



**GOVERNMENT OF THE
REPUBLIC OF TRINIDAD AND TOBAGO**

**TWENTY-THIRD REPORT
OF THE
SALARIES REVIEW COMMISSION OF THE
REPUBLIC OF TRINIDAD
AND TOBAGO**

August, 1991

TWENTY-THIRD REPORT
OF
THE SALARIES REVIEW COMMISSION
OF
TRINIDAD AND TOBAGO

GENERAL REVIEW OF SALARIES
AND OTHER CONDITIONS OF
SERVICE OF OFFICES WITHIN
THE PURVIEW OF THE COMMISSION

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CHAPTER 1

INTRODUCTION

The Salaries Review Commission is established in accordance with section 140 of the Constitution of the Republic of Trinidad and Tobago. The Commission consists of a Chairman and four other members, all of whom are appointed by the President after consultation with the Prime Minister and the Leader of the Opposition.

2. Section 141(1) of the Constitution provides for the Commission to review from time to time, with the approval of the President, the salaries and other terms and conditions of service of the offices falling within its purview. The remit group is wide, ranging from the President of the Republic to a State Counsel and comprises sixteen (16) categories consisting of some 140 offices. The categories are listed below:-

1. The President of the Republic
2. Members of Parliament and holders of other Parliamentary offices
3. Members of the Higher Judiciary
4. The Auditor General
5. The President and Members of the Industrial Court
6. The Chairman and Members of the Tax Appeal Board
7. Top Managers in the Public Service, including the Permanent Secretary to the Prime Minister and Head of the Public Service and other Permanent Secretaries
8. The Governor and Deputy Governor of the Central Bank
9. Top Managers in the Public Utilities and Statutory Authorities, including the General Manager, Industrial Development Corporation and the Director, Trinidad and Tobago Management Development Centre
10. Senior officers in the Protective Services and the Defence Force
11. Senior Diplomatic Representatives
12. Chairmen and Members of Commissions and Boards
13. The President, National Institute of Higher Education, (Research, Science and Technology), (NIHERST) and the Director (Financial Institutions), NIHERST
14. The Chairman and Members of the Tobago House of Assembly
15. Local Government Officials
16. Members of the Judicial and Legal Service.

A full listing of prescribed offices is set out at Appendix I.

HISTORICAL BACKGROUND ON THE WORK OF THE COMMISSION

3. The first Commission was appointed in August 1978. Following its appointment, the Commission embarked upon a review of the salaries and other conditions of service for officers of the Judicial and Legal Service. That matter was considered of great urgency at the time, having regard to certain difficulties which were being experienced in recruiting and retaining suitable staff for this Service. The outcome of that review and the Commission's recommendations formed the basis of the Interim Report which was submitted in July, 1979.

4. Shortly thereafter, the Commission undertook a general review of the salaries and other terms and conditions of service of all of the other offices within its purview at the time. The Second Report was submitted in July 1980 and the recommendations covered a four-year period 1977-1980.

5. During the period 1980 to 1982, the Commission submitted reports on the offices of Chairman and Member of the Tobago House of Assembly, the Master of the High Court, the Deputy Chief Magistrate and the Chairman and Member of the Public Service Appeal Board.

6. The Seventh Report of the Commission, which was completed in December 1982, marked the second comprehensive revision of salaries for the prescribed offices. In that Report, the Commission also addressed anomalies which arose as a result of the payment of revised salaries to the general body of public officers.

7. In 1984, the Commission undertook a further exercise covering redress of grievances and/or anomalies arising out of the Seventh Report, dealing with specific top managerial positions in the Public Service, the Public Utilities and the Judicial and Legal Service.

8. In the 5-year period following, 1986-1990, the Commission submitted a total of fourteen (14) Reports on the review of salaries and/or other terms and conditions of service of specific groups of prescribed offices. The main groups dealt with were as follows:-

- Heads of Missions (Ambassadors and High-Commissioners)
- The President, NIHERST and Director (Financial Institutions), NIHERST
- The Chairman and Members of the Integrity Commission
- Local Government Officials
- Ministers of Government and other Parliamentarians
- Members of the Higher Judiciary.

A listing of the Reports of the Commission to date is attached at Appendix II.

SCOPE OF THE PRESENT REVIEW

9. By letter dated 19th December, 1990, the President of the Republic conveyed his approval for the revision of the salaries and other terms and conditions of service of all offices within our purview.

10. Following this, by letter dated January 23, 1991, we invited written submissions/memoranda from all the remit groups on the matter of salaries and other terms and conditions of service. Where it was considered desirable that the views of a particular group be articulated through oral presentations, we extended an invitation to meet with that group. As observed in our previous Reports, avenues of appeal and redress, which are normal features of the collective bargaining process, are not available to these office-holders. In that context, the receipt of submissions, both oral and written, from the incumbents of the various offices, has generally proven to be useful to us in our deliberations. We have gained a clearer understanding of the duties and responsibilities attached to these offices and the incumbents' views of the compensation arrangements which they considered as being adequate for their offices and other related offices.

11. Altogether, we issued a total of forty (40) letters. In response thereto, thirty-three (33) replies and memoranda were received. In addition, over the period February to May, 1991, we held discussions with several individuals and/or delegations. Appendix III lists the office-holders from whom we received written submissions. Office-holders who presented their submissions orally to us are listed in Appendix IV.

CHAPTER 2

CONSIDERATIONS UNDERLYING THE 1991 GENERAL REVIEW

A. PRINCIPLES AND CRITERIA GOVERNING PAY

12. In this review, we consider that, generally, many of the pay principles and criteria by which we have been guided in past reviews remain valid today. Of those, we wish to emphasize the relevance of the following:-

- (i) Fair comparison with current levels of remuneration paid outside of the public sector for broadly comparable jobs, taking into account, of course, differences in other conditions of employment;
- (ii) the necessity to attract, recruit and retain persons of suitable competence, experience, knowledge, skills and personal attributes to fill positions of highest responsibility and trust in the State; and
- (iii) the need to ensure appropriate differentials in compensation to take account of significant differences in the levels of responsibility between one office and another.

13. Having regard to the wide range of offices within our purview, we hasten to reiterate that no single principle applies with equal force across the entire spectrum of offices.

14. On this occasion, we have noted the many significant changes and developments which have taken place in the national economy since our last general review. We also recognize that the office-holders are now required to function in an environment of rapidly changing economic, financial, social and political circumstances.

15. Against this background, we are of the view that the principle of fair comparison in remuneration assumes even greater importance as the Public Sector is now required to attract, recruit and reward a cadre of top managers and executives who are expected to remain motivated to meet the challenges of the changing times.

16. A properly-designed compensation package is crucial to the success of any organization. This principle applies with equal force in both the public and private sectors. In designing such compensation schemes, the unique characteristics of executive level jobs must be given careful consideration. These characteristics include responsibility for formulating and implementing organizational policies and strategies, the use of extensive discretionary powers and the need for minimal supervision.

17. The method of executive compensation in the private sector is such that it offers an organization the flexibility to structure the pay package of its top personnel in a manner best suited to meeting its strategic objectives. The mix of benefits in an executive's remuneration package is determined by factors such as the size of the organization, the competitive nature of the

industry, share of the market, range of products offered and profitability.

18. By contrast, the method of compensation in the Public Service is fairly rigid. An overall classification and compensation system has evolved based on the duties and responsibilities of the various offices and the requisite qualifications, experience and training. The 'pay for performance' criterion is not appropriate to most Government agencies since the benefit of the services provided is not easily quantifiable. Notwithstanding this, executive pay in the Public Service, once properly structured, can serve to motivate top personnel to achieve desired objectives.

19. Taking a cue from these trends in compensation strategies, we have recognized the need to consider, as far as practicable, new and different compensation systems to meet the objectives of the Public Service. Economic and financial realities aside, we are of the view that failure to recognize these changes can only work to the detriment of the Public Service.

20. Given the pull of market forces, the Public Service is certain to face difficulty in attracting and retaining suitably qualified personnel to carry out its functions. Indeed, this concern has been expressed by several of the groups making oral presentations before us. Several divisions in the Judicial and Legal Service, for example, are characterised by severe shortages in staff. We must observe, however, that this situation has been a feature of this Service over a considerable period of time. The observation has been that after gaining 4 or 5 years experience, many attorneys of the Judicial and Legal Service are attracted away from the Government Service by agencies either within the country or abroad. In all cases, the reason given for the exodus has been that of inadequate compensation.

21. Another principle which we uphold in this review is that executive remuneration should seek to ensure that, at the top level, the employee is provided with an adequate standard of living commensurate with the duties, responsibilities, status and general expectations attaching to a top office. Failure to observe this principle could lead to the undesirable situation where top executives may be placed in a position where the integrity of their office may be compromised.

22. Moreover, it is important that the compensation package be structured in such a manner as to give a psychology of satisfaction to the beneficiaries so that they may feel that their service and contributions are properly valued.

23. In this connection also, great care must be taken in establishing meaningful differentials in the pay attaching to top offices and that of subordinate positions. Such differentials would provide a greater incentive to persons at the middle management levels to aspire to positions of higher responsibility.

B. RESTRUCTURING OF PAY ARRANGEMENTS FOR TOP OFFICES
IN THE PUBLIC SERVICE

24. Top salaries in the Public Service have not been reviewed since 1982. This has been the result of the traditional approach whereby such reviews were usually undertaken following the settlement of negotiations on revised salaries for the general body of public officers. In addition, there has always been a concern for maintaining a coherent pay structure in the Public Service, since the thinking has been that any upheaval in the structure of remuneration would attract the attention of the various Associations/Unions representing public officers who would seek to have re-established traditional relativities. A general coherence in pay throughout the Public Service is important but we do not consider that it is incompatible with our perspective in this Review to treat holders of top offices in the Public Service similarly to top executives in the private sector.

25. It is significant to note the effects of the direct link with the general body of public officers. Several measures which were taken by Government with respect to Public Service pay also applied to office-holders falling within the purview of the Commission, except those which are protected by the Constitution. Those measures were as follows:-

- (i) The Cost-of-Living Allowance was suspended in February 1987;
- (ii) there was a 10% reduction in salary for the years 1989 and 1990;
- (iii) merit increases were also suspended. However, this measure would have been applicable only to members of the Judicial and Legal Service, excluding the chief legal officers.

26. There was also the Special Tribunal award which was handed down in respect of public officers' pay. That award has been extended to Permanent Secretaries and other top managers in the Civil Service as well as officers of the Judicial and Legal Service. This award provided, inter alia, for:-

- (i) The reinstatement of the Cost-of-Living Allowance of \$280.80 from February, 1987;
- (ii) the consolidation of basic salary and the sum of \$280.80 together with a 2% increase to take effect from January 1, 1989; and
- (iii) the introduction of a new Cost-of-Living Allowance formula with effect from January 1, 1989.

However, in the light of its decreased financial resources, the Government had indicated that it was unable to implement the award as outlined above. Instead, arrears arising out of the award are to be considered as a debt owed to public officers.

27. An examination of surveys done by local firms, as well as our own research, reveal that by contrast, despite a period of austerity in the mid-80's, regular increases have generally been provided to top executives in the private sector, albeit not as high as in the late seventies and early eighties. While it is sometimes difficult to obtain ideal comparisons with positions in the private sector since many of the public sector offices are peculiar, we consider that in terms of duties, responsibilities and status, top executives in both sectors do perform broadly comparable functions. We are of the view, therefore, that current remuneration of chief executives in the private sector could be used as a benchmark for assessing the pay appropriate to top public sector executives.

28. We have noted that the measures adopted by the Government to reduce public sector personnel expenditure have been in the nature of cuts in levels of income and one of the major considerations was the avoidance of mass retrenchment of employees. As such, the principles of fair compensation have been abrogated to take account of general social considerations. We are of the view that perpetuation of this situation with regard to offices within our purview is highly undesirable and may be inimical to the national interest. These offices represent the highest in the country and generally, their incumbents are charged with formulating policies and laws, implementing strategies and programmes and taking decisions which affect the entire nation. In determining compensation for these top offices, therefore, it is requisite that the call for sacrifice and adjustment be not over-played since disenchantment and lack of motivation will prevail and an exodus of experienced and dedicated personnel will result.

29. Our analysis shows therefore that several factors as discussed above have accounted for great disparities in the remuneration levels between top managers in the Public Service and compensation for executives in the private sector.

30. In the light of the foregoing, we are firmly of the view that there should be a delinking of the remuneration arrangements of the public sector offices within our purview from those applicable to the general Public Service. This perspective underlies our recommendations on the various elements of the fringe benefit package applicable to the respective offices. We consider also that there should be more frequent reviews of the compensation package applicable to the offices within our purview.

31. Appendix V sets out our recommendations in respect of salaries for prescribed offices .

C. ECONOMIC AND FINANCIAL CONSIDERATIONS

32. Since our first general review which was submitted in 1980, there have been dramatic changes in the domestic economy. As a result of the sharp fall in oil prices since 1983, the level of economic activity has declined substantially. This development has not only curtailed large salary increases but also, in some

instances, resulted in salary cuts. In our deliberations, therefore, we have been cognisant of the prevailing economic circumstances and of the ability of Government to implement any revised remuneration arrangements under such conditions. Notwithstanding this, we have focused our attention on recommending the appropriate compensation package for the particular position taking into consideration the structure of personal income taxes now in effect .

CHAPTER 3

SPECIFIC RECOMMENDATIONS OF THE COMMISSION

A. RATIONALIZATION OF FRINGE BENEFITS

33. We uphold the view that fringe benefits have a high investment value for the employer in terms of the recruitment, retention and effective performance of top executives. As a complement to basic salary in the compensation package, we have given special consideration on this occasion to the rationalization of the fringe benefit element.

34. Having regard to the historical tie to a common compensation plan, many of the fringe benefits that apply to public sector executives follow slavishly the benefits given to junior officers in the Public Service. We view this as counter-productive. Notwithstanding the fact that the top offices were removed and placed within the purview of the Salaries Review Commission, the close link with the general Public Service continues to exist. The result has been a proliferation of allowances with a variety of conditions attaching to them. We have, therefore, attempted a rationalization of these allowances in keeping with our objective to recommend the delinking of the compensation package of public sector executives from that attaching to junior posts in the general Public Service.

35. The compensation packages of top managers in the private sector have been simplified in response to changes in the fiscal structure. Our aim is to follow this trend in respect of the fringe benefit package provided for public sector executives.

36. We have therefore examined each of the allowances now provided as well as the offices to which they are applicable. We have been mindful that of the range of offices within our purview, due regard has to be paid to those which carry a certain national status as borne out in the Table of Precedence and which may have certain ceremonial, diplomatic and other such related duties attaching to them. Overall, however, our objective has been to establish a structure of allowances which will facilitate the office-holder in performing the functions of the office efficiently and effectively.

37. In the light of the above, we consider the following changes to be desirable:-

Housing Benefits

38. First of all, under the existing arrangements, a few offices such as those of the President of the Republic and the Prime Minister, because of their unique status in the nation are accorded official residences with the full complement of household staff. Secondly, by tradition, official quarters have been provided for the Chief Justice and the Commissioner of Police. We are of the view that there are other office-holders whose duties include ceremonial and diplomatic functions and as such, we recommend that they should be provided with official

quarters. Accordingly, we consider that the holders of the following offices should be provided with official quarters or a housing allowance in lieu thereof:-

- President of the Senate
- Speaker of the House of Representatives
- Cabinet Minister
- Mayor of the capital city of Port of Spain.

39. We consider the existing provisions for housing accommodation in respect of the other offices to be adequate and no change is recommended. However, we recommend that there should be a moderate increase in the housing allowance payable in lieu of housing accommodation.

Travelling Arrangements

(i) Official Car

40. At present, certain offices, such as those of the President, the Prime Minister, the Chief Justice, Chief of Defence Staff and the Commissioner of Police are provided with the facility of an official car.

41. There are some other top offices where the incumbents would be required in the normal course of duty to undertake functions of national and/or governmental importance. Accordingly, we recommend that the following offices should be provided with official cars:-

- President of the Senate
- Speaker of the House of Representatives
- Cabinet Minister
- Mayor of the capital city of Port of Spain.

(ii) Motor Vehicle Purchase Loan

42. We have had the benefit of a survey of current prices of locally-assembled motor vehicles. Based on the results of that survey, we are of the view that it would be reasonable to raise the ceiling of the motor vehicle loan from \$25,000 to \$50,000. The rate of interest on the existing loan amount is 4% per annum. This is quite modest in relation to the commercial rates which executives in the private sector now pay on car loans. In the light of the revised loan ceiling of \$50,000, we consider it reasonable for the existing rate of interest of 4% to be increased to 6%.

(iii) Commuted Travelling Allowance

43. Based on our recommendations for an increase in the ceiling of the motor vehicle loan and, taking into account the cost of repairs and general maintenance of

motor vehicles and other related costs, we have recommended revised rates of Commuted Travelling Allowance.

44. Provision now exists for Parliamentarians to be paid a Special Travel Allowance in addition to the monthly Commuted Travelling Allowance. The Commuted Travelling Allowance is payable for day-to-day travelling in relation to official duties. Ministers of Government and Parliamentary Secretaries who would have additional travelling associated with the work of their Ministries, are provided with higher rates of the Commuted Travelling Allowance. The Special Travel Allowance is paid in recognition of the special responsibilities, including additional travelling, which Ministers and Parliamentarians are called upon to perform in servicing members of the public and their respective constituencies. We consider that these existing arrangements should be simplified and recommend instead the payment of a single monthly Travel Allowance to cover travelling expenses generally.

(iv) Chauffeur Allowance

45. In reviewing the Chauffeur Allowance, we were concerned about the wide range of offices to which the facility of a personal chauffeur is now provided. It is our understanding that the rationale for this benefit was originally to facilitate an office-holder who was required to travel long distances during the course of performing his official duties. The arrangement was extended to other offices, taking into account their level of responsibility and status. It has been found that an incumbent may or may not utilise the facility, depending on the nature of his responsibilities and his personal circumstances and preference.

46. Accordingly, we recommend that as a special exercise, an examination should be undertaken with a view to rationalizing this facility, consideration being given to the possible cessation of assigning a chauffeur to certain offices.

(v) Subsistence Allowance

47. The Commission has examined the Subsistence Allowances payable to holders of parliamentary and certain top executive offices in terms of their appropriateness and with a view to simplifying the structure.

48. First of all, there is provision for a daily Subsistence Allowance. This is similar to the Subsistence Allowance paid to the general body of public officers and is intended to cover reimbursement of the cost of a meal on any day on which the office-holder is required to travel on official duties.

49. We consider that the requirement for senior executive to submit claims for a daily Subsistence Allowance is not appropriate and recommend instead the provision of a fixed monthly Subsistence Allowance.

50. In addition, members of Parliament receive various rates of monthly Subsistence Allowance, the criterion being the distance of the person's residence from Port of Spain (that is, the location of Parliament). We recommend that these allowances (that is, the daily Subsistence and the monthly Subsistence Allowance) be replaced by a single Subsistence Allowance which would cover all such costs likely to be incurred during travel on official duty.

51. Some change is also desirable with respect to the current distances on which payment is based. At present, certain office-holders are compensated according to whether they reside beyond a distance of ten (10) miles or twenty (20) miles from Port of Spain. Based on the improvements in the road network, we consider that a more relevant criterion would be fifty (50) kilometres and more.

(vi) Vacation Leave

52. By comparison with the vacation leave provisions among private sector executives, we consider the existing entitlement of the public sector executives to be quite generous, generally being in the order of 35 working days per year. Accordingly, we recommend that the provision should be reduced to 30 calendar-days per annum. The revised compensation package will incorporate some trade-off for this reduction. Indeed, it is to be noted that a recommendation for the reduction of vacation leave for Parliamentarians (namely, Prime Minister, Ministers of Government and Parliamentary Secretaries,) from 45 calendar days to 30 calendar days, was made by the Commission in its Sixteenth Report. This recommendation was accepted by Cabinet.

(vii) Cost-of-Living Allowance

53. We are of the firm view that the provision of a Cost-of-Living Allowance to senior executives is inappropriate. This allowance was intended to be in the nature of a buffer and was appropriate in the period when inflation rates were high and were rising steadily. It was also more relevant to persons at the junior levels whose basic salaries were low. On account of the small differentials in basic salary between top managerial offices within our purview and senior positions in the rest of the Public Service, however, the allowance had to be extended to these top offices in order to avoid anomalies in basic pay.

54. Furthermore, we have observed that a Cost-of-Living Allowance is not a normal feature of compensation packages for executives in the private sector nor are we aware that such a provision exists for top offices in other countries.

55. Therefore, in accordance with our recommendation for delinking the compensation arrangements for these offices from remuneration for junior public officers, we recommend that emphasis be placed on the provision of an adequate compensation package and that, simultaneously, the payment of a Cost-of-Living Allowance be discontinued. In our recommendations for revised levels of basic salary, we have taken into account the discontinuation of the Cost-of-

Living Allowance.

(viii) Pensions

56. In their submissions to us, some office-holders made representations concerning their existing pension arrangements which, in their view, were in need of improvement and/or amendment. In other cases, the call was for the introduction of some form of terminal benefit where no provision now exists. In our view, these issues are far from simple and proper consideration of the various claims would require actuarial evaluation and other professional advice. Accordingly, we propose to defer consideration of these matters on this occasion.

B. TREATMENT OF SPECIAL OFFICES

57. We are mindful of the fact that certain prescribed offices are protected by section 136(6) of the Constitution which provides that:-

...(6) The salary and allowances payable to the holder of any office to which subsection (1) and subsections (3) to (11) apply or an office referred to in subsections (13) to (16) and his other terms of service shall not be altered to his disadvantage after his appointment and for the purposes of this subsection, in so far as the terms of service of any person depend upon the option of that person, the terms for which he opts shall be taken to be more advantageous to him than any other terms for which he might have opted.

Section 5(5) of the Tax Appeal Board Act and section 5(3) of the Industrial Relations Act also provide similar protection to the holders of offices governed by the respective provisions of those Acts.

58. In this regard, in cases where recommendations are being made to discontinue or reduce existing benefits enjoyed by these office-holders, the recommendations should relate to new appointees. Incumbents who hold office currently would have to be given an option regarding the acceptance of new conditions or the continuation of existing arrangements.

59. Specific recommendations in respect of allowances and fringe benefits to be applicable to the offices within our purview are set out in Appendix VI.

C. EFFECTIVE DATE OF IMPLEMENTATION OF RECOMMENDATIONS

60. We recommend that the proposed changes in the salaries and other terms and conditions of service should take effect from July 1, 1991.

OBSERVATIONS OF THE COMMISSION ON CERTAIN
PRESCRIBED OFFICES

61. In commenting on the Top Management Personnel of the Public Utilities and other Statutory Authorities in its Second Report, we made the point that "the managerial role [of these offices] is in some respect rather analogous to the management in the industrial and commercial sectors". One can reasonably state therefore, that the salaries of these particular offices bear comparison with those in the private sector and are performance-related, much more so than is the case with, say, Permanent Secretaries.

62. In addition, it should be noted that in every case, holders of these senior offices report to Boards of Directors which are in a position to approve appropriate salaries for such office-holders. Further, the statutory acts governing the operations of these organizations provide for the Minister to approve a salary in excess of a certain figure. In our view, therefore, there are adequate checks and balances to ensure that the salaries paid to office-holders in the public utilities and other statutory bodies are appropriate and are at levels that will attract and retain top personnel.

63. With regard to the offices of Governor and Deputy Governor of the Central Bank, we observe that no post within our purview is similar or really comparable to these offices, in respect of functions and responsibilities. The structure of the Central Bank provides for a Board of Directors and the approval of the competent Minister is also required for the payment of a salary above a stated figure. Also, given the function of the institution, private sector comparison is a less complicated exercise. The Central Bank controls and regulates the commercial banks and other non-bank financial institutions and in fixing the salary of these specific posts, the salary levels of the top managers of the commercial banks can form a useful and relevant benchmark.

64. In the light of our comments regarding the Top Managers in the Public Utilities and other Statutory Authorities and the two top officers in the Central Bank, we are of the view that consideration ought to be given to determining whether these offices should continue to fall within the ambit of the Commission.

CHAPTER 4

MEMBERS AND OFFICERS OF PARLIAMENT

THE PRESIDENT OF THE REPUBLIC

65. The President of the Republic is the Head of State in whom the Constitution vests executive authority. This office is the most senior position in the hierarchy of public offices and as such, the remuneration arrangements reflect its special status.

66. The current salary of the office of President is \$13,200 per month and is not subject to tax. Further, the President is provided with a Duty Allowance of \$1,500 per month to assist in defraying expenses on clothing and other incidentals relating to the functions of the office.

67. The annual Vacation Leave entitlement of the President is forty-five (45) calendar days .

68. On the matter of housing, the President is provided with official residences which are fully furnished and maintained by the State, and the necessary complement of domestic staff. The full cost of telephone rental, metered charges and ticketed calls related to the official duties of the President are also met by the State. The State also ensures that the President is granted adequate transport facilities by the provision and maintenance of a fleet of official motor vehicles which are manned by a complement of chauffeurs.

69. The present remuneration structure also provides for Overseas Travel benefits for the President. On visits abroad, the Head of State is provided with:-

- (i) Either an allowance to cover full hotel expenses including meals plus a Subsistence Allowance of \$75(US) per day, or an allowance of \$150(US) per day for boarding and lodging plus \$75(US) per day for subsistence;
- (ii) transport facilities (garage or taxi hire);
- (iii) one hotel suite to facilitate the holding of conferences or any minor entertainment;
- (iv) an allowance for entertainment (the amount paid to be supported by bills or an "honour" certificate);
- (v) a Warm Clothing Allowance of \$250(TT), if necessary; and
- (vi) two first-class passages equivalent to the maximum value of return airfares to the United Kingdom annually for the President, his wife and dependent children under the age of eighteen.

70. Expenses incurred by the President for entertainment are met from an Entertainment Vote.

71. Under the terms of the medical facilities component of the remuneration package, the President is entitled to operative treatment, X-ray, bacteriological and pathological examinations and physiological treatment and to all incidental hospitalisation services at any hospital or state institution established and maintained by the State under the Hospitals Ordinance or where these services are not available at such hospital, to be paid the cost of such treatment and services in any other hospital, institution or nursing home in Trinidad and Tobago.

