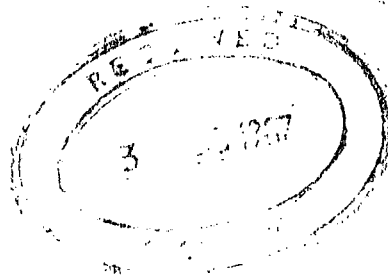


T E N T H R E P O R T



OF THE

S A L A R I E S R E V I E W C O M M I S S I O N

JULY 1987

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TENTH REPORT OF THE SALARIES REVIEW COMMISSION

The Schedule to the Constitution of the Republic of Trinidad and Tobago (Prescribed Offices) Act, 1980 having been amended by the Constitution of the Republic of Trinidad and Tobago (Prescribed Offices) Order, 1985, to include the offices of President of the National Institute of Higher Education (Research, Science and Technology) (NIHERST) and Director (Financial Institutions) of the National Institute of Higher Education (Research, Science and Technology) (NIHERST), the salaries and other terms and conditions of service applicable to these offices fall to be reviewed by the Salaries Review Commission in accordance with Section 141(1) of the Constitution. By Minute No. 339 dated February 14, 1985, the Cabinet agreed inter alia that the posts of President and Director (Financial Institutions) National Institute of Higher Education (Research, Science and Technology) (NIHERST) be prescribed so that the terms and conditions of service applicable thereto would fall to be reviewed by the Salaries Review Commission.

2. The National Institute of Higher Education (Research, Science and Technology) (NIHERST) was established by the National Institute of Higher Education (Research, Science and Technology) Act, 1984. Under the terms of this Act the Institute has responsibility for the following functions:-

- (a) to provide and promote scientific and technological services in the country;
- (b) to promote and develop an indigenous capability in science and technology relevant to the developmental needs of the country;

- (c) to assist national bodies and/or organisations in securing technology appropriate to their needs;
- (d) to monitor and develop the curricula of the Scheduled Institutions; and
- (e) to promote and operate facilities for higher and continuing education and in particular to -
  - (i) undertake, promote and facilitate scientific and technological research and development and the provision of scientific and technological services;
  - (ii) provide, promote and facilitate the provision of continuing education and specialised training at the post-secondary level;
  - (iii) develop and collect information on scientific and technological development, to evaluate technologies used in or to be imported into the country and to facilitate the dissemination and application of new technologies;
  - (iv) assist persons and organisations in securing access to technology appropriate to their needs; and

- (v) designate where it considers it appropriate certain training institutions as approved bodies for the purpose of providing specialised and continuing education.

Section 5 of the said Act provides inter alia as follows:-

- |    |     |   |   |
|----|-----|---|---|
| "5 | (1) | There shall be a President of the Institute appointed by the President on the advice of the Minister.   | Appointment of the President of the Institute |
|    | (2) | The President of the Institute shall be the Chief Executive Officer of the Board and shall be responsible to the Board for the day-to-day management, administration, direction and control of the Institute. |   |
|    | (3) | The President of the Institute shall be appointed for a term of five years and shall be eligible for re-appointment.  |   |
|    | (4) | The President of the Institute shall be paid such remuneration and be given such other terms and conditions of employment as the President acting on the advice of the Minister may determine.                |   |

... .."

4. In our deliberations on appropriate terms and conditions of service which should be applicable to the prescribed office of President, NIIIRST, we took cognisance of the role and functions of the President as defined in the Act as well as the duties and responsibilities attaching to the office. In this connection, we received representations from and held discussions with the incumbent President, NIIIRST, so as to gain a broader insight into the activities of the Institute, the main duties and responsibilities of the holders of the positions of President and Director (Financial Institutions), the requirements for both positions in terms of the education, experience, ability and other attributes and the probable source of recruitment of suitable personnel.

