amount or perhaps even more patrons than the National Stadium—and you see, Sen. Deosaran made the point. I have been one of the people who have been seriously against the building of that National Stadium and I will tell you why. I felt that three or four mini stadia throughout Trinidad and Tobago, costing the same amount that the National Stadium cost, would have served the people of Trinidad and Tobago better, because it is my view that the people from Mayaro, Cedros and Toco do not really and truly benefit from that National Stadium. In my opinion, that was a case of centralization.

Let us assume that some of that money was taken to build a mini stadium in Sangre Grande, for instance, one in Chaguanas and perhaps one in San Fernando, I am of the opinion that funds expended in that way would have been able to serve the people of Trinidad and Tobago in a better fashion. That is what I mean when I say, sporting administration, as it affects sporting infrastructure. If, for instance, sporting organizations throughout Trinidad and Tobago come under one umbrella—whatever kind of organization it may be—and they have an input into whatever there is in the offing, then I am certain that whatever comes out of that situation will benefit the sporting public of Trinidad and Tobago in a better manner.

Now that I have spoken about the National Stadium, I want to turn my attention to that piece of earth called Queen's Park Savannah. I can go on and on and talk about other areas but I myself have played sport on that piece of earth for, perhaps, the last 25 years. Do you know that absolutely nothing has changed on that Queen's Park Savannah for the last 25 years? [*Interruption*] They took down the rails, all right.

I want to make a serious recommendation this afternoon, with regard to the Queen's Park Savannah. I cannot see, for the life of me, how a piece of earth that the citizens of Trinidad and Tobago use principally for sporting or recreational activities, should fall under the jurisdiction of the Ministry of Agriculture. Why not change that to the Ministry of Sport. That is my recommendation. Absolutely nothing there has to do with agriculture. There is nothing about agriculture in the Queen's Park Savannah. That is a piece of area that—

**Prof. Spence:** My understanding is that it now falls under the jurisdiction of the Ministry of the Environment, not Agriculture.

**Sen. Rampersad:** I stand corrected but the same point is relevant. Why under the Ministry of Environment and not under the Ministry of Sport? *[Interruption]* It has been so for the last 60 years or so. *[Interruption]* Well, I am making a recommendation anyway, that it falls under the purview of the Ministry of Sport, so that the Ministry of Sport can look at that piece of earth called the Queen's Park Savannah and transform it into something that will benefit sport and sporting organizations in general in Trinidad and Tobago.

While I am on the point, I cannot see, for the life of me, why a piece of earth, "donated" to the citizenry of Trinidad and Tobago for sporting facilities, continues to accommodate horse-racing. Horse-racing takes up the entire Queen's Park Savannah. Why cannot the Racing Authority, for instance, produce a sand-track around the race-track and leave the northern part of the Queen's Park area exclusively for sport. Now, in the early days, what happened was, they constructed the race-track on the southern extremities and on the northern extremities they constructed the exercise track. That exercise track on the Queen's Park Savannah affects many grounds on that northern area: Compton Ground, Harvard Ground, Queen's Park Ground, Malvern Ground, Paragon Ground; all these grounds are affected by that sand-track that is used for horse exercise. My position is that if the Racing Authority must remain at the Queen's Park Savannah, then create an exercise track inside the race-track and leave the northern part of the Queen's Park Savannah for what it was intended.

The other area I want to really look at, is the same Queen's Park Savannah and the question of facilities. The Queen's Park Savannah is a place where many people who play sport in Trinidad, play their first game. They were virtually born on the Queen's Park Savannah. Many people who rose to great heights in sport in Trinidad and Tobago started on the Queen's Park Savannah. There are two, what I call, toilet facilities there, and they have been so for the past 30 years. One is on north eastern extremities of the Queen's Park Savannah, as if that was designed or built for the tourists who come and are placed at the Hilton Hotel. The other one is, of course, almost to the middle of the Savannah where the jockeys' cemetery is, as if to say you have to have toilet facilities for the dead as well.



There is not a single changing facility in the Savannah for any sporting activities at all. You cannot find a tap with drinking water in the Savannah. I would seriously like the Minister of Sport and other ministries to look into this.

The other area I want to touch on, of course, is the question—

**Sen. Furness-Smith:** Can I ask the hon., Member whether he wishes the Queen's Park Savannah to be developed like Maracas beach?

**Sen. Rampersad:** I am wondering if the hon. Senator really wants me to answer that question. What I am saying is that the Queen's Park Savannah is a very large area, acres and acres. If you play cricket, for instance, on Paragon Ground, in the middle of the Savannah and you want a glass of water, you have to go to the Botanic Gardens. *[Interruption]* If we talk about sport and the development of sport, I cannot see the hon. Senator's position against this at all.

The other problem we have is the question of vehicles in the Queen's Park Savannah during cricket games and so on. I have had problems with that for the last 25 years. Let me just say, one race meet or carnival beat does more damage to that Savannah than any amount of cars that will go in there during a cricket season for 10 years. I have had numerous problems getting a pass at the beginning of a cricket season to park my car in the Queen's Park Savannah. Because you see, it is necessary that cricket clubs like Queen's Park and Harvard and others, have that kind of facility.

### 2.35 p.m.

Cricket is a very expensive game. A bat costs between \$600—\$800, along with that— *[Interruption]* the Government will do something about it; you do not worry; give us the money. What I am saying is that something should be done to allow clubs which use the Queen's Park Savannah some kind of facility to allow some vehicles to go into the Savannah, so that they can take their beers and water, that Sen. Furness-Smith spoke about. You cannot carry a car inside there so you have to carry it from Harvard to the Queen's Park Savannah. This is the reason I am advocating that there should be a standpipe in there.

The point I am making is, what is good for the goose, must be good for the gander. If cricketers and footballers cannot take their cars into the Savannah when they have a game, therefore, you must also ban cars, trucks and all these sorts of equipment from going to the Savannah when there are races and carnival activities, otherwise please use your good office, Mr. Leader of Government Business, to

make sure that some kind of facility is given to these clubs during cricket and football seasons.

The last point I want to make is going to be a controversial point, but I would make it. During carnival time huge sums of money are spent on erecting stands for carnival competitions. This afternoon, I am saying if that situation must continue—because I see no reason why permanent stands cannot be erected there that would serve carnival after carnival, unless of course, if you wish to change the venue. If you have to erect and take down those stands every carnival, it is only being done to accommodate the Racing Authority and if that is so, then the Racing Authority must be made to pay for the erection and taking down of those stands.

Thank you very much.

**Mr. President:** Are there any other Senators who would like to make a contribution on this motion?

**Sen. Alloy Lequay:** Mr. President, 12 Senators have contributed to this debate, two on the Government benches, seven Independent Senators and three Members of the Opposition benches. I do not intend to respond to the many points raised because I consider many of them to be outside the ambit of the resolution. The motion was deliberately located in a very narrow context. In the first preamble, it dealt with administrative inefficiency, and in the resolution, it dealt with the objective of identifying the problems in sports administration and taking corrective measures. Therefore, I do not intend to develop the points with respect to facilities, grants to the national sporting organizations, coaching and all the other points raised by hon. Senators. I agree with the general points made that we are aware of all of these problems, and this is why the motion was so framed that it focussed on what I consider to be a very important aspect of sport development, and that is sport administration or to put it another way, the management of the various sporting disciplines.

I will deal particularly with three points. The first one that I want to deal with is one that was raised by Sen. Spence, Sen. Deosaran and I believe Sen. Fr. Joseph. Why has the Leader of Government Business seen it necessary to bring a private motion; why not a private discussion between himself and the Minister responsible for sport?

Sen. Deosaran posed the question and he answered it himself; that by having a debate on the matter, one expects that it would generate a certain amount of public

awareness of the problem and to have a response from Independent and Opposition Senators that would assist in bringing and pooling ideas together, that would impact on the problem and assist in finding a resolution to the problem.

I can ask the same question of hon. Senators opposite: why is it necessary for Sen. Dr. Deosaran to file a motion in this Parliament dealing with crime, when I am sure that he will have the ear of the Minister of National Security if he chooses to have a private discussion with him? Further, Standing Order No. 21 gives any Senator the right to bring a private motion for debate. I do not know why Independent Senators would want to deny me that privilege. Perhaps it is because I carry the title of Leader of Government Business, but I want to remind them that it is not a parliamentary post recognized by our Standing Orders, as in other parliamentary democracies. I need not add that there are no additional perks attached to the office of Leader of Government Business in the Senate. I think my colleagues on the opposite benches have recently recognized that fact. So that in fact I am a back bencher occupying a seat in the front benches. I am sure Members would agree that the procedure of privately—*[Interruption]*.

**Sen. Spence:** I wonder if the Senator would allow me to make two points. One is that some of us, when we move private motions, do so with the intention of trying to put a little pressure on the Government. I do not expect it to be so in your case. Since you compare it with the traditions of the Independent benches, perhaps it is so, but when we do so, we try to get the relevant Minister to attend. For example, I moved a motion on food production; it was not a private Member's motion which drew the then Minister of Food Production to attend. It seems to me that if one is trying to get the Minister of Sport, Culture and Youth Affairs to take some action, it would be facilitated if she were present. So, I would ask whether the hon. Senator took any action to try to get the Minister to listen to this debate and to help to persuade her to the views that he holds.

**Sen. Lequay:** Before I conclude I will convince the hon. Senator that I already have a response from the Minister of Sport.

**2.45 p.m.**

I was saying that I am sure Members will agree that merely to have a private discussion with the Minister will not really achieve what is necessary. It is a procedure that will deny me the views of Members opposite on any particular topic. I repeat, Mr. President, that indeed the interest that a debate such as this will

generate, both here and in the wider community, will be lost by simply having a private discussion with the Minister responsible for sport.

Perhaps in response to Sen. Prof. Spence, indeed, back-benchers have a right to attempt to influence the Government of the day to see their points of view at times, and I see nothing wrong with that approach.