72. Finally, at the end of his term of office the President is provided with superannuation benefits in accordance with the President's Emoluments Act, Chapter 2:50.

RECOMMENDATIONS

73. We recommend that the following changes should be made to the compensation package of the President:-

Salary

\$17,000 per month.

Duty Allowance

\$2,000 per month.

Overseas Travel Facilities

A Warm Clothing Allowance of \$500(TT).

Other Terms and Conditions of Service

74. We recommend that all other benefits attaching to the office of the President should remain unchanged. These benefits are :-

- (i) Housing
- (ii) Telephone
- (iii) Transport Facilities
- (iv) Entertainment
- (v) Vacation Leave
- (vi) Overseas Travel Facilities
 - (a) Allowances for hotel expenses/board and lodge
 - (b) Transport Facilities
 - (c) Conference Facilities
 - (d) Entertainment

- (e) Air Passages
- (vii) Medical Benefits
- (viii) Pensions/Gratuity.

PRIME MINISTER

75. The Constitution of Trinidad and Tobago states that the Parliament of Trinidad and Tobago consists of the President, the Senate and the House of Representatives. In the rest of this chapter, we shall treat with members and officers of the Houses of Parliament; beginning with the office of Prime Minister.

76. The Prime Minister is the Head of Government and has overall responsibility for the administration of the affairs of the Government of Trinidad and Tobago. Quite apart from the status and prestige of the office, the duties and responsibilities of the Prime Minister are extremely onerous and demanding.

77. The current salary of the Prime Minister is \$11,880 per month.

78. The Prime Minister is now provided with official residences, which are fully furnished and maintained at the expense of the State, and the necessary complement of household staff.

79. The transport arrangements consist of:-

- (i) An official motor car with all maintenance and operational costs borne by the State and an official driver;
- (ii) a maximum loan of \$25,000 currently at a rate of interest of 4% per annum to purchase a private motor vehicle fully exempt from Motor Vehicle Tax and Value Added Tax;
- (iii) in respect of this private vehicle, the Prime Minister receives-
 - (a) a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service;
 - (b) a Commuted Travelling Allowance of \$875 per month; and
 - (c) a Special Travel Allowance of \$450 per month.

80. Telephone expenses related to official business are paid by the State.

81. When the Prime Minister is required to travel on official business beyond a radius of ten (10) miles from Port of Spain he is paid a Subsistence Allowance of \$70 per day. For official travel to and in Tobago, the Prime Minister is provided with hotel expenses including meals and a Subsistence Allowance of \$40 per day or a flat sum of \$90 per day to be applicable where:-

- (a) the Prime Minister is not required to overnight in Tobago; or
- (b) the Prime Minister is required to overnight but opts not to utilise hotel facilities.

82. On visits abroad, the Prime Minister qualifies for an allowance to cover full hotel expenses including meals plus a Subsistence Allowance of \$75(US) per day. At the end of each "Full Parliamentary Term", the Prime Minister is entitled to a maximum of four first-class passages on the national airline to any point on its existing scheduled route structure to meet the cost of travel for himself, spouse and dependent children.

83. The vacation leave entitlement of the Prime Minister is 30 calendar days per annum. Where it is not convenient for the Prime Minister to proceed on leave in any given year, such leave is preserved to be taken at a convenient time or alternatively, the option is given to receive salary in lieu thereof.

84. With respect to medical benefits, the Prime Minister is entitled to operative treatment, X-ray, bacteriological and pathological examinations and physiological treatment and to all incidental hospitalisation services at any hospital or any state institution established and maintained by the State under the Hospitals Ordinance, or where these services are not available at such hospital to be paid the cost of such treatment and services in any other hospital, institution or nursing home in Trinidad and Tobago.

85. Entertainment expenses are met from an official Entertainment Vote controlled by the Prime Minister's Office.

86. The Prime Minister, by virtue of his position as an elected representative, is entitled to a Parliamentary Allowance which provides for official stationery and free postage, within Trinidad and Tobago, of all correspondence related to the business of his constituency.

87. Superannuation benefits are payable to the Prime Minister in accordance with the Prime Minister's Pension Act, Chapter 2:51.

RECOMMENDATIONS

88. We recommend the following revised remuneration arrangements for the Prime Minister:-

Salary

\$15,500 per month.

Transport Facilities

- (i) A revised maximum loan of \$50,000 at a rate of interest of 6% per annum to facilitate the purchase of a motor vehicle with full exemption from Motor Vehicle Tax and Value Added Tax;
- (ii) a loan to cover the cost of Motor Vehicle Insurance Premium; and
- (iii) a Travel Allowance of \$2,100 per month.

Subsistence Allowance

The existing arrangement whereby the Prime Minister is eligible for a daily Subsistence Allowance when on official travel beyond a radius of ten (10) miles from Port of Spain should be discontinued and instead a fixed sum of \$625 per month should be paid.

Other Terms and Conditions of Service

89. The other terms and conditions of service applicable to the office of Prime Minister should continue in effect. These benefits are:-

- (i) Housing
- (ii) Telephone
- (iii) Transport Facilities
 - (a) official car and official driver
 - (b) Chauffeur Allowance
- (iv) Subsistence for Travel to or within Tobago
- (v) Entertainment
- (vi) Vacation Leave
- (vii) Overseas Travel Facilities
- (viii) Medical Benefits
- (ix) Parliamentary Allowance
- (x) Pensions/Gratuity.

MINISTER OF GOVERNMENT

90. Ministers of Government may be drawn from either the House of Representatives or the Senate and may be ranked as Cabinet members or Ministers of State. Their functions are both political and administrative. On the political side, they contribute directly or indirectly to the formulation of policy at Cabinet level, while the administrative aspect of their functions gives them responsibility for Ministries and accountability to Parliament as well as for the co-ordination or overseeing of a sector of public activity.

91. In determining the remuneration to be applicable to Ministers of Government, due recognition must be given to the status and prestige of the office. Moreover, we consider that a distinction should be made between Cabinet Ministers and other Ministers of Government since Cabinet Ministers are required to undertake special responsibilities in addition to their usual duties as Ministers.

92. As noted in the Introduction to this Report, we took cognisance of the very complex structure of allowances which now exists for Parliamentarians and we have attempted, in this review, to rationalize and simplify the structure as far as practicable. Accordingly, we are recommending restructured subsistence and travelling arrangements for Ministers of Government.

93. We have set out below the existing terms and conditions of service of all Ministers of Government followed by our recommendations.

EXISTING TERMS AND CONDITIONS OF SERVICE

Salary

\$8,800 per month.

Cost-of-Living Allowance

A Cost-of-Living Allowance on the same basis as is paid to public officers.

Telephone

The cost of installation of a telephone in his private residence and recurring rental charges to be met by the State.

Transport Facilities

- (i) A maximum loan of \$25,000 currently at a rate of interest of 4% per annum to facilitate the purchase of a motor vehicle with full exemption from Motor Vehicle Tax and Value Added Tax;
- (ii) a loan to cover the cost of Motor Vehicle Insurance Premium;

- (iii) a Commuted Travelling Allowance of \$875 per month;
- (iv) a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service; and
- (v) a Special Travel Allowance of \$450 per month.

Subsistence Allowance

- (i) A rate of \$70 per day when travelling on official business beyond a radius of ten (10) miles from Port of Spain;
- (ii) where the Minister resides outside of Port of Spain, a monthly Subsistence Allowance as follows:-
 - (a) \$400 where he/she resides beyond a radius of ten (10) miles from Port of Spain; or
 - (b) \$500 where he/she resides beyond a radius of twenty (20) miles from Port of Spain; or
 - (c) \$700 where normal residence is in Tobago.
- (iii) For official travel to Tobago:-
 - (a) Where overnight stay is required:-
 Hotel expenses including meals. In addition, a Subsistence Allowance of \$10 per day is payable. Where, however, the Minister opts not to utilise hotel facilities, a flat Subsistence Allowance of \$70 per day.
 - (b) Where no overnight stay is required:-
 A flat Subsistence Allowance of \$70 per day is payable.
- (iv) Entitlement to the cost of accommodation and meals in the event that Ministers are required to stay overnight as a result of late sittings of Parliament, provided always that they reside beyond a radius of ten (10) miles from Port of Spain.

Entertainment

Actual expenses incurred by Ministers of Government to be met from an official Entertainment Vote which is controlled by the Prime Minister's Office.

Vacation Leave

Entitlement to 30 calendar days per annum. Where in the opinion of the Prime Minister it is not convenient to allow a Minister of Government to proceed on leave in any given year, such leave to be preserved and be taken at a convenient time or alternatively, the Minister to be given the option to receive salary in lieu thereof.

Overseas Travel Facilities

At the end of the "Full Parliamentary Term", entitlement to a maximum of four first-class passages on the national airline to any point on its existing scheduled route structure to meet the cost of travel for himself, spouse and dependent children who are unmarried and under the age of eighteen.

Medical Benefits

Ministers of Government are entitled to operative treatment, X-ray, bacteriological and pathological examination, and physiological treatment and to all incidental hospitalisation services at any hospital or state institution established and maintained by the State under the Hospitals Ordinance, or where these services are not available at such hospital, to be paid the cost of such treatment and services in any other hospital, institution or nursing home in Trinidad and Tobago.

Parliamentary Allowance

Ministers who are elected members of Parliament are entitled to official stationery and free postage within Trinidad and Tobago for all correspondence related to the business of their constituencies.

Professional Allowance

A sum of \$1,000 per month is paid to the Attorney General alone.

Pensions/Gratuity

Ministers of Government are eligible for a Retiring Allowance and/or Gratuity in accordance with the Retiring Allowances (Legislative Service) Act, Chapter 2:03.

RECOMMENDATIONS

CABINET MINISTER

Salary

\$12,500 per month.

Cost-of-Living Allowance

The Cost-of-Living Allowance formerly paid to all Ministers of Government should be discontinued.

Housing

Provision of official quarters or a Housing Allowance of \$1,500 per month in lieu thereof.

Transport Facilities

- (i) Provision of an official car and an official driver - all maintenance and operational costs to be borne by the State; and
- (ii) for elected representatives only:-
 - (a) a revised maximum loan of \$50,000 at a rate of interest of 6% per annum to facilitate the purchase of a motor vehicle with full exemption from Motor Vehicle Tax and Value Added Tax; and
 - (b) instead of a Commuted Travelling Allowance and a Special Travel Allowance, a fixed Travel Allowance of \$2,100 per month.

Subsistence Allowance

- (i) The existing arrangements in respect of daily travel beyond a radius of ten (10) miles from Port of Spain and for residence beyond ten (10) miles or twenty (20) miles from Port of Spain should be discontinued. Instead a fixed sum of \$625 per month should be paid;
- (ii) where a Cabinet Minister resides beyond a radius of fifty (50) kilometres from Port of Spain, excluding residence in Tobago, an additional allowance of \$625 per month should be paid.

Professional Allowance

(applicable only to the Attorney General)

A revised allowance of \$1,500 per month.

Other Terms and Conditions of Service

94. The following terms and conditions of service now applicable to the office of Minister of Government should continue to apply to a Cabinet Minister:-

- (i) Telephone
- (ii) Motor Vehicle Insurance Loan (for elected representatives only)
- (iii) Chauffeur Allowance (for elected representatives only)

- (iv) Subsistence arrangements for:-
 - (a) normal residence in Tobago;
 - (b) travel to or within Tobago; and
 - (c) late sittings of Parliament.
- (v) Entertainment
- (vi) Vacation Leave
- (vii) Overseas Travel Facilities
- (viii) Medical Benefits
- (ix) Parliamentary Allowance
- (x) Pensions/Gratuity.

MINISTER (NON-CABINET)

Salary

\$11,500 per month.

Cost-of-Living Allowance

The payment of a Cost-of-Living Allowance should be discontinued.

Transport Facilities

- (i) A revised maximum loan of \$50,000 at a rate of interest of 6% per annum to facilitate the purchase of a motor vehicle with full exemption from Motor Vehicle Tax and Value Added Tax; and
- (ii) instead of a Commuted Travelling Allowance and a Special Travel Allowance, a fixed Travel Allowance of \$2,100 per month.

Subsistence Allowance

- (i) The existing arrangements in respect of daily travel beyond a radius of ten (10) miles from Port of Spain and for residence beyond ten (10) miles or twenty (20) miles from Port of Spain should be discontinued. Instead a fixed sum of \$625 per month should be paid;
- (ii) where a Minister resides beyond a radius of fifty (50) kilometres from Port of Spain, excluding residence in Tobago, an additional allowance of \$625 per month should be paid.

Other Terms and Conditions of Service

95. The other terms and conditions of service applicable to the office of Minister of Government should continue in effect. These benefits are:-

- (i) Telephone
- (ii) Motor Vehicle Insurance Loan
- (iii) Chauffeur Allowance
- (iv) Subsistence arrangements for:-
 - (a) normal residence in Tobago;
 - (b) travel to or within Tobago; and
 - (c) late sittings of Parliament.
- (v) Entertainment
- (vi) Vacation Leave
- (vii) Overseas Travel Facilities
- (viii) Medical Benefits
- (ix) Parliamentary Allowance
- (x) Pensions/Gratuity

THE PRESIDENT OF THE SENATE
AND
THE SPEAKER OF THE HOUSE OF
REPRESENTATIVES

96. The President of the Senate and Speaker of the House of Representatives are the presiding officers of the respective Houses of Parliament. Their roles require the impartial control of debates within the confines of parliamentary methods and manners. Since 1981, the President of the Senate and the Speaker of the House have been remunerated at the same level in view of the fact that the relative responsibilities and status of the respective offices were equated. We have re-examined the office of the Speaker of the House in light of the administrative duties and responsibilities required of the incumbent in contemporary times. As a consequence, we recommend that the existing relativities should be changed and the remuneration arrangements in respect of the Speaker should reflect the existing reality.

97. Further, we consider that the office of Speaker should be amongst those which are accorded official housing. This office requires the acceptance by the holder of invitations from local and foreign dignitaries and the reciprocation of such hospitality. We are of the view that if the Speaker is to entertain in a manner commensurate with his status, he should be provided with a level of accommodation which would so permit.

THE SPEAKER OF THE HOUSE OF REPRESENTATIVES

EXISTING TERMS AND CONDITIONS OF SERVICE

98. The current remuneration arrangements in respect of this office are as follows:-

Salary

\$5,940 per month.

Housing

Rent-free, furnished Grade I quarters or a Housing Allowance of \$750 per month in lieu thereof.

Telephone

The cost of installation of a telephone in his private residence and recurring rental charges to be met by the State.

Transport Facilities

- (i) A maximum loan of \$25,000 currently at a rate of interest of 4% per annum to facilitate the purchase of a motor vehicle with full exemption from Motor Vehicle Tax and Value Added Tax;
- (ii) a loan to cover the cost of Motor Vehicle Insurance Premium;
- (iii) a Commuted Travelling Allowance of \$525 per month;
- (iv) a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service;
- (v) where the Speaker is an elected member of the House of Representatives, a Special Travel Allowance of \$450 per month.

Subsistence Allowance

- (i) A rate of \$70 per day when travelling beyond a radius of ten (10) miles from Port of Spain;
- (ii) in the case of travel to or within Tobago, payment of full hotel expenses including meals plus \$40 per day, or a flat sum of \$90 per day;
- (iii) entitlement to the cost of accommodation and meals in the event that the holder of the office is required to stay overnight as a result of late sittings of Parliament, provided always that he resides beyond a radius of ten (10) miles from Port of Spain; and
- (iv) when the office-holder resides beyond a radius of ten (10) miles from Port of Spain, a Subsistence Allowance of \$350 per month.

Entertainment

An Entertainment Allowance of \$160 per month. Actual expenses incurred for entertainment in excess of the amount specified are met from an official Entertainment Vote which is controlled by the Speaker of the House of Representatives.

Medical Benefits

The Speaker is entitled to operative treatment, X-ray, bacteriological and pathological examinations and physiological treatment and to all incidental hospitalization services at any hospital or state institution established and maintained by the State under the Hospitals Ordinance, or where these services are not available at such hospitals, treatment and services in any other hospital, institution or nursing home in Trinidad and Tobago.

Pensions/Gratuity

Retiring Allowances are provided to the incumbent in accordance with the Retiring Allowances (Legislative Service) Act, Chapter 2:03.

RECOMMENDATIONS

99. We are recommending a revised remuneration package for the Speaker of the House of Representatives, as follows:-

Salary

\$12,500 per month.

Housing

Provision of official quarters or a Housing Allowance of \$1,500 per month in lieu thereof.

Transport Facilities

- (i) Provision of an official car and an official driver. All maintenance and operational costs related to the car to be borne by the State;
- (ii) where the Speaker is an elected Member of the House of Representatives a revised maximum loan of \$50,000 at a rate of interest of 6% per annum to facilitate the purchase of a motor vehicle with full exemption from Motor Vehicle Tax and Value Added Tax; and
- (iii) where the Speaker is an elected Member of the House of Representatives, a Travel Allowance of \$2,100 per month instead of the existing arrangement whereby a Special Travel Allowance and a Commuted Travelling Allowance are paid.

Subsistence Allowance

The existing arrangements in respect of daily travel beyond a radius of ten (10) miles from Port of Spain and for residence beyond ten (10) miles should be discontinued. Instead a fixed sum of \$625 per month should be paid.

Parliamentary Allowance

Where the Speaker is an elected Member of Parliament, he should be entitled to official stationery and free postage within Trinidad and Tobago for all official correspondence related to the business of his constituency.

Other Terms and Conditions of Service

100. The other terms and conditions of service applicable to the office of Speaker should continue in effect. These benefits are:-

- (i) Telephone
- (ii) Motor Vehicle Insurance Loan (only where the Speaker is an elected Member of the House of Representatives)
- (iii) Chauffeur Allowance (only where the Speaker is an elected Member of the House of Representatives)
- (iv) Subsistence arrangements for:-
 - (a) travel to or within Tobago; and
 - (b) late sittings of Parliament.
- (v) Entertainment
- (vi) Medical Benefits
- (vii) Pensions/Gratuity.

THE PRESIDENT OF THE SENATE

EXISTING TERMS AND CONDITIONS OF SERVICE

101. The current remuneration arrangements in respect of the office of President of the Senate are as follows:-

Salary

\$5,940 per month.

Housing

Rent-free, furnished Grade I quarters or a Housing Allowance of \$750 per month in lieu thereof.

Transport Facilities

- (i) A maximum loan of \$25,000 currently at a rate of interest of 4% per annum to facilitate the purchase of a motor vehicle with full exemption from Motor Vehicle Tax and Value Added Tax;
- (ii) a loan to cover the cost of Motor Vehicle Insurance Premium;
- (iii) a Commuted Travelling Allowance of \$525 per month; and
- (iv) a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service.

Subsistence Allowance

- (i) A rate of \$70 per day when travelling beyond a radius of ten (10) miles from Port of Spain;
- (ii) in the case of travel to or within Tobago, payment of full hotel expenses including meals plus \$40 per day, or a flat sum of \$90 per day;
- (iii) entitlement to the cost of accommodation and meals in the event that the holder of the office is required to stay overnight as a result of late sittings of Parliament, provided that he resides beyond a radius of ten (10) miles from Port of Spain; and
- (iv) when the office-holder resides beyond a radius of ten (10) miles from Port of Spain, a Subsistence Allowance of \$350 per month.

Entertainment

An Entertainment Allowance of \$160 per month. Actual expenses incurred for entertainment in excess of the amount specified above to be met from an official Entertainment Vote which is controlled by the Speaker of the House of Representatives.

Medical Benefits

The President of the Senate is entitled to operative treatment, X-ray, bacteriological and pathological examinations and physiological treatment and to all incidental hospitalization services at any hospital or state institution established and maintained by the State under the Hospitals Ordinance or where these services are not available at such hospitals, treatment and services in any other hospital, institution or nursing home in Trinidad and Tobago.

Pensions/Gratuity

Retiring Allowances are provided to the incumbent in accordance with the Retiring Allowances (Legislative Service) Act, Chapter 2:03.

RECOMMENDATIONS

102. The recommended revised remuneration arrangements in respect of the President of the Senate are as follows:-

Salary

\$11,500 per month.

Housing

Provision of official quarters or a Housing Allowance of \$1,500 per month in lieu thereof.

Transport Facilities

The existing Transport Facilities should be discontinued. Instead, the President of the Senate should be provided with an official car and an official driver. All maintenance and operational costs to be borne by the State.

Subsistence Allowance

The existing arrangements in respect of daily travel beyond a radius of ten (10) miles from Port of Spain and for residence beyond ten (10) miles from Port of Spain should be discontinued. Instead a fixed sum of \$625 per month should be paid.

Other Terms and Conditions of Service

103. The other terms and conditions of service applicable to the office of the President of the Senate should continue in effect. These benefits are:-

- (i) Subsistence arrangements for:-
 - (a) travel to or within Tobago; and
 - (b) late sittings of Parliament.
- (ii) Entertainment
- (iii) Medical Benefits
- (iv) Pensions/Gratuity.

LEADER OF THE OPPOSITION

104. The Leader of the Opposition occupies a very significant place in the parliamentary system of government. The Opposition, by monitoring Government policy and advancing alternatives, ensures the continued observance of democratic principles. It falls to the Leader of the Opposition to effect the discharge of this responsibility.

105. The Government, in acknowledgement of the importance of his office, provides office accommodation and staff for the Leader of the Opposition.

EXISTING TERMS AND CONDITIONS OF SERVICE

106. The current remuneration package of the Leader of the Opposition is as follows:-

Salary

\$5,940 per month.

Telephone

The cost of rental, metered charges and ticketed calls relating to official business is borne by the State.

Transport

- (i) Provision of a maximum loan of \$25,000 currently at a rate of interest of 4% per annum to facilitate the purchase of a motor vehicle, with full exemption from Motor Vehicle Tax and Value Added Tax;
- (ii) a loan to cover the cost of Motor Vehicle Insurance Premium;
- (iii) a Commuted Travelling Allowance of \$825 per month;
- (iv) a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service; and
- (v) a Special Travel Allowance of \$450 per month.

Subsistence Allowance

- (i) \$350 per month where the office-holder resides beyond a radius of ten (10) miles from Port of Spain;
- (ii) \$450 per month where the office-holder resides beyond a radius of twenty (20) miles from Port of Spain; and
- (iii) entitlement to the cost of accommodation and meals in the event that the holder of the office is required to stay overnight as a result of late sittings of Parliament, provided always that he resides beyond a radius of ten (10) miles from Port of Spain.

Entertainment

Entertainment expenses met from an official Entertainment Vote controlled by the Speaker of the House of Representatives.

Parliamentary Allowance

Official stationery and free postage within Trinidad and Tobago for all correspondence related to constituency business.

Pensions/Gratuity

A Retiring Allowance and/or gratuity provided in accordance with the Retiring Allowances (Legislative Service) Act, Chapter 2:03.

RECOMMENDATIONS

107. The recommended remuneration package for the Leader of the Opposition is as follows:-

Salary

In light of the importance of the role of the Leader of the Opposition in the parliamentary system, we consider that the salary of the office-holder should be equivalent to that of a Minister of Government. As such, we recommend that the revised salary of Leader of the Opposition should be \$11,500 per month.

Transport Facilities

- (i) Provision of a revised maximum loan of \$50,000 at a rate of interest of 6% per annum to facilitate the purchase of a Motor Vehicle with full exemption from Motor Vehicle Tax and Value Added Tax; and
- (ii) the Special Travel Allowance and the Commuted Travelling Allowance should be discontinued and instead a fixed Travel Allowance of \$2,000 per month should be paid.

Subsistence Allowance

The existing arrangements in respect of Subsistence Allowance should be discontinued and instead a fixed sum of \$625 per month should be paid.

Other Terms and Conditions of Service

108. The other terms and conditions of service applicable to the office of Leader of the Opposition should continue in effect. These benefits are:-

- (i) Telephone
- (ii) Motor Vehicle Insurance Loan
- (iii) Chauffeur Allowance
- (iv) Subsistence arrangements for late sittings of Parliament

- (v) Entertainment
- (vi) Parliamentary Allowance
- (vii) Pensions/Gratuity.

PARLIAMENTARY SECRETARY

109. The role of a Parliamentary Secretary is essentially that of a Junior Minister. In this regard, he is required to assist in the administrative and policy-making functions of the particular Ministry. We have considered the duties and responsibilities of the Parliamentary Secretary and have formed the view that the post should be more appropriately remunerated.

EXISTING TERMS AND CONDITIONS OF SERVICE

Salary

\$4,400 per month.

Cost-of-Living Allowance

A Cost-of-Living Allowance on the same basis as is paid to public officers.

Telephone

The cost of installation and recurring rental charges for a telephone in his private residence met by the State.

Transport Facilities

- (i) A maximum loan of \$25,000 currently at a rate of interest of 4% per annum to facilitate the purchase of a motor vehicle with full exemption from Motor Vehicle Tax and Value Added Tax;
- (ii) a loan to cover the cost of Motor Vehicle Insurance Premium;
- (iii) a Commuted Travelling Allowance of \$825 per month if an elected member of Parliament or \$675 per month if a Senator;
- (iv) a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur I in the Public Service; and
- (v) a Special Travel Allowance of \$450 per month if an elected member of Parliament.

Subsistence Allowance

- (i) \$350 per month where he resides beyond a radius of ten (10) miles from Port of Spain;

- (ii) \$450 per month where he resides beyond a radius of twenty (20) miles from Port of Spain; and
- (iii) entitlement to cost of accommodation and meals in the event he is required to stay overnight as a result of late sittings of Parliament, provided always that he resides beyond a radius of ten (10) miles from Port of Spain.

Entertainment

Entertainment expenses for the Parliamentary Secretary met from an official Entertainment Vote controlled by the Speaker of the House of Representatives.

Vacation Leave

- (i) Entitlement to 30 calendar days per annum; and
- (ii) where in the opinion of the Prime Minister, it is not convenient for him (the Prime Minister) to allow a Parliamentary Secretary to proceed on leave in any given year such leave to be preserved to be taken at a convenient time, or alternatively, the Parliamentary Secretary to be given the option to receive salary in lieu thereof.

Medical Benefits

The office-holder is entitled to operative treatment, X-ray, bacteriological and pathological examinations and physiological treatment and to all incidental hospitalization services at any hospital or state institution established and maintained by the State under the Hospitals Ordinance or where these services are not available at such hospital, to be paid the cost of such treatment and services in any other hospital, institution or nursing home in Trinidad and Tobago.