5. Our findings are first of all that the President is responsible for the day-to-day administration and direction of the undermentioned hierarchical staff structure at the Institute:-

- two (2) Deans and a Registrar
- a Director (Financial Institutions)
- Professional Staff (Grades P1 - P4)
- Supporting Service Staff.

6. Further, as Chief Executive Officer of the Board he has the responsibility to propose policies, measures and courses of action to facilitate the Board in the discharge of the functions mandated to it. We noted that the mandate of the Board is very wide, embracing functions such as keeping under surveillance the activities being undertaken in Research and Development institutions which exist, establishing new Research and Development programmes, developing data bases on technological information, providing and promoting technological training at the tertiary level outside the University and advising the Minister whose portfolio embraces the subject of science and Technology.

7. As a consequence of the wide-ranging functions mandated to the Board of NIKRST it falls to the President to execute a wide and varied work programme. The responsibilities of the President include the following:-

- (a) to monitor and shape the activities of institutions such as C.I.R.I., Caroni Research Station etc., so as to improve the nature of the Research and Development programmes being undertaken in relation to developmental needs, to reveal duplication or gaps in the system, to promote inter-institutional collaboration and cooperation and cost effectiveness in Research and Development;
- (b) to establish new institutions in Research and Development to serve the country's needs, for example, by collaborating with the University and CARRI;
- (c) to formulate programmes aimed at developing an indigenous Research and Development capability in new areas - for example, Petroleum, Biotechnology and Microelectronics;
- (d) to develop data bases on the natural and human resources available in the country in order to facilitate socio-economic planning;
- (e) to develop programmes to enlarge the national capability in the use of foreign languages (now executed by the Institute of Languages which is under the control of NIKRST); and

(f) to develop programmes of higher education in other areas as the health sector (the College of Health Sciences is under the control of NIHERST) and Computer and Business Education.

8. Given the extensive responsibilities of NIHERST in the field of research, technological development and education and training at the post-secondary level as well as the fact that the Institute is still embryonic, it is our view that the person who is entrusted with its development should be someone of high academic standing in at least one of the relevant areas, viz., Engineering or one of the Natural Sciences or Education or the Social Sciences, as well as possessing considerable administrative experience.

9. We noted that the present salary and allowances of the President, NIHERST, as set by the Government in 1985 equate with those of the former post of Permanent Secretary, Ministry of Finance (now Permanent Secretary, Ministry of Finance and the Economy). (These terms and conditions are set out in Appendix I.) Consequently, we undertook a survey of compensation arrangements in other countries to determine whether any nexus existed between remuneration granted in scientific and research bodies at levels of responsibility broadly corresponding to those at NIHERST and that pertinent to personnel in the top echelons of the particular country's Public Service or in senior academic positions in Universities.

10. Acquisition of detailed information from countries abroad through Trinidad and Tobago Diplomatic Missions took a very long time. Indeed, we were able eventually to obtain complete information in respect of only two countries, viz., Canada and India. However, on the basis of this limited information, it has been observed that where the research institute is a governmental or quasi-governmental body, there is some linkage in the remuneration offered to top level personnel

of these bodies and that applicable to senior public service positions. With regard to remuneration in the Public Service of the respective countries we observed that salaries in the research institutions are not equated with those provided to the very top public service posts but with the middle strata. However, it was not possible to discern a clear pattern in the remuneration package of personnel at research bodies vis-a-vis those at Universities.

11. We then gave consideration to the fact that the position of Dean at NIHERST carries terms and conditions of employment which have been fixed in relation to that applicable to a Professor (non-medical) at the University of the West Indies, (U.W.I.), St. Augustine. It is to be noted that the terms and conditions of employment of Deans at NIHERST were fixed by the Government and that such offices are not prescribed offices within the meaning of the Constitution of the Republic of Trinidad and Tobago (Prescribed Offices ) Act, 1980. We observed that in using the position of Professor (non-medical) as the basis for setting the remuneration for the position of Dean, NIHERST, cognisance had been taken of the fact that extremely high calibre personnel at the forefront of knowledge in their area of specialisation were required to execute the designated duties of Dean. We noted that as a consequence of the nexus between the post of Dean, NIHERST and a Professor (non-medical) U.W.I. an anomalous situation has arisen whereby the current salary scale applicable to the Dean, NIHERST is higher than the salary of the President, NIHERST - the salary of the former position being \$9001-\$9401 per month while that of the latter is \$8696 per month.