Having answered that criticism from the opposite benches, let me attempt to respond to some of the points made during the debate. Mr. President, Sen. Furness-Smith has filed an amendment. I shall never attempt to challenge Sen. Furness-Smith on a legal issue and perhaps he might consider that I am more knowledgeable in this field of human activity than he is.

Let us look at the amendment. The amendment seeks to suggest that the Minister of Sport should be asked to establish clear guidelines for the form and implementation of a democratic constitution. I respectfully submit, Mr. President, that this is the business of the members of an organization, and it is not the responsibility of any Minister of Sport to impose a constitution on the organization.

**Sen. Furness-Smith:** With due respect, the amendment did not suggest that any constitution should be imposed. What it suggests is that there should be guidelines established. You would not expect the Minister to draft the detailed provisions which a body has to adopt, but there should be guidelines, particularly about finance, and about a certain amount of democracy—that is to say, there should be proper elections every so often—but not the details of when, but just that there should be proper arrangements for a democratic governing of the particular body. That is the purpose.

**Sen. Lequay:** Sen. Furness-Smith has raised two points: that he did not intend that this should be interpreted as drafting a constitution for the organization but merely establishing guidelines, particularly for financial matters. I assure him that such guidelines do exist. Before any grants are given to any national sporting organization, they must satisfy the criteria laid down both by the Ministry and, more lately, by the Sports and Culture Fund Committee. So there are guidelines.

Even if we merely establish guidelines for the implementation of a democratic constitution, again there is no guarantee that these guidelines will be adopted if the membership of that organization has some difficulty with those guidelines. Let me take a case in point. There was an impasse between two rivalling bodies in football.

The Minister of Sport intervened and attempted to bring some order to that particular sport. A committee was established under Mr. Justice Ralph Narine, and the committee examined the constitution of the Trinidad and Tobago Football Association and made certain specific recommendations for amendments to that constitution. Those amendments have not yet been made because the membership of the Football Association has not seen it necessary or possible to accept those guidelines and to make the necessary constitutional amendments.

**Sen. Furness-Smith:** Could I ask the hon. Senator whether that body which has intentionally, apparently, ignored the guidelines has been getting public moneys and, if so, how much, in spite of its contumacy?

**Sen. Lequay:** That was the second part of the amendment to which I was going to refer. The administration of the affairs of such body has a strict prerequisite for receiving any government funds whatsoever. The question that I pose to Sen. Furness-Smith and, indeed, to Sen. Deosaran who seconded the resolution: Who will suffer if the Government refuses to make a grant to a national sporting association, particularly in furtherance of its international commitments? I suggest to you that it is not the administrators who will suffer, it is the athletes, it is the footballers, it is the basketballers, and indeed, as we have seen, it is the netballers who will suffer or who have suffered. So that if efforts are made to force the administration to go in a certain direction, and it is said to them, "You go in this direction or you get no funds," then the sport will suffer and the participants will suffer, not the administrators.

I repeat that the thrust of the resolution is to improve the management of sports, the administrative machinery, and I feel if that is done—and it will take some time to have it done because of the attitudes of people to change—it will correct some of the deficiencies which we have at present.

**Dr. Deosaran:** If you will allow me, I think this is a very vital point he is making and it strikes at the very heart of the motion, especially the first preamble. If you will allow me one minute to take up the question as a means of clarification. Is he telling us that he will allow that kind of permissive attitude in the administration of sports and yet ask for administrative efficiency?

**Sen. Lequay:** I do not quite understand the question posed by Sen. Deosaran.

**Sen. Deosaran:** What you are saying is that the people will suffer and not the administrators. But there is a principle of administration. If you have laws and

regulations without sanctions, it makes no sense at all. If you are allowing money to go freely without the proper sanctions, that is the withholding of public funds, you are encouraging administrative inefficiency.

**Sen. Lequay:** All I am saying, Mr. President: firstly, the sanctions must be imposed by the participants. The players must be aware that their particular sporting organization is not functioning properly, and internally they must take steps to correct it. Secondly, if a government is satisfied that the administration has gone off course so badly that it needs then, even at the expense of the sport and the participants, to put a brake on the allocation of funds for regional and international events of that sporting association, I would certainly agree that it should so do. In fact, I know of a case last year, with which I did not agree myself as a sports administrator, in which the Ministry of Sport refused the funds to a particular sporting association because a club complained that that club was not satisfied with the team that was selected. I did not think that was good reason for refusal of funds to that particular organization.

I have always argued that the selection of teams is a matter for a selection committee and men who have to use a certain judgment and we will not always agree with the judgment they have used. As one writer said yesterday, "one Ian for another Ian". That was the judgment of the West Indian Cricket selectors.

I am still of the view that we can train competent administrators, and if we do that, then we will be moving in a direction which will allow us the capability of managing all aspects of our sports in a particular way.

I am going to refrain from making any particular reference to the best organized sport in the country, and for good reason, but that experience tells me that if you deal with human resource development within the sports and not only concentrate on facilities, grants and coaching, that you can achieve your total objective.

Mr. President, nothing of substance really has emerged from the ranks of the Opposition. In cricket terms, they remind me of what we will call a pick-up side, as distinct from an organized club: no teamwork, no cohesion, no leadership. I therefore do not intend to respond to any of the comments that they have made, except to say that Sen. Mark's reference to "beggars in sports" was most inopportune. Let me quote him.

Sen. Mark stated, Mr. President:

"The private sector today is playing a much more critical role in sports in Trinidad and Tobago than the Government itself. Every little outing—Sen. Amar will talk about that later on—that we have to organize, it is a begging scene that is taking place. Sen. Lequay alluded to this begging mission where he himself is going shortly to beg and solicit assistance to rescue sports and to give the sportsmen and women a chance to survive and to display their skills, talents and abilities."

**3.00 p.m.**

What Sen. Mark was really referring to was sponsorship. That is what he was referring to when he said that national sporting organizations were going cap-in-hand begging the private sector. If we look at the whole concept of sponsorship which allows many sports to survive internationally, we will see that the sponsors are conscious of their social responsibilities to the communities within which they operate, and this is why they get involved in sponsorship. Sponsorship, Mr. President, is a well-known public relations and advertising activity in which many firms across the world are engaged. It is part of their corporate plan; their social responsibility and their contribution to nation-building.

Significantly, very recently, in a document circulated to all of us, *Commonwealth Currents*, December, 1990—January 1991 on page 11 there is an article on sport—"Sport Strengthens the Links." It states that at the Kuala Lumpur summit of government leaders a committee was set up to look at sport. The report from that committee suggests that sport aid programmes are not meeting the needs of less advantaged countries to develop their potential, neither are individual countries doing enough to attract sponsorship, or use marketing initiatives to increase sporting incomes. So that sponsorship is a well-known and a well-accepted medium for the development of sport. I dare say, without the manufacturers of Red Stripe Beer, Cable and Wireless and many of the large insurance organizations abroad, cricket would have had a difficult time in meeting its financial obligations.

Sen. Fr. Joseph referred to the establishment of a national sporting authority. I concur with him. That too, is my view. In fact, as Senators might be aware, I was a member of the first National Sporting Advisory Council established in 1971 to advise the then Minister of Sport and sporting organizations. When that National Sporting Council went out of business some five years after, the then Prime Minister, hon. Dr. Eric Williams, in his budget speech of 1979, stated that there

was need for the establishment of a national sports foundation. The budget speech stated, and I quote:

"It will appear that there are serious difficulties in the organization of sports in the country. This is too important a matter to be left entirely to the individual vested interests, unless such interests are directed towards the national good.

On the other hand, the Government is firm in its policy not to seek direct involvement, by, for example, creating a Ministry of Sport. It will instead seek to influence the proper organization of sport in the country and to ensure that funds available in the support of sport are utilized properly and by the organization best structured to do so."

The point I am making, Mr. President, is that the idea of a national sporting authority has been bandied around since the early 1970s. On October 16, 1980 I received correspondence from the then Minister of Education and Culture under whose portfolio sports fell. I will quote part of that letter:

"Dear Mr. Lequay,

I should be grateful to receive by November 18, 1990, your recommendations on the person or persons who, in your opinion, will be able to represent the interest of sportsmen and sportswomen on the national foundation for sport."

I responded on October 29, 1980 and I identified six people whom I felt could have done service in that area. Nothing happened.

I concur with Sen. Fr. Joseph that we need to proceed in that direction. I think that in my opening remarks I did indicate that the present Government had first submitted a White Paper and had convened a meeting on national sporting authorities to look at that White Paper for the establishment of a national sporting authority for the Republic of Trinidad and Tobago. There were many negative responses and sporting associations thought that the Government was attempting to interfere in their internal administration.

Mr. President, let me conclude merely by saying that since that motion was filed in January, 1991, action has been taken at two levels, hopefully to achieve the objectives of the resolution. I am pleased to note that in February, 1991, the Ministry of Youth, Sport, Culture and Creative Arts convened a meeting and formed a committee to look at the matter of sport education including sport



administration. Sen. Prof. John Spence will be happy to note that the motion already seems to have had some result in that some preliminary action has been taken.

More significantly, I received communication on March, 27, 1991 from the West Indian Tobacco Sport Foundation and they are organizing a series of seminars for what they call "New sport administrators in Trinidad and Tobago." I do not know why the word "new" has been added. This seems to be their concept and I have no quarrel with it. They are organizing three, one-day seminars: June 1, Tobago; June 8, San Fernando and June 15, Port-of-Spain.

The whole thrust of their programme is aimed at improving the management capability of sport administrators. I have been advised that if this initial effort succeeds, they will want to expand it to present sport administrators, and hopefully, through the efforts of both the Ministry and West Indian Tobacco, we will soon be on the road to improving the capabilities, the knowledge, the expertise of our sport administrators in Trinidad and Tobago.

So the motion we are debating today has already triggered action on two fronts; and perhaps it is testimony of the value of open debate as against private discussion. I beg to move.