Parliamentary Allowance

A Parliamentary Secretary who is an elected member of Parliament is entitled to official stationery and free postage within Trinidad and Tobago for all correspondence related to the business of his constituency.

Pensions/Gratuity

Retiring Allowances are payable to a Parliamentary Secretary in accordance with the Retiring Allowances (Legislative Service) Act, Chapter 2:03.

RECOMMENDATIONS

110. We recommend the following changes:-

Salary

\$8,000 per month.

Cost-of-Living Allowance

The payment of Cost-of-Living Allowance should be discontinued.

Transport Facilities

- (i) A revised maximum loan of \$50,000 at a rate of interest of 6% per annum to facilitate the purchase of a Motor Vehicle with full exemption from Motor Vehicle Tax and Value Added Tax; and
- (ii) instead of a Commuted Travelling Allowance and a Special Travel Allowance, a fixed Travel Allowance of:-
 - (a) \$2,000 per month, where an elected member
or
 - (b) \$1,600 per month, where a Senator.

Subsistence Allowance

- (i) The existing arrangement to be replaced by a fixed sum of \$625 per month;
- (ii) \$700 per month where normal residence is in Tobago; and
- (iii) For official travel to Tobago:-
 - (a) Where overnight stay is required:-

Hotel expenses including meals. In addition, a Subsistence Allowance of \$10 per day is payable. Where, however, he opts not to utilise hotel facilities, a fixed sum of \$70 per day to be payable.
 - (b) Where no overnight stay is required:-

A fixed sum of \$70 per day to be payable.

Other Terms and Conditions of Service

111. The other terms and conditions of service of the Parliamentary Secretary should continue in effect. These benefits are:-

- (i) Telephone
- (ii) Motor Vehicle Insurance Loan
- (iii) Chauffeur Allowance
- (iv) Subsistence arrangements for late sittings of Parliament
- (v) Entertainment
- (vi) Vacation Leave
- (vii) Medical Benefits
- (viii) Parliamentary Allowance
- (ix) Pensions/Gratuity.

VICE PRESIDENT OF THE SENATE AND DEPUTY SPEAKER OF THE HOUSE OF REPRESENTATIVES

112. In view of the fact that we have recommended a change in the existing relativities between the President of the Senate and the Speaker of the House of Representatives, it follows that where formerly the office of Vice President of the Senate and Deputy Speaker of the House of Representatives were equated, they should now be accorded different remuneration packages.

EXISTING TERMS AND CONDITIONS OF SERVICE

Salary

\$3,696 per month.

Transport Facilities

- (i) A maximum loan of \$25,000 currently at a rate of interest of 4% per annum to facilitate the purchase of a motor vehicle with full exemption from Motor Vehicle Tax and Value Added Tax;
- (ii) a loan to cover the cost of Motor Vehicle Insurance Premium;
- (iii) a Commuted Travelling Allowance of \$575 per month. Where the Deputy Speaker of the House of Representatives represents a constituency located beyond a radius of ten (10) miles from Port of Spain an allowance of \$725 per month instead; and

- (iv) a Special Travel Allowance of \$450 per month.

Subsistence Allowance

- i) \$350 per month where residence is beyond a radius of ten (10) miles from Port of Spain; and
- ii) entitlement to the cost of accommodation and meals in the event he is required to stay overnight as a result of late sittings of Parliament, provided always that he resides beyond a radius of ten (10) miles from Port of Spain.

Entertainment

Actual entertainment expenses incurred are met from an official Entertainment Vote controlled by the Speaker of the House of Representatives.

Parliamentary Allowance

Provision of official stationery and free postage within Trinidad and Tobago for all correspondence related to official business.

Pensions/Gratuity

Retiring Allowances provided in accordance with the Retiring Allowances (Legislative Service) Act, Chapter 2:03.

RECOMMENDATIONS

DEPUTY SPEAKER

Salary

\$6,750 per month.

Transport Facilities

- i) A revised maximum loan of \$50,000 at a rate of interest of 6% per annum, to facilitate the purchase of a motor vehicle with full exemption from Motor Vehicle Tax and Value Added Tax;
- ii) instead of a Commuted Travelling Allowance and a Special Travel Allowance, a fixed Travel Allowance of \$1,700 per month or \$1,900 per month where the Deputy Speaker represents a constituency which is located beyond fifty (50) kilometres from Port of Spain.

Subsistence Allowance

The existing arrangement in respect of Subsistence Allowance should be discontinued and instead a fixed sum of \$625 per month should be paid.

Other Terms and Conditions of Service

113. The other terms and conditions of service of the Deputy Speaker should continue in effect. These benefits are:-

- (i) Motor Vehicle Insurance Loan
- (ii) Subsistence arrangements for late sittings of Parliament
- (iii) Entertainment
- (iv) Parliamentary Allowance
- (v) Pensions/Gratuity.

VICE PRESIDENT OF THE SENATE

Salary

\$6,250 per month.

Transport Facilities

- (i) A revised maximum loan of \$50,000 at a rate of interest of 6% per annum to facilitate the purchase of a motor vehicle with full exemption from Motor Vehicle Tax and Value Added Tax; and
- (ii) the existing Commuted Travelling Allowance and Special Travel Allowance should be replaced by a fixed Travel Allowance of \$1,000 per month.

Subsistence Allowance

The existing arrangement in respect of Subsistence Allowance should be discontinued and instead a fixed sum of \$625 per month should be paid.

Other Terms and Conditions of Service

114. The other terms and conditions of service of the Vice President of the Senate should continue in effect. These benefits are:-

- (i) Motor Vehicle Insurance Loan
- (ii) Subsistence arrangements for late sittings of Parliament
- (iii) Entertainment
- (iv) Parliamentary Allowance
- (v) Pensions/Gratuity

MEMBER OF THE HOUSE OF REPRESENTATIVES

115. The House of Representatives forms the lower House of the two chambers of Parliament and is comprised of the elected representatives. In this regard, the members are required to debate and approve laws relating to the order and good government of Trinidad and Tobago. Members can also introduce private bills and/or motions for the consideration of the House. In addition, Members may be required to comprise one or more of the select Parliamentary Committees (which are formed from time to time during the life of a particular Parliament) to consider any matter as may be determined by Parliament. Further, as a representative of a particular constituency, the Member is expected to represent his constituents in the best manner possible.

EXISTING TERMS AND CONDITIONS OF SERVICE

116. The current remuneration arrangements for Members of the House of Representatives are as follows:-

Salary

\$3,300 per month.

Transport Facilities

- (i) A maximum loan of \$25,000 currently at a rate of interest of 4% per annum to facilitate the purchase of a motor vehicle with full exemption from Motor Vehicle Tax and Value Added Tax;
- (ii) a loan to cover the cost of Motor Vehicle Insurance Premium;
- (iii) a Commuted Travelling Allowance of \$575 per month, or where the Member represents a constituency situated beyond a radius of ten (10) miles from Port of Spain - an allowance of \$725 per month; and
- (iv) a Special Travel Allowance of \$450 per month.

Subsistence Allowance

- (i) \$350 per month, where residence is beyond a radius of ten (10) miles from Port of Spain;
- (ii) entitlement to the cost of accommodation and meals in the event that he is required to stay overnight as a result of late sittings of Parliament, provided always that the member resides beyond a radius of ten (10) miles from Port of Spain;

- (iii) the cost of hotel expenses, meals, air fares and transportation to and from airports in Trinidad and Tobago of those members representing constituencies in Tobago met by the State in connection with attendance at meetings of Parliament and official functions; and
- (iv) the cost of expenses incurred for attendance at official functions by the spouses of such representatives are also met by the State.

Entertainment

The entertainment expenses of Members (other than Ministers) are met from an official Entertainment Vote controlled by the Speaker of the House of Representatives.

Parliamentary Allowance

Provision of official stationery and free postage within Trinidad and Tobago for all correspondence relating to the business of their constituencies.

Pensions/Gratuity

Retiring Allowances for Members of Parliament are provided in accordance with the Retiring Allowances (Legislative Service) Act, Chapter 2:03.

RECOMMENDATIONS

Salary

\$5,750 per month.

Transport Facilities

- (i) A revised maximum loan of \$50,000 at a rate of interest of 6% per annum to facilitate the purchase of a motor vehicle with full exemption from Motor Vehicle Tax and Value Added Tax; and
- (ii) instead of a Commuted Travelling Allowance and a Special Travel Allowance, a fixed Travel Allowance of \$1700 per month or \$1900 per month where he represents a constituency which is located beyond fifty (50) kilometres from Port of Spain.

Subsistence Allowance

The existing arrangement in respect of Subsistence Allowance is to be discontinued and instead a fixed sum of \$625 per month should be paid.

Other Terms and Conditions of Service

117. The other terms and conditions of service of a Member of Parliament should continue in effect. These benefits are:-

- (i) Motor Vehicle Insurance Loan
- (ii) Subsistence arrangements for:-
 - (a) late sittings of Parliament;
 - (b) attendance at Parliament and official functions by Members from Tobago.
- (iii) Entertainment
- (iv) Parliamentary Allowance
- (v) Pensions/Gratuity.

MEMBERS OF THE SENATE

(other than Ministers and Parliamentary Secretaries)

EXISTING TERMS AND CONDITIONS OF SERVICE

118. The current remuneration arrangements for Members of the Senate are as follows:-

Salary

\$2,640 per month.

Transport Facilities

Senators, other than temporary appointees, are eligible for:-

- (i) A maximum loan of \$25,000 currently at a rate of interest of 4% per annum to facilitate the purchase of a motor vehicle with full exemption from Motor Vehicle Tax and Value Added Tax;
- (ii) a loan to cover the cost of Motor Vehicle Insurance Premium; and
- (iii) a Commuted Travelling Allowance of \$575 per month.

Subsistence Allowance

- (i) \$350 per month, where residence is beyond a radius of ten (10) miles from Port of Spain; and
- (ii) entitlement to the cost of accommodation and meals in the event that he is required to stay overnight as a result of late sittings of Parliament,

provided always that the Senator resides beyond a radius of ten (10) miles from Port of Spain.

Entertainment

The entertainment expenses of Members of the Senate (other than Ministers and Parliamentary Secretaries) met from an official Entertainment Vote controlled by the Speaker of the House of Representatives.

Parliamentary Allowance

Provision of official stationery and free postage within Trinidad and Tobago for correspondence relating to official business.

RECOMMENDATIONS

Salary

\$4,500 per month.

Transport Facilities

- (i) A revised maximum loan of \$50,000 at a rate of interest of 6% per annum to facilitate the purchase of a motor vehicle with full exemption from Motor Vehicle Tax and Value Added Tax; and
- (ii) the existing Commuted Travelling Allowance should be replaced by a fixed Travel Allowance of \$1,000 per month.

Subsistence Allowance

The existing arrangement in respect of Subsistence Allowance should be discontinued and instead a fixed sum of \$625 per month should be paid.

Other Terms and Conditions of Service

119. The other terms and conditions of service of a Member of the Senate should continue in effect. These benefits are:-

- (i) Motor Vehicle Insurance Loan
- (ii) Subsistence arrangements for late sittings of Parliament
- (iii) Entertainment
- (iv) Parliamentary Allowance

OMBUDSMAN

120. The Constitution provides for the establishment of the office of Ombudsman for the purpose of investigating "any decision or recommendation made, including any advice given or recommendation made to a Minister or any act done or omitted by any department of Government or any other authority...or by officers or members of such a department or authority, being action taken in exercise of the administrative functions of that department or authority."

EXISTING TERMS AND CONDITIONS OF SERVICE

121. The current remuneration arrangements in respect of the office of Ombudsman are as follows:-

Salary

\$9,900 per month.

Cost-of-Living Allowance

A Cost-of-Living Allowance on the same basis as is paid to public officers.

Housing

Rent-free, fully furnished super-grade quarters or a Housing Allowance of \$750 per month in lieu thereof.

Telephone

Refund of the cost of rental of a telephone at residence along with the other charges relating to its use for official purposes.

Transport Facilities

- (a) (i) An official car with all maintenance and operational costs borne by the State; and
- (ii) a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service.

or

- (b) (i) A maximum loan of \$25,000 currently at a rate of interest of 4% per annum to facilitate the purchase of a private motor vehicle with provision for exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan;
- (ii) a loan to cover the cost of Motor Vehicle Insurance Premium;

(iii) a Commuted Travelling Allowance of \$525 per month; and

(iv) a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service.

Subsistence Allowance

A rate of \$50 per day when travelling on official business outside of Port of Spain or in Tobago.

Entertainment

An Entertainment Allowance of \$250 per month.

Vacation Leave

- (i) 45 working days vacation leave per annum; and
- (ii) casual absences not exceeding 14 days per annum to be deducted from the vacation leave.

Overseas Travel Facilities

At the expiration of his tenure of office to be provided with leave passage allowances equivalent to the full/actual cost of three adult, first-class air passages to the United Kingdom by the most direct route.

Medical Benefits

In addition, he/she is entitled without charge to operative treatment, X-ray, bacteriological and pathological examination and physiological treatment and to all incidental hospitalization services at any hospital or state institution established and maintained by the State under the Hospitals Ordinance, or where these services are not available at such hospital, to be paid the cost of such treatment and services in any other hospital, institution or nursing home in Trinidad and Tobago.

Pensions/Gratuity

On the completion of the term of engagement, a gratuity at the rate of 20% of salary.

Other Terms and Conditions of Service

122. Where the Ombudsman takes his leave or any part of it at the expiry of his term of office, he is entitled to salary or a proportionate part during the period of such leave and also to occupy the Ombudsman's quarters and to medical treatment in accordance with the terms of his service.

RECOMMENDATIONS

123. In certain instances we have recommended the discontinuation of existing benefits. However, by virtue of the office of Ombudsman being a Special Office protected under section 136(6) of the Constitution, the present incumbent should continue to receive existing terms and conditions in those cases. The recommended revised remuneration arrangements for the office of Ombudsman are as follows:-

Salary

\$12,500 per month.

Cost-of-Living Allowance

The payment of a Cost-of-Living Allowance should be discontinued.

Housing

Rent-free, fully furnished super-grade quarters or a revised Housing Allowance of \$1,000 per month in lieu thereof.

Transport Facilities

We regard the present arrangement whereby the Ombudsman has a choice of either an official car maintained by the State or motor vehicle loan facilities as rather unsatisfactory and cumbersome. We recommend that the following arrangements should apply instead:-

- (i) A maximum loan of \$50,000 at a rate of interest of 6% per annum to facilitate the purchase of a motor vehicle with provision for exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan;
- (ii) the Commuted Travelling Allowance be replaced by a fixed Travel Allowance of \$1,000 per month.

Subsistence Allowance

The existing arrangement for the payment of a daily Subsistence Allowance should be discontinued and instead a fixed sum of \$500 per month should be paid.

Entertainment

The payment of an Entertainment Allowance should be discontinued.

Vacation Leave

Entitlement to 30 calendar days leave per annum.

Other Terms and Conditions of Service

124. The other terms and conditions of service of the office of Ombudsman should continue in effect. These benefits are:-

- (i) Telephone
- (ii) Motor Vehicle Insurance Loan
- (iii) Chauffeur Allowance
- (iv) Overseas Travel Facilities
- (v) Medical Benefits
- (vi) Pensions/Gratuity
- (vii) Provision for continuation of certain benefits during leave taken at the expiry of period of tenure.

THE HIGHER JUDICIARY

125. In our Nineteenth Report which was presented to the President of the Republic on 9th March, 1990 we emphasized the unique position which Judges occupy in our democratic society. We also highlighted the need for adequate remuneration to be provided to holders of these esteemed offices so that they are not placed in a financially precarious position. In that regard, we had noted that Judges should enjoy a high degree of financial independence and security in order to ensure the proper discharge of their functions. Further, we stressed the need for an appropriate compensation package to be applicable to Judges in order to facilitate the recruitment of persons of the highest competence and integrity.

126. We had observed also that in the Regulations to the Judges Salaries and Pensions Act, Chapter 6:02, provision was made for the exemption from income tax of all allowances payable under the Regulations. In that context, the Commission recommended that the salaries and pensions payable to Judges should also be exempt from taxation. That recommendation was accepted. We affirm and recommend that apart from the President, Judges are the only office-holders to whom this provision should apply.

127. In our deliberations, we had noted that a Personal Allowance (termed a Judge's Allowance) had been provided to these office-holders with effect from 1st January, 1980.

128. Given the composition of the remuneration arrangements as well as the facility of exemption from income tax and any other tax, we are of the view that the overall compensation package for Judges has been raised to an equitable level.

CHIEF JUSTICE

129. The Chief Justice heads the Supreme Court of Judicature which consists of the High Court and the Court of Appeal.

EXISTING TERMS AND CONDITIONS OF SERVICE

Salary

\$11,880 per month:

Personal Allowance (Judge's Allowance)

\$2,000 per month.

Cost-of-Living Allowance

A Cost-of-Living Allowance on the same basis as is paid to public officers.

Housing

Rent-free, fully furnished, super-grade residence or a Housing Allowance of \$750 per month in lieu thereof.

Telephone

The cost of telephone rental, metered charges and ticketed calls for official purposes to be met by the State.

Transport Facilities

- (i) An official motor vehicle with all maintenance and operational costs met by the State;
- (ii) an official chauffeur who shall be a police officer;
- (iii) a maximum loan of \$25,000 currently at a rate of interest of 4% per annum to facilitate the purchase of a motor vehicle with full exemption from Motor Vehicle Tax and Value Added Tax where the vehicle is manufactured locally and exemption from customs duty where the motor vehicle is manufactured abroad;
- (iv) a loan to cover the cost of Motor Vehicle Insurance premium; and
- (v) a Commuted Travelling Allowance of \$525 per month.

Subsistence Allowance

A rate of \$50 per day when on duty in San Fernando or Tobago.

Entertainment

- (i) An Entertainment Allowance of \$350 per month; and
- (ii) actual expenses incurred in excess of the allowance to be met from an official Entertainment Vote under the control of the Chief Justice.

Vacation Leave

Vacation Leave coincides with "court vacation" and "long vacation".

Overseas Travel Facilities

- (a)(i) In every alternate year, entitlement to go abroad during the long vacation and to be paid a passage allowance for his wife, if any, and children, if any.

- (ii) The total passage allowance shall not exceed the cost of three adult first-class return airfares from Trinidad to Kingston, Jamaica.
- (iii) For every alternate occasion, entitlement to be in respect of three adult return airfares from Trinidad to London.
- (b)(i) Every two years, entitlement to a passage to any part of the Commonwealth served by the national airline to establish contact with judicial colleagues, attend conferences, seminars, lectures or similar gatherings.
 - (ii) Where such judicial contact involves some official participation in a Commonwealth country not served by the national airline; or the United Nations and its law agencies and organs, the cost of supplementary travel shall be authorized.
 - (iii) The passage allowance shall cover first class travel, hotel accommodation and subsistence and be in respect of the Chief Justice's spouse, and not more than two of his children who have not yet attained the age of eighteen years, unmarried and maintained by him.

Medical Benefits

Entitlement without charge to operative treatment, X-ray, bacteriological and pathological examinations and physiotherapy treatment and to all incidental hospitalization services at any hospital or other institution established and maintained by the State under the Hospitals Ordinance. When those services are not available at such hospital, the cost of such treatment and services at any other hospital, institution or nursing home in Trinidad and Tobago shall be paid.

Pensions/Gratuity

Entitlement to pension benefits in accordance with the Judges Salaries and Pensions Act, Chapter 6:02.

Exemption from taxation

Regulation 19 of the Judges' (Conditions of Service and Allowances) Regulations (No. 2) provides that the salary, pension and every allowance of whatsoever nature payable to a Judge in respect of his service shall be wholly exempt from the payment of income tax and any other tax.

JUSTICE OF APPEAL AND PUISNE JUDGE

130. In respect of the offices of Justice of Appeal and Puisne Judge the following salaries and allowances are now provided:-

EXISTING TERMS AND CONDITIONS OF SERVICE

Salary

	<u>\$ per month</u>
Justice of Appeal	9,900
Puisne Judge	9,200

Housing

Rent-free, fully furnished, super-grade residence or a Housing Allowance of \$750 per month in lieu thereof.

Entertainment

- (i) An Entertainment Allowance of \$250 per month; and
- (ii) actual expenses incurred in excess of the allowance to be met from an official Entertainment Vote under the control of the Chief Justice.

Transport Facilities

- (i) A maximum loan of \$25,000 currently at a rate of interest of 4% per annum to facilitate the purchase of a motor vehicle with full exemption from the payment of Motor Vehicle Tax and Value Added Tax when the vehicle is manufactured locally, and exemption from customs duty where the vehicle is manufactured abroad;
- (ii) a loan to cover the cost of Motor Vehicle Insurance Premium;
- (iii) a Commuted Travelling Allowance of \$525 per month; and
- (iv) a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service.

Other Terms and Conditions of Service

131. In respect of all other existing terms and conditions of service, Judges receive the same benefits as the Chief Justice.

RECOMMENDATIONS

132. We recommend the following changes to the existing compensation package applicable to the Chief Justice and other members of the Higher Judiciary:-

Salary

	<u>\$ per month</u>
Chief Justice	15,500
Justice of Appeal	12,500
Puisne Judge	11,500

Cost-of-Living Allowance

The payment of a Cost-of-Living Allowance should be discontinued. However, by virtue of being Special Offices protected under section 136(6) of the Constitution, the present incumbents should continue to receive a Cost-of-Living Allowance on the same basis as is paid to public officers.

Housing

- Rent-free, fully furnished, super-grade residence or a revised Housing Allowance of \$1,000 per month in lieu thereof.

Transport Facilities

- (i) A revised maximum loan of \$50,000 at a rate of interest of 6% per annum to facilitate the purchase of a motor vehicle with full exemption from the payment of Motor Vehicle Tax and Value Added Tax where the vehicle is manufactured locally and exemption from customs duty where the vehicle is manufactured abroad; and
- (ii) a revised Commuted Travelling Allowance of \$1,000 per month.

Subsistence Allowance

A revised rate of \$75 per day when on duty in San Fernando or Tobago.

Other Terms and Conditions of Service

133. The other terms and conditions of service applicable to members of the Higher Judiciary should continue in effect. These benefits are:-

- (i) Personal Allowance (Judge's Allowance)
- (ii) Telephone
- (iii) An official car and an official chauffeur (for the Chief Justice only)
- (iv) Motor Vehicle Insurance Loan

- (v) Chauffeur Allowance
- (vi) Entertainment
- (vii) Vacation Leave
- (viii) Overseas Travel Facilities
- (ix) Medical Benefits
- (x) Pensions/Gratuity
- (xi) Exemption from taxation

CHAPTER 6

AUDITOR GENERAL

135. The Auditor General holds an important office under the Constitution, being responsible solely to Parliament for monitoring and ensuring proper financial accountability for the expenditure and appropriation of public funds.

EXISTING TERMS AND CONDITIONS OF SERVICE

Salary

\$9,900 per month.

Cost-of-Living Allowance

A Cost-of-Living Allowance on the same basis as is paid to public officers.

Housing

- (i) Rent-free, furnished, super-grade quarters or a Housing Allowance of \$750 per month in lieu thereof; and
- (ii) exclusive use of Government quarters or other suitable accommodation when the Auditor General is on official duty in Tobago.

Telephone

The cost of rental of a telephone at his residence or quarters and such other metered charges and ticketed calls made for official purposes to be borne by the State.

Transport Facilities

- (i) A maximum loan of \$25,000 currently at a rate of interest of 4% per annum to facilitate the purchase of a motor vehicle with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan;
- (ii) a loan to cover the cost of Motor Vehicle Insurance Premium;
- (iii) a Commuted Travelling Allowance of \$525 per month;
- (iv) a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service; and
- (v) when on duty in Tobago, provision of paid passages

(by sea or air at the Auditor General's option) and free transport of his motor car to and from Tobago.

Subsistence Allowance

A rate of \$40 per day when travelling beyond a radius of ten (10) miles from head office, and when in Tobago \$50 per day.

Vacation Leave

Once in every two years, the Auditor General shall be entitled to leave of absence on long vacation, the whole or any part of which may be spent abroad.

Overseas Travel Facilities

Payment of a passage allowance of the full actual cost of first class return passages (by air or sea or partly by air or partly by sea at the Auditor General's option) for the Auditor General, his wife and children, if any, to the maximum of the equivalent of three such adult first-class return fares from Trinidad to the United Kingdom.

Medical Benefits

Entitlement without charge to operative treatment, X-ray, bacteriological and pathological examinations and physiological treatment and to all incidental hospitalization services at any hospital or institution established and maintained by the State under the Hospitals Ordinance; or where these services are not available at such hospital, to be paid the cost of such treatment and services in any hospital, institution or nursing home in Trinidad and Tobago.

Pensions/Gratuity

Entitlement to pension benefits in accordance with the provisions of the Pensions Act, Chapter 23:52.

RECOMMENDATIONS

136. In certain instances we have recommended the discontinuation of existing benefits. However, by virtue of the office of Auditor General being a Special Office protected under section 136(6) of the Constitution, the present incumbent should continue to receive existing terms and conditions in those cases. The recommended revised remuneration arrangements for the office of Auditor General are as follows:-

Salary

\$12,500 per month.

Cost-of-Living Allowance

The payment of a Cost-of-Living Allowance should be discontinued.

Housing

Rent-free, furnished, super-grade quarters or a revised Housing Allowance of \$1,000 per month in lieu thereof.

Transport Facilities

- (i) A revised maximum loan of \$50,000 at a rate of interest of 6% per annum to facilitate the purchase of a motor vehicle with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan; and
- (ii) a revised Commuted Travelling Allowance of \$1,000 per month.

Subsistence Allowance

The existing arrangement in respect of Subsistence Allowance should be discontinued and instead a fixed sum of \$500 per month should be paid.

Other Terms and Conditions of Service

137. The other terms and conditions of service applicable to the Auditor General should continue in effect. These benefits are:-

- (i) Telephone
- (ii) Motor Vehicle Insurance Loan
- (iii) Chauffeur Allowance
- (iv) Vacation Leave
- (v) Overseas Travel Facilities
- (vi) Medical Benefits
- (vii) Pensions/Gratuity.