12. We have also taken into account the fact that the possibility exists for an incumbent in the post of Dean to be promoted to the position of President, NIHERST. As such, we consider that the remuneration arrangements to be established for the President should allow for such a contingency.



13. Taking all of the above factors into consideration, viz., the responsibilities of the President, the level of professional and administrative requirements which the position demands, particularly as the Institute is in its nascent stage, the existing remuneration attached to the position of Dean and the fact that the possibility exists that an incumbent in the post of Dean could be promoted to the position of President, NIHERST, we find there is need for a structure of remuneration capable of attracting appropriate persons not only from the University but from any sector of the economy. That having been said, in the particular circumstances of Trinidad and Tobago, we are of the view that a most likely source of recruitment of personnel for the Institute would be from the University and that the remuneration package to be established for the top Management at NIHERST should be such as to facilitate the interchangeability of personnel between the University and NIHERST.

14. As such, we consider that the most appropriate link in determining terms and conditions of employment for the President, NIHERST, should be the University rather than the Public Service; notwithstanding the observations resulting from the survey of compensation arrangements in two other countries which we consider do not form a reasonable comparative basis for the setting of remuneration for Management personnel at NIHERST, at any rate at this juncture. Further, we are of the view that apart from the relationship already established between the Dean and a Professor (non-medical), St. Augustine, a consideration of the range of duties and responsibilities of the President, NIHERST, would support a relationship somewhat of the order of the Pro-Vice-Chancellor, St. Augustine, to the Professor (non-medical).

15. We therefore recommend that the salary of the President, NIHERST, should be set at a percentage differential above that of the Dean which

is equal to that which exists between the Pro-Vice-Chancellor and the Professor (non-medical) U.W.I., St. Augustine. This differential amounts to five percent (5%) at both the minimum and maximum points. The salary attached to the post of Dean is currently \$9001-\$9401 per month. Accordingly, the resultant salary which we recommend for the President, NIHERST, is \$9451-\$9871 per month. Moreover, we are of the view that a salary of \$9451-\$9871 should constitute a range and it be left to the Board of NIHERST to determine precisely at what point within that range the incumbent or any future appointee should be remunerated. With regard to an effective date for implementation of the new salary structure, we are aware that an anomaly has existed for some time in respect of the salary of the President, NIHERST, vis-a-vis that of Dean. However, we are also mindful of the straitened economic circumstances of the country at this time. Accordingly, we further recommend that the revised salary level should take effect from July 1, 1987.

16. In the case of the Director (Financial Institutions) our findings revealed that the duties and responsibilities attached to the office fall within the mandate of the Institute as it is applicable to the Financial Sector. The Director (Financial Institutions) is the Head of the Financial Institutions Division. The broad functions of this Division are the promotion of technical, technological and professional training, increasing the input of science and technology and stimulating the undertaking of fundamental research in all areas of the financial sector of Trinidad and Tobago. The position of Director (Financial Institutions) calls for the following level of knowledge and professional abilities:-

- (a) considerable knowledge of, and experience in, the local and international financial sector;

- (b) an up-to-date awareness of technological developments and changes in banking technology;
- (c) knowledge of the law and practice of local and foreign stock exchanges;
- (d) ability to develop and deliver post-professional training programmes for the highest executive and supervisory levels in the banking and financial sector.

17. We also noted that the position requires a high calibre professional with at least ten (10) years experience at a top managerial level in the Ministry of Finance, the Central Bank, a Commercial Bank or the Stock Exchange.