*Question proposed.*

**Mr. President:** Hon. Senators, there is an amendment to the motion proposed by Sen. Furness-Smith and seconded by Sen. Dr. Deosaran. This was proposed on January 22 when the motion was first debated. The amendment is to substitute for the resolution paragraph the following:

*Be it resolved* that the Minister of Youth, Sport, Culture and Creative Arts be urged to established clear guidelines for the form and implementation of a democratic constitution for all sporting bodies and the administration of the affairs of such bodies as a strict prerequisite for receiving any Government funds whatsoever.

**3.10 p.m.**

**Sen. Furness-Smith:** The last line as I have it on my submission was that—

"...the administration of the affairs of such bodies as a strict prerequisite of receiving any government funds whatsoever."

But I would wish, even at this late stage, to put in a further minor amendment which is "that compliance with the financial requirements of which will be a strict prerequisite."

**Mr. President:** Sen. Furness-Smith, I am sorry, but the rules of parliamentary procedure in our Standing Orders do not allow for an amendment to be made after the mover of the motion has replied to the debate. When an amendment is made, it must be made when the person moving the amendment is on his or her feet speaking and after that, all subsequent speakers can speak on both the motion and the amendment. Others who have spoken before the amendment was moved can speak again on the amendment only. The Member who moved the motion can reply at the end. Had you been a Government Minister, you could have wound up the debate. Provision is made for that on Private Members' motion. However, there is no Government Minister here who has signified that he or she wants to wind up the debate.

After dealing with the amendment I will put the original motion depending on whether the amendment is accepted or defeated.

*Question, on amendment, put.*

*The Senate divided: Ayes 9 Noes 12*

AYES

Persad, Dr. P.

Mark, W.

Baksh, Miss S.

Moonan, M.

Belmosa, T.

Furness-Smith, G.

Deosaran, Dr. R.

Mansoor, M.

Spence, Prof. J.

NOES

Rambachan, Hon. Dr. S.

Weekes, Hon. G.

Broomes, Hon. H.

Lequay, A.

Hosein, F.

Charles, Mrs. U.

Bhagan, N.

Rampersad, F.

Sampath, Dr. M.

Warner, C.

Hannays, G.

Joseph, Fr. W.

*Amendment negatived.*

**Mr. President:** I would now consider the original motion.

*Question put and agreed to.*

*Resolved:*

That this Senate recommend to Government that the Ministry of Youth, Sport, Culture and Creative Arts convene a meeting with all organizations and individuals interested in the development of sport administration with the objective of identifying the problems in sport administration and taking corrective measures.

#### **SECURITY FIRMS**

**Sen. Alloy Lequay:** Mr. President, I beg to move the following motion standing in my name:

*Whereas* over the past decade a number of security firms have been established to satisfy a demand for such services; and

*Whereas* some of these firms have and are exploiting the level of unemployment by recruiting untrained personnel at substandard wages; and

*Whereas* the method of recruitment and training and the terms and conditions of employment could be counter-productive and not serve the intended purpose:

*Be it Resolved* that Government be requested to investigate the employment and industrial relations practices of these firms through the Ministry of Labour.

Mr. President, I have no doubt that all of us would agree that the unemployment situation in the country today is not a happy one and I also have no doubt that any one of us would want to defend any organization which, in that context, seeks to exploit labour. This is the main thrust of this motion.

Since this motion was tabled some three months ago, I have had many calls and discussions with organizations and individuals who have been concerned over this development. I want to share the information I have received with hon. Senators.

During the past two decades or so, there has been a phenomenal increase in the number of protective service agencies operating in Trinidad and Tobago. Some of these agencies we can refer to as security departments of state corporations and statutory boards, such as the Trinidad and Tobago Electricity Commission, the Port Authority, Central Bank, the Water and Sewerage Authority and Trintoc, to name but a few. The majority, which offer security services on a contract basis, are private companies registered as such under the Companies Ordinance, Chapter 31:01. Perhaps, an investigation may show that some of these security services are not even registered.

### **3.20 p.m.**

In any event the members of these organizations, whether they are organizations through the state agencies, or whether they are organizations registered under the Companies Ordinance, may become constables under the provisions of the Supplemental Police Act, Chapter 15:02. If you look at that Act, subsection (3) states:

"There shall be established in Trinidad and Tobago supplemental bodies of police namely—

- (a) a Rural Police;
- (b) an Estate Police;"

Subsection (7) of that Supplemental Police Act states:

"The Estate Police employed on any estate or by a protective service agency shall consist of such number and ranks of constables as the employer may, subject to the approval of the Commissioner, require and shall have the power and authority of members of the Police Service in respect of all offences committed on the estate to which they belong and throughout the division in which the estate may be situated. However, constables employed by a protective service agency shall have the power and authority of members of the Police Service in respect of all offences committed in relation to any person whom or any property which they are employed to guard or protect."

So, in fact, they do have a wide area of authority and these persons who are appointed constables are issued with precepts of appointment by the Commissioner of Police who has supreme command over such constables. Under the Supplemental Police Act, we have the background for the appointment of these Estate Constables, or what we now call, members of this Special Security Services Organization.

Mr. President, we need to examine the conditions of service which operate at present and I have been informed that in many instances the conditions under which these constables operate or work, are very, very bad. As a result, I am sure hon. Senators will agree that the image of the security industry is now very negative; an industry which, 10 years ago, we welcomed because we recognized that it had an important role to play in this particular area of activity. What are some of the areas of concern?

I suggest that these can be listed under three headings: recruitment and selection; training; and wages and salaries. The standards and methods of this extremely important element, recruitment and selection of a disciplined quasi-military law enforcement industry are extremely low. There does not seem to be careful screening and as a result, persons of questionable character are often employed in the industry. I emphasize that I am not suggesting that every security firm which operates, can be qualified under these statements, or the problems which I am attempting to bring to the notice of hon. Members. Indeed, I am aware that there are a few of these firms which are well-organized and well-managed.

They insist on discipline and training and, indeed, they pay a reasonable remuneration to their personnel. That is the difficulty. If you are going to pay substandard wages to people who are looking for employment, the type of people you will attract to your industry must be questionable, in terms particularly, of the discipline and perhaps, academic qualifications which you might require.

On the matter of training, very little time and effort is dedicated to this aspect of the industry and obviously the arguments which will be advanced by the employers, is that the cost of training and the turnover of personnel is so high that they pay little attention to this matter of training. Even where training is conducted, the standard varies from one firm to another. As a consequence, there can be no identifiable or verifiable standard of performance.

Mr. President, perhaps you might be surprised to know that in some of these firms the wage level is as low as \$3.00 per hour and the shift is usually 12 hours. Obviously, this rate of pay is not related to those agencies which are aligned to state corporations like those which I have mentioned earlier on and a few of the larger private organizations where the wages are reasonable. In a large number of cases, I repeat, personnel earn as little as \$3.00 per hour while working 12-hour shifts. I am arguing that the low level of wages may well be the reason such a low quality of employee and a low standard of discipline exist on that particular industry. What is of great concern and even frightening in this scenario, is that many of these unsuitable, poorly trained and underpaid people are often licensed to carry firearms and are issued with these weapons in order to perform their duties.

Having made those criticisms, I suggest that it will be necessary, if the image of the industry is to be protected and enhanced and confidence in it improved, that there might be need for some form of statutory regulation since self-regulation here and in the United Kingdom has not worked. As I refer to the United Kingdom, it is interesting to note that on November 6, 1989, a Member of Parliament brought before the House of Commons, a bill which will make it a criminal offence to operate an unregistered manned guarding company.

### **3.30 p.m.**

The Member of Parliament was Mr. John Wheeler, MP for Westminster North and one of the objectives of his bill was to ensure that every such security firm was recognized as a registered firm by an approved authority. He identified the registration process. In order to seek registration, one had to name the principal

shareholders, the directors and other managers, employees, the training staff, the system of vetting of employees. One had to look at the environment, the infrastructure, the premises, the insurance that was in place for the employees of that particular industry and other relevant information concerning the body corporate or other persons engaged in the security industry.

He suggested that an inspectorate be established to have periodical checks on these security organizations. He stated that the inspectorate—

"shall be formed from, and its expenses defrayed by, any person or body corporate engaged in any commercial activity providing services in relation to the security industry."

What he proposed was that you had common training and that in order to meet the cost of that, there will be a pooling of resources. So that each organization did not attempt to put in place its own training and, therefore, found that it was not cost-effective and, therefore, abandoned training completely because of the cost involved.

He suggested that the inspectorate should be approved by the Secretary of State; that there should be a code of practice; that there should be, obviously, a screening practice that will ensure that people with previous criminal convictions were not employed in this particular industry. It was called the Security Industry Bill, 1989, and it was suggested that the bill was being tabled to provide an uplift for the industry.

It is my view that the failure of the industry to regulate itself is not entirely due to the absence of any provision for such regulation. In fact, the Supplementary Police Act to which I referred earlier on, places the responsibility for regulating the activities of these organizations in the hands of the Commissioner of Police. I am sure that we will all appreciate that with the number of these organizations that have sprung up across the country over the last few years, it has become a difficult exercise for the Commissioner of Police to be monitoring the training system, the recruitment system, the wage levels and so on. So that the need will seem to exist for regulations which provide for the registration, regulation and inspection of these protective services agencies in accordance with the Security Industry Bill, 1989, to which I have just referred.

We might perhaps consider two options, a new private Security Industry Act or adequate regulations under the provisions of section 12(d) of the existing Act. It

seems it will be a simpler exercise than to attempt to introduce a new private Security Industry Act to look critically at the existing regulations and the provisions of section 12(d) of the existing Act, to see how they could be modified and improved in order to achieve our objectives.

I respectfully submit that any regulations that are so issued under the present Act should address the following issues—

(a) The establishment of a Security Industry Advisory and Regulatory Board. So we will now have a board that will give the necessary support to the Commissioner of Police in the exercise of his functions under the Act.