CHAPTER 7

THE INDUSTRIAL COURT

138. The Industrial Court is a superior court of record with jurisdiction as follows:-

- (a) to hear and determine trade disputes;
- (b) to register collective agreements and to hear and determine matters relating to the registration of such agreements;
- (c) to enjoin a trade union or other organisation or workers or other persons or an employer from taking or continuing industrial action;
- (d) to hear and determine proceedings for industrial relations offences under Chapter 88:01;
- (e) to hear and determine any other matter brought before it, pursuant to the said Act.

139. The Industrial Court has jurisdiction over all trade or collective bargaining disputes in Trinidad and Tobago. Therefore, it can be considered that the decisions of the Court affect the industrial relations climate of the entire country.

EXISTING TERMS AND CONDITIONS OF SERVICE

Salary

	<u>\$ per month</u>
President	- 9,900
Vice President	- 9,200
Chairman of the Essential Services Division	- 9,200
Member	- 8,696

Cost-of-Living Allowance

A Cost-of-Living Allowance on the same basis as is paid to public officers.

Housing

Rent-free, furnished, super-grade quarters or a Housing Allowance of \$750 per month in lieu thereof.

Telephone

Cost of telephone rental, metered charges and ticketed calls relating to official business to be met by the State.

Transport Facilities

- (i) A maximum loan of \$25,000 currently at a rate of interest of 4% per annum to facilitate the purchase of a motor vehicle with full exemption from Motor Vehicle Tax and Value Added Tax;
- (ii) a loan to cover the cost of Motor Vehicle Insurance Premium;
- (iii) a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service; and
- (iv) a Commuted Travelling Allowance of \$525 per month.

Subsistence Allowance

A Subsistence Allowance of \$50 per day when on duty in San Fernando or Tobago.

Entertainment

- (i) An Entertainment Allowance of \$250 per month; and
- (ii) actual expenses incurred in excess of the allowance to be met from an official Entertainment Vote under the control of the President of the Industrial Court.

Vacation Leave

Annual vacation leave to coincide with "court vacation" and "long vacation".

Overseas Travel Facilities

- (i) In every alternate year, entitlement to go abroad during the annual vacation and qualify for a passage allowance payable in respect of the member's spouse and children, if any;
- (ii) the passage allowance not to exceed the cost of three adult first-class return airfares by the most direct route to Kingston, Jamaica; and
- (iii) for every alternate occasion, the passage allowance not to exceed the cost of three adult, first-class return airfares to the United Kingdom.

Medical Benefits

Entitlement to operative treatment, X-ray, bacteriological and pathological examinations and to all incidental hospitalization services at any hospital or state institution established and maintained by the State under the Hospitals Ordinance or where these services are not available at such hospital, to be paid the cost of such

treatment and services in any other hospital, institution or nursing home in Trinidad and Tobago.

Pensions/Gratuity

- (i) Where the President of the Industrial Court is a Judge of the Supreme Court of Judicature - pension benefits to be provided in accordance with the Judges Salaries and Pensions Act, Chapter 6:02; and
- (ii) Members other than a Judge of the Supreme Court to be provided with pension benefits as set out in the Industrial Court (Pensions and Gratuities of Members) Regulations.

SUBMISSIONS OF THE MEMBERS OF THE INDUSTRIAL COURT

140. In their representations to the Commission, the President of the Industrial Court and his delegation contended that they were "Judges of the Industrial Court" and should be given treatment equivalent to Judges of the High Court.

141. In 1984, in response to a submission by the then President of the Industrial Court, the extension to the Members of the Industrial Court of a tax-free Personal Allowance (Judge's Allowance) which had been specially provided to the Judges of the Supreme Court, formed the subject of a detailed review by the Commission.

142. The Commission did not support the claim of the Members of the Industrial Court. At that time, we considered the circumstances in which the Personal Allowance was provided to Judges of the Supreme Court by the Executive. In essence, it was not the intention that the allowance be applicable to any other group of office-holders. Further, we observed that there was no documentary evidence expressly authorizing the provision of the same salary and allowances as Judges of the Supreme Court to Members of the Industrial Court, save where a Judge of the Supreme Court may be appointed President of the Industrial Court.

143. The issue of parity of treatment of members of the Industrial Court with Judges of the Supreme Court has once more been reviewed by the Commission. After careful examination of the functions of the Industrial Court, the duties and responsibilities of its members and taking into consideration legal opinion on the matter, we have concluded that although the Industrial Court is a Superior Court of Record, the Members of the Court cannot be deemed to be on par with Judges of the High Court.

144. We also note that certain allowances provided to the Members of the Industrial Court are exempt from taxation. We are not aware that any provisions exist in law to give effect to this facility and as such, this should be regularized.

RECOMMENDATIONS

145. Against this background, we recommend the following changes to the existing package of the Members of the Industrial Court:-

Salary

	<u>\$ per month</u>
President	- 12,500
Vice-President	- 11,500
Chairman of the Essential Services Division	- 11,500
Member	- 11,000

Cost-of-Living Allowance

The payment of a Cost-of-Living Allowance should be discontinued. However, by virtue of being a protected office under section 5(3) of the Industrial Relations Act, Chapter 88:01, the payment of a Cost-of-Living Allowance to present incumbents should continue to apply.

Housing Allowance

Rent-free, furnished, super-grade quarters or a revised Housing Allowance of \$1,000 per month in lieu thereof.

Transport Facilities

- (i) A maximum loan of \$50,000 at a rate of interest of 6% per annum to facilitate the purchase of a motor vehicle with full exemption from Motor Vehicle Tax and Value Added Tax; and
- (ii) a revised Commuted Travelling Allowance of \$1,000 per month.

Subsistence Allowance

A revised Subsistence Allowance of \$75 per day when on duty in San Fernando or Tobago.

Other Terms and Conditions of Service

146. The other terms and conditions of service applicable to the Members of the Industrial Court should continue in effect. These benefits are:-

- (i) Telephone
- (ii) Motor Vehicle Insurance Loan
- (iii) Chauffeur Allowance
- (iv) Entertainment
- (v) Vacation Leave
- (vi) Overseas Travel Facilities
- (vii) Medical Benefits
- (viii) Pensions /Gratuity.

CHAPTER 8

TAX APPEAL BOARD

147. The Tax Appeal Board is a superior court of record which has jurisdiction to hear and determine appeals by individuals and corporate bodies against decisions of the Board of Inland Revenue upon objections to assessments made under the provisions of the Income Tax Act. The Board comprises a Chairman and two Members.

EXISTING TERMS AND CONDITIONS OF SERVICE

Salary

		<u>\$ per month</u>
Chairman	-	9,200
Member (full-time)	-	8,696
Member (part-time)	-	1,980

The following terms and conditions of service are applicable to full-time office-holders only.

Cost-of-Living Allowance

A Cost-of-Living Allowance on the same basis as is paid to public officers.

Housing

Rent-free, fully furnished, super-grade quarters or a Housing Allowance of \$750 per month in lieu thereof.

Telephone

The cost of telephone rental, metered charges and ticketed calls for official purposes to be met by the State.

Transport Facilities

- (i) A maximum loan of \$25,000 currently at a rate of interest of 4% per annum to facilitate the purchase of a motor vehicle with full exemption from Motor Vehicle Tax and Value Added Tax. In addition, the Chairman obtains exemption from customs duty only, where the motor vehicle is manufactured abroad;
- (ii) a loan to cover the cost of Motor Vehicle Insurance Premium;
- (iii) a Commuted Travelling Allowance of \$525 per month; and
- (iv) a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service.

Subsistence Allowance

A rate of \$50 per day when travelling on official business beyond a radius of ten (10) miles from official headquarters.

Entertainment

An Entertainment Allowance of \$250 per month.

Vacation Leave

Annual Leave coincides with "court vacation" and "long vacation".

Overseas Travel Facilities

- (i) In every alternate year, the office-holders to be entitled to travel during annual vacation leave and to qualify for a passage allowance for themselves, wife and children, if any;
- (ii) a passage allowance not to exceed the cost of three adult first-class return airfares to Kingston, Jamaica; and
- (iii) for every alternate occasion, a passage allowance not to exceed the cost of three adult first-class return air fares to the United Kingdom.

Medical Benefits

Entitlement to operative treatment, X-ray, bacteriological and pathological examinations and physiological treatment and to all incidental hospitalization services at any hospital or state institution established and maintained by the State under the Hospitals Ordinance or where these services are not available at such hospital, to be paid the cost of such treatment and services in any other hospital, institution or nursing home in Trinidad and Tobago.

RECOMMENDATION

148. We recommend that the existing compensation arrangements for the Chairman and Members of the Tax Appeal Board be revised in the following manner:-

Salary

		<u>\$ per month</u>
Chairman	-	11,500
Member (full-time)	-	11,000
Member (part-time)	-	3,000

The following terms and conditions of service are recommended for full-time office-holder only.

Cost-of-Living Allowance

The payment of a Cost-of-Living Allowance should be discontinued. However, by virtue of being protected offices under section 5 of the Tax Appeal Board Act, Chapter 4:50, the present incumbents should continue to receive a Cost-of-Living Allowance on the same basis as is paid to public officers.

Housing

Rent-free, fully furnished, super-grade quarters or a revised Housing Allowance of \$1,000 per month in lieu thereof.

Transport Facilities

- (i) A revised maximum loan of \$50,000 at a rate of interest of 6% per annum with full exemption from Motor Vehicle Tax and Value Added Tax. Additionally, in the case of the Chairman if the motor vehicle is manufactured abroad - exemption from customs duty only; and
- (ii) a revised Commuted Travelling Allowance of \$1,000 per month.

Subsistence Allowance

A revised rate of \$75 per day when travelling beyond a radius of 16 kilometres (10 miles) from official headquarters.

Other Terms and Conditions of Service

149. The other existing terms and conditions of service applicable to the Chairman and Members of the Tax Appeal Board should continue in effect. These benefits are:-

- (i) Telephone
- (ii) Motor Vehicle Insurance Loan
- (iii) Chauffeur Allowance
- (iv) Entertainment
- (v) Vacation Leave
- (vi) Overseas Travel Facilities
- (vii) Medical Benefits.

CHAPTER 9

TOP MANAGERS IN THE PUBLIC SERVICE

150. This group comprises a mix of Technical, Professional and Administrative posts, the holders of which perform managerial roles critical to the effective functioning of the Ministries and Departments which form the hub of the administrative system of Government. Their duties and responsibilities involve formulation and implementation of Government policy, the efficient management of Government programmes and the practice of prudent financial management.

151. The duties attaching to these offices are complex and demanding, particularly since the areas of responsibility are generally nationwide in scope, (for example, health, education, taxation, agriculture and infrastructural development). Even where the duties of the offices relate to the Public Service only, decisions taken by these Top Managers have implications for the national economy (e.g. industrial relations).

EXISTING TERMS AND CONDITIONS OF SERVICE

Salary

The offices comprising this broad category may be grouped according to the existing levels of salary as follows:-

Group A - \$8,696 per month

Permanent Secretary to the Prime Minister and
Head of the Public Service

Permanent Secretary, Ministry of Finance

Economic Adviser to the Prime Minister

Commissioner of Inland Revenue and Chairman
of the Board of Inland Revenue

Group B - \$8,355 per month

Permanent Secretary

Chief Personnel Officer

Director of Personnel Administration

Chief Medical Officer

Director of Contracts

Adviser to the Minister of Industry,
Enterprise and Tourism

Commissioner of Inland Revenue

Comptroller of Accounts

Director of Budgets

Director, Research and Development, Ministry
of Finance

Special Adviser to the Minister of Energy

Clerk, Tobago House of Assembly

Tourism Adviser

Secretary, Integrity Commission

Group C - \$8,055 per month

Secretary to the Ombudsman

Cost-of-Living Allowance

A Cost-of-Living Allowance on the same basis as is paid to all public officers.

Housing

Rent-free, furnished quarters of Grade I specification or a Housing Allowance of \$750 per month in lieu thereof.

Telephone

Telephone rental and other expenses related to official business to be met by the State.

Transport Facilities

- (i) A maximum loan of \$25,000 currently at a rate of interest of 4% per annum to facilitate the purchase of a motor vehicle with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan;
- (ii) a loan to cover the cost of Motor Vehicle Insurance Premium;
- (iii) a Commuted Travelling Allowance of \$525 per month; and
- (iv) a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur I in the Public Service.

Subsistence Allowance

A rate of \$40 per day when travelling beyond a radius of ten (10) miles from official headquarters and when in Tobago, \$50 per day.

Entertainment

- (i) An Entertainment Allowance of \$200 per month for the Permanent Secretary, Ministry of Finance only;
- (ii) actual expenses incurred in excess of the allowance paid to the office-holder at (i) above to be met from an official Entertainment Vote under the control of the Prime Minister's Office; and
- (iii) actual expenses incurred for entertainment by all other office-holders to be met from the Vote at (ii) above.

Vacation Leave

- 1 - 10 years service - 28 working days
- Over 10 years service - 35 working days.

Medical Benefits

Entitlement to free pathological examination and physiological treatment and all incidental services at any state health institution or with approval, to be paid the cost of such treatment at any other institution in Trinidad and Tobago.

Pensions/Gratuity

Entitlement to the same pension benefits as for other public officers covered by the Pensions Act, Chapter 23:52.

Administrative Allowance

The Chief Medical Officer receives a non-pensionable Administrative Allowance equivalent to 30% of salary in lieu of private practice.

FUNCTIONS OF TOP MANAGERS

152. We have recognised that these Top Managers in the Public Service are charged with the formulation and implementation of Government policies and programmes and as such, the challenge is particularly great for them to provide creative responses to current socio-economic and technological developments.

153. Bearing this in mind, we are of the view that remuneration arrangements for this group of office-holders should be set at a level commensurate with the nature of their duties and responsibilities so as to attract and retain personnel of the highest calibre to manage the Public Service.

154. We have observed that the relatively low levels of pay applicable to the Top Managers have given rise to a situation in which middle management personnel are reluctant to assume the responsibilities of the highest offices. We wish to reiterate that adequate differentials between top and middle management would provide a greater incentive to middle management personnel to aspire to higher office.

155. Having reviewed the duties and responsibilities attaching to these offices, we consider that special attention should be paid to two positions, namely, Permanent Secretary to the Prime Minister and Head of the Public Service and Permanent Secretary, Ministry of Finance.

156. In the first case, the office-holder functions as the Permanent Secretary to the Prime Minister who is the Head of the Government and Chairman of the Cabinet, the highest policy-making body in the country. Also, as Head of the Public Service, the Permanent Secretary to the Prime Minister may be consulted by the Prime Minister on matters relating to Permanent Secretaries and Heads of Department in respect of their selection, transfer, assignment and performance and has overall responsibility for the efficient operation of the Public Service.

157. The Permanent Secretary, Ministry of Finance is responsible for the management of Government finances and for the formulation and administration of Government's fiscal policies including the preparation of the Budget.

158. We are of the view that the compensation package of the Permanent Secretary to the Prime Minister and Head of the Public Service and the Permanent Secretary, Ministry of Finance should appropriately reflect the responsibilities of these offices and as such we consider that a Duty Allowance should be paid to the holders of these offices.

SECRETARY, INTEGRITY COMMISSION

159. The post of Secretary, Integrity Commission was created in 1988 and was brought within the purview of the Salaries Review Commission in late 1990. This is therefore the first opportunity which we have to examine the duties and responsibilities of that office and to recommend appropriate terms and conditions of service.

160. We have noted that under the interim arrangements, the office-holder is remunerated at the level of Permanent Secretary. However, it is our understanding that those arrangements reflected the terms and conditions of service of the person who was assigned to the office at the time of its creation.

161. Our assessment is that the duties and responsibilities of the office are of an administrative nature and involve a high degree of responsibility. The office-holder performs his duties independently, in accordance with established policies and procedures. Additionally, we have taken note of the fact that the holder of such office would have access to the confidential financial affairs of holders of top public offices in the country. Cognisance has also been taken of the size of the

Commission and the numbers of public officials from whom the Commission receives declarations.

RECOMMENDATIONS

162. We recommend the following revisions to the compensation package for the Top Managers in the Public Service (excluding the Secretary, Integrity Commission):-

Salary

\$ per month . .

Permanent Secretary to the Prime Minister and Head of the Public Service	11,500
Permanent Secretary, Ministry of Finance	11,400
Commissioner of Inland Revenue and Chairman of the Board of Inland Revenue	11,400 . .
Economic Adviser to the Prime Minister)	
Permanent Secretary)	
Chief Personnel Officer)	
Director of Personnel Administration)	
Chief Medical Officer)	
Director of Contracts)	
Adviser to the Minister of Industry, Enterprise and Tourism)	11,000
Commissioner of Inland Revenue)	
Comptroller of Accounts)	
Director of Budgets)	
Director, Research and Development, Ministry of Finance)	
Special Adviser to the Minister of Energy)	
Clerk, Tobago House of Assembly)	
Tourism Adviser	
Secretary to the Ombudsman	10,500

Cost-of-Living Allowance

The payment of a Cost-of-Living Allowance should be discontinued.

Housing

Rent-free, furnished quarters of Grade I specification or a revised Housing Allowance of \$1,000 per month in lieu thereof.

Transport Facilities

- (1) A revised maximum loan of \$50,000 at a rate of interest of 6% per annum to facilitate the purchase of a motor vehicle with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan; and

- (ii) a revised Commuted Travelling Allowance of \$1,000 per month.

Subsistence Allowance

Existing arrangements in respect of Subsistence Allowance should be discontinued and instead a fixed sum of \$500 per month should be paid.

Entertainment Allowance

The Entertainment Allowance now paid to the Permanent Secretary, Ministry of Finance should be discontinued. All expenses incurred for official entertainment should be met from an official Entertainment Vote under the control of the Prime Minister's Office.

Duty Allowance

The Permanent Secretary to the Prime Minister and Head of the Public Service and the Permanent Secretary, Ministry of Finance should be paid a Duty Allowance of \$1,500 per month.

Vacation Leave

Entitlement to thirty (30) calendar days per annum.

Other Terms and Conditions of Service

163. The other terms and conditions of service applicable to Top Managers in the Public Service should continue in effect. These benefits are:-

- (i) Telephone
- (ii) Motor Vehicle Insurance Loan
- (iii) Chauffeur Allowance
- (iv) Entertainment (excluding payment of an allowance to the Permanent Secretary, Ministry of Finance)
- (v) Medical Benefits
- (vi) Pensions/Gratuity
- (vii) Administrative Allowance (payable to the Chief Medical Officer only)

SECRETARY, INTEGRITY COMMISSION

164. The revised remuneration arrangements are as follows:-

Salary

\$7,500 per month.

Telephone

Telephone rental and other expenses related to official business to be met by the State.

Transport Facilities

- (i) A maximum loan of \$50,000 at a rate of interest of 6% per annum to facilitate the purchase of a motor vehicle with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan;
- (ii) a loan to cover the cost of Motor Vehicle Insurance Premium; and
- (iii) a Commuted Travelling Allowance of \$1,000 per month.

Subsistence Allowance

A fixed sum of \$500 per month.

Vacation Leave

Entitlement to thirty (30) calendar days per annum.

Medical Benefits

Entitlement to free pathological examination and physiological treatment and all incidental services at any state health institution or with approval, to be paid the cost of such treatment at any other institution in Trinidad and Tobago.

CHAPTER 10

TOP MANAGERS OF THE CENTRAL BANK

165. This group of offices consists of Governor and Deputy Governor of the Central Bank. Regulation 8(1) of the Central Bank Act, Chapter 79:02 requires that both the Governor and Deputy Governor of the Bank shall be persons of proven financial experience who are required to devote the whole of their time to the Bank's service. The major duties attaching to these offices are as follows:-

- (a) To render economic, financial and monetary advice to the Government;
- (b) to regulate the monetary system in accordance with Government policy;
- (c) to undertake continuously economic, financial and monetary research; and
- (d) to regulate the supply of credit in the best interest of the economic life of Trinidad and Tobago.

EXISTING TERMS AND CONDITIONS OF SERVICE

Salary

	<u>\$ per month</u>
Governor	9,900
Deputy Governor	8,696

Cost-of-Living Allowance

A Cost-of-Living Allowance on the same basis as is paid to public officers.

Housing

Official residence, fully furnished and maintained by the Bank.

Telephone

Telephone rental and other expenses related to official business to be met by the Bank.

Transport Facilities

An official car with all maintenance and operational costs borne by the Bank and an official Chauffeur.

Entertainment

- (i) An Entertainment Allowance is provided as follows:-
- | | | | |
|-----------------|---|-------|-----------|
| Governor | - | \$500 | per month |
| Deputy Governor | - | \$400 | " " ; and |
- (ii) actual expenses incurred in excess of the allowances at (i) above to be met from an official Entertainment Vote under the control of the Board of Directors of the Bank.

Vacation Leave

Thirty (30) working days vacation leave annually.

Overseas Travel Facilities

Permission for the incumbents to be accompanied by their spouses at least once per year on official business abroad at the Bank's expense.

Medical Benefits

Membership in a non-contributory Group Medical Scheme under which standard benefits are provided for members and their dependants.

Pensions/Gratuity

Membership in the Central Bank Pension Scheme.

RECOMMENDATIONS

166. The special functions of these posts cannot be over-emphasized. As noted in the Introduction to the Report, given that the Central Bank controls and regulates the commercial banks and other non-bank financial institutions, we reiterate that remuneration arrangements for these posts may be more appropriately dealt with outside of this Commission, preferably by the Board of Directors of the Central Bank.

167. We recommend as follows:-

Salary

	<u>\$ per month</u>
Governor	12,500
Deputy Governor	11,400

Cost-of-Living Allowance

The payment of a Cost-of-Living Allowance should be discontinued.

Other Terms and Conditions of Service

168. The other terms and conditions of service applicable to the Governor and Deputy Governor of the Central Bank should continue in effect. These benefits are:-

- (i) Housing
- (ii) Telephone
- (iii) Transport Facilities
- (iv) Entertainment
- (v) Vacation Leave
- (vi) Overseas Travel Facilities
- (vii) Medical Benefits
- (viii) Pensions/Gratuity.

CHAPTER 11

TOP MANAGERS IN THE PUBLIC UTILITIES
AND STATUTORY AUTHORITIES

169. The holders of the offices in this group occupy managerial positions of considerable responsibility in certain Statutory Authorities namely, the Water and Sewerage Authority (WASA), the Port Authority, the Public Transport Service Corporation (PTSC), the National Housing Authority (NHA), the Industrial Development Corporation (IDC) and the Management Development Centre (MDC).

EXISTING TERMS AND CONDITIONS OF SERVICE

Salary

	<u>\$ per month</u>
General Manager, IDC)	
Director, MDC)	- \$8,355
Executive Director, WASA)	
General Manager, Port Authority)	
Deputy Executive Director, WASA)	
Director (Finance), WASA)	
Director (Technical), WASA)	- \$8,055
Director, Water Resources Agency,)	
WASA)	
General Manager, PTSC)	
Executive Director, NHA)	

Cost-of-Living Allowance

A Cost-of-Living Allowance on the same basis as is paid to public officers.

Housing

Rent-free, furnished quarters of Grade I specification or a Housing Allowance of \$750 per month in lieu thereof.

Transport Facilities

- (a) General Manager, Industrial Development Corporation - an official car with all maintenance and operational costs borne by the Corporation, plus a Chauffeur;
- (b) all the other office-holders are eligible for the following:-
 - (i) A maximum loan of \$25,000 currently at a rate of interest of 4% per annum to facilitate the purchase of a motor vehicle with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan;

- (ii) a loan to cover the cost of Motor Vehicle Insurance Premium;
- (iii) a Commuted Travelling Allowance of \$525 per month; and
- (iv) a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur in the Public Service is provided to the following office-holders:-

Director, Management Development Centre
 General Manager, Port Authority
 Executive Director, Water and Sewerage Authority
 General Manager, Public Transport Service Corporation
 Executive Director, National Housing Authority.

Subsistence Allowance

- (i) General Manager, IDC - a rate of \$40 per day when in Trinidad and when in Tobago, \$50 per day; and
- (ii) all other office-holders - a rate of \$40 per day when they are required to travel beyond a radius of ten (10) miles from official headquarters and when in Tobago, \$50 per day.

Entertainment

- (i) An Entertainment Allowance of \$250 per month for the General Manager, Port Authority and \$100 per month for the General Manager, Industrial Development Corporation;
- (ii) actual expenses in excess of the abovementioned allowances to be met from an official Entertainment Vote under the control of the respective Statutory Boards; and

(iii) All Other Office-Holders

Actual expenses incurred for entertainment are met from an official Entertainment Vote under the control of the respective Statutory Boards.

Vacation Leave

Thirty-five (35) working days Vacation Leave per annum.

Medical Benefits

Entitlement without charge to pathological examination, 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.

Pensions/Gratuity

The General Manager, IDC and the Executive Director, MDC are both members of the respective contributory pension schemes at their organizations. All other office-holders in this group are pensionable under the Pensions Extension Act, Chapter 23:53.

RECOMMENDATIONS

170. We have mentioned in the Introduction to this Report that there are in existence mechanisms to ensure the setting of appropriate levels of remuneration to these managerial and executive personnel of the Public Utilities and Statutory Authorities who report directly to Boards of Directors. Moreover, their modus operandi is more akin to that of managers in the commercial and industrial sectors than that of the public sector. We, therefore, wish to reiterate that consideration ought to be given to whether or not these offices should continue to fall within the purview of the Salaries Review Commission.

171. Nonetheless, our recommendations for revised remuneration arrangements for the group are as follows:-

Salary

	<u>\$ per month</u>
General Manager, IDC)
Director, MDC	) 11,000
Executive Director, WASA)
General Manager, Port Authority.)
Deputy Executive Director, WASA)
Director (Finance), WASA)
Director (Technical), WASA	) 10,500
Director, Water Resources Agency, WASA)
General Manager, PTSC)
Executive Director, NHA)

Cost-of-Living Allowance

The payment of a Cost-of-Living Allowance should be discontinued.

Housing Allowance

Rent-free, furnished quarters of Grade I specification or a revised Housing Allowance of \$1,000 per month in lieu thereof.

Transport Facilities

All office-holders in this group with the exception of the General Manager, IDC to be eligible for the following:-

- (1) A maximum loan of \$50,000 at a rate of interest of 6% per annum to facilitate the purchase of a motor vehicle with exemption from Motor Vehicle

Tax and Value Added Tax limited to the value of the maximum loan; and

- (ii) a revised Commuted Travelling Allowance of \$1,000 per month.