18. In this connection, we took cognisance of the fact that the Director (Financial Institutions) is required to undertake a high level of research activities similar to that undertaken by the holders of the positions of Dean at the Institute, viz., Dean, Research and Development and Dean, Higher Education. The Dean, Research and Development, is responsible for monitoring and developing research and development activities of the regional and national research bodies in the country. The Dean, Higher Education, on the other hand, is required inter alia to develop new programmes of education and training at post-secondary level outside the University, in collaboration with other institutions and bodies. Both positions of Dean require post-graduate qualifications and like the Director (Financial Institutions) a minimum of ten (10) years experience in the relevant field is required. As discussed before, the salary of the position of Dean has been fixed in relation to that applicable to a Professor (non-medical) University of the West Indies and the current rate is \$9001-\$9401 per month.

19. The salary and allowances of the Director (Financial Institutions) as set by the Government in 1985 currently equate with those applicable to Permanent Secretaries in the Civil Service of Trinidad and Tobago. (See Appendix I.) However, in recognition of the skills and experience which are required for the effective performance of the job of Director (Financial Institutions) as well as the remuneration which is being provided to the Dean, we recommend that the salary of the Director (Financial Institutions) should be equated with that of Dean and, as such, a salary of \$9001-\$9401 should be applicable to the Director (Financial Institutions). Likewise, for the President, NIHERST, the salary of \$9001-\$9401 should constitute a range and it be left to the Board of NIHERST to specify at what point within the range the incumbent or any future appointee should be remunerated. The effective date of this revision should, for similar reasons as advanced in respect of the President, also be July 1, 1987.

ALLOWANCES AND OTHER BENEFITS

20. In our deliberations on the matter of the appropriate allowances and fringe benefits which should apply to the two prescribed offices of President and Director (Financial Institutions), NIHERST, we took into account the level of allowances and other benefits which have been approved for the Dean, NIHERST, some of which are more favourable than those provided to the President and Director (Financial Institutions), NIHERST. The Dean is currently provided with the following allowances and benefits:-

(a) Housing

A Housing Allowance of twenty percent (20%) of basic salary (as applicable to a Professor (non-medical) U.W.I.).

(b) Vacation Leave

One (1) month per annum.

(c) Entertainment

An Entertainment Allowance of \$250 per month.

(d) Travelling

The travelling benefits applicable to the Dean are as follows:-

- (i) a maximum loan of \$25,000 to facilitate the purchase of a motor car with exemption from Motor Vehicle Tax limited to the amount associated with the maximum loan;
- (ii) an Upkeep Allowance of \$375 per month; and
- (iii) a Kilometric Allowance of 19¢ per kilometre for distances travelled on official duty.

(It is our understanding, however, that discussions are being held concerning a change in the transport benefits to be applicable to officials at NIHERST as well as in the financing arrangements such that these benefits would no longer be funded from the Consolidated Fund, but by NIHERST itself in collaboration with a commercial bank.)

(e) Cost-of-Living Allowance

A Cost-of-Living Allowance was payable on the same basis as exists in the Public Service but was suspended with

effect from February 1, 1987 in the light of the decision taken by Government in the matter.

21. It is in this context that we considered the allowances and fringe benefits which should pertain to the President and Director (Financial Institutions), NIHERST. Our recommendations are set out in the paragraphs below.

#### Cost-of-Living Allowance

22. The existing compensation packages of the holders of positions of President and Director (Financial Institutions), NIHERST include a Cost-of-Living Allowance (COLA) payable on the same basis as exists in the Public Sector. However, in the light of the decision of Government to suspend the payment of this benefit to public servants, we recommend that the payment of COLA should similarly be suspended with effect from February 1, 1987.