(b) Registration and licensing of protective service agencies only after they have satisfied the Board of the following, as stated in the Security Industry Act:-

- (1) Principal shareholders
- (2) Who are its directors or other managers
- (3) What are its recruitment and selection standards for employees.
- (4) What are its plans for training of employees;
- (5) How does it select its employees; what are its vetting and security clearance for the selection of such employees;
- (6) The premises and equipment available to the particular organization; and
- (7) To ensure that there is insurance coverage for clients and employees.

In addition, on the matter of training, the board should have power to certify and approve any training school as a recognized center for the training of persons desirous of entering the security industry. That board should also have the power to fix national minimum wages for each level of employees in the industry, other than management. Presently, this will have to be done in collaboration with the Ministry of Labour which is responsible for this type of activity. They should have a permanent inspectorate to assist it in performing its duties of inspecting and monitoring the daily operations of the industry. Very importantly, expenses in respect of administration and inspection could be met wholly or in part from



registration and other fees collected from these protective service agencies in respect of annual registration.

So, in examining the entire situation, I think we have got to accept that while these protective services which have sprung up all over the country are in fact serving a need, perhaps because of the growth that has taken place, the regulations that are in place at this time are not adequate to meet that growth and the time has come when a very critical look should be made of how these industries operate and whether they are in fact providing the service which we expected of them when they first came onto the scene some decade ago.

In passing, I will also like to make reference to the Special Service Police establishment. In a letter dated April 12, someone who signed himself as a "Frustrated Special Reserve Police" brought to my attention, the difficulties under which the SRPs operate. He forwarded to me a series of clippings pointing out the case made for them by journalists over a period of time. So in looking at a review of the security industry, perhaps it will be important that we also look at the terms and conditions of service of the SRPs who perform a very important function in the protective services of the country.

**3.40 p.m.**

For the last few minutes I have focused on the need to ensure a criteria for recruitment; the necessary avenues for adequate and effective training; the need to examine the terms and conditions of employment; the need to investigate the present industrial relations practices by many of these security firms; and the need for us to amend the Supplemental Police Act Chap. 15:02 to give some support to the Commissioner of Police in the discharge of his duty, with particular reference to the subject matter.

With those few remarks, I beg to move.

*Question proposed.*

**Sen. Wade Mark:** Let me begin by saying that although the Leader of Government Business seems to be getting difficulty in congratulating us, we congratulate him for bringing this very important motion to the Parliament. In so doing, he has apparently broken away from the mould of his own Government with the implicit recognition by the motion, that some working people in this country are facing day to day conditions which amount to pure hell. For how else could we describe the conditions of work faced by some workers in some

security firms in this country? The *modus operandi* of many of these private security firms is almost similar to the much touted operators in the free trade zone, which the Government, this regime, was attempting to foist on this population.

Private security firms constitute our local version of the firms operating in the export processing zones in other developing countries. The hours of work are long and unacceptable, the employers are savage and oppressive, the conditions of employment are brutal and exploitative, and the employees, most of them from what I have been able to survey, are recruited from rural communities in the country. I do not know if it has to do with the ability of these companies to manage or manipulate these workers from rural communities, but in order to put myself in a position to base my presentation on facts, I have arranged to provide this House with examples of working conditions of employees who are engaged in the security industry and I want to make reference to three cases.

The first case deals with the security firm called KP's Security. Now the worker involved here is a male, 30 years of age and he lives in the area of Malick, Barataria. There is no contract of employment. He has none.

**Sen. Hosein:** On a point of clarification. My good friend, Sen. Mark, is about to embark on a statement of alleged conditions of employment concerning workers of certain companies and he did mention the name of a company. I am wondering whether it is proper in all the circumstances, to mention the names of those companies when they are not here and they have a right to be defended. Not that we have any brief for them, I am just wondering if it is the proper thing to do in all the circumstances.

**Mr. President:** Sen. Mark, confine your remarks to security firms as far as possible.

**Sen. Mark:** I was just seeking to indicate the kind of horrendous conditions and the particular security firms involved, but if you prefer to guide me on this matter, I was simply referring to a big firm or any—

**Mr. President:** No, no. We are dealing with a motion before us and the resolution is:

*"Be it resolved* that Government be requested to investigate the employment and Industrial Relations practices of these firms through the Ministry of Labour."

The firms you are referring to are the security firms. So what I am saying is that you should try, as far as possible, to restrict the debate to the security firms.

**Sen. Hosein:** The issue is really whether the name of the security firm should be called in the Parliament.

**Sen. Mark:** We have to bring home in a very forceful way some of the conditions that workers are subjected to in some of these particular security companies.

The conditions of employment at this security firm are: 12 hours per day; rate of pay per hour is \$2.00; vacation leave is only granted after working for two years; sick leave does not exist in that company, so workers do not get sick; absolutely no training, all you need to do is to present yourselves and if you are looking well you are employed. There is no compensation for a worker who is damaged on the job. I do not know what has happened to Agard who had been killed at the “Sunday Basket.”

**3.50 p.m.**

**Sen. Weekes:** I wonder if Sen. Mark will inform the House whether his union represents any of the workers employed in a security firm, it is important because on that basis he might be speaking from personal experience. Also, if he cannot mention the name of the firm, maybe he might be able to mention the street where the firm is located so that investigation could be made.

**Sen. Mark:** Mr. President, the unions in Trinidad and Tobago are only allowed to represent workers who are not precepted in this private security industry. What has happened is that the moment you move towards representing those workers who are not precepted, the employer simply seeks to have them precepted. We used to represent security guards at the National Commercial Bank, and the National Commercial Bank proceeded to have those workers precepted. So the NCB has its own private security arrangement. Once the security guards are precepted, you cannot represent them. So the answer is that at this present moment as I speak, my union does not represent any workers in the private security industry. As you mentioned about calling names, I think Mr. President sought to guide me on this, but at the appropriate time, I will mention names.

Mr. President, in these private security companies—this one in particular—there are no opportunities for advancement. If you are caught sleeping on the job in this private security firm, you are charged \$75. Sleeping on the job! Remember

this person is working for \$200 a week, 12 hours a day. If a button is missing, in this firm you are charged \$15. If you have not shaved, they charge you \$25.

You have to provide your own uniforms and shoes in this particular company. In this company, if you are injured because they carry dogs—this company also specializes in dog handling arrangements—if you are bitten by a dog that you are handling, there is no compensation. In fact, not only in this company but in the entire private security industry, dogs are better paid than workers. Mr. President, a dog is hired by this company at \$27 per hour, and the same security guard is paid \$2.00 per hour. So a dog is better than man in this arrangement. Man gone to the dogs.

Now, Mr. President, this is the experience of firm No. 1. I want to deal with firm No. 2. You see, I have to call this name, Mr. President, I really have to call this name. It is Securicor. When you say Securicor, you say Neal and Massy. I understand Neal and Massy is the only company in Trinidad and Tobago that is allowed the right to import tyres into this country; monopolization seems to be the name of the game. Then you have McAl that imports 90 per cent of the country's pharmaceutical products, but I am not going to deal with that now.

In this company, the conditions are somewhat better than in the first company that I mentioned. Remuneration is \$280 per week or \$7.00 per hour. However, newly recruited people are given \$5.00 per hour at Securicor. Working hours are as usual, 12 hours, five days per week including Saturdays and Sundays. No overtime is granted. Now, in normal industrial relations practice, after a worker works for eight hours, thereafter for the first four hours that worker enjoys double time. For the next four hours, you get triple time. If a worker works on a Saturday, the first four hours is double time, thereafter triple time. If you work on a Sunday, it is triple time, and if you work on a public holiday it is triple time.

However in the security industry, it matters not. You work on public holidays, you work on Saturdays, you work on Sundays and you get a flat rate. It is business as usual. It is madness that is taking place in the security industry under the eyes of this Government. This is why I am happy that they have at last seen it fit to bring this motion.

**Sen. Rampersad:** Thank you very much, hon. Senator, for giving way to a question. These conditions just mentioned about double time and triple time and overtime and holiday time; are they statutory conditions? Are they law?

**Sen. Mark:** No. This is why we have been calling for a labour code, to make it law. It is not law. It is existing in collective agreements, so it is a practice and a norm. If a woman becomes pregnant, the employer is supposed to grant her maternity leave with pay, but there are employers in Trinidad and Tobago which do not do that. That is a practice.

Mr. President, in this company, there is no lunch hour. You take a bite; you do not enjoy a lunch hour. *[Interruption]* Lunch rooms do not exist in those companies. In this company, workers are provided with three pairs of pants, shirts, shoes, *et cetera*, so somehow it is a little better. They are entitled to sick leave, 10 days per year; they are entitled to vacation leave, two weeks regardless of how many years you work. If you work five years, it is two weeks; if you work 10 years, it is two weeks. In the normal industrial relations practice, you have a tier: 1 to 5 years, 2 weeks; 6 to 10 years, 3 weeks; 11 to 15 years, 4 weeks. In this instance, it is business as usual.

**Dr. Rambachan:** Mr. President, I rise just on a matter of clarification. I happen to have researched this industry very well in terms of preparation for this debate, and I have a number of agreements that I am looking through and one, in fact, is Securicor Trinidad Limited, dated August 1, 1988. The information seems to be at variance with what the hon. Senator is saying. For example, he referred to the hours of work, and section 1 of this agreement states:

"The normal hours of work shall not be less than 40, nor more than 60 hours per week. Each shift shall be in accordance with the roster for shift work. Overtime: Any overtime work shall be paid for at time and one-and-a-half, and overtime shall be defined as time worked in excess of 12 hours per shift."

In terms of vacation leave, again it is at variance with what he is saying.

"After one continuous year's service, an employee shall be granted leave with pay in accordance with the following manner: 1 to 3 years, 10 days; 4 to 9 years, 15 working days; 10 years and over, 20 working days."

I only draw this to his attention as an agreement that exists.