Subsistence Allowance

Existing arrangements in respect of Subsistence Allowance should be discontinued and instead a fixed sum of \$500 per month should be paid.

Vacation Leave

Entitlement to thirty (30) calendar days per annum.

Other Terms and Conditions of Service

172. The other terms and conditions of service applicable to Top Managers in the Public Utilities and Statutory Authorities should continue in effect. These benefits are:-

- (i) Transport Facilities:-
 - (a) Official car and Chauffeur (General Manager, IDC only)
 - (b) Motor Vehicle Insurance Loan (excluding General Manager, IDC)
 - (c) Chauffeur Allowance (excluding General Manager, IDC)
- (ii) Entertainment
- (iii) Medical Benefits
- (iv) Pensions/Gratuity.

CHAPTER 12

SENIOR OFFICERS IN THE PROTECTIVE SERVICES
AND THE DEFENCE FORCE

173. This group comprises the offices of Commissioner of Police, Chief of Defence Staff and the Special Adviser to Cabinet on all Protective Services. The Commissioner of Police is responsible for the management and operation of the Trinidad and Tobago Police Service as well as the Special Reserve Police Service, which are charged with the enforcement of law and order in the country.

174. The Chief of Defence Staff is in charge of the Defence Force which consists of the following:-

- (a) The Regiment
- (b) The Coast Guard
- (c) The Volunteer Force
- (d) The Airwing.

He is responsible for the command, administration, discipline and all other matters related to the Defence Force as vested in the Defence Council constituted by section 7 of the Defence Act, Chapter 14:01.

175. The officers in this group have joint responsibility for the external and internal security of the country. They must be able to engender in the citizens of the country a feeling of security. This requires officers of the highest integrity.

EXISTING TERMS AND CONDITIONS OF SERVICE

Salary

	<u>\$ per month</u>
Chief of Defence Staff)	
Commissioner of Police)	
Special Adviser to Cabinet)	- 8,355
on all Protective Services)	
and Chief Executive Officer)	
of the National Security)	
Council)	

Cost-of-Living Allowance

A Cost-of-Living Allowance on the same basis as is paid to public officers.

Housing

The Commissioner of Police is entitled to an official residence, fully furnished and maintained by the State, while the Chief of Defence Staff and the Special Adviser to

Cabinet are entitled to rent-free, furnished quarters of appropriate specification.

Telephone

The cost of telephone rental, metered charges and ticketed calls for official business is paid by the State for all office-holders in this group.

Transport Facilities

- (i) The Commissioner of Police and the Chief of Defence Staff are each provided with an official car for which all operational and maintenance costs are borne by the State;
- (ii) a maximum loan of \$25,000 currently at a rate of interest of 4% per annum to facilitate the purchase of a motor vehicle with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan;
- (iii) a loan to cover the cost of Motor Vehicle Insurance Premium;
- (iv) a Commuted Travelling Allowance of \$525 per month;
- (v) the Commissioner of Police is provided with a police driver and the Chief of Defence Staff, a military driver; and
- (vi) the Special Adviser to Cabinet receives a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur I in the Public Service.

Subsistence Allowance

A rate of \$40 per day when travelling beyond a radius of ten (10) miles from their official headquarters and when in Tobago, \$50 per day.

Entertainment

- (i) The Chief of Defence Staff and the Commissioner of Police are each provided with an Entertainment Allowance of \$200 per month; and
- (ii) actual expenses incurred in excess of the amount at (i) above as well as expenses incurred by the Special Adviser to Cabinet to be met from an official Entertainment Vote under the control of the Prime Minister's Office.

Vacation Leave

Thirty-five (35) working days Vacation Leave annually for the Commissioner of Police and forty-two (42) working days for the Chief of Defence Staff.

Medical Benefits

Entitlement to free medical attention for themselves, spouses and children.

Ration/Meal Allowance

The Chief of Defence Staff is eligible for a Ration Allowance of \$9.50 per day while the Commissioner of Police receives a Meal Allowance of \$130 per month.

Uniform

The Commissioner of Police receives a Uniform Upkeep Allowance of \$100 per month while the Chief of Defence Staff is provided with a similar allowance of \$1,033 annually.

Duty Allowance

A Duty Allowance of \$180 per month is paid to the Commissioner of Police.

Pensions/Gratuity

The existing superannuation arrangements in respect of the Chief of Defence Staff are set out in the Defence (Pensions, Terminal and Other Grants) Regulations, 1968, and in the case of the Commissioner of Police, in the Pensions and Gratuities Rules - Sixth Schedule to the Police Service Act, Chapter 15:01.

RECOMMENDATIONS

Salary

	<u>\$ per month</u>
Chief of Defence Staff	}
	}
Commissioner of Police	}
	} - \$11,000
Special Adviser to Cabinet	}
on all Protective Services	}
and Chief Executive Officer	}
of the National Security	}
Council	

Cost-of-Living Allowance

The payment of a Cost-of-Living Allowance should be discontinued.

Transport Facilities

- (i) A revised maximum loan of \$50,000 at a rate of interest of 6% per annum to facilitate the purchase of a motor vehicle with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan; and
- (ii) a revised Commuted Travelling Allowance of \$1,000 per month.

Subsistence Allowance

The existing arrangements in respect of Subsistence Allowance should be discontinued and instead a fixed sum of \$500 per month should be paid.

Vacation Leave

Entitlement to thirty (30) calendar days per annum.

Other Terms and Conditions of Service

176. The other terms, and conditions of service applicable to the Senior Officers in the Protective Services and the Defence Force should continue in effect. These benefits are:-

- (i) Housing
- (ii) Telephone
- (iii) Transport Facilities:-
 - (a) Provision of an official car and driver for the Chief of Defence Staff and the Commissioner of Police;
 - (b) Motor Vehicle Insurance Loan; and
 - (c) Chauffeur Allowance (Special Adviser to Cabinet only)
- (iv) Entertainment
- (v) Medical Benefits
- (vi) Ration/Meal Allowance (Chief of Defence Staff and Commissioner of Police only)
- (vii) Uniform (Chief of Defence Staff and Commissioner of Police only)
- (viii) Duty Allowance (Commissioner of Police only)
- (ix) Pensions/Gratuity.

CHAPTER 13

SENIOR DIPLOMATIC REPRESENTATIVES

177. This category comprises the offices of resident High Commissioner/Ambassador and non-resident High Commissioner/Ambassador.

178. These office-holders are required to perform similar functions, articulating and interpreting the policies of the Government as they relate to the country of accreditation and promoting the interests of Trinidad and Tobago in its relationship with that country.

EXISTING TERMS AND CONDITIONS OF SERVICE

Salary

	<u>\$ per month</u>
High Commissioner/Ambassador (resident)	7,957
High Commissioner/Ambassador (non-resident)	7,161

Allowances and Conditions of Service Specific to the resident High Commissioner/Ambassador

Cost-of-Living Allowance

A Cost-of-Living Allowance on the same basis as is paid to public officers.

Foreign Service Allowance

	<u>\$TT per month</u>
Brasilia	5,616
Brussels	9,790
Bridgetown	7,058
Caracas	3,450
Geneva	10,507
Kingston	5,293
Lagos	4,812
London	7,540
New Delhi	4,974
Permanent Representative to the United Nations/New York	8,022
Ottawa	6,337
Washington	7,300

Warm-Clothing Allowance

Ottawa

	<u>\$TT on first posting</u>
Self	3,000
Spouse	3,000
Child	2,000

Other Missions

\$TT on first posting

Self	1,050
Spouse	1,050
Child	210

Renewable every 2 years at 50% of initial rate for Head of Mission, spouse and child under age 20. Renewable annually up to age 16.

Education Allowance

An Education Allowance not exceeding TT \$90 per month per child up to a maximum of three (3) children is provided while such child is attending school in Trinidad and Tobago and separated from its parents, provided that such child is under the age of 20 years. Where the child resides with the officer, but free education of the standard provided in Trinidad and Tobago is not available in the host country, the actual cost of tuition and other compulsory fees are provided subject to limits approved by the Minister of Finance.

Overseas Travel Facilities

A resident High Commissioner/Ambassador whose children are attending primary and secondary schools in Trinidad and Tobago are entitled to have the cost of return air passages for such children (to a maximum of three in any one year) to the country of their posting borne by the Government once per year.

Leave Passages

Entitlement to first-class return passage to Trinidad and Tobago, subject to a maximum of three (3) adult passages each year.

Allowances and Conditions of Service applicable to both offices

Outfit Allowance

\$TT on first posting

Self	1,500
Spouse	1,500
Child (cold country)	300
Child (warm country)	310

Renewable every 3 years at 33 1/3% of the initial allowance.

Housing

A resident High Commissioner/Ambassador receives an official residence fully furnished and maintained by the State.

A non-resident High Commissioner/Ambassador is eligible for rent-free, furnished quarters of Grade I specification or a Housing Allowance of \$750 per month in lieu thereof.

Transport Facilities

An official car together with a chauffeur is provided for the resident High Commissioner/Ambassador with all maintenance and operational costs borne by the State.

A non-resident High Commissioner/Ambassador is entitled to the same transport arrangements as are currently provided to Permanent Secretaries, namely, Motor Vehicle Purchase Loan; Motor Vehicle Insurance Loan; Chauffeur Allowance and Commuted Travelling Allowance.

Subsistence Allowance

Where a resident High Commissioner/Ambassador is required to travel on official business outside the host country, he is paid the cost of his travel, hotel expenses and a Subsistence Allowance, as the Minister of Finance may approve. For official travel within the host country he is reimbursed for reasonable travel and hotel expenses as may be approved by the Minister of Finance.

A non-resident High Commissioner/Ambassador is provided with a Subsistence Allowance on the same basis as other public officers that is, \$39 per day.

Entertainment

A Block Vote for entertainment at official receptions is provided to each resident High Commissioner/Ambassador.

In the case of a non-resident High Commissioner/Ambassador, the estimated cost of proposed entertainment is to be cleared in advance by the Permanent Secretary, Ministry of External Affairs and International Trade and where necessary, with the Permanent Secretary to the Prime Minister and Head of the Public Service. Bills for actual expenditure are to be submitted with claims for refunds or requests for payments.

Vacation Leave

The resident High Commissioner/Ambassador is entitled to two (2) calendar months leave per annum, while the non-resident High Commissioner/Ambassador enjoys leave on the following basis:-

1 - 10 years service	-	28 working days per annum.
Over 10 years service	-	35 working days per annum.

Medical Benefits

Where an approved medical insurance plan is operative at a Mission, the Head of Mission is provided with coverage under such plan for himself and members of his family, with the State bearing the full cost of contributions to this Plan. Where no Medical Insurance Plan exists, Heads of Missions receive free medical and surgical treatment for self, spouse and unmarried dependent children under the age of twenty (20). The term "medical and surgical treatment" includes any extraordinary oral surgery (that would not fall

within the general definition of normal dental care) but does not include:-

- (a) normal dental care such as extraction of teeth, orthodontic care, polishing of teeth and other routine dental matters;
- (b) ophthalmologists or opticians' fees in respect of testing or examination of eyes; and
- (c) the cost of a pair of spectacles.

The non-resident High Commissioner/Ambassador enjoys the same medical benefits as those now applicable to Permanent Secretaries.

Pensions/Gratuity

Where a civil servant is seconded as a Head of Mission, he is eligible to receive superannuation benefits in accordance with the Pensions Act, Chapter 23:52. In all other cases, a retiring allowance is paid in keeping with the provisions of the Retiring Allowance (Diplomatic Service) Act, Chapter 17:04.

Domestic Staff

Each resident Ambassador/High Commissioner is provided with domestic staff of up to a maximum of three persons - a Butler, a Maid and a Cook - at the State's expense. Two of these may be recruited from Trinidad and Tobago and transported to the Head of Mission's residence, also at the State's expense.

For the non-resident High Commissioner/Ambassador, the State pays the wages of one (1) of the following:-

- Cook
- Maid
- Butler.

RECOMMENDATIONS

179. Our recommendations for revised terms and conditions of service which should be applicable to the offices of High Commissioner/Ambassador (resident and non-resident) are as follows:-

Salary

\$10,500 per month

Cost-of-Living Allowance

The payment of a Cost-of-Living Allowance should be discontinued.

Housing

(Non-resident High Commissioner/Ambassador only)

Rent-free, furnished quarters of Grade I specification or a revised Housing Allowance of \$1,000 per month in lieu thereof.

Transport Facilities

(Non-resident High Commissioner/Ambassador only)

- (i) A revised maximum loan of \$50,000 at a rate of interest of 6% per annum to facilitate the purchase of a motor vehicle with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan; and
- (ii) a revised Commuted Travelling Allowance of \$1,000 per month.

Subsistence Allowance

(Non-resident High Commissioner/Ambassador only)

The existing arrangement should be discontinued and instead a fixed sum of \$500 per month should be paid.

Vacation Leave

Entitlement to thirty (30) calendar days per annum.

Other Terms and Conditions of Service

180. The other terms and conditions of service applicable to resident and non-resident High Commissioners/Ambassadors should continue in effect. These benefits are:-

Resident High Commissioner/Ambassador only

- (i) Foreign Service Allowance
- (ii) Warm Clothing Allowance
- (iii) Education Allowance
- (iv) Overseas Travel Facilities
- (v) Leave Passages
- (vi) Housing
- (vii) Transport Facilities
- (viii) Subsistence Allowance.

Non-Resident High Commissioner/Ambassador only

- (i) Motor Vehicle Insurance Loan
- (ii) Chauffeur Allowance.

Both Offices

- (i) Outfit Allowance
- (ii) Entertainment
- (iii) Medical Benefits
- (iv) Pensions/Gratuity
- (v) Domestic Staff.

181. We recommend that a review of the Foreign Service and other allowances including the outfit allowance peculiar to resident High Commissioners/Ambassadors should be the subject of a separate exercise.

CHAPTER 14

CHAIRMEN AND MEMBERS OF COMMISSIONS AND BOARDS

ELECTIONS AND BOUNDARIES COMMISSION

182. The Elections and Boundaries Commission has the very important role, under our democratic system of Government, of reviewing constituency boundaries and supervising the conduct of all elections. The variety and intricacy of its functions and responsibilities are established under separate enactments, namely - the Constitution, the Representation of the People Act and the Local Government Acts.

183. The Chairman of the Commission is deemed to be the holder of a full-time office, whereas the Member is appointed on a part-time basis.

EXISTING TERMS AND CONDITIONS OF SERVICE

Salary

Chairman - \$7,466 per month

Member - \$2,640 per month

Cost-of-Living Allowance (Chairman only)

A Cost-of-Living Allowance on the same basis as is paid to public officers.

Transport Facilities

- (i) A maximum loan of \$25,000 currently at a rate of interest of 4% per annum to facilitate the purchase of a motor vehicle with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of 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; (Chairman only) and
- (iv) a Commuted Travelling Allowance of \$525 per month.

Subsistence Allowance

An allowance of \$50 per day for official travel beyond a radius of ten (10) miles from official headquarters.

Vacation Leave (Chairman only)

Entitlement to twenty-eight (28) working days per annum.

Medical Benefits (Chairman only)

Entitled, without charge, to pathological examinations and physiological treatment and to all incidental services in any hospital or state institution or, with approval, to be paid the cost of treatment in any other institution in Trinidad and Tobago.

Pensions/Gratuity (Chairman only)

Entitled to a gratuity of 20% of salary at the end of his term of office.

RECOMMENDATIONS

Salary

\$9,800 per month (Chairman)

\$3,700 per month (Member)

Cost-of-Living Allowance

The payment of a Cost-of-Living Allowance to the Chairman should be discontinued. However, by virtue of being a Special Office under section 136(6) of the Constitution, the present incumbent of the office of Chairman, Elections and Boundaries Commission should continue to receive a Cost-of-Living Allowance on the same basis as is currently provided.

Transport Facilities

- (i) A revised maximum loan of \$50,000 at a rate of interest of 6% per annum with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan; and
- (ii) a revised Commuted Travelling Allowance of \$1,000 per month.

Subsistence Allowance

The existing arrangement in respect of Subsistence is to be discontinued and instead a fixed sum of \$500 per month should be paid.

Vacation Leave (Chairman only)

Thirty (30) calendar days per annum. However, by virtue of being a Special Office under section 136(6) of the Constitution, the present incumbent of the office of Chairman, Elections and Boundaries Commission, should continue to be entitled to twenty-eight (28) working days per annum.

Other Terms and Conditions of Service

184. The other terms and conditions of service applicable to the offices of Chairman and Member, Elections and Boundaries Commission should continue in effect. These benefits are:-

Chairman

- (i) Motor Vehicle Insurance Loan
- (ii) Chauffeur Allowance
- (iii) Pensions/Gratuity
- (iv) Medical Benefits.

Member

Motor Vehicle Insurance Loan.

SERVICE COMMISSIONS

185. Five Service Commissions comprise this group. They are:-

- Public Service Commission
- Teaching Service Commission
- Statutory Authorities Service Commission
- Judicial and Legal Service Commission
- Police Service Commission

186. The Service Commissions have general responsibilities in the areas of recruitment, promotion, termination of appointments and discipline in respect of the public officers within their purview.

187. Among the various offices under these Commissions, only those of Chairman, Public Service Commission and Deputy Chairman, Public Service Commission are deemed to be full-time offices and this is reflected in the existing salaries.

188. Additionally, under the Constitution, either the Chairman or the Deputy Chairman of the Public Service Commission is required to be the Chairman of the Police Service Commission. In the case of the Judicial and Legal Service Commission, the Chief Justice is the ex officio Chairman and the Chairman of the Public Service Commission is an ex officio Member.

EXISTING TERMS AND CONDITIONS OF SERVICE

Salary (per month)

Public Service Commission

Chairman	\$7,466
Deputy Chairman	\$5,280
Member	\$2,640

Teaching Service Commission

Chairman	\$4,620
Member	\$1,980

Statutory Authorities Service Commission

Chairman	\$4,620
Deputy Chairman	\$2,970
Member	\$1,320

Judicial and Legal Service Commission

Chairman	\$990
Member	\$792

Police Service Commission

Chairman	\$990
Member	\$792

Cost-of-Living Allowance

Chairman, Public Service Commission
Deputy Chairman, Public Service Commission

A Cost-of-Living Allowance on the same basis as is paid to public officers.

Housing

Chairman, Public Service Commission

Rent-free, furnished super-grade quarters.

Transport Facilities

Chairman, Public Service Commission
Deputy Chairman, Public Service Commission
Chairman, Teaching Service Commission
Chairman, Statutory Authorities Service Commission

- (i) A maximum loan of \$25,000 currently at a rate of interest of 4% per annum to facilitate the purchase of a motor vehicle with provision for exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan;

- (ii) a loan to cover the cost of Motor Vehicle Insurance Premium;
- (iii) a Commuted Travelling Allowance of \$525 per month; and
- (iv) a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur I in the Public Service.

A Commuted Travelling Allowance of \$175 per month is paid to Members of Service Commissions other than those in receipt of the benefits listed at (i) - (iv) above.

Subsistence Allowance

All Members of Service Commissions

A rate of \$50 per day when travelling beyond a radius of ten (10) miles from official headquarters and an additional sum of \$10 per day in respect of attendance at meetings, if they reside outside of Port of Spain.

Vacation Leave

Chairman, Public Service Commission
Deputy Chairman, Public Service Commission

Entitlement to twenty-eight (28) working days per annum.

Medical Benefits

Chairman, Public Service Commission
Deputy Chairman, Public Service Commission

Entitled without charge to pathological 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.

Pensions/Gratuity

Chairman, Public Service Commission
Deputy Chairman, Public Service Commission

Entitled to a gratuity of 20% of salary at the end of the term of office.

RECOMMENDATIONS

Salary (per month)

Public Service Commission

Chairman	-	\$9,800
Deputy Chairman	-	\$7,000

Teaching Service Commission

Chairman - \$6,200
Member - \$3,000

Statutory Authorities Service Commission

Chairman - \$6,200
Deputy Chairman - \$4,000
Member - \$2,000

Judicial and Legal Service Commission

Chairman - \$1,600
Member - \$1,500

Police Service Commission

Chairman - \$1,600
Member - \$1,500

Cost-of-Living Allowance

Chairman, Public Service Commission
Deputy Chairman, Public Service Commission

The payment of a Cost-of-Living Allowance should be discontinued. However, by virtue of being Special Offices under section 136(6) of the Constitution, the present incumbents of the offices of Chairman, Public Service Commission and Deputy Chairman, Public Service Commission should continue to receive a Cost-of-Living Allowance on the same basis as is paid to public officers.

Housing

Chairman, Public Service Commission

Rent-free, furnished, super-grade quarters or a Housing Allowance of \$1,000 per month in lieu thereof.

Transport Facilities

Chairman, Public Service Commission
Deputy Chairman, Public Service Commission
Chairman, Teaching Service Commission
Chairman, Statutory Authorities Service Commission

- (i) A revised maximum loan of \$50,000 at a rate of interest of 6% per annum with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan; and

- (ii) a revised Commuted Travelling Allowance of \$1,000 per month.

All Other Members

A revised Commuted Travelling Allowance of \$350 per month to be paid to Members of Service Commissions other than those recommended to receive the benefits listed at (i) and (ii) above.

Subsistence Allowance

Chairmen (all Service Commissions)

The existing arrangements in respect of Subsistence Allowance are to be discontinued and instead a fixed sum of \$500 per month should be paid.

All Other Members

The existing arrangements in respect of Subsistence Allowance are to be discontinued and instead a fixed sum of \$250 per month should be paid.

Vacation Leave

Chairman, Public Service Commission
Deputy Chairman, Public Service Commission

Thirty (30) calendar days per annum. However, by virtue of being Special Offices under section 136(6) of the Constitution, the present incumbents of the offices of Chairman, Public Service Commission and Deputy Chairman, Public Service Commission should continue to be entitled to twenty-eight (28) working days per annum.

Other Terms and Conditions of Service

189. The other terms and conditions of service applicable to the offices under the various Service Commissions should continue in effect. These are:-

Chairman, Public Service Commission
Deputy Chairman, Public Service Commission

- (i) Motor Vehicle Insurance Loan
- (ii) Chauffeur Allowance (Chairman, Public Service Commission only)
- (iii) Medical Benefits
- (iv) Pensions/Gratuity.

Chairman, Teaching Service Commission
Chairman, Statutory Authorities Service Commission

- (i) Motor Vehicle Insurance Loan
- (ii) Chauffeur Allowance.

SALARIES REVIEW COMMISSION

190. Under the Constitution, the Salaries Review Commission is required to review, from time to time, with the approval of the President, salaries and other conditions of service of the top offices in the Republic.

191. In this regard, the Commission undertakes comprehensive reviews of the duties and responsibilities of the respective offices taking into account comparative remuneration arrangements existing within the economy as well as in other countries.

192. The Commission consists of a Chairman and four members who are all part-time.

EXISTING TERMS AND CONDITIONS OF SERVICE

Chairman

Salary

\$3,000 per month.

Telephone

Reimbursement of expenses incurred in respect of official telephone calls.

Transport Facilities

A Commuted Travelling Allowance of \$150 per month.

Subsistence Allowance

\$50 per day when travelling on official business beyond a radius of ten (10) miles from official headquarters.

Member

Salary

\$1,980 per month.

Transport Facilities

A Commuted Travelling Allowance of \$175 per month.

Subsistence Allowance

\$50 per day when travelling on official business beyond a radius of ten (10) miles from official headquarters.

RECOMMENDATIONS

Chairman

Salary

\$6,500 per month.

Transport Facilities

A revised Commuted Travelling Allowance of \$350 per month.

Subsistence Allowance

The payment of a Subsistence Allowance should be discontinued. However, by virtue of being a Special Office under section 136(6) of the Constitution, the present incumbent of the office of Chairman, Salaries Review Commission should continue to receive a Subsistence Allowance on the same basis as is currently provided.

Member

Salary

\$3,500 per month.

Transport Facilities

A revised Commuted Travelling Allowance of \$350 per month.

Subsistence Allowance

The payment of a Subsistence Allowance should be discontinued. However, by virtue of being a Special Office under section 136(6) of the Constitution, the present incumbents of the office of Member, Salaries Review Commission should continue to receive a Subsistence Allowance on the same basis as is currently provided.

Other Terms and Conditions of Service

193. The telephone facility provided to the Chairman, Salaries Review Commission should continue in effect.

PUBLIC SERVICE APPEAL AND STATUTORY AUTHORITIES APPEAL BOARDS

194. Section 130 of the Constitution (as amended by Act No. 8 of 1981) requires that the Chairman, Public Service Appeal Board be a Judge or a former Judge of a court, having unlimited jurisdiction in civil and criminal matters in some part of the Commonwealth or a court having jurisdiction in appeals from any such court.

195. The primary function of the Appeal Board is to hear appeals from public officers in respect of decisions taken against them in disciplinary cases by the respective Service Commissions.

196. The Statutory Authorities Appeal Board was created under Section 9 of the Statutory Authorities (Amendment) Act. As in the case of the Public Service Appeal Board, the Statutory Authorities Appeal Board is empowered to hear appeals from decisions of the Statutory Authorities Service Commission.

197. It is required that the Chairman and Members of the Public Service Appeal Board serve in similar capacities on the Statutory Authorities Appeal Board. There are two members who serve solely on the Statutory Authorities Appeal Board.

EXISTING TERMS AND CONDITIONS OF SERVICE

Chairman, Public Service Appeal and Statutory Authorities Appeal Boards

Salary

\$5,000 per month.

Cost-of-Living Allowance

A Cost-of-Living Allowance on the same basis as is paid to public officers.

Transport Facilities

- (i) A maximum loan of \$25,000 currently at a rate of interest of 4% per annum to facilitate the purchase of a motor vehicle with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of 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; and
- (iv) a Commuted Travelling Allowance of \$525 per month.

Subsistence Allowance

\$50 per day when travelling on official business beyond a radius of ten (10) miles from official headquarters.

Member, Public Service Appeal and Statutory Authorities Appeal Boards

Salary

\$1,980 per month.

Transport Facilities

A Commuted Travelling Allowance of \$175 per month.

Subsistence Allowance

\$50 per day when travelling on official business beyond a radius of ten (10) miles from official headquarters.

Member, Statutory Authorities Appeal Board

Salary

\$1,500 per month.