#### Housing

23. At present, holders of both offices under review are entitled to free, furnished accommodation of Grade I specification or a Housing Allowance of \$750 per month in lieu thereof. On the other hand, the Dean is entitled to a Housing Allowance equivalent to twenty percent (20%) of basic salary which is the same as that provided to a Professor (non-medical) at U.W.I. The housing benefit should therefore be brought in line with that applicable to a Professor (non-medical) considering that NIHERST can be expected to look to the University for suitable personnel to fill its top positions. We recommend that the President and Director (Financial Institutions) should be entitled to free, furnished accommodation of Grade I specification or a Housing Allowance of twenty percent (20%) of basic salary in lieu thereof.

Transport

24. The transport benefits applicable to both the President and Director (Financial Institutions) are as follows:-

- (i) a maximum loan of \$25,000 to facilitate the purchase of a motor car with exemption from Motor Vehicle Tax limited to the amount associated with the maximum loan;
- (ii) a loan to cover the cost of the Motor Vehicle Insurance Premium;
- (iii) a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur I in the Public Service;
- (iv) A Commuted Travelling Allowance of \$525 per month.

25. We noted that, by comparison, all University lecturers are also eligible for a car loan except that the maximum amount is set at \$30,000 in recognition of the fact that in their case, no exemption from Motor Vehicle Tax is provided. This benefit we noted, was awarded to all academic and senior administrative personnel by an Arbitration panel but it is not in keeping with the policy in the Public Service which is to provide such a facility only to persons who are required to travel regularly on official business in order to perform their duties effectively. In the case of the President and Director (Financial Institutions), however, this requirement would be pertinent. We, therefore, recommend that the benefit for the NIKERST personnel as outlined at (i) of paragraph 24 above should stand.

26. We consider, further, that in the light of the need for holders of the positions of President and Director (Financial Institutions), NIKERST to travel throughout the country in order to

function effectively, it would be equitable for the travelling benefits now specified for those two positions to be maintained, viz., the motor vehicle purchase loan, the motor vehicle tax exemption, the loan to cover the cost of the Motor Vehicle Insurance Premium, the Chauffeur Allowance and the Commuted Travelling Allowance of \$525 per month.

27. In addition, we recommend that whenever the new arrangements concerning certain aspects of transport, as discussed at item (d) of paragraph 20 above, are finalised, the existing terms of the positions of President and Director (Financial Institutions) relating to those aspects should be altered in such a way that the incumbents do not receive benefits which are less favourable than those applicable to Deans.

#### Subsistence

28. A Subsistence Allowance of \$40 per day is payable to the office holders for travel on official business beyond a radius of ten (10) miles from official headquarters and when in Tobago, \$50 per day. This is the same as that provided to other public officers within the purview of the Salaries Review Commission. We recommend, therefore, that it should be maintained.

#### Entertainment

29. The President, NIHERST, is now provided with an Entertainment Allowance of \$200 per month. Actual expenses incurred in excess of this allowance are to be met from an official vote under the control of the Prime Minister's Office. The Director (Financial Institutions) does not receive an Entertainment Allowance, but provision is made for actual expenses incurred to be met from the official vote under the control of the Prime Minister's Office. The Dean, on the other hand, enjoys an Entertainment Allowance of \$250 per month.



30. In view of the allowance payable to the Dean, we recommend that the Director (Financial Institutions) should be granted an allowance on the same basis. With respect to the President, a higher Entertainment Allowance would normally be warranted. However, we recognise that existing financial constraints militate against this and, therefore, we recommend that the Entertainment Allowance of the President should also be set at \$250 per month. We wish to point out that the recommended quantum is intended to cover incidental expenses and not extraordinary expenses incurred in the line of entertainment.

Vacation Leave

31. The President and Director (Financial Institutions) should be eligible for one (1) month Vacation Leave per annum. However, the incumbents of the two (2) posts are now eligible for thirty-five (35) working days Vacation Leave per annum and it is considered that this benefit should remain personal to them while in their substantive posts.

Sick Leave

32. The President and Director (Financial Institutions) should also be eligible for fourteen (14) working days Sick Leave as obtains at present.