**Sen. Mark:** Mr. President, you see, an agreement may exist, but I have evidence in terms of the reality. That is theory. I have evidence where after a year working with that same firm, the worker is sent home for two weeks. The worker is sent home for two weeks, and if the administration wants the worker back, the worker is brought back on the job, and if he does not want the worker back, he

can never return. So you might have something in writing and I have to respect that. I am dealing with the cold reality as well. I never mentioned anything about overtime in this instance. I spoke about sick leave, 10 days; I talked about vacation leave, two weeks with pay. That is what I have been able to research.

Mr. President, the training that exists there is very minimal. There is a two-week period of training but it is not substantial. There is no meal allowance, no subsistence allowance there, and there is a total absence of facilities. One could well imagine that when security guards are guarding buildings or places, like human beings they will need to either go to the toilet or wash their faces, but there are no such facilities. Whether it is men or women, they have to do their own thing in an effort to relieve whatever pains that they are experiencing.

I am saying that in these security firms, there is nothing like job security for the employees because you cannot determine, after working for a year, as in the case of Securicor, and they send you home for two weeks, whether you will be coming back on the job or whether you would be fired. They have their reasons for that.

There is need, as far as I am concerned, for the Ministry of National Security to establish clear rules and regulations to guide and monitor the activities of these security firms. Some of these workers complain that they are asked to drive defective vehicles with no lights, no brakes.

Mr. President, while in the case of the second firm, the conditions are somewhat better than the first, the reality is that at that particular firm, the workers are still experiencing job insecurity, and the conditions that they labour under are quite unacceptable.

There is a third company to which I want to make reference, and in this instance it is a woman. She is from Blanchisseuse. The person I spoke about at Securicor is from Cunupia. This person is from Blanchisseuse, Arima.

Imjim, that is the name of the next firm. No sick leave; there is nothing like casual leave or emergency leave; severance pay does not exist. In fact, this person indicated to me that she is afraid to become pregnant because she might lose her work. No specific lunch hour; you eat on the job. Some have 30 minutes. People just want to leave that company and most of these private security firms because there are no opportunities for advancement. In the case of a woman, Mr. President, it limits her lifestyle. Do you know what it is to work from 6:00 in the morning? It is 12 hours you have to work, and if someone does not turn up at the

appointed time to relieve you, you have to work another shift, so you have to work another 12 hours. And if you are caught sleeping on the job, you are charged in some instances.

What are we dealing with here? These are people living in Trinidad and Tobago? Employers are so savage and brutal. These are just some instances of the conditions that workers have to subject themselves to merely to eke out a living in this country. I guess if the EPZs were here, it was going to be a similar scene. Mr. President, one may well ask whether this is the same Trinidad and Tobago where we like to consider ourselves a civilized and caring people.

#### **4.05 p.m.**

The cases highlighted may be few in number, but there is no reason to believe that they are unusual. In this context there seems to be a very strong case for the establishment of a specific agency—I think Sen. Lequay was alluding to this—to monitor and regulate the activities of firms in this sector. In due course, I will therefore be proposing an amendment to the motion before us. I would like to make it very clear that labour is not seeking to make life tough for security firms as a matter of principle. As a matter of fact, in our view, regulation is not the final answer to the problems which attend the existence of these firms in our society. In any country there will always be an element of deviants in the society, and in some circumstances security will always be a means of protection for the society.

Over the past few years there have been an increase in the number of established security firms in the Caribbean and, in particular, Trinidad and Tobago. According to information received from the Ministry of Justice and National Security, while there were only two such firms on the register in 1970, by 1990, there were about 90 such firms. Now, Sen. Lequay again alluded to the fact that some of these firms are cropping-up here and there and maybe not even being registered. The Ministry of Justice and National Security indicated to me that at the last count in 1990, 90 such firms were recorded on their register. Of these, three operate with dogs and 20 operate with guns.

It is useful to ask ourselves what the growth of these security firms signifies for the quality of life in the development of this country. I have not even mentioned the growth of burglar alarms because almost all major companies and firms have burglar alarms. In a number of these developed communities, the rich areas of our country, whether it is Westmoorings, Valsayn, Glencoe or Moka, people install security alarms because they are afraid that their peace and private property would

be tampered with. So you also have a number of companies that are specializing in burglar alarms. Sometimes it is costing \$5,000 to \$6,000 to install one unit. It is an expensive kind of exercise.

Mr. President, it is reasonable to suppose that what is behind the growth of these firms is a greater need to protect private property from those who might wish to inflict some kind of attack. With the growth of these security firms the realization is that private property is more likely to be attacked today than ever before. What is disturbing is that this is taking place side by side with the general effort at socio-economic development. It is therefore necessary to question the nature of this development. There is no doubt that if planning for development concentrates mainly on economic expansion, and on the generation of profits for further expansion, and if such development ignores or downgrades the human aspect of the experience, we will most likely generate deviant, social behaviour.

In this respect, Mr. President, we cannot say that we have been set on a proper development path if the rate of unemployment continues to increase, or if the only time this rate falls is when the economy benefits from windfall earnings from its export activity. What has been the story behind unemployment, Mr. President? The figure we now have tells us that while in 1970 the rate of unemployment was around 11 per cent with 46,000 persons out of work, today the rate is more than 20 per cent with close to 100,000 people without work, not to mention the under-employment rate in this country hovering around 20 per cent, people working two, three and four days a week. What is more, the rate of unemployment among our youngest workers is close to 50 per cent. The labour movement insists that it is in this context that we really have to see the growth of security firms in Trinidad and Tobago.

It is not that as a people we have become more prone to crime, but a fall-out of the development process has made criminals and potential criminals of more and more people. One reason for this reaction is the fact that in any society people always tend to compare their positions with that of other members of the society. People have a sense of what is fair and what is not fair. To the extent that the development process does not provide meaningful and rewarding opportunities to people who would like to work, to that extent the quality of developmental effort leaves much to be desired.

It is sometimes said that the choice we face is really simple. Either we must adopt an approach which steadily reduces unemployment, or we must be prepared



to sleep with a gun under our pillow. Mr. President, Sir Arthur Lewis, in a text entitled *Labour in the West Indies*, alluded to this reality since 1950—the Jamaican experience. I want to quote from this text: *Labour in the West Indies, The Birth of the Workers Movement* by Sir Arthur Lewis. He was referring to the Jamaican experience:

"Unemployment is Jamaica's most serious, social problem in spite of an increase in production between 1950 and 1960 of at least 80 per cent and the immigration of 11 per cent of the labour force.

It was cause for concern because not only are the unemployed poor but their condition meant wasted lives, crime and rebellion. After years and thousands of lives like this, the middle class in Jamaica must check their guns every night before they go to bed."

He was talking about this scenario in the fifties; we are in 1991. It is business as usual.

**4.15 p.m.**

The view of labour is that to all appearances certain elements in our society have made a clear choice. They seem prepared to make their money and to use part of it to protect what they have accumulated rather than attempting to re-invest—the same point that Sen. Rambachan referred to—they have made a choice rather than to re-invest these profits in order to create expanded employment opportunities.

Just recently, I recalled attending a very important seminar in tribute to Sir Arthur Lewis and I recall the chairman of Republic Bank, Mr. Frank Barsotti, indicating to the audience that in the Trust section of his company, there is \$2.4 billion waiting to be picked up, waiting for people to come and borrow but nobody was coming. The system has an excess liquidity, there is a lot of money in the system but apparently, there is no confidence to do anything. I do not know if they have no confidence in the regime or maybe as election nears, people are thinking seriously as to who is going to be in charge.

**Dr. Rambachan:** Surely, you would not be in charge.

**Sen. Mark:** I know for a fact that somebody is going to be in charge.  
*[Interruption]*

To what extent? To the extent that such choices are encouraged by a tax system which seeks to lower rates for the business community knowing full well that any business expansion that might follow will make only a minimal use of labour, to that extent even the fiscal system has to bear some responsibility for the growth of these security firms in Trinidad and Tobago.

In a recent document prepared by Professor Compton Borne, entitled "Caribbean Development for the year 2000—Challenges, prospects and policies", the point was made that what we need in the Caribbean, is a new type of development strategy, a strategy that keeps employment creation as a prime objective of the development effort. That is what we need, a new strategy. *[Interruption]*. You yourself were alluding to that recently. There is so much unemployment, devaluation, poverty in the country.

Labour has always made a similar suggestion because we have always believed that it makes no sense building luxurious houses, owning elegant motorcars and establishing lavish offices if a major portion of the society barely has enough to survive. One-third of our population lives in poverty. Just recently, the ILO commissioned a report which your Prime Minister received and in that report they stated clearly that over 20 per cent of the population in this country is living in relative poverty and close to 20 per cent is living in absolute poverty, and that was at the end of 1989. So you must have crime, you must have the mushrooming of these security firms because private investors do not want to re-invest.

**Hon. Member:** And they are still raising union dues.

**Sen. Mark:** Union dues have been frozen. You are not a unionist so you cannot speak on that.

What will we be doing by building these luxurious houses, owning these elegant motorcars and establishing these lavish offices? What we will be doing by flaunting our extravagant lifestyles would be to invite the kinds of attacks which will then be contained only if we employ security guards. *[Interruption]*. That is a fact. That is not a philosophical position.

The cynical among us—I do not want to count you as one—may argue that the employment of security guards is still a form of employment. However, this is no time to play semantic games. The truth is that security activity is a singularly unproductive form of employment and one which does not contribute to the welfare of the community as a whole. This is not the kind of employment in which

labour is interested and I am certain this is not the kind of employment in which the Government is interested. We are interested in productive, meaningful and permanent employment. Not this kind of employment that is being promoted—  
[*Interruption*].

**Sen. Rampersad:** I would like to ask the honorable Senator if the insinuation is that once somebody is not unemployed, the normal and natural trend would be to become a murderer or a thief or whatever it is.

**Sen. Mark:** It does not naturally follow if you have dependants: a grandmother or grandfather or a father or sister who can keep you together. But those of us who do not have that, what do we have to do? We have to resort to crime.