Transport Facilities

A Commuted Travelling Allowance of \$175 per month.

RECOMMENDATIONS

Chairman, Public Service Appeal and Statutory Authorities Appeal Boards

Salary

\$6,800 per month.

Cost-of-Living Allowance

The payment of a Cost-of-Living Allowance to the Chairman, Public Service and Statutory Authorities Appeal Boards should be discontinued.

Transport Facilities

- (i) A revised maximum loan of \$50,000 at a rate of interest of 6% per annum with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan; and
- (ii) a revised Commuted Travelling Allowance of \$1,000 per month.

Subsistence Allowance

The payment of a Subsistence Allowance should be discontinued.

Member, Public Service Appeal and Statutory Authorities Appeal Boards

Salary

\$4,000 per month.

Transport Facilities

A revised Commuted Travelling Allowance of \$350 per month.

Subsistence Allowance

The payment of a Subsistence Allowance should be discontinued.

Member, Statutory Authorities Appeal Board

Salary

\$2,300 per month.

Transport Facilities

A revised Commuted Travelling Allowance of \$350 per month.

Other Terms and Conditions of Service

198. The other terms and conditions of service applicable to the office of Chairman, Public Service Appeal and Statutory Authorities Appeal Boards should continue in effect. These are:-

- (i) Motor Vehicle Insurance Loan
- (ii) Chauffeur Allowance.

INTEGRITY COMMISSION

199. Under the provisions of section 6(3) of the Integrity in Public Life Act, 1987, the Chairman, Deputy Chairman and other Members of the Integrity Commission are required to receive, examine and retain declarations filed with the Commission under the Act, make such enquiries as are considered necessary in order to verify or determine the accuracy of the declaration filed under the Act and perform such other functions required by the Act.

EXISTING TERMS AND CONDITIONS OF SERVICE

Chairman

Salary

\$5,000 per month.

Transport Facilities

- (i) A maximum loan of \$25,000 currently at a rate of interest of 4% per annum to facilitate the purchase of a motor vehicle with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of 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; and
- (iv) a Commuted Travelling Allowance of \$525 per month.

Subsistence Allowance

\$50 per day for official travel beyond a radius of ten (10) miles from official headquarters.

Deputy Chairman

Salary

\$2,640 per month.

Transport Facilities

A Commuted Travelling Allowance of \$175 per month.

Subsistence Allowance

\$50 per day for official travel beyond a radius of ten (10) miles from official headquarters.

Member

Salary

\$1,980 per month.

Transport Facilities

A Commuted Travelling Allowance of \$175 per month.

Subsistence Allowance

\$50 per day for official travel beyond a radius of ten (10) miles from official headquarters.

RECOMMENDATIONS

Chairman

Salary

\$6,800 per month.

Transport Facilities

- (i) A revised maximum loan of \$50,000 at a rate of interest of 6% per annum with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan; and
- (ii) a revised Commuted Travelling Allowance of \$1,000 per month.

Subsistence Allowance

The payment of a Subsistence Allowance should be discontinued. However, by virtue of being a Special Office under section 136(6) of the Constitution, the present incumbent of the office of Chairman, Integrity Commission should continue to receive a Subsistence Allowance on the same basis as is currently provided.

Deputy Chairman

Salary

\$4,000 per month.

Transport Facilities

A revised Commuted Travelling Allowance of \$350 per month.

Subsistence Allowance

The payment of a Subsistence Allowance should be discontinued. However, by virtue of being a Special Office under section 136(6) of the Constitution, the present incumbent of the office of Deputy Chairman, Integrity Commission should continue to receive a Subsistence Allowance on the same basis as is currently provided.

Member

Salary

\$3,000 per month.

Transport Facilities

A revised Commuted Travelling Allowance of \$350 per month.

Subsistence Allowance

The payment of a Subsistence Allowance should be discontinued. However, by virtue of being a Special Office under section 136(6) of the Constitution, the present incumbent of the office of Member, Integrity Commission should continue to receive a Subsistence Allowance on the same basis as is currently provided.

Other Terms and Conditions of Service

200. The other terms and conditions of service which are applicable to the Chairman should continue in effect. These are:-

- (i) Motor Vehicle Insurance Loan
- (ii) Chauffeur Allowance.

CHAPTER 15

THE JUDICIAL AND LEGAL SERVICE

Structure of the Judicial and Legal Service

201. The Judicial and Legal Service is comprised of attorneys-at-law who hold either judicial or legal offices as defined in the Judicial and Legal Service Act.

Judicial Offices

202. The Judicial Offices are comprised of:-

Master of the High Court
Chief Magistrate
Deputy Chief Magistrate
Senior Magistrate
Magistrate
Registrar and Marshal
Deputy Registrar and Marshal
Assistant Registrar and Deputy Marshal
Administrative Secretary to the Chief Justice
Registrar, Tax Appeal Board
Registrar, Industrial Court.

203. The most senior Judicial Offices are Master of the High Court, Chief Magistrate and Registrar and Marshal. A brief description of their functions is set out below.

204. There are three posts of Master in the Supreme Court of Judicature. In accordance with the provisions of the Supreme Court of Judicature Act, the Master may exercise all the powers of the Court or of a Judge of the High Court sitting in Chambers to make an order in relation to any matter for which he has jurisdiction, and such an order may include provision for costs, certificate for counsel or other consequential matters. Such an order has the same effect as if it had been made by the Court or by a Judge.

205. The Chief Magistrate heads the Magistracy. There are one Deputy Chief Magistrate, thirteen Senior Magistrates and seventeen Magistrates under his supervision. In addition, there are a number of ancillary staff including Clerks of the Peace and Bailiffs. The Chief Magistrate is responsible for planning, directing and co-ordinating the work of the Magistracy and also participates in its judicial functions, that is, presiding over Magistrate's courts and sitting as a Judge in the Petty Civil Courts whenever the need arises.

206. The Registrar and Marshal is the head of the Registrar's Department and is also the Chief Accounting Officer. The holder of this office is the custodian of the Attorney's Roll and all the records of the Supreme Court. The Registrar is the Secretary to both the Attorney's Disciplinary Committee and the Rules Committee of the Supreme Court. In addition, the holder of this office adjudicates in the Registrar's Court and performs legal and administrative duties.

Legal Offices

207. Heading the Legal Offices are the three Chief Legal Officers, namely, the Director of Public Prosecutions, the Solicitor General and the Chief Parliamentary Counsel. The holders of these offices are in charge of the Criminal Law Department, the Civil Law Department and the Legislative Drafting Department, respectively. As the heads of their respective departments these office-holders are responsible for planning, scheduling, directing and supervising the work of both their professional and support staff. With regard to the Director of Public Prosecutions and the Solicitor General, these officers are also expected to make personal appearances in court in the more important matters. Office-holders at this level must possess, therefore, both an extensive knowledge of the law as well as strong administrative capabilities.

208. There are also Legal Offices in the Law Commission and in a limited number of Ministries and Departments. We note that since our last comprehensive examination of the offices in the Judicial and Legal Service, the findings of which were reported in our Interim Report of July 1979, there has been a re-organization of the Legal Division of this Service which has resulted in the majority of Legal Offices being placed on the establishment of the Attorney General. Very few Ministries now retain legal posts, among them being the Ministry of Finance and the Ministry of Energy.

EXISTING TERMS AND CONDITIONS OF SERVICE

Salary

209. For the purposes of salary, the offices within the Judicial and Legal Service are now divided into eight groups, I - VII, Group I being sub-divided into Groups I and IA. Group I is comprised of the most senior Judicial and Legal Offices, that is, the three Chief Legal Officers, the Chief Magistrate and the Master of the High Court. At the other end of the spectrum, Group VII and to a certain extent Group VI cater for the entry level positions such as State Counsel I. Details of all the offices in the respective groups can be seen in Appendix I which sets out a list of all the offices falling under the Commission.

210. Salaries attaching to the various groups are as follows:-

Salary

		<u>\$ per month</u>
Group I	-	8,355
Group IA	-	7,689
Group II	-	7,293
Group III	-	6,104
Group IV	-	5,913
Group V	-	4,791
Group VI	-	4,380 - 4508
Group VII	-	3,662 x 111 - 4217

These salaries have been applicable since 1983 but as was mentioned in the Introduction, it was agreed that the award of the Special Tribunal on salaries and Cost-of-living Allowance made in respect of public officers should be extended to officers in the Judicial and Legal Service.

Cost-of-Living Allowance

A Cost-of-Living Allowance on the same basis as is paid to public officers.

Housing

Rent-free quarters of Grade I specification or a Housing Allowance of \$750 per month to office-holders in Group I. This benefit is also provided to Senior Magistrates and Magistrates.

Transport Facilities

All holders of Judicial and Legal Offices are eligible for:-

- (i) A maximum loan of \$25,000 currently at a rate of interest of 4% per annum to facilitate the purchase of a motor vehicle with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan;
- (ii) a loan to cover the cost of Motor Vehicle Insurance Premium;
- (iii) a Commuted Travelling Allowance of \$525 per month; and
- (iv) a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur I in the Public Service is provided to office-holders in Groups I and IA as well as to the Senior Magistrate assigned to the North Eastern Counties.

Subsistence Allowance

All office-holders qualify for a Subsistence Allowance of \$40 per day when required to travel beyond a radius of ten (10) miles from their official headquarters and when in Tobago, \$50 per day.

Entertainment

The holders of offices in Group I only are reimbursed the actual expenses incurred for entertainment from an official Entertainment Vote under the control of the Prime Minister's Office.

Vacation Leave

- | | | |
|----------------|---|-----------------|
| 1 - 10 years | - | 28 working days |
| Over ten years | - | 35 working days |

Medical Benefits

All Judicial and Legal Officers are entitled without charge to pathological examinations and physiological treatment and to all incidental services at any hospital or other Government institution, or with approval, to be paid the cost of such treatment at any other institution in Trinidad and Tobago.

Pensions/Gratuity

Superannuation benefits are provided to all qualifying members of the Judicial and Legal Service in accordance with the Pensions Act, Chapter 23:52. Normally, a public officer qualifies for a pension after ten (10) years service. However, officers in the Judicial and Legal Service enjoy a five (5) year service-added clause whereby five years are added both for qualifying for a pension and for the computation of that pension.

Attorney's Allowance

It is our understanding that with effect from March 1, 1991, an interim payment of \$1,000 per month has been provided as an Attorney's Allowance to all Legal Officers. This allowance has been granted without prejudice to any recommendations that might be made by this Commission.

Submissions of Members of the Judicial and Legal Service

211. We note that in general the submissions highlighted an increase in both civil and criminal litigation and also the increasingly complex nature of new legislation. Both these factors place greater demands on the time of the officers. Moreover, the Service continues to be plagued by staff shortages particularly at the middle and senior levels. The office-holders with whom we held discussions were unanimous in their view that inadequate remuneration was a deterrent to recruitment and retention of personnel in the Judicial and Legal Service.

212. The Commission wishes to make some brief comments on two of the submissions, one put forward by the Chief Legal Officers and the other by the Association of Legal Officers.

213. In their joint memorandum the Director of Public Prosecutions, the Solicitor General and the Chief Parliamentary Counsel submitted that their remuneration arrangements should be equated to those of a High Court Judge.

214. We have examined the duties and responsibilities of these offices as well as those of other offices in Group 1 of the Judicial and Legal Service, that is, Chief Magistrate and Master of the High Court. The Commission accepts that these offices are of great importance in the society. Their functions are an integral part of the system whereby law and order and the administration of justice for the citizenry are assured. Though these factors suggest that some degree of special consideration can be given to these offices, we hold that their functions are not comparable to those of a

High Court Judge. Moreover, we view the office of Judge as a promotional post to which these senior officers of the Judicial and Legal Service can aspire.

215. That apart, to equate these officers with High Court Judges would destroy the internal coherence of the pay structure and would create a large gap between these top officers and the rest of the Judicial and Legal Service. Further, the Commission continues to be of the view that the position of Judge is a unique one in the society.

Other Terms and Conditions of Service

216. The Commission has already noted that in addition to the purely legal responsibilities, the senior officers of the Judicial and Legal Service also have administrative responsibilities.

217. In recognition of these considerations, we recommend the payment of a Duty Allowance of \$1,500 per month to all office-holders in Group I.

218. The Association of Legal Officers proposed the payment of an Attorney's Allowance of 25% of salary for all officers in the Judicial and Legal Service. On this matter we wish to reiterate our views as stated in our Twenty-Second Report in respect of a similar proposal, that the singling out of one group of professionals for the payment of an allowance based on their professional qualifications would be very discriminatory having regard to the many other groups of professionals in the Government Service.

RECOMMENDATIONS

Salary

219. We consider that the pyramidal structure of the Judicial and Legal Service may be a contributing factor to the exodus of personnel at the middle levels. For example, in the Civil Law Department there are ten posts of Senior State Counsel whereas in the grade above, that of Assistant Solicitor General, there are just four posts. There is a similar situation in the Criminal Law Department where there are nine posts of Senior State Counsel but just three posts of Assistant Director of Public Prosecutions. Promotional opportunities are, therefore, lessened at this stage of the career path.

220. A further disincentive is the existing system of compensation which provides for the payment of fixed salaries to employees such as Senior State Solicitor and Senior State Counsel. In order to encourage such employees who now fall mainly into Groups IV - VI to aspire to the higher grades and at the same time, reward them adequately for their performance while at these middle levels, salary scales are being recommended for offices in Groups III to VII. We consider that the administration of these salary scales should be flexible enough to allow employees to receive salaries commensurate with their experience, proven ability and performance. For example, on recruitment or promotion an employee need not start at the minimum point of the relevant salary scale.

221. We are of the view that this approach would reduce, if not alleviate some of the difficulties that have affected the ability of this Service to attract and retain attorneys.

222. It should be noted that Group IA has been redesignated Group II and as a result, the following groups have been renumbered sequentially.

223. The recommended salaries are:-

Salary

	<u>\$ per month</u>
Group I	- 11,000
Group II (formerly Group IA)	- 10,200
Group III	- 9,300
Group IV	- 7,820 x 200 - 8,420
Group V	- 7,300 x 190 - 8,075
Group VI	- 6,153 x 190 - 6,913
Group VII	- 5,646 x 180 - 6,186
Group VIII	- 4,996 x 180 - 5,356.

224. We recommend the following changes in fringe benefits:-

Cost-of-Living Allowance

The payment of a Cost-of-Living Allowance should be discontinued. By virtue of being Special Offices protected under section 136(6) of the Constitution, the present incumbents of the offices of Director of Public Prosecutions, Solicitor General and Chief Parliamentary Counsel should continue to receive a Cost-of-Living Allowance on the same basis as is paid to public officers.

Housing

Holders of offices in Group I as well as Senior Magistrates and Magistrates should continue to be provided with rent-free accommodation of Grade I specification or a revised Housing Allowance of \$1,000 per month in lieu thereof. The Deputy Chief Magistrate should also be provided with this benefit.

Transport Facilities

- (i) All Judicial and Legal Officers should be eligible for a revised maximum loan of \$50,000 at a rate of interest of 6% per annum to facilitate the purchase of a motor vehicle with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan;
- (ii) a revised Commuted Travelling Allowance of \$1,000 per month; and

- (iii) on the basis of recommendations made by the Magistrates' Association and in view of the nature of the job of Magistrate, we recommend that the benefit of a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur I in the Public Service should be provided to all Senior Magistrates and Magistrates.

Subsistence Allowance

The existing arrangement in respect of Subsistence Allowance should be discontinued and instead a fixed sum of \$500 per month should be paid.

Vacation Leave

All office-holders should qualify for vacation leave of thirty (30) calendar days per annum, except in the case of the present incumbents of the offices of Director of Public Prosecutions, Solicitor General and Chief Parliamentary Counsel.

Duty Allowance

A Duty Allowance of \$1,500 per month should be paid to office-holders in Group I.

Other Terms and Conditions of Service

225. The other terms and conditions of service applicable to Judicial and Legal Officers should continue in effect. These benefits pertain to:-

- (i) Motor Vehicle Insurance Loan
- (ii) Chauffeur Allowance (to holders of offices in Groups I and II (formerly Group IA))
- (iii) Entertainment in respect of offices in Group I
- (iv) Medical Benefits
- (v) Pensions/Gratuity.

CHAPTER 16

TOP MANAGEMENT PERSONNEL OF THE NATIONAL INSTITUTE
OF HIGHER EDUCATION (RESEARCH, SCIENCE AND
TECHNOLOGY) (NIHERST)

226. This category comprises the offices of President and Director (Financial Institutions) NIHERST.

227. The President is responsible for the day-to-day management, administration and direction of the Institute. As Chief Executive Officer he has the responsibility to propose policies, measures and courses of action to facilitate the Board in the discharge of its functions which involve the provision, promotion and development of the scientific and technological services in the country.

228. The Director (Financial Institutions) is the Head of the Financial Institutions Division and is responsible for the promotion of technical, technological and professional training in the financial sector. Additionally, the Director must oversee the increasing role of science, technology, and research in the development of this area.

EXISTING TERMS AND CONDITIONS OF SERVICE

Salary

	<u>\$ per month</u>
President	8,696
Director (Financial Institutions)	8,355

Cost-of-Living Allowance

A Cost-of-Living Allowance on the same basis as is paid to public officers.

Housing

Rent-free, furnished quarters of Grade I specification or a Housing Allowance of \$750 per month in lieu thereof.

Transport Facilities

- (i) A maximum loan of \$25,000 currently at a rate of interest of 4% per annum to facilitate the purchase of a motor vehicle with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan;
- (ii) a loan to cover the cost of Motor Vehicle Insurance Premium;
- (iii) a Commuted Travelling Allowance of \$525 per month; and

- (iv) a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur I in the Public Service.

Subsistence Allowance

A rate of \$40 per day when travelling on official business beyond a radius of ten (10) miles from official headquarters and when in Tobago, \$50 per day.

Entertainment

Approval to be obtained in advance for extraordinary entertainment expenses, such expenses to be borne by NIHERST.

Vacation Leave

One (1) month's vacation leave per annum.

Medical Benefits

Entitlement to free 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.

Pensions/Gratuity

- (i) Where the incumbent is seconded from the Public Service, the existing Public Service pension benefits continue to apply;
- (ii) where the incumbent is a non-public officer the existing terms of the NIHERST Pension Plan are applicable; and
- (iii) where the incumbent is on contract, upon successful completion of the contract, a contract gratuity equivalent to twenty percent (20%) of basic salary earned over the period of the contract is payable.

RECOMMENDATIONS

Salary

	<u>\$ per month</u>
President	11,400
Director (Financial Institutions)	11,000

Cost-of-Living Allowance

The payment of a Cost-of-Living Allowance should be discontinued.

Housing

Rent-free, furnished quarters of Grade I specification or a revised Housing Allowance of \$1,000 per month in lieu thereof.

Transport Facilities

- (i) A revised maximum loan of \$50,000 at a rate of interest of 6% per annum to facilitate the purchase of a motor vehicle with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan; and
- (ii) a revised Commuted Travelling Allowance of \$1,000 per month.

Subsistence Allowance

The existing arrangement in respect of Subsistence Allowance should be discontinued and instead a fixed sum of \$500 per month should be paid.

Vacation Leave

Thirty (30) calendar days per annum.

Other Terms and Conditions of Service

229. The other terms and conditions of service applicable to the President and Director (Financial Institutions) should continue in effect. These benefits are:-

- (i) Motor Vehicle Insurance Loan
- (ii) Chauffeur Allowance
- (iii) Entertainment
- (iv) Medical Benefits
- (v) Pensions/Gratuity.

CHAPTER 17

TOBAGO HOUSE OF ASSEMBLY

230. The members of the Tobago House of Assembly are the Chairman, Deputy Chairman, Assemblymen and Councillors. The office of Chairman is the only full-time one. In our Third Report on the Tobago House of Assembly, we envisaged that in the early stages of the Assembly, the Deputy Chairman and other members would serve on a part-time basis. Our recommendations were, therefore, made on that premise. We also indicated that the salary structure recommended at that time would need to be re-examined in a future review in the light of developments.

231. The members of the Assembly have submitted that certain functions, as provided for in the Tobago House of Assembly Act, 1980 were only brought under their control from 1987. They also indicated that there are certain members who are assigned special responsibilities which require them to be full-time office-holders and as such they should be remunerated accordingly.

232. The Commission is of the view that the expanded role of the Assembly requires that, in addition to the Chairman, the Deputy Chairman should also hold office on a full-time basis. We consider that although Assemblymen and Councillors with special responsibilities are assigned more duties than other members, the offices are still of a part-time nature.

233. We observed that the existing terms of service for the Chairman did not provide for benefits such as vacation leave and pensions which are normal features of the compensation package for full-time offices. In our recommendations we have, therefore, sought to correct such omissions.

234. Set out below are the existing salaries and terms and conditions of service of members of the Tobago House of Assembly, followed by our recommendations.

EXISTING TERMS AND CONDITIONS OF SERVICE

CHAIRMAN

Salary

\$8,800 per month.

Cost-of-Living Allowance

A Cost-of-Living Allowance on the same basis as is paid to public officers.

Telephone

The cost of telephone rental, metered charges and ticketed calls related to official business are borne by the State.

Transport Facilities

- (i) A maximum loan of \$25,000 currently at a rate of interest of 4% per annum to facilitate the purchase of a motor vehicle with full exemption from Motor Vehicle Tax and Value Added Tax;
- (ii) a loan to cover the cost of Motor Vehicle Insurance Premium;
- (iii) a Commuted Travelling Allowance of \$600 per month;
- (iv) a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur II in the Public Service; and
- (v) a Special Travel Allowance of \$400 per month.

Subsistence Allowance

- (i) A rate of \$60 per day for travel beyond a radius of ten (10) miles from the House of Assembly;
- (ii) if the Chairman resides beyond ten (10) miles from Scarborough, he is also entitled to a monthly Subsistence Allowance of \$250 per month; and
- (iii) for travel to Trinidad on official business or to attend official functions, provision is made for the cost of airfare, hotel expenses plus meals and transportation to and from the airport in Trinidad and in Tobago to be met by the State, plus an allowance of \$10 per day. For attendance at official functions in Trinidad, the expenses of the Chairman's spouse are also met by the State.

Entertainment

Entertainment expenses are met from an official Entertainment Vote controlled by the Chairman of the Tobago House of Assembly.

Overseas Travel Facilities

At the end of each full term of office, the Chairman is entitled to a maximum of four first-class passages on the national airline to any point on its existing scheduled route structure to meet the cost of travel for himself, spouse and dependent children.

Medical Benefits

Entitlement to operative treatment, X-Ray, bacteriological and pathological examinations and physiological treatment and to all incidental hospitalization services at any hospital or state institution established and maintained by the State under the Hospitals Ordinance, or where these services are not available at such hospitals, to be paid the cost of such treatment and services in any other hospital,

institution or nursing home in Trinidad and Tobago.

Stationery and Postage Facilities

Entitlement to free postage and official stationery for all official correspondence within Trinidad and Tobago.

DEPUTY CHAIRMAN

Salary

\$3,300 per month.

Transport Facilities

- (i) A maximum loan of \$25,000 currently at a rate of interest of 4% per annum to facilitate the purchase of a motor vehicle with full exemption from Motor Vehicle Tax and Value Added Tax;
- (ii) a loan to cover the cost of Motor Vehicle Insurance Premium; and
- (iii) a Commuted Travelling Allowance of \$450 per month.

Subsistence Allowance

- (i) When required to stand in for the Chairman, \$60 per day for travel beyond ten (10) miles from the House of Assembly, on official business;
- (ii) an allowance of \$200 per month if residing beyond ten (10) miles from the House of Assembly, Scarborough; and
- (iii) when required to travel to Trinidad on official business or to attend official functions, the cost of airfare, hotel expenses, plus meals and transportation to and from airports in Trinidad and Tobago to be met by the State, plus \$10 per day.

Stationery and Postage Facilities

Entitlement to free postage and official stationery for all official correspondence within Trinidad and Tobago.

ASSEMBLYMEN AND COUNCILLORS

Salary

\$2,376 per month.

Transport Facilities

A Commuted Travelling Allowance of \$300 per month. A rate of \$400 per month is paid where an Assemblyman or Councillor is appointed Chairman of a Committee.

Subsistence Allowance

- (i) A rate of \$150 per month if residing beyond a radius of ten (10) miles from the House of Assembly, Scarborough;
- (ii) a rate of \$250 per month to a Chairman of a Committee, if residing beyond a radius of ten (10) miles from the House of Assembly; and
- (iii) when required to travel to Trinidad on official business or to attend official functions, the cost of airfare, hotel expenses, plus meals and transportation to and from airports in Trinidad and Tobago are met by the State, plus \$10 per day.

Stationery and Postage Facilities

Entitlement to free postage and official stationery for all official correspondence within Trinidad and Tobago.

RECOMMENDATIONS

CHAIRMAN

Salary

\$11,500 per month.

Cost-of-Living Allowance

The payment of a Cost-of-Living Allowance should be discontinued.

Transport Facilities

- (i) A revised maximum loan of \$50,000 at a rate of interest of 6% per annum to facilitate the purchase of a motor vehicle with full exemption from Motor Vehicle Tax and Value Added Tax; and
- (ii) the existing Commuted Travelling Allowance and Special Travel Allowance to be replaced by a Travel Allowance of \$1,200 per month.

Subsistence Allowance

The existing arrangements which provide for the payment of Subsistence Allowance in respect of travel in Tobago and on the basis of residence beyond ten (10) miles from the Tobago House of Assembly should be discontinued. Instead, a fixed sum of \$500 per month should be paid.

Vacation Leave

Thirty (30) calendar days per annum.

Other Terms and Conditions of Service

235. The other terms and conditions of service applicable to the office of Chairman should continue in effect. These benefits pertain to:-

- (i) Telephone
- (ii) Motor Vehicle Insurance Loan
- (iii) Chauffeur Allowance
- (iv) Travel to Trinidad on official business and for official functions
- (v) Entertainment
- (vi) Overseas Travel Facilities
- (vii) Medical Benefits
- (viii) Stationery and Postage Facilities.

DEPUTY CHAIRMAN

Salary

\$7,000 per month.

Transport Facilities

- (i) A revised maximum loan of \$50,000 at a rate of interest of 6% per annum to facilitate the purchase of a motor vehicle with full exemption from Motor Vehicle Tax and Value Added Tax; and
- (ii) a revised Commuted Travelling Allowance of \$1,000 per month.