Medical

33. The following medical benefits are applicable to the holders of the offices of President and Director (Financial Institutions),  
NIHERST:-

Entitlement without charge to pathological examination and physiological treatment and to all incidental services at any hospital or other State Institution or, with approval, to be paid the cost of such treatment at any other institution in Trinidad and Tobago.

34. We recommend that these benefits should continue to form part of the compensation package to be applicable to the holders of the two positions.

Superannuation Benefits

35. The National Institute of Higher Education (Research, Science and Technology) Act, 1984, provides that within five (5) years of the establishment of the Institute, a Pension Scheme should be introduced and maintained for the benefit of the officers and employees of the Institute. (To date, however, a Pension Scheme has not been implemented.)

36. Further, the Act contains arrangements for persons recruited to the service of the Institute under various circumstances to enjoy superannuation benefits as well as for the payment of benefits where an employee dies or retires before the establishment of the Pension Scheme. The provisions are as follows:-

(1) In the case of an employee who is transferred from the Public Service on terms and conditions acceptable to the officer and the Institute, superannuation benefits accruing at the time of transfer would be preserved; however, the employee is required to become a member of the Pension Scheme if it is by then established or within one year of its establishment.

(2) In respect of the employee who is transferred on secondment from the Public Service or any national or international body, arrangements would be made to preserve the superannuation benefits to which he would have been eligible had he remained in the service of his former employer.

- (3) The Board may make provision in the Pension Scheme for the grant of past service benefits to those employees whose commencement date of service with the Institute predates the establishment of the Pension Scheme; and
- (4) The Institute will be responsible for the payment of accrued superannuation pensions or death benefits in respect of employees who retire or die before the establishment of the Pension Scheme.

The details of the relevant part of the Act are reproduced at Appendix II.

37. We recommend that the existing arrangements as regards superannuation benefits should continue to apply. In addition, we recommend that in cases where personnel are recruited to the Institute to serve on a contract basis such personnel should be entitled upon successful completion of their contract to a Contract Gratuity equivalent to twenty percent (20%) of basic salary earned over the period of the contract.

38. In summary, we recommend that these revised remuneration arrangements should be provided to the holders of the positions of President and Director (Financial Institutions), NIHERST, with effect from July 1, 1987. These arrangements are summarised at Appendix III. The interim arrangements whereby, with effect from January 1, 1981, the President and Director (Financial Institutions) were being remunerated in accordance with the salary and allowances provided to the Permanent Secretary, Ministry of Finance (now Ministry of Finance and the Economy) and other Permanent Secretaries, respectively, should apply for the period January 1, 1981 to June 30, 1987. In respect of the Cost-of-Living Allowance, however, the approved quantum should be paid up to January 31, 1987, and, thereafter, the payment of the benefit should be suspended in accordance with the decision which has been taken by Government in this matter.

TERMS AND CONDITIONS OF SERVICE APPLICABLE TO  
THE POSTS OF PRESIDENT, NIHERST AND DIRECTOR  
(FINANCIAL INSTITUTIONS), NIHERST

(Formerly assigned to Salary Range 71  
and 70 respectively, of the Public  
Service Classification and Compensation  
Plans)

SALARY (monthly)

	<u>1981</u>	<u>1982</u>	<u>1983</u>
	\$	\$	\$
President	7122	7902	8696
Director (Financial Institutions)	6781	7561	8355

COST-OF-LIVING ALLOWANCE

With effect from January 1, 1981 a Cost-of-Living Allowance to be provided on the same basis as exists in the Public Service.

HOUSING

With effect from January 1, 1981, free furnished accommodation of Grade I specification or a Housing Allowance of \$750 per month in lieu thereof.