**4.25 p.m.**

Mr. President, whilst therefore, labour will support moves to better regulate and otherwise, monitor the security firms of the country, it is of the view that in one sense this may be dealing only with the symptoms of a much greater malaise. We are aware that this is a situation which can be dealt with only over a long period of time. However, this is no excuse to postpone the task of trying to put a different type of development strategy in place. The strategy of development must place employment creation and employment generation, center-stage.  
[*Interruption*]. You do not want to go into that now. You want me to reveal the manifesto of the UNC. It is the manifesto you are seeking to get me to reveal.

**Dr. Sampath:** Mr. President, is the Senator advocating make-work, which is unproductive, in order to relieve unemployment?

**Sen. Mark:** Senator, you are clearly out of tune or line. I do not know which one. I am not advocating make-work. I am not talking about LID or DEWD. I am saying that we have been producing cocoa and coffee and many important vegetables and fruits in this country and the past and present regimes have not been able to utilize agriculture as a locomotive for development. Where are the linkages in the agricultural sector today? We are still today importing Ovaltine, Milo, Chocolates and Nescafé from abroad, when in Trinidad and Tobago, if we are serious about development, these are the kinds of issues we have to address. I thought you were seeking to get some clarification, so I am seeking—

**Sen. Rampersad:** Mr. President, having made that point, would the Senator like to tell this House how many agriculturists in Trinidad and Tobago does his union represent?

**Sen. Mark:** You seem to have a legacy for irrelevance. I do not understand you sometimes. I gave way because I believed you were going to ask an intelligent question, I am not doing that again.

Mr. President, let me indicate that when the Leader of Government Business, Sen. Alloy Lequay, alluded to the fact that they should introduce statutory control over the security industry and establish a board, and he outlined regulations, functions, duties and powers of the board, it is hoped that it is not the Government's intention to further monopolize and to engage in the further monopolization of our national economy.

You see, right now one major security firm, Securicor is seeking to gobble up all the smaller firms and to become the number one security firm in Trinidad and Tobago. That is not free enterprise, that is madness. Free enterprise means competition. It does not mean "Carib" taking over "Stag." That is not free enterprise, that is monopolization. If my good colleague, Felix, who likes to drink a lot of beer—you can see it, the evidence is clear—

**Mr. President:** Avoid talking about a person's habits, please.

**Sen. Mark:** Mr. President, I was simply alluding to the fact that it is hoped that the Leader of Government Business motion is not designed to further engage the economy of this country into monopolization. We do not want further monopolies in this country.

I said earlier, and I wish to reiterate, that in this country you have one company now going to produce beer and the Government has not said anything on that question. In this country—and there is need for clarification, maybe Sen. Rambachan can clarify it—there is one holdings company, Neal and Massy, that imports all the tyres in the country. As I said—

**Mr. President:** At this point, I have to interrupt you, but your speaking time has expired. Are you going to be much longer?

*Motion made,* That the hon. Member's speaking time be extended by 15 minutes. [*Sen. F. Rampersad*]

**Mr. President:** I understand that there is one other speaker, I think we have reached the stage where we could take the intermission. We suspend for 30 minutes and resume at 5.00 p.m.

**4.30 p.m.:** *Sitting suspended.*

**5.00 p.m.:** *Sitting resumed.*

**Sen. Mark:** I was advancing the view, that one would hope that the hon. Leader of Government Business would not be taking this opportunity to further introduce measures, via this motion, to allow the further monopolization of the Trinidad and Tobago economy, because as I indicated, we require a new development strategy to rescue the economy, the society and our country from all the difficult problems that we are all familiar with and from all indications those problems could become even worse in the months and years ahead.

I simply make reference to the fact that crime and mounting unemployment combined and, particularly, mounting unemployment, are contributing and have contributed to the emergence of a number of these private security companies to protect private property from intrusion of persons who are unemployed and might be engaged in crime. When I make reference to the need to develop a new development strategy, I am alluding to the fact that we ought to place employment creation at the centre stage, and seek to build an economy and society where there would be more equity and social justice, where you would not have one group of persons or a section of the community being called upon to make sacrifices and the other section going scot-free.

Since 1983 the bulk of workers in this country have not received any salary or wage increases. In fact, workers have received cut backs and some have experienced reduced benefits. So while on one hand, we are asking the country to make sacrifices, the evidence here is that the burdens are being placed on one section of the community.

I have a report here called the Executive Compensation Survey of 1990 and the survey deals with both those persons in the upper society and small business holdings. It is surprising that when workers were making all those adjustments some legal, some being illegal, some groups in this society were not making any adjustments. So, while people are suffering in this country, there are people who are still enjoying life, living it up. In fact, it is estimated that during the period 1986—90, the average salary increase was around seven per cent. This is a survey that involves about 75 business organizations and they provide information on 630 executive and managerial positions. When you read in this report the kind of perks and salaries—I think it was the former Head of the Public Service who was making the point that these people are even better paid than he and it is really scandalous.

I am not saying for one moment that persons who are qualified and they are needed, must not be properly compensated, but what I am saying is that if you are talking about sacrifices, in a country where everybody has to bear some share of the burden, why must some carry all and a few carry none? This is what this report demonstrates.

I will give you an example of what I am talking about. This report was done by H.R Consulting Associates. There is a situation where in 1990 the base salary of all industries revealed, for instance, on average in Trinidad and Tobago, a chief executive officer receiving \$173,000 annually—that is just salary—a company secretary \$98,000; the chief accountant \$87,000; credit manager \$68,200. This is only part of the wage, but what I am saying is that there is a situation where these same people are receiving car, company house, telephone, electricity, gas, water, their own house-keeper, club membership, overseas seminars, subsidized mortgage interest, low interest loans, group life insurance, medical plan, dental and optical plan, pension plan.

I draw these references to show that in Trinidad and Tobago when you are talking about sacrifices and we are talking about a new approach to development that would provide the people of this country with more meaningful, productive and permanent employment, we must have a strategy that would take into consideration all the people of the country and not just one section of the people. I have no problem, and I want to make it very clear, with a man who is qualified and is getting \$100,000, but at the same time, if I am getting \$10,000 or \$5,000 monthly, and 10 per cent is taken from me for the national interest, I am saying take something from there too. Let all of us sacrifice for the national good; take a part; pay a part.

In this particular situation, I suggest that our good colleague Sen. Alloy Lequay must be congratulated for introducing this particular motion. I hope that at the end of the day, we would have been able to sensitize the Government of the country and the people as a whole, because we have already taken some decisions at our level in terms of labour, to try to provide some assistance to those people whilst they are awaiting some kind of relief from the state, because we want to provide them with some avenue and channel to relate their grievances. We are taking steps to assist in that particular area.

I hope that after this motion would have been successfully debated and passed, that the Government would act speedily to ensure that security guards in this

country, human beings, Trinidadians and Tobagonians, would be given the kind of fairness, justice and remuneration, and better terms and conditions of service, so that they can qualify in a society or they can be recognized as members of this civilized society in a way that they have never been before.

**5.10 p.m.**

Therefore, I urge the Government to take speedy measures to put in place the necessary machinery to deal with wages and conditions of service so that these workers who have been haunted by exploitation and by oppression in their working environments would be able to really come out in the near future with the kind of decent and dignified conditions that they totally deserve. Thank you very much, Mr. President.

**Mr. President:** I thought I understood you to say that you wanted to move an amendment.

**Sen. Mark:** I would like to move an amendment, Mr. President; I do not have it typed up as yet:

*Be to it resolved*, that the Government be requested to investigate the employment and industrial relations practices of these firms, and should institute the necessary machinery to monitor and regulate their activities through the Ministry of Labour, Employment and Manpower Resources.

**Mr. President:** Would that be substituted for the resolution of the motion?

**Sen. Mark:** No. I am just adding to Sen. Lequay's resolution.

**Mr. President:** Do we have a seconder?

*Seconded by Sen. P. Persad.*

**Mr. President:** All right. We will arrange to have the amendment typed and circulated. In the meantime, having heard Sen. Mark read the proposed amendment and Sen. Prakash Persad seconding the amendment, I now propose the amendment moved by Sen. Mark for debate. Members are free to speak on both the amendment and the motion from now on.

**The Minister in the Ministry of Industry, Enterprise and Tourism (Sen. The Hon. Dr. Surujrattan Rambachan):** Mr. President, I will not be very long in this debate this afternoon, but I took time to research at least 20 firms that operate in this industry because I thought this is a most important issue that has been brought by Sen. Lequay for debate. I think the fact that we have brought this motion before the House, and particularly the Leader of Government Business having brought this motion, it gives a lie to those who wish to give the idea that this Government does not care about workers in the country; that this Government does not care about people in the country; that this Government is anti-labour, and so on. I think that the courage in bringing this motion demonstrates and gives lie to those beliefs that certain political entities wish to perpetrate upon the population.

I heard Sen. Mark make reference to fear; the fact that people have grown into states of panic and are very fearful of their property, and so on, and that this fear that has emanated has given rise to so many security firms; that people are installing burglar alarm systems. I simply wish to take note of the fact that his party seemed, in the last week, to embrace new friends, friends who brought more panic and more fear to this country than this country perhaps will ever see in its history. I refer, of course, to the embracing, the applauding, the wishing well of people who went to a certain political meeting of this party last week Thursday night in Couva. So that the people who really drove fear into this country seem now to be embraced by the political entity that is called the United National Congress.

The other point he made referred to unemployment and he seemed to say and to link everything that is happening in the country to unemployment and castigated the Government for its policies on employment. Mr. President, Government is doing a lot to relieve unemployment in the country, and those who have eyes to see would see, but those who have political axes to grind would not want to see. Thirty years of inaction cannot be compensated in four years of rebuilding along very difficult economic circumstances, and that is the reality.