Subsistence Allowance

The existing arrangements which provide for the payment of Subsistence Allowance in respect of travel in Tobago and on the basis of residence beyond ten (10) miles from the House of Assembly should be discontinued. Instead, a fixed sum of \$500 per month should be paid.

Vacation Leave

Thirty (30) calendar days per annum.

Medical Benefits

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.

Other Terms and Conditions of Service

236. The other terms and conditions of service applicable to the office of Deputy Chairman should continue in effect. These benefits pertain to:-

- (i) Motor Vehicle Insurance Loan
- (ii) Travel to Trinidad on official business or for official functions
- (iii) Stationery and Postage facilities.

ASSEMBLYMEN AND COUNCILLORS

Salary

\$3,500 per month.

Transport Facilities

- (i) A revised Commuted Travelling Allowance of \$600 per month; and
- (ii) a revised Commuted Travelling Allowance of \$800 per month to be paid instead of (i) above where the Assemblyman or Councillor is Chairman of a Committee.

Subsistence Allowance

- (i) A revised rate of \$200 per month if residing beyond a radius of sixteen (16) kilometres from the House of Assembly; and
- (ii) a revised rate of \$300 per month to Chairmen of Committees, if residing beyond a radius of sixteen (16) kilometres from the House of Assembly.

Other Terms and Conditions of Service

237. The following benefits should continue in effect:-

- (i) Stationery and Postage Facilities
- (ii) Travel to Trinidad on official business or for official functions.

CHAPTER 18

LOCAL GOVERNMENT OFFICIALS

238. At present, the system of Local Government provides for Municipal Corporations and County Councils. The offices in the Municipal Corporations are Mayor, Deputy Mayor, Alderman and Councillor whereas in the County Councils there are Chairmen of Councils, Vice Chairmen, Aldermen and Councillors. Certain of these members chair the various Committees of the Local Government Authorities and as Chairmen of Committees they receive a slightly higher rate of remuneration for their additional responsibilities. Currently, all offices are considered to be part-time offices.

239. The functions of the various local government bodies and the duties of the offices pertaining thereto are currently prescribed in law under separate legislation, namely:-

1. The Port of Spain Corporation Ordinance
2. The San Fernando Corporation Ordinance
3. The Arima Corporation Ordinance
4. The Point Fortin Corporation Act
5. The County Councils Act.

240. We note however, that the Municipal Corporations Act, 1990 was assented to in September, 1990. The said Act provides for the consolidation and reform of the existing laws affecting local government but stipulates that it shall come into operation on such date as the President may by proclamation appoint and different days may be appointed for the purpose of different provisions of the Act. To date, very few provisions of the Act have been proclaimed. These do not alter the existing structure and functions of the Municipal Corporations or the County Councils. However, we observe that the Act provides for the creation of an additional borough, that of Chaguanas and the establishment of thirteen Municipal Corporations to replace the existing Local Government Councils.

241. In their submissions to us the Association of Local Government Authorities highlighted the fact that under the proposed system, differences in the levels of duties and responsibilities between Mayors and the Chairmen of Corporations would be virtually non-existent. They also indicated that the Municipal Corporations would be given additional responsibilities. On this basis, as well as considering the existing duties and responsibilities of Mayors and Chairmen of County Councils, they proposed that these offices be deemed full-time.

242. We are of the view that a further review of the terms and conditions of service of Local Government officials may be necessary when the relevant sections of the Municipal Corporations Act, 1990, which provide for the new structure of Local Government Authorities, are proclaimed.

243. In the existing system the only office which can be considered to be of a full-time nature is that of Mayor. Moreover, in view of the special position which the Mayor of the capital city of Port of Spain occupies in terms of the ceremonial and diplomatic functions of the office, as stated in the Introduction to this Report, we recommend that the office-holder be provided with official quarters and an official car.

244. We have set out below the existing terms and conditions of service of Local Government officials followed by our recommendations:-

EXISTING TERMS AND CONDITIONS OF SERVICE

Salary

Municipal Councils

\$ per month

Mayors

Port of Spain	-	2,700
San Fernando	-	2,300
Arima	-	2,000
Point Fortin	-	2,000

Deputy Mayors

Port of Spain	-	1,375
San Fernando	-	1,150
Arima	-	1,000
Point Fortin	-	1,000

Chairmen of Committees

Port of Spain	-	900
San Fernando	-	900
Arima	-	900
Point Fortin	-	900

Aldermen and Councillors

Port of Spain	-	750
San Fernando	-	750
Arima	-	750
Point Fortin	-	750

County Councils

Chairmen of Councils	-	1,650
Vice Chairmen	-	1,000
Chairmen of Committees	-	1,000
Aldermen and Councillors	-	900

Telephone Allowance

A Telephone Allowance of \$100 per month. (Payable to office-holders as a contribution towards the costs incurred in the use of their private telephones, or the telephone of a subscriber other than himself, for Council business.)

Transport Facilities.

The following rates of Travelling Allowance are applicable:-

Municipal Councils

		<u>\$ per month</u>
Mayors	-	350
Deputy Mayors	-	325
Chairmen of Committees	-	325
Aldermen and Councillors	-	325

County Councils

Chairmen of Councils	-	350
		400*
Vice Chairmen	-	325
		375*
Chairmen of Committees	-	325
		375*
Aldermen and Councillors	-	325
		375*

* payable where the official lives beyond a radius of twenty (20) miles from the County Office.

Subsistence Allowance

All office-holders are paid a Subsistence Allowance of \$30 per day when required to travel on official business beyond the limits of the Municipality or the County Council.

RECOMMENDATIONS

Salary

245. In view of the fact that the office of Mayor is now deemed full-time, the following salaries are recommended:-

Municipal Councils

		<u>\$ per month</u>
<u>Mayors</u>		
Port of Spain	-	8,000
San Fernando	-	7,000
Arima	-	6,000
Point Fortin	-	6,000
<u>Deputy Mayors</u>		
Port of Spain	-	4,000
San Fernando	-	3,500
Arima	-	3,000
Point Fortin	-	3,000

Municipal Councils (cont'd)

\$ per month

Chairmen of Committees

Port of Spain	-	2,000
San Fernando	-	2,000
Arima	-	2,000
Point Fortin	-	2,000

Aldermen and Councillors

Port of Spain	-	1,500
San Fernando	-	1,500
Arima	-	1,500
Point Fortin	-	1,500

County Councils

Chairmen of Councils	-	3,500
Vice Chairmen	-	2,000
Chairmen of Committees	-	2,000
Aldermen and Councillors	-	1,500

MAYORS

Housing

The Mayor of Port of Spain alone to be provided with official quarters or a Housing Allowance of \$1,500 per month in lieu thereof.

Transport Facilities

The Mayor of Port of Spain alone to be provided with an official car and official driver.

Other Mayors to receive a revised Travelling Allowance of \$600 per month.

Subsistence Allowance

The existing arrangements in respect of Subsistence Allowance should be discontinued and instead a fixed sum of \$500 per month should be paid.

Entertainment

Actual expenses incurred for entertainment to be met from an official Vote under the control of the respective Corporations.

Vacation Leave

Thirty (30) calendar days per annum.

Medical Benefits

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.

MUNICIPAL COUNCILS

Deputy Mayor
Chairmen of Committees
Aldermen and Councillors

COUNTY COUNCILS

Chairmen of Councils
Vice Chairmen
Chairmen of Committees
Aldermen and Councillors

Transport Facilities

A revised Travelling Allowance of \$500 per month.

Subsistence Allowance

The existing arrangements in respect of Subsistence Allowance should be discontinued and instead a fixed sum of \$350 per month should be paid.

Other Terms and Conditions of Service

246. The provision of a Telephone Allowance of \$100 per month to all Local Government officials should continue in effect.

Dated this day of August, 1991.

.....
Leonard Williams (Chairman)

.....
Edward Collier

.....
Rowell Debysingh

.....
Clive Forgenie

.....
Michael Namsoo

APPENDICES

LIST OF OFFICES WHICH FALL WITHIN THE PURVIEW
OF THE SALARIES REVIEW COMMISSION

1. MEMBERS AND OFFICERS OF PARLIAMENT

President of the Republic

Prime Minister

Minister of Government

President of the Senate

Speaker of the House of Representatives

Leader of the Opposition

Parliamentary Secretary

Vice President of the Senate

Deputy Speaker of the House of Representatives

Member of the House of Representatives

Member of the Senate

Ombudsman.

2. THE HIGHER JUDICIARY

Chief Justice

Justice of Appeal

Puisne Judge.

3. Auditor General.

4. INDUSTRIAL COURT

President

Vice President

Chairman of the Essential Services

Division

Member.

5. TAX APPEAL BOARD

Chairman

Member.

6. TOP MANAGERS IN THE PUBLIC SERVICE

Permanent Secretary to the Prime Minister

and Head of the Public Service

Permanent Secretary, Ministry of Finance

Economic Adviser to the Prime Minister

Commissioner of Inland Revenue and Chairman

of the Board of Inland Revenue

Permanent Secretary

Chief Personnel Officer

Director of Personnel Administration

Chief Medical Officer

Director of Contracts

Adviser to the Minister of Industry, Enterprise

and Tourism

Commissioner of Inland Revenue

Comptroller of Accounts

Director of Budgets

Director, Research and Development, Ministry of

Finance

Special Adviser to the Minister of Energy

6. TOP MANAGERS IN THE PUBLIC SERVICE (cont'd)

Clerk, Tobago House of Assembly
Tourism Adviser, Ministry of Industry, Enterprise
and Tourism
Secretary to the Ombudsman
Secretary, Integrity Commission.

7. TOP MANAGERS IN THE CENTRAL BANK

Governor
Deputy Governor.

8. TOP MANAGERS IN THE PUBLIC UTILITIES
AND STATUTORY AUTHORITIES

General Manager, Industrial Development Corporation
Director, Management Development Centre
Executive Director, Water and Sewerage Authority
Deputy Executive Director, Water and Sewerage
Authority
Director (Finance), Water and Sewerage Authority
Director (Technical), Water and Sewerage Authority
Director, Water Resources Agency, Water and Sewerage
Authority
General Manager, Port Authority
General Manager, Public Transport Service Corporation
Executive Director, National Housing Authority.

9. SENIOR OFFICERS IN THE PROTECTIVE SERVICES
AND DEFENCE FORCE

Chief of Defence Staff
Commissioner of Police
Special Adviser to Cabinet on all Protective
Services and Chief Executive Officer of the
National Security Council.

10. SENIOR DIPLOMATIC REPRESENTATIVES

Ambassador/High Commissioner.

11. CHAIRMEN AND MEMBERS OF COMMISSIONS AND BOARDS

Chairman, Elections and Boundaries Commission
Member, Elections and Boundaries Commission
Chairman, Public Service Commission
Deputy Chairman, Public Service Commission
Member, Public Service Commission
Chairman, Teaching Service Commission
Member, Teaching Service Commission
Chairman, Statutory Authorities Service Commission
Deputy Chairman, Statutory Authorities Service Commission
Member, Statutory Authorities Service Commission
Chairman, Police Service Commission
Member, Police Service Commission
Chairman, Judicial and Legal Service Commission
Member, Judicial and Legal Service Commission
Chairman, Public Service Appeal and Statutory
Authorities Appeal Boards
Member, Public Service Appeal and Statutory
Authorities Appeal Boards
Member, Statutory Authorities Appeal Board
Chairman, Salaries Review Commission
Member, Salaries Review Commission

11. CHAIRMEN AND MEMBERS OF COMMISSIONS AND BOARDS

Chairman, Integrity Commission
Deputy Chairman, Integrity Commission
Member, Integrity Commission.

12. JUDICIAL AND LEGAL SERVICE

Solicitor General
Director of Public Prosecutions
Chief Parliamentary Counsel
Chief Magistrate
Master of the High Court
Deputy Chief Magistrate
Deputy Solicitor General
Deputy Director of Public Prosecutions
Deputy Chief Parliamentary Counsel
Chief State Solicitor
Registrar General
Registrar and Marshal
Director, Law Revision
Senior Magistrate
Legal Adviser, Ministry of External Affairs
Treasury Solicitor
Assistant Solicitor General
Assistant Director of Public Prosecutions
Assistant Chief Parliamentary Counsel
Deputy Chief State Solicitor
Head, Legal Division, Office of the Ombudsman
Magistrate
Secretary, Law Commission
Senior State Counsel
Senior Parliamentary Counsel
Senior Legal Research Officer
Assistant Chief State Solicitor
Deputy Registrar General
Deputy Registrar and Marshal
Senior State Solicitor
State Counsel III
Parliamentary Counsel II
Administrative Secretary to the Chief Justice
Legal Research Officer II
Legal Research Officer I
Parliamentary Counsel I
State Solicitor II
State Counsel II
Assistant Registrar and Deputy Marshal
Assistant Registrar General
Registrar, Industrial Court
Registrar, Tax Appeal Board
State Counsel I
State Solicitor I.

13. NATIONAL INSTITUTE OF HIGHER EDUCATION (RESEARCH, SCIENCE AND TECHNOLOGY), (NIHERST)

President
Director (Financial Institutions).

14. TOBAGO HOUSE OF ASSEMBLY

Chairman
Deputy Chairman
Assemblyman
Councillor.

15. LOCAL GOVERNMENT OFFICIALS

Municipalities

Mayor
Deputy Mayor
Alderman
Councillor

County Councils

Chairman
Vice Chairman
Alderman
Councillor

REPORTS PREPARED BY THE SALARIES REVIEW COMMISSION

- (I) Interim Report of the Salaries Review Commission (July, 1979)
Review of salaries and other conditions of service for officers of the Judicial and Legal Service.
- (II) Second Report of the Salaries Review Commission (July, 1980)
Review of the salaries and other terms and conditions of service of all offices within the purview of the Salaries Review Commission (including a revision of recommendations set out in the Interim Report).
- (III) Third Report of the Salaries Review Commission (March, 1981)
Establishment of salaries and allowances for the Chairman and Members of the Tobago House of Assembly.
- (IV) Fourth Report of the Salaries Review Commission (May, 1981)
Establishment of remuneration arrangements for Master of the High Court, Deputy Chief Magistrate, the Chairman and Member of the Public Service Appeal Board.
- (V) Fifth Report of the Salaries Review Commission (March, 1982)
Review of salaries and other conditions of service of Members of the Tax Appeal Board appointed on a part-time basis.
- (VI) Fifth Report of the Salaries Review Commission (May, 1982)*
Review of salary and allowances of the Chairman of the Public Service Appeal Board.
- (VII) Seventh Report of the Salaries Review Commission (December, 1982)
Review of salaries and allowances of all office-holders within the purview of the Commission.

* This should have been the Sixth Report.

- (viii) Eighth Report of the Salaries Review Commission (January, 1984)
- Redress of grievances/anomalies arising out of the Seventh Report (Top Managers in the Public Service, Public Utilities and other Statutory Authorities).
- (ix) Ninth Report of the Salaries Review Commission (September, 1986)
- Review of Foreign Service Allowances payable to Heads of Missions (Ambassadors and High Commissioners) in the Foreign Service of Trinidad and Tobago.
- (x) Tenth Report of the Salaries Review Commission (July, 1987)
- Establishment of terms and conditions of service for the offices of President NIHERST and Director (Financial Institutions) NIHERST.
- (xi) Eleventh Report of the Salaries Review Commission (January, 1988)
- Review of the Commuted Travelling Allowance of the Speaker of the House of Representatives.
- (xii) Twelfth Report of the Salaries Review Commission (April, 1988)
- Establishment of the salaries and other conditions of service for the Chairman and Members of the Integrity Commission.
- (xiii) Thirteenth Interim Report of the Salaries Review Commission (June, 1988)
- Review of the terms and conditions of service, including the Foreign Service Allowance, applicable to Heads of Missions (Ambassadors and High Commissioners) in the Foreign Service of Trinidad and Tobago.
- (xiv) Fourteenth Report of the Salaries Review Commission (November, 1988)
- Review of salaries and other conditions of service of the Members of the Public Service Appeal Board.
- (xv) Fifteenth Report of the Salaries Review Commission (May, 1989)
- Review of remuneration arrangements for Local Government officials.

- (xvi) Sixteenth Report of the Salaries Review Commission (August 1989)
- Review of Leave Pay and Overseas Travel Facilities for Parliamentarians.
- (xvii) Seventeenth Report of the Salaries Review Commission (August, 1989)
- Review of the salary and other terms and conditions of service of non-resident High Commissioners and Ambassadors.
- (xviii) Eighteenth Report of the Salaries Review Commission (March, 1990)
- Extension of the Award of the Special Tribunal (Nos. 1-5 of 1985) to the holders of certain offices within the purview of the Salaries Review Commission (Relevant offices - Top Managers in the Public Service and officers in the Judicial and Legal Service).
- (xix) Nineteenth Report of the Salaries Review Commission (March, 1990)
- Review of Terms and Conditions of Service applicable to Judges.
- (xx) Twentieth Report of the Salaries Review Commission (April, 1990)
- Review of Terms and Conditions of Service applicable to certain Ministers of Government.
- (xxi) Twenty-first Report of the Salaries Review Commission (July, 1990)
- Review of Terms and Conditions of Service of the Ombudsman of Trinidad and Tobago.
- (xxii) Twenty-second Report of the Salaries Review Commission (July, 1990)
- Review of Conditions of Service of Legal Officers in the Office of the Attorney General.

LIST OF OFFICES THE HOLDERS OF WHICH SUBMITTED MEMORANDA

1. The Speaker of the House of Representatives.
2. Members of the House of Representatives.
3. The Ombudsman.
4. Judges.
5. The Auditor General.
6. The Chairman, Tax Appeal Board.
7. The President, Industrial Court.
8. The Chairman, Elections and Boundaries Commission.
9. The Chairman, Public Service Commission and Police Service Commission.
10. The Chairman, Statutory Authorities Service Commission.
11. The Chairman, Integrity Commission.
12. The Chairman and Members Public Service Appeal and Statutory Authorities Appeal Boards.
13. The Chief Legal Officers.
14. Masters of the High Court.
15. The Registrar and Marshal, Supreme Court of Judicature.
16. The Chief Magistrate.
17. The Governor of the Central Bank.
18. The Permanent Secretary to the Prime Minister and Head of the Public Service.
19. The Permanent Secretary, Ministry of Finance.
20. The Commissioner of Inland Revenue and Chairman of the Board of Inland Revenue.
21. The Permanent Secretary, Ministry of External Affairs and International Trade (on behalf of Ambassadors and High Commissioners).
22. The Top Management Personnel of the National Institute of Higher Education (Research, Science and Technology) (NIHERST).
23. The Acting Executive Director, Water and Sewerage Authority.
24. The Director, Trinidad and Tobago Management Development Centre.
25. The General Manager, Public Transport Service Corporation.

26. The Executive Director, National Housing Authority.
27. The General Manager, Port Authority.
28. The Commissioner of Police.
29. The Chief of Defence Staff.
30. The Chairman, Tobago House of Assembly.
31. The Mayor of San Fernando.
32. The Trinidad and Tobago Association of Local Government Authorities.
33. The Association of Legal Officers.

LIST OF OFFICE-HOLDERS WHO MADE ORAL SUBMISSIONS
TO THE SALARIES REVIEW COMMISSION

1. The Honourable, the Chief Justice, Mr. Clinton Bernard.
2. The Speaker of the House of Representatives, the Honourable Nizam Mohammed.
3. A delegation of Ministers headed by the Minister of Finance, the Honourable Selby Wilson.
4. Members of the Elections and Boundaries Commission headed by the Chairman, Sir Isaac Hyatali.
5. Members of the Statutory Authorities Service Commission headed by the Chairman, Mr. Mortley De Peaza.
6. Members of the Tax Appeal Board headed by the Chairman, Ms. Monica Barnes.
7. Members of the Industrial Court headed by the President, His Honour, L.P.E. Ramchand.
8. The three Chief Legal Officers, namely, Mr. Aldric Benjamin, Acting Director of Public Prosecutions; Ms. Amelia Carrington, Solicitor General and Mr. Stephen Miller, Chief Parliamentary Counsel.
9. A delegation of Magistrates headed by Chief Magistrate Melville Baird.
10. A delegation of Permanent Secretaries headed by the Permanent Secretary to the Prime Minister and Head of the Public Service, Mr. John Andrews.
11. The Commissioner of Inland Revenue and Chairman of the Board of Inland Revenue, Mr. Randolph Kong.
12. A delegation from the Chambers of the Registrar and Marshal headed by the Deputy Registrar and Marshal, Mrs. C. Morris-Alleyne.
13. A delegation of Legal Officers headed by the President of the Association of Legal Officers, Mr. Nolan Bereaux.
14. Members of the Tobago House of Assembly headed by the Chairman, Mr. Lennox Denoon.
15. The Trinidad and Tobago Association of Local Government Authorities represented by:

His Worship Augustus Williams, Mayor of Port of Spain.

His Worship Keith Denalli, Mayor of Arima.

Councillor Haniff Mohammed, Chairman of the Association.

Councillor Sahid Hosein, Vice Chairman of the Association.

TABLE SHOWING EXISTING AND RECOMMENDED SALARIES OF OFFICE HOLDERS
WITHIN THE PURVIEW OF THE SALARIES REVIEW COMMISSION

OFFICE	EXISTING SALARY	RECOMMENDED SALARY
	\$ per month	\$ per month
OFFICERS OF PARLIAMENT -----		
President **	13,200	17,000
Prime Minister	11,880	15,500
Cabinet Minister	8,800	12,500
Minister (Non-Cabinet)	8,800	11,500
Speaker of the House of Representatives	5,940	12,500
President of the Senate	5,940	11,500
Leader of the Opposition	5,940	11,500
Parliamentary Secretary	4,400	8,000
Deputy Speaker of the House of Representatives	3,696	6,750
Vice President of the Senate	3,696	6,250
Member of the House of Representatives	3,300	5,750
Member of the Senate	2,640	4,500
Ombudsman	9,900	12,500
THE HIGHER JUDICIARY -----		
Chief Justice **	11,880	15,500
Justice of Appeal **	9,900	12,500
Puisne Judge **	9,200	11,500
Auditor General	9,900	12,500
INDUSTRIAL COURT -----		
President	9,900	12,500
Vice-President	9,200	11,500
Chairman of the Essential Services Division	9,200	11,500
Member	8,696	11,000
TAX APPEAL BOARD -----		
Chairman	9,200	11,500
Member (Full-Time)	8,696	11,000
Member (Part-Time)	1,980	3,000
TOP MANAGERS IN THE PUBLIC SERVICE -----		
Permanent Secretary to the Prime Minister and Head of the Public Service	8,696	11,500
Permanent Secretary, Ministry of Finance	8,696	11,400
Commissioner of Inland Revenue and Chairman of the Board of Inland Revenue	8,696	11,400
Economic Adviser to the Prime Minister	8,696	11,000
Permanent Secretary	8,355	11,000
Chief Personnel Officer	8,355	11,000
Director of Personnel Administration	8,355	11,000
Chief Medical Officer	8,355	11,000
Director of Contracts	8,355	11,000

TABLE SHOWING EXISTING AND RECOMMENDED SALARIES OF OFFICE HOLDERS
WITHIN THE PURVIEW OF THE SALARIES REVIEW COMMISSION

OFFICE	EXISTING SALARY	RECOMMENDED SALARY
	\$ per month	\$ per month
Adviser to the Minister of Industry Enterprise and Tourism	8,355	11,000
Commissioner of Inland Revenue	8,355	11,000
Comptroller of Accounts	8,355	11,000
Director of Budgets	8,355	11,000
Director, Research and Development	8,355	11,000
Special Adviser to the Minister of Energy	8,355	11,000
Clerk, Tobago House of Assembly	8,355	11,000
Tourism Adviser	8,355	11,000
Secretary to the Ombudsman	8,055	10,500
Secretary, Integrity Commission	8,355	7,500
TOP MANAGERS IN THE CENTRAL BANK -----		
Governor	9,900	12,500
Deputy Governor	8,696	11,400
TOP MANAGERS IN THE PUBLIC UTILITIES ----- AND STATUTORY AUTHORITIES -----		
General Manager, IDC	8,355	11,000
Director, MDC	8,355	11,000
General Manager, Port Authority	8,355	11,000
Executive Director, WASA	8,355	11,000
Deputy Executive Director, WASA	8,055	10,500
Director (Finance), WASA	8,055	10,500
Director (Technical), WASA	8,055	10,500
Director, Water Resources Agency, WASA	8,055	10,500
General Manager, PTSC	8,055	10,500
Executive Director, NHA	8,055	10,500
SENIOR OFFICERS IN THE PROTECTIVE ----- SERVICES AND DEFENCE FORCE -----		
Chief of Defence Staff	8,355	11,000
Commissioner of Police	8,355	11,000
Special Adviser to Cabinet on all Protective Services and Chief Executive Officer of the National Security Council	8,355	11,000
SENIOR DIPLOMATIC REPRESENTATIVES -----		
Ambassador/High Commissioner	7,957	10,500

TABLE SHOWING EXISTING AND RECOMMENDED SALARIES OF OFFICE HOLDERS
WITHIN THE PURVIEW OF THE SALARIES REVIEW COMMISSION

OFFICE	EXISTING SALARY	RECOMMENDED SALARY
	\$ per month	\$ per month
CHAIRMEN AND MEMBERS OF COMMISSIONS ----- AND BOARDS -----		
Chairman, EBC	7,466	9,800
Member, EBC	2,640	3,700
Chairman, Public Service Commission	7,466	9,800
Deputy Chairman, Public Service Commission	5,280	7,000
Member, Public Service Commission	2,640	3,700
Chairman, Teaching Service Commission	4,620	6,200
Member, Teaching Service Commission	1,980	3,000
Chairman, SASC	4,620	6,200
Deputy Chairman, SASC	2,970	4,000
Member, SASC	1,320	2,000
Chairman, Police Service Commission	990	1,600
Member, Police Service Commission	792	1,500
Chairman, Judicial and Legal Service Commission	990	1,600
Member, Judicial and Legal Service Commission	792	1,500
Chairman, Public Service Appeal and Statutory Authorities Appeal Boards	5,000	6,800
Member, Public Service Appeal and Statutory Authorities Appeal Boards	1,980	3,000
Member, Statutory Authorities Appeal Board	1,500	2,300
Chairman, SRC	3,000	6,500
Member, SRC	1,980	3,500
Chairman, Integrity Commission	5,000	6,800
Deputy Chairman, Integrity Commission	2,640	4,000
Member, Integrity Commission	1,980	3,000
----- JUDICIAL AND LEGAL SERVICE -----		
GROUP I		
Solicitor General	8,355	11,000
Director Public Prosecutions	8,355	11,000
Chief Parliamentary Counsel	8,355	11,000
Chief Magistrate	8,355	11,000
Master of the High Court	8,355	11,000
GROUP II (formerly IA)		
Deputy Chief Magistrate	7,689	10,200
Deputy Solicitor General	7,689	10,200
Deputy Director of Public Prosecutions	7,689	10,200
Deputy Chief Parliamentary Counsel	7,689	10,200
Chief State Solicitor	7,689	10,200
Registrar General	7,689	10,200
Registrar and Marshal	7,689	10,200
Director, Law Revision	7,689	10,200