TRANSPORT

With effect from January 1, 1981:-

- (i) a maximum loan of \$25,000 to facilitate the purchase of a motor car with exemption from Motor Vehicle Tax limited to the amount associated with the maximum loan;
- (ii) a loan to cover the cost of Motor Vehicle Insurance Premium;
- (iii) a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur I in the Public Service;

- (iv) a Commuted Travelling Allowance of \$450 per month and effective August 1, 1981, a revised Commuted Travelling Allowance of \$525 per month.

SUBSISTENCE

With effect from January 1, 1981 when travelling beyond a radius of ten (10) miles from official headquarters, the office holders to be paid a Subsistence Allowance of \$30 per day; and when in Tobago, \$40 per day. With effect from June 9, 1983, a revised Subsistence Allowance of \$40 per day and \$50 per day, respectively, to be payable.

ENTERTAINMENT

President:

With effect from January 1, 1981, the President, NIMERST to be provided with an Entertainment Allowance of \$200 per month. Actual expenses incurred in excess of the allowance specified above to be met from an official Entertainment Vote under the control of the Prime Minister's Office.

Director (Financial Institutions):

With effect from January 1, 1981, actual expenses incurred for entertainment to be met from the official Entertainment Vote under the control of the Prime Minister's Office.

MEDICAL BENEFITS

With effect from January 1, 1981, the office holders to be entitled without charge to pathological examination and physiological treatment and to all incidental services at any hospital or other State Institution or, with approval, to be paid the cost of such treatment at any other Institution in Trinidad and Tobago.

THE NATIONAL INSTITUTE OF HIGHER EDUCATION  
(RESEARCH, SCIENCE AND TECHNOLOGY) ACT, 1984

PART III

STAFF AND RELATED MATTERS

Interpretation  
of Part III

22. In this Part -

"the Pension Scheme" means the pension  
scheme referred to in section 23.

Establishment  
of Pension  
Scheme

23. The Institute shall within five years of its  
establishment, with the approval of the Minister, provide  
for the establishment and maintenance of a Pension Scheme  
for the benefit of the officers and employees of the  
Institute.

Transfer of  
officers of  
Government in  
the Institute  
and vice-versa

24. (1) An officer in the public service may with the  
approval of the Public Service Commission and with his  
consent be appointed on transfer to the service of the  
Institute upon such terms and conditions as may be  
acceptable to the officer and the Institute, and upon such  
transfer such officer shall have preserved to him his  
superannuation or pension rights accruing at the time of  
such transfer but shall become a member of the Pension  
Scheme upon such transfer if the pension scheme has by  
then been established or otherwise within one year of  
the establishment of the Pension Scheme.

(2) An hourly, daily or weekly-rated employee of  
any scheduled Institution may be transferred to the  
service of the Institution upon such terms and conditions  
as may be acceptable to the employee and the Institute.

Past service  
benefits

25. The Board may in the Pension Scheme provide that an employee's service with the Institute prior to the establishment of the Pension Scheme shall be taken into account in calculating such employee's benefits under the Pension Scheme.

Death or  
retirement  
prior to  
establishment  
of pension  
scheme

26. Where an employee of the Institute dies or retires before the establishment by the Institute of the pension scheme, the Institute shall be responsible for the payment of superannuation, pension or death benefits accruing to that employee.

Transfer on  
secondment

27. (1) Any officer in the public service and any employee of any public body or any private body whether such body be national or international may, with the approval of the Public Service Commission or the body and with his consent, be transferred on secondment to the service of the Institute, or from the service of the Institute to the Public Service or the service of such body.

(2) Where a transfer on secondment contemplated by subsection (1) is effected the Institute shall make with the appropriate authority or body such arrangements as may be necessary to preserve the rights of the officer or employee transferred to any pension, gratuity or other allowance for which he would have been eligible had he remained in the service of the Government or of such other body or of the Institute as the case may be.

(3) Except where the Board may decide otherwise, a period of transfer on secondment shall not in any case exceed five years.