Government is doing a lot. Not everyone can be employed by a firm in this country; not every employer can provide additional jobs. But Government has set up many institutions to create self-reliance, to create independence and to create self-employment. It is very interesting that one of the companies set up to create employment in this country, the Small Business Development Company, which acts as a guarantor for loans for people who would not otherwise have had the opportunity to go into business, to become reliably self-employed, the Government



has stood as their guarantor holding their hands as they attempt to make a living, and a profitable living at that. As far as I understand, in less than one year of active existence, this institution of the Small Business Development Company has already guaranteed close to 150 loans in this country for people, totalling something like \$6 million. This is no small achievement by bringing 160 persons into self-employment and giving them a chance to further provide employment for other people in their small enterprises.

We continue to have very good success with the Youth Training and Employment Partnership Programme which is a programme, as you know, designed to give skills to many people who have left school, under the age of 25. These persons are being trained in all kinds of skills: mechanical skills, diesel mechanics, auto mechanics, handicrafts, and so on, across the country. The programme has now been extended not just to cities and towns, but also to villages. So that if you go, Sen. Mark, to a little place called Woodland in La Fortune in La Romaine, you would see at the community centre there is a programme where 35 women are being trained in garment manufacture. If you go to Gopie Trace in Penal, you will see that they have actually bought machines and established a factory.

**Sen. Persad:** On a point of order, could the Minister kindly indicate what the relevance of his information is to the security firms debate?

**Dr. Rambachan:** Mr. President, I am simply responding to what the hon. Senator said.

Just to complete my point, you will see they have set up a factory in order to manufacture clothing and school uniforms for the schools in the area. This is how we are going about our business, through the YESS Programme, through the AIM Programme. It is not like we have left people to suffer. The Government is aware of the conditions of poverty in the country. The Government is aware that things are difficult for people. We have instituted the ECHO Programme, which is aimed at helping people tide over under difficult circumstances. Also, this programme is one in which you develop projects so that people can sustain themselves.

Unemployment should not be an excuse for exploitation, and this is the point I am making. Whether it is exploitation on the basis of sexual harassment, whether it is exploitation on the basis of wage levels, or exploitation on the conditions of service, it should not be in any way an excuse for exploitation.

Mr. President, I want to take an interesting line, perhaps similar to what Sen. Mark took, but except that I received about 103 letters from persons working in the industry. These letters did not only come from workers but also from the managers. I just want to read some of these letters because they tell perhaps a story that is similar to what Sen. Mark told, and I think it is necessary for public consumption to read these letters. What is interesting about these letters is that they are signed, they have left telephone numbers so that they could be contacted, which showed the extent to which the writers were not fearful of coming forward to give information.

I have chosen just about 3 or 4, one that comes from Point Fortin, one from Port-of-Spain, one that comes from Siparia, and another one, I believe, from Chaguanas. This one shows the quality of recruitment of personnel and the mode of recruitment. It says:

"Respectful Sir,

Having read in the *Trinidad Guardian* that you are trying to solve the bad conditions in the security companies, Sir, I am very glad to know that this is the first Government in the history of Trinidad and Tobago, this NAR regime is satisfying most of the people in their hardships.

Sir, these companies are giving the guards precept and firearm permits with no training, and their pay is \$4.00 per hour..."

Of course, he was referring to a particular company.

"...and you get pay monthly. Sir, I have ten years' experience, and for the past two years I cannot get a good job. If you take sick leave, you are retrenched. They ask you what size pants and shirt, and you become a security officer. If you have experience, it does not matter."

It tells you something about the training and the recruitment process and the value that the companies perhaps place on training.

The second one I think is also very important because it deals with conditions of service. This one really summarizes, in a large way, some of the conditions of service and the administration of some of these firms. It says here:

"Dear Sir,

"Words can hardly express what I feel for you when I read in the daily paper what you are attempting to do for us security officers in the country.

Hence, my reason for writing to bring to your attention what is going on as a fact in this particular company (and the company is named) where the motto is 'do it, die, or leave.' Here are some of the charges the officer has to contend with. Sleeping, \$40; not seen, \$35; when the visiting officer pass and you are not seen, whether you are in the toilet or whatever, he will write you up and that is it, \$35; not alert, \$35; wearing of chain, earring and eating on duty, \$20; not writing up diary, \$40; not working as rostered. The shift system is 6:00 a.m. to 6:00 p.m., and 6:00 p.m. to 6:00 a.m., one day off, whatever day the officer decides convenient to the officer or not.

Anytime the officer is absent from duty, anybody except the one given, whether you call the office or not and give a reason for not being present in advance, you are charged \$40.

There is no sick leave benefit. You don't work, you don't get paid. The only benefit is two weeks' holiday with pay after one year's service. All through the year the officer has to work 12 hours per shift, 72 hours per week. Come holiday time, it is a different story and they are only paying 40 hours per week when in truth and in fact it should be 144 hours for two weeks.

All the owners of these security firms are interested in is making money by whatever means. They employ a bunch of little boys to do men's jobs. The worst we have is a senior officer who is also a disciplinary officer with six convictions, one for wounding. He served 12 months and paid \$50,000.

There is no training; some of them cannot read or write. We have a woman inspector, she was never a girl-guide in her life, but (this is very interesting you know) she is the niece of the boss and he gave her the job; she is in charge of parade. She comes dressed in jeans and tee-shirt and a chain on her ankle, finger-nails painted in green, green earrings and green shoes; and sits in front of the parade to tell guards, 'Your shoes are not clean, not shining, take off that chain.' It is a real joke, you see for yourself. I am speaking of officers in uniform."

She goes on, and it states:

"I am not afraid to come forward and talk. If ever you feel the need, you can contact me at phone number..."

She gives every detail. This is very interesting because if a person is not afraid—and I have checked these numbers—to come forward to give evidence like this and

name the company, I think it has reached the situation which is really very serious, and one must admire the courage of people to come forward.

**5.25 p.m.**

This one comes from Darassan Trace in south Trinidad and it states:

"Having read of your advertisement in the *Trinidad Guardian* concerning the conditions of work of employees of a private firm, I am an employee of a private security firm for the past seven years. Here are some of the conditions listed: Workers working 24 hours, double at straight time, without a meal or meal allowances for the day; armed guards working 24 hours per day with a firearm in his possession, straight time; workers having to pay for uniforms and boots; failing to supply the workers with pocket diaries. Sometimes they may pay a meal allowance of \$10.00, not at the said time but at month ends. We get four days off every month, without pay."

I have a very long submission here from one lady who came to my office and was in tears, where the gross pay that she earned for the fortnight was \$1,144.27, but after all the fines and the deductions, she took home \$175.13. She sent me all of these documents, at the office.

Mr. President, they are not lying because I went along, and for the firms referred to here, one of the particular firms I got the list of fines. It is to all security officers, from so and so, and the date is given—Standing orders. All the fines, numbering 35, are listed here, checking with what these people have said in the industry. I think that this is a very, very serious situation.

Mr. President, I make reference to an article appearing in the *Sunday Guardian*, an investigation of July 15, 1990 by Mr. Fulton Wilson. I think it is an excellent piece of investigative journalism, because it tells an important story. He makes some points in this article that are worthy of note. I would have wished to read this entire article into the records of this Parliament, because it is an article, I think, that is very, very important, because he documents a number of things here that are accepted by even the people who operate the industry. They accept what he says here, and I think it is something that should be looked at again.

Many references were made this afternoon to employment, but there is one more point I wish to make. I got a letter from a lady who said that women were being discriminated against in this industry. It is a fact. Not only did they have very harsh conditions of work—I myself have taken the trouble to speak to the Minister

of Labour about this, and I may take the opportunity to congratulate the Minister of Labour who has already instituted certain measures in order to seek improvements for security guards. In fact, they have published an advertisement relating to working conditions and minimum wages, and they are seeking to get information. This has been done about a month and a half ago. So something has been done.

But when the lady told me that this particular security firm did not wish to employ women, I said, "But I know of women working with security firms." So I took up the phone and called this firm. I asked for the personnel officer who happened to be a woman, and she said, "Well, we employ women, but at the moment we are not employing women." I asked, "When are you going to employ women?" She replied, "Well, we do not know." I checked with this firm again this morning and they said the same thing, "We do not know when we are going to employ women again."

There is a question of equal opportunity in this country, and a woman must not be denied the right of employment. If she chooses to work and wishes to work as a security officer in this country, she must not be denied the right of her choice and the right to employment. If we have firms that are doing this, then that is unjust; it is wrong and it should be attended to. It is something that I will pick up with the Minister of Labour in a very serious way. Women must be given equal treatment in the country.

**Sen. Mark:** Mr. President, sometime ago I had made reference to the fact that if we look at our working population on an occupational basis, we would realize that in many key industries in this country, including petroleum, communications, transportation and distribution there are many imbalances existing on the question of women. I hope that the Minister, in dealing with that question, would look at it from a comprehensive point of view.

**Sen. Furness-Smith:** While I appreciate the point he is making about discrimination, surely, some jobs are better done by men and some by women. Is the hon. Minister suggesting that the police force, for instance, or the army, should be equally composed of men and women? I do not know.

**Dr. Rambachan:** Mr. President, all I am suggesting is that women must be given every opportunity and equal opportunity for employment in whichever profession they choose to be associated with or choose to work.

*Security Firms*  
[HON. S. RAMBACHAN]

*Monday, May 06, 1991*

The other point I wish to deal with concerns a letter that I got from 103 workers. They are all from one firm and they all signed the letter—very interesting. There is no fear in this and this is what I admire about it. Maybe they have confidence in Government and the people in Government, that we would not call their names in Parliament. The letter states:

"We, the undersigned, congratulate you on your effort to assist security guards with their remuneration in relation to the type of work we are expected to perform."

You will see why I am reading this letter, because there is another one I will put in relation to this.

"Up to mid-1987 we enjoyed an average of \$12.00 per hour, based on a 40-hour work week. With the disaster in our industry, we had to save our jobs..."