RECOMMENDED TERMS AND CONDITIONS OF EMPLOYMENT  
APPLICABLE TO THE POSTS OF PRESIDENT, NIHERST  
AND DIRECTOR (FINANCIAL INSTITUTIONS) NIHERST  
TO TAKE EFFECT FROM JULY 1, 1987

SALARY (monthly)

President	:	\$9451 - \$9871
Director (Financial Institutions)	:	\$9001 - \$9401

HOUSING

Free furnished accommodation of Grade I specification or a Housing Allowance of 20% of basic salary in lieu thereof.

TRANSPORT

- (i) a maximum loan of \$25,000 to facilitate the purchase of a motor car with exemption from Motor Vehicle Tax limited to the amount associated with the maximum loan;
- (ii) a loan to cover the cost of Motor Vehicle Insurance Premium;
- (iii) a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur 1 in the Public Service; and
- (iv) a Commuted Travelling Allowance of \$525 per month.

However, whensoever the new arrangements concerning certain aspects of transport are finalized the existing terms of the positions of President and Director (Financial Institutions) relating only to those aspects, should be modified in such a way that the incumbents do not receive benefits which are less favourable to them.

SUBSISTENCE

when travelling beyond a radius of ten miles from official headquarters, the office holders to be paid a Subsistence Allowance of \$40 per day; and when in Tobago, \$50 per day.



ENTERTAINMENT

The office holders to be provided with an Entertainment Allowance of \$250 per month. (This quantum is intended to cover incidental expenses and not extraordinary expenses incurred in the line of entertainment.)

LEAVE BENEFITS

(i) Vacation Leave

One (1) month Vacation Leave per annum. The existing arrangement whereby the present incumbents are eligible for thirty-five working days Vacation Leave, shall remain as personal to them while in their substantive posts.

(ii) Sick Leave

Fourteen working days Sick Leave per annum.

MEDICAL BENEFITS

The office holders to be entitled without charge to pathological examination and physiological treatment and to all incidental services at any hospital or other State Institution or, with approval, to be paid the cost of such treatment at any other institution in Trinidad and Tobago.

SUPERANNUATION BENEFITS

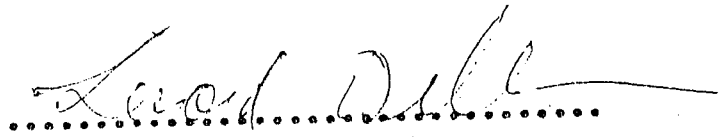
The provisions of Part III of the National Institute of Higher Education (Research, Science and Technology) Act, 1984, shall continue to apply.

In addition, where personnel are recruited to the Institute to serve on a contract basis such personnel should be entitled, upon successful completion of their contract, to a contract gratuity equivalent to twenty percent (20%) of basic salary earned over the period of the contract.

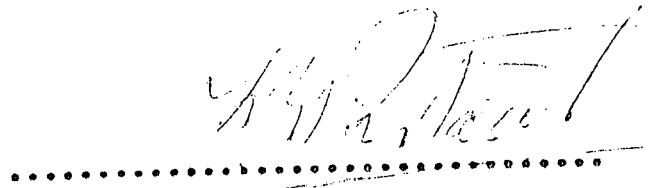
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Dated this

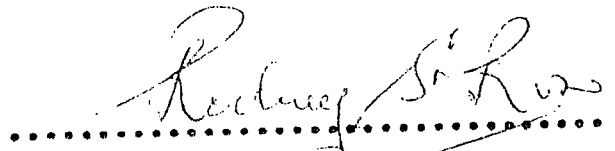
day of July, 1987.



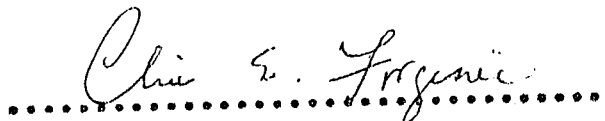
Leonard Williams (Chairman)



Louis Rostant



Rodney St. Rose



Clive Forgenie



Kenneth Lalla