And the disaster they speak about is the mushrooming of firms.

"...and agreed with our management to accept on average \$7.00 per hour. To date, we have not been able to obtain any increases in our rates because of the price-cutting in the industry. There are too many companies in the industry, paying very low wages and we are unable to retain even our present clients. Only recently we lost a contract to another company which displaced some 30 of us, because of a lower charge."

Mr. President, I went to some of these people and I tried to find out which was the contract they lost and what happened. These people had offered their services at \$6.00 an hour; and this company came and took the job at \$3.00. That is what they were talking about. How can you offer a service—because the service was for trained security guards with dogs. And they are offering it at \$3.00 an hour; this company was offering it at \$6.00 an hour and lost it. That is the price cutting taking place. But it means another thing. It means that you have to be taking on—as Mr. Fulton Wilson said in his article—people who are not trained, people who, perhaps, are not good enough to be working in this type of industry, and people who are just taking a job because perhaps they have no other choice.

Mr. President, these are very serious things because you are short-changing two sets of persons: the worker and the people who are also to be served by the particular security firms. This is another issue to which I want to refer. Much has been said about rates in the industry. I have done at least 20 firms, and it is very

interesting to see how these rates exist, because it tells another story. You have all kinds of companies here, and we have taken some of the worst and some of the best. The best companies for constables pay \$7.50 an hour and the worst companies are paying \$2.75 and as Sen. Mark rightly said, as low as \$2.00 an hour, in some cases. For corporals, the best companies are paying \$9.00; the worst companies are paying just about \$4.00. For sergeants, the best companies are paying \$12.00; the worst companies are paying \$5.00 an hour. For lieutenants, there is only one company with a lieutenant who was getting \$10.00 an hour, and one had a chief-guard who was getting \$11.65 an hour.

### **5.35 p.m.**

Now when you compare this with what exists in another company of the security industry, you will see the disparity. If you take companies like the West Indian Tobacco Company, Point Lisas Industrial Port Development, Trinidad Publishing Company Limited, Trintoc, Trinidad Cement, the Electricity Commission and so on, you will see that for recruits, whereas the rate is \$3.00 per hour, at the lowest point, the rates differ between \$8.26 to \$16.53. That is in the state companies and also in certain private companies. For estate constables, whereas the rate is as low as \$3.00 in these private security firms, it varies between \$11.47 and \$20.11 which tells you the disparity. So, we are talking about a difference between \$3.00 to \$20.00. It can be as high as \$17.00 or \$18.00 for the same kind of work. Corporals get as low as \$4.00 in the private security firms, and as high as \$23.29 in these firms to which I have referred. So there is a vast disparity and something, of course, has to be done about that. Sen. Mark would like to know that some of these figures came from collective agreements.

About 28,000 to 30,000 people are employed in the private security firms. These are the figures that have been given to me by a cross section of managers in the security business, which is a very significant number of persons employed in private security firms. Thirty thousand over 450,000 per population gives you quite a figure. There are, according to the last estimates in January, about 232 firms in the industry. I got a letter from Port-of-Spain, someone who is working in the industry and I thought it was a very intelligent letter. The person does not happen to be a manager just a worker because I checked the person. It was a most interesting letter because it makes certain recommendations with respect to security firms. It says:

*Security Firms*  
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“Sir,

I am respectfully writing with reference to your invitation for information on salaries of security guards. I wish to congratulate you and your government and thank you for pursuing a matter of such vital importance. Therefore, I wish to connote that I respectfully suggest that the Supplemental Police Act, Chap.15:02 should be amended to include that all security services should be registered with the Commissioner of Police on his approval, if found to be suitably organized. Simultaneously, to make them contribute to the economy by payment of a registration fee.”

So, she is looking for some regularization, she is looking for some control.

“This fact is a very important one at present since there are approximately 232 security firms in Trinidad and Tobago of varying standards from excellent to very poor. The very poor organizations hire personnel whose characters should not allow them to be employed in a security organization. Thus, these security guards are paid between \$2.00 and \$3.00 an hour and are required to protect expensive jewellery and property and transport cash amounting to thousands of dollars, as a consequence making them vulnerable to crime themselves.

The next important suggestion is that guards who have been employed with the company for over nine years, should be legally eligible for some form of compensation, a monthly benefit, on retirement or end of service. At present, senior citizens who have given their service and have no other form of employment have to depend on the whims, fancies and sympathy of managers of security organizations. Further, I would be rather remiss if I did not mention or point out that one of the few of any organization who can provide employment is the security organization.”

It is a very balanced letter in terms of what she is writing. She recognizes the importance of a security firm providing employment but she is making a very strong case and pleading for certain kinds of regulations within the industry. Sen. Mark would be interested to know that even the workers want some kind of control, some kind of regulation and they are very happy that this cause has been picked up and that something is being done about it.

“In 1989, 47 guns were reportedly lost by security firms.”

I am quoting this from a research article in the *Sunday Guardian*.



“And as of July, 15, 1990, 30 firms have revealed that 13 guns have been stolen as at that stage.”

That is very important because it is one thing to train persons in the use of a firearm, but it is another thing to train people to be alert when they are in possession of a firearm and to ensure that it does not get into the wrong hands.

Not all the security firms are bad. I think there are some that are trying very hard. Sen. Mark would be very happy to know that some firms do have an excellent induction and training course for recruits. For example, one of the firms I surveyed has, as its objectives, in terms of training, that at the end of the programme, participants would be able to understand the essentials of the company and the clients' rules and regulations; acquire the basic skill of essential features of security procedures; practise, discuss and analyze the specific functions of the security officer with reference to the various clients' premises; develop professional problem-solving abilities and methods of preventing problems from arising. They will therefore obtain the basic requirements that will qualify them for further training. And they go through, a very long list is outlined.

Out of interest, I sat in on one of these training programmes for one hour just to see the details. I must admit that for someone who has been involved in training, I was in fact satisfied with what was in fact being conducted. So that there is a capacity in the industry to allow it to rise to a certain standard. What needs to be done is to have the kind of things suggested by a group of managers. What I present here are recommendations which are in line with Sen. Lequay's presentation. The recommendations I have, were drawn from a meeting with a number of security managers and I present this in terms of what we got from them.

They too, advocate the establishment of a national protective services agency and advisory board with a chairman of course to be nominated by the Ministry of National Security, a senior police officer, representatives of the business community, representatives of the Security Management Association of Trinidad and Tobago—there exists such a body—and a representative of the Ministry of National Security. Second, that all private security firms be licensed and bonded.

Third, that the board will make rules and regulations governing the establishment and conduct of private security firms, providing a sort of self-regulating mechanism within the industry.

Fourth, all persons wishing to operate as a security guard, a dog handler, investigators and private detectives, should also be licensed. Each applicant should be thoroughly investigated, including the submission of fingerprints for checking before such licence is granted. I read earlier on, where someone said that there was a man who had several convictions, he had paid the fine and yet he was a senior manager in one of these firms.

Fifth, minimum training standards to be set for security guards, dog handlers, investigators and private detectives.

Sixth, fees to be charged by the board for each firm and each person registered in each category.

Seventh, each protective agency to employ a qualifying agent to act in an administrative and managerial capacity to ensure compliance with the rules of the board governing private security firms. He himself, a qualifying agent, must be duly registered in all categories in which the firm is operating and be employed or had been employed in a supervisory capacity in a security firm for at least three years or in an investigative or security position in a supervisory capacity for not less than three years or serve not less than three years in the military or any national law enforcement agency.

**5.45 p.m.**

Eighth, upon meeting all the training standards and other requirements for registration, the board will issue an identification card to that guard, dog handler, investigator or private detective and a copy sent to the employer. This ID card will be carried by the person at all times. Should his or her employment be terminated, the copy of the ID card held by the employer will be returned to the board within a specified time together with a report giving reasons for such termination.

Ninth, compulsory minimum training standards: Sixty hours, they submit, to include law, foot-drills, self-defence, first-aid, report-writing, evidence-taking, public relations, the role of the security officer and fire prevention.

Tenth, security firms which now have their own training schools, may become approved training schools by making application to the board which may approve such schools on the basis of the curriculum, training schedules, instructor facilities, school rules and regulations and that the written examinations provide the required minimum training established by the board.

Eleventh, qualified instructors in approved training schools shall be based on previous work experience, instructional experience, training and education with the following qualifications:-

Minimum of two years' supervisory experience with a security company or with any military or national law enforcement agency and a minimum of one year experience as an instructor or teacher at an accredited educational institution or agency in a related field in which he is teaching.

Of course, the twelfth made certain suggestions for the basic pay—

A recruit—\$5;

A security officer—\$5.50;

Estate constables—\$6.00;

Corporal—\$7.50;

Sergeant—\$8.50;

Inspector—\$10.00.

These are suggestions made by this group of managers. It shows that they are willing to develop some kind of regulatory mechanism, some kind of basic and minimum standards, in order to regulate behaviour in the industry and to protect the interest of people who are working in the industry as a whole.

Mr. President, I do not wish to add much more to this debate except to note that this is an issue that I think, crosses political lines. It is a non-partisan issue but it is one that, as I said earlier on—and I say this with fervour—gives a lie to the widely held belief that this Government does not wish to deal with issues for workers in the country; that the Government is perhaps, anti-labour. In fact, we are demonstrating very clearly that we can work together, not only with the workers to improve their lot in these firms, but also with the management and owners of those security firms, so that a richer and higher quality of life can be developed for each one.

This Government is not just concerned with the standard of living but it is also concerned with the standard of life in the country as a whole. I thank you very much, Mr. President, and one hopes that the workers will benefit from this debate that is taking place in this august Chamber.

*Security Firms*

*Monday, May 06, 1991*

*Motion made and question proposed, That the Senate do now adjourn to Tuesday, May 7, 1991 at 1.30 p.m. [Sen. A. Lequay]*

*Question put and agreed to.*

*Senate adjourned accordingly.*

*Adjourned at 5.56 p.m.*