TABLE SHOWING EXISTING AND RECOMMENDED SALARIES OF OFFICE HOLDERS
WITHIN THE PURVIEW OF THE SALARIES REVIEW COMMISSION

OFFICE	EXISTING SALARY	RECOMMENDED SALARY
	\$ per month	\$ per month
GROUP III (formerly Group II)		
Senior Magistrate	7,293	9,300
Legal Adviser, Ministry of External Affairs	7,293	9,300
Treasury Solicitor	7,293	9,300
Assistant Solicitor General	7,293	9,300
Assistant Director of Public Prosecutions	7,293	9,300
Assistant Chief Parliamentary Counsel	7,293	9,300
Deputy Chief State Solicitor	7,293	9,300
GROUP IV (formerly Group III)		
Head, Legal Division, Office of the Ombudsman	6,104	
Magistrate	6,104	
Secretary, Law Commission.	6,104	7,820-8,020
Deputy Registrar General	5,913	8,220-8,420
Deputy Registrar and Marshal	5,913	
Administrative Secretary to the Chief Justice	4,791	
GROUP V (formerly Group IV)		
Senior State Counsel	5,913	
Senior Parliamentary Counsel	5,913	7,300-7,495
Senior Legal Research Officer	5,913	7,690-7,885
Assistant Chief State Solicitor	5,913	8,075
GROUP VI (formerly Group V)		
Senior State Solicitor	4,791	
State Counsel 111	4,791	6,153-6,343
Parliamentary Counsel 11	4,791	6,533-6,723
Legal Research Officer 11	4,791	6,913
GROUP VII (formerly Group VI)		
Legal Research Officer 1	4308-4508	
Parliamentary Counsel 1	4308-4508	
State Solicitor 11	4308-4508	
State Counsel 11	4308-4508	5,646-5,826
Assistant Registrar and Deputy Marshal	4308-4508	6,006-6,186
Assistant Registrar General	4308-4508	
Registrar, Industrial Court	4308-4508	
Registrar, Tax Appeal Board	4308-4508	
GROUP VIII (formerly Group VII)		
State Counsel 1	3662-3773-	4,996-5,176
State Solicitor 1	3884-3995-	5,356
	4106-4217	
NATIONAL INSTITUTE OF HIGHER EDUCATION		

(RESEARCH, SCIENCE AND TECHNOLOGY)		

President	8,696	11,400
Director (Financial Institutions)	8,355	11,000

TABLE SHOWING EXISTING AND RECOMMENDED SALARIES OF OFFICE HOLDERS
WITHIN THE PURVIEW OF THE SALARIES REVIEW COMMISSION

OFFICE	EXISTING SALARY	RECOMMENDED SALARY
	\$ per month	\$ per month
TOBAGO HOUSE OF ASSEMBLY		
Chairman	8,800	11,500
Deputy Chairman	3,300	7,000
Assemblyman and Councillor	2,376	3,500
LOCAL GOVERNMENT OFFICIALS		
Municipal Councils		
Mayor		
Port of Spain	2,750	8,000
San Fernando	2,300	7,000
Arima	2,000	6,000
Point Fortin	2,000	6,000
Deputy Mayor		
Port of Spain	1,375	4,000
San Fernando	1,150	3,500
Arima	1,000	3,000
Point Fortin	1,000	3,000
Chairman of Committee		
Port of Spain	900	2,000
San Fernando	900	2,000
Arima	900	2,000
Point Fortin	900	2,000
Alderman and Councillor		
Port of Spain	750	1,500
San Fernando	750	1,500
Arima	750	1,500
Point Fortin	750	1,500
County Councils		
Chairman of Councils	1,650	3,500
Vice Chairman	1,000	2,000
Chairman of Committees	1,000	2,000
Alderman and Councillor	900	1,500

** The salaries of these office-holders are exempt from Income Tax.

SUMMARY OF RECOMMENDATIONS OF THE SALARIES REVIEW COMMISSION
ON ALLOWANCES AND FRINGE BENEFITS FOR HOLDERS OF PUBLIC
OFFICES WITHIN ITS PURVIEW

MEMBERS AND OFFICERS OF PARLIAMENT

PRESIDENT OF THE REPUBLIC

<u>Provision</u>	<u>Particulars</u>
Telephone	- The existing provision to continue.
Housing	- The existing provision to continue.
Transport Facilities	- The existing provision to continue.
Entertainment	- The existing provision to continue.
Vacation Leave	- The existing provision to continue.
Overseas Travel Facilities	- A Warm Clothing Allowance of \$500. Other existing arrangements to continue.
Medical Benefits	- The existing provision to continue.
Pensions/Gratuity	- The existing provision to continue.
Duty Allowance	- A Duty Allowance of \$2,000 per month.

PRIME MINISTER

Housing	- The existing provision to continue.
Telephone	- The existing provision to continue.
Transport Facilities	
(i) Official car and Driver	- The existing provision to continue.
(ii) Vehicle Purchase	- A maximum loan of \$50,000 at a rate of interest of 6% per annum with full exemption from Motor Vehicle Tax and Value Added Tax.

MEMBERS AND OFFICERS OF PARLIAMENT

PRIME MINISTER (CONT'D)

<u>Provision</u>		<u>Particulars</u>
(iii) Insurance Loan	-	A loan to cover the cost of Motor Vehicle Insurance Premium.
(iv) Chauffeur Allowance	-	The existing provision to continue.
(v) Travel Allowance	-	Existing arrangements to be discontinued and replaced by a Travel Allowance of \$2,100 per month.
Subsistence Allowance		
(i) In Trinidad	-	Existing arrangements to be discontinued and replaced by a fixed sum of \$625 per month.
(ii) Travel to/within Tobago	-	The existing provision to continue.
Entertainment	-	The existing provision to continue.
Vacation Leave	-	The existing provision to continue.
Overseas Travel Facilities	-	The existing provision to continue.
Medical Benefits	-	The existing provision to continue.
Pensions/Gratuity	-	The existing provision to continue.
Parliamentary Allowance	-	The existing provision to continue.

CABINET MINISTER

Cost-of-Living Allowance	-	The Cost-of-Living Allowance formerly paid to Ministers of Government to be discontinued.
Housing	-	Official quarters or an allowance of \$1,500 per month in lieu.
Telephone	-	Same as for Minister (Non-Cabinet).

MEMBERS AND OFFICERS OF PARLIAMENT

CABINET MINISTER (CONT'D)

<u>Provision</u>		<u>Particulars</u>
Transport Facilities		
(i) Official car and Driver	-	An official car with all maintenance and operational costs borne by the State and an official driver.
(ii) Vehicle Purchase	-	A maximum loan of \$50,000 at a rate of interest of 6% per annum with full exemption from Motor Vehicle Tax and Value Added Tax.
(iii) Insurance Loan	-	Same as for Minister (Non-Cabinet).
(iv) Chauffeur Allowance	-	Same as for Minister (Non-Cabinet).
(v) Travel Allowance	-	A fixed Travel Allowance of \$2,100 per month.
(In addition to (i), provisions at (ii) - (v) to be applicable to elected representatives only.)		
Subsistence Allowance		
(i) In Trinidad	-	The existing arrangements to be discontinued and replaced by a fixed sum of \$625 per month. Where the incumbent resides beyond a radius of 50 kilometres from Port of Spain an additional sum of \$625 per month to be paid.
(ii) Residence in Tobago	-	Same as for Minister (Non-Cabinet).
(iii) Travel to /within Tobago	-	Same as for Minister (Non-Cabinet).
(iv) Late sittings of Parliament	-	Same as for Minister (Non-Cabinet).
Entertainment	-	Same as for Minister (Non-Cabinet).
Vacation Leave	-	Same as for Minister (Non-Cabinet).
Overseas Travel Facilities	-	Same as for Minister (Non-Cabinet).

MEMBERS AND OFFICERS OF PARLIAMENT

CABINET MINISTER (CONT'D)

<u>Provision</u>		<u>Particulars</u>
Medical Benefits	-	Same as for Minister (Non-Cabinet).
Pensions/Gratuity	-	Same as for Minister (Non-Cabinet).
Parliamentary Allowance	-	Same as for Minister (Non-Cabinet).
Professional Allowance (Attorney General only)	-	A Professional Allowance of \$1,500 per month.

MINISTER (NON-CABINET)

Cost-of-Living Allowance	-	The existing provision to be discontinued.
Telephone	-	The existing provision to continue.
Transport Facilities		
(i) Vehicle Purchase	-	A maximum loan of \$50,000 at a rate of interest of 6% per annum with full exemption from Motor Vehicle Tax and Value Added Tax.
(ii) Insurance Loan	-	The existing provision to continue.
(iii) Chauffeur Allowance	-	The existing provision to continue.
(iv) Travel Allowance	-	Existing arrangements to be discontinued and replaced by a Travel Allowance of \$2,100 per month.
Subsistence Allowance		
(i) In Trinidad	-	Existing arrangements to be discontinued and replaced by a fixed sum of \$625 per month. Where the incumbent resides beyond a radius of 50 kilometres from Port of Spain, an additional sum of \$625 per month to be paid.

MEMBERS AND OFFICERS OF PARLIAMENT

MINISTER (NON-CABINET) (CONT'D)

<u>Provision</u>	<u>Particulars</u>
(ii) Residence in Tobago	- The existing provision to continue.
(iii) Travel to/within Tobago	- The existing provision to continue.
(iv) Late sittings of Parliament	- The existing provision to continue.
Entertainment	- The existing provision to continue.
Vacation Leave	- The existing provision to continue.
Overseas Travel Facilities	- The existing provision to continue.
Medical Benefits	- The existing provision to continue.
Pensions/Gratuity	- The existing provision to continue.
Parliamentary Allowance	- The existing provision to continue.

SPEAKER OF THE HOUSE OF REPRESENTATIVES

Housing	- Existing arrangements to be discontinued and instead official quarters or an allowance of \$1,500 per month in lieu.
Telephone	- The existing provision to continue.
Transport Facilities	
(i) Official Car and Driver	- An official car with all maintenance and operational costs borne by the State and an official driver.
(ii) Vehicle Purchase	- A maximum loan of \$50,000 at a rate of interest of 6% per annum with full exemption from Motor Vehicle Tax and Value Added Tax.
(iii) Insurance Loan	- The existing provision to continue.

MEMBERS AND OFFICERS OF PARLIAMENT
SPEAKER OF THE HOUSE OF REPRESENTATIVES (CONT'D)

<u>Provision</u>	<u>Particulars</u>
(iv) Chauffeur Allowance	- The existing provision to continue.
(v) Travel Allowance	- Existing arrangements to be discontinued, and replaced by a Travel Allowance of \$2,100 per month.

(In addition to (i) provisions at (ii)-(v) to be applicable where the Speaker is an elected member.)

Subsistence Allowance

(i) In Trinidad	- Existing arrangements to be discontinued and replaced by a fixed sum of \$625 per month. Where the incumbent resides beyond a radius of 50 kilometres from Port of Spain an additional sum of \$625 per month to be paid.
(ii) Travel to/ within Tobago	- The existing provision to continue.
(iii) Late sittings of Parliament	- The existing provision to continue.
Entertainment	- The existing provision to continue.
Medical Benefits	- The existing provision to continue.
Pensions/Gratuity	- The existing provision to continue.
Parliamentary Allowance	- Where an elected member, official stationery and free postage within Trinidad and Tobago for all official correspondence related to constituency business.

PRESIDENT OF THE SENATE

Housing	- Official quarters or an allowance of \$1,500 per month in lieu.
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MEMBERS AND OFFICERS OF PARLIAMENT

PRESIDENT OF THE SENATE (CONT'D)

<u>Provision</u>		<u>Particulars</u>
Transport Facilities	-	Existing arrangement to be discontinued. Instead an official car with all maintenance and operational costs borne by the State and an official driver to be provided.
Subsistence Allowance		
(i) In Trinidad	-	Existing arrangement to be discontinued and replaced by a fixed sum of \$625 per month.
(ii) Travel to/ within Tobago	-	The existing provision to continue.
(iii) Late sittings of Parliament	-	The existing provision to continue.
Entertainment	-	The existing provision to continue.
Medical Benefits	-	The existing provision to continue.
Pensions/Gratuity	-	The existing provision to continue.

LEADER OF THE OPPOSITION

Telephone	-	The existing provision to continue.
Transport Facilities		
(i) Vehicle Purchase	-	A maximum loan of \$50,000 at a rate of interest of 6% per annum with full exemption from Motor Vehicle Tax and Value Added Tax.
(ii) Insurance Loan	-	The existing provision to continue.
(iii) Chauffeur Allowance	-	The existing provision to continue.

MEMBERS AND OFFICERS OF PARLIAMENT
THE LEADER OF THE OPPOSITION (CONT'D)

<u>Provision</u>	-	<u>Particulars</u>
(iv) Travel Allowance	-	Existing arrangements to be discontinued and replaced by a Travel Allowance of \$2,000 per month.
 Subsistence Allowance		
(i) In Trinidad	-	Existing arrangements to be discontinued and replaced by a fixed sum of \$625 per month.
(ii) Late sittings of Parliament	-	The existing provision to continue.
Entertainment	-	The existing provision to continue.
Pensions/Gratuity	-	The existing provision to continue.
Parliamentary Allowance	-	The existing provision to continue.

PARLIAMENTARY SECRETARY

Cost-of-Living Allowance	-	The existing provision to be discontinued.
Telephone	-	The existing provision to continue.
 Transport Facilities		
(i) Vehicle Purchase	-	A maximum loan of \$50,000 at a rate of interest of 6% per annum with full exemption from Motor Vehicle Tax and Value Added Tax.
(ii) Insurance Loan	-	The existing provision to continue.
(iii) Chauffeur Allowance	-	The existing provision to continue.
(iv) Travel Allowance	-	Existing arrangements to be discontinued and replaced by a Travel Allowance of \$2,000 per month, where an elected member or \$1,600 per month, where a Senator.

MEMBERS AND OFFICERS OF PARLIAMENT

PARLIAMENTARY SECRETARY (CONT'D)

<u>Provision</u>	<u>Particulars</u>
Subsistence Allowance	
(i) In Trinidad	- Existing arrangements to be discontinued and replaced by a fixed sum of \$625 per month.
(ii) Residence in Tobago	- \$700 per month where normal residence is in Tobago.
(iii) Travel to/within Tobago	- (a) Where overnight stay is required, hotel expenses including meals and an allowance of \$10 per day or where hotel facilities are not utilised, a fixed sum of \$70 per day; (b) Where no overnight stay is required, a fixed sum of \$70 per day.
(iv) Late sittings of Parliament	- The existing provision to continue.
Entertainment	- The existing provision to continue.
Vacation Leave	- The existing provision to continue.
Medical Benefits	- The existing provision to continue.
Pensions/Gratuity	- The existing provision to continue.
Parliamentary Allowance	- The existing provision to continue.

DEPUTY SPEAKER OF THE HOUSE OF REPRESENTATIVES

Transport Facilities

(i) Vehicle Purchase	- A maximum loan of \$50,000 at a rate of interest of 6% per annum with full exemption from Motor Vehicle Tax and Value Added Tax.
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MEMBERS AND OFFICERS OF PARLIAMENT

DEPUTY SPEAKER OF THE HOUSE OF REPRESENTATIVES (CONT'D)

<u>Provision</u>		<u>Particulars</u>
(ii) Insurance Loan	-	The existing provision to continue.
(iii) Travel Allowance	-	Existing arrangements to be discontinued and replaced by a Travel Allowance of \$1,700 per month or \$1,900 per month where the incumbent represents a constituency located beyond 50 kilometres from Port of Spain.
Subsistence Allowance		
(i) In Trinidad	-	Existing arrangements to be discontinued and replaced by a fixed sum of \$625 per month.
(ii) Late sittings of Parliament	-	The existing provision to continue.
Entertainment	-	The existing provision to continue.
Pensions/Gratuity	-	The existing provision to continue.
Parliamentary Allowance	-	The existing provision to continue.

VICE PRESIDENT OF THE SENATE

Transport Facilities

(i) Vehicle Purchase	-	A maximum loan of \$50,000 at a rate of interest of 6% per annum with full exemption from Motor Vehicle Tax and Value Added Tax.
(ii) Insurance Loan	-	The existing provision to continue.
(iii) Travel Allowance	-	Existing arrangements to be discontinued and replaced by a Travel Allowance of \$1,000 per month.

MEMBERS AND OFFICERS OF PARLIAMENT

VICE-PRESIDENT OF THE SENATE (CONT'D)

<u>Provision</u>		<u>Particulars</u>
Subsistence Allowance		
(i) In Trinidad	-	Existing arrangements to be discontinued and replaced by a fixed sum of \$625 per month.
(ii) Late sittings of Parliament	-	The existing provision to continue.
Entertainment	-	The existing provision to continue.
Pensions/Gratuity	-	The existing provision to continue.
Parliamentary Allowance	-	The existing provision to continue.

MEMBER OF THE HOUSE OF REPRESENTATIVES

Transport Facilities		
(i) Vehicle Purchase	-	A maximum loan of \$50,000 at a rate of interest of 6% per annum with full exemption from Motor Vehicle Tax and Value Added Tax.
(ii) Insurance Loan	-	The existing provision to continue.
(iii) Travel Allowance	-	Existing arrangements to be discontinued and replaced by a Travel Allowance of \$1,700 per month or \$1,900 per month where the incumbent represents a constituency located beyond 50 kilometres from Port of Spain.
Subsistence Allowance		
(i) In Trinidad	-	Existing arrangements to be discontinued and replaced by a fixed sum of \$625 per month.

MEMBERS AND OFFICERS OF PARLIAMENT

MEMBER OF THE HOUSE OF REPRESENTATIVES (CONT'D)

<u>Provision</u>		<u>Particulars</u>
(ii) Late sittings of Parliament	-	The existing provision to continue.
(iii) Attendance at Parliament and official functions by members from Tobago	-	The existing provision to continue.
Entertainment	-	The existing provision to continue.
Pensions/Gratuity	-	The existing provision to continue.
Parliamentary Allowance	-	The existing provision to continue.

MEMBER OF THE SENATE

(Other than Ministers and Parliamentary Secretaries)

Transport Facilities

(i) Vehicle Purchase	-	A maximum loan of \$50,000 at a rate of interest of 6% per annum with full exemption from Motor Vehicle Tax and Value Added Tax.
(ii) Insurance Loan	-	The existing provision to continue.
(iii) Travel Allowance	-	Existing arrangement to be discontinued and replaced by a Travel Allowance of \$1,000 per month.

Subsistence Allowance

(i) In Trinidad	-	Existing arrangement to be discontinued and replaced by a fixed sum of \$625 per month.
(ii) Late sittings of Parliament.	-	The existing provision to continue.
Entertainment	-	The existing provision to continue.
Parliamentary Allowance	-	The existing provision to continue.

MEMBERS AND OFFICERS OF PARLIAMENT

OMBUDSMAN

<u>Provision</u>	<u>Particulars</u>
Cost-of-Living Allowance	- Payment of a Cost-of-Living Allowance to be discontinued. The present incumbent to continue to receive a Cost-of-Living Allowance on the same basis as is paid to public officers.
Housing	- Rent-free, fully furnished super-grade quarters or an allowance of \$1,000 per month in lieu.
Telephone	- The existing provision to continue.
Transport Facilities	
(i) Official Car	- The existing provision to be discontinued.
(ii) Vehicle Purchase	- A maximum loan of \$50,000 at a rate of interest of 6% per annum with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan.
(iii) Insurance Loan	- The existing provision to continue.
(iv) Commuted Travelling	- A Commuted Travelling Allowance of \$1,000 per month.
(v) Chauffeur Allowance	- The existing provision to continue.
 (The present incumbent to continue to be provided with an official car and Chauffeur Allowance or the provisions at (ii) - (v) above.)	
Subsistence Allowance	- Existing arrangements to be discontinued and replaced by a fixed sum of \$500 per month.
Entertainment	- The existing provision to be discontinued. The present incumbent to continue to receive an Entertainment Allowance of \$250 per month.

MEMBERS AND OFFICERS OF PARLIAMENT

OMBUDSMAN (CONT'D)

<u>Provision</u>	<u>Particulars</u>
Vacation Leave	- 30 calendar days per annum. The present incumbent to continue to be eligible for 45 working days per annum.
Overseas Travel Facilities	- The existing provision to continue.
Medical Benefits	- The existing provision to continue.
Pensions/Gratuity	- The existing provision to continue.
Other Terms	- Provision for enjoyment of certain benefits during vacation leave taken at the expiry of period of tenure, to continue.

THE HIGHER JUDICIARY

CHIEF JUSTICE

Personal Allowance (Judge's Allowance)	- The existing provision to continue.
Cost-of-Living Allowance	- The payment of a Cost-of-Living Allowance to be discontinued. The present incumbent to continue to receive a Cost-of-Living Allowance on the same basis as is paid to public officers.
Housing	- Rent-free, fully furnished super-grade residence or an allowance of \$1,000 per month in lieu.
Telephone	- The existing provision to continue.
Transport Facilities	
(i) Official car and Driver	- The existing arrangements regarding the provision of an official car and official chauffeur to continue.

THE HIGHER JUDICIARY

CHIEF JUSTICE (CONT'D)

<u>Provision</u>		<u>Particulars</u>
(ii) Vehicle Purchase	-	A maximum loan of \$50,000 at a rate of interest of 6% per annum with full exemption from Motor Vehicle Tax and Value Added Tax where the vehicle is manufactured locally and exemption from customs duty when the vehicle is manufactured abroad.
(iii) Insurance Loan	-	The existing provision to continue.
(iv) Chauffeur Allowance	-	The existing provision to continue.
(v) Commuted Travelling	-	A Commuted Travelling Allowance of \$1,000 per month.
Subsistence Allowance	-	A rate of \$75 per day when on duty in San Fernando or Tobago.
Entertainment	-	The existing provision to continue.
Vacation Leave	-	The existing provision to continue.
Overseas Travel	-	The existing provision to continue.
Medical Benefits	-	The existing provision to continue.
Pensions/Gratuity	-	The existing provision to continue.
Exemption from Taxation	-	The existing provision to continue.

JUSTICE OF APPEAL

PUISNE JUDGE

Personal Allowance (Judge's Allowance)	-	The existing provision to continue.
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THE HIGHER JUDICIARY

JUSTICE OF APPEAL
PUISNE JUDGE (CONT'D)

<u>Provision</u>		<u>Particulars</u>
Cost-of-Living Allowance	-	The payment of a Cost-of-Living Allowance to be discontinued. The present incumbents to continue to receive a Cost-of-Living Allowance on the same basis as is paid to public officers.
Housing	-	Rent-free, fully furnished super-grade residence or an allowance of \$1,000 per month in lieu.
Telephone	-	The existing provision to continue.
Transport Facilities		
(i) Vehicle Purchase	-	A maximum loan of \$50,000 at a rate of interest of 6% per annum with full exemption from Motor Vehicle Tax and Value Added Tax where the vehicle is manufactured locally and exemption from customs duty where the vehicle is manufactured abroad.
(ii) Insurance Loan	-	The existing provision to continue.
(iii) Chauffeur Allowance	-	The existing provision to continue.
(iv) Commuted Travelling	-	A Commuted Travelling Allowance of \$1,000 per month.
Subsistence Allowance	-	A rate of \$75 per day when on duty in San Fernando or Tobago.
Entertainment	-	The existing provision to continue.
Vacation Leave	-	The existing provision to continue.
Overseas Travel Facilities	-	The existing provision to continue.
Medical Benefits	-	The existing provision to continue.

THE HIGHER JUDICIARY

JUSTICE OF APPEAL
PUISNE JUDGE (CONT'D)

<u>Provision</u>		<u>Particulars</u>
Pensions/Gratuity	-	The existing provision to continue.
Exemption from Taxation	-	The existing provision to continue.

AUDITOR GENERAL

Cost-of-Living Allowance	-	The payment of a Cost-of-Living Allowance to be discontinued. The present incumbent to continue to receive a Cost-of-Living Allowance on the same basis as is paid to public officers.
Housing	-	Rent-free, furnished super-grade quarters or an allowance of \$1,000 per month in lieu.
Telephone	-	The existing provision to continue.
Transport Facilities		
(i) Vehicle Purchase	-	A maximum loan of \$50,000 at a rate of interest of 6% per annum with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan.
(ii) Insurance Loan	-	The existing provision to continue.
(iii) Chauffeur Allowance	-	The existing provision to continue.
(iv) Commuted Travelling	-	A Commuted Travelling Allowance of \$1,000 per month.
Subsistence Allowance	-	Existing arrangements to be discontinued and replaced by a fixed sum of \$500 per month.
Vacation Leave	-	The existing provision to continue.

AUDITOR GENERAL (CONT'D)

<u>Provision</u>	-	<u>Particulars</u>
Overseas Travel Facilities	-	The existing provision to continue.
Medical Benefits	-	The existing provision to continue.
Pensions/Gratuity	-	The existing provision to continue.

THE INDUSTRIAL COURT
PRESIDENT
CHAIRMAN, ESSENTIAL SERVICES DIVISION
VICE PRESIDENT
MEMBER

Cost-of-Living Allowance	-	The existing provision to be discontinued. The present incumbents to continue to receive a Cost-of-Living Allowance on the same basis as is paid to public officers.
Housing	-	Rent-free, furnished super-grade quarters or an allowance of \$1,000 per month in lieu.
Telephone	-	The existing provision to continue.
Transport Facilities		
(i) Vehicle Purchase	-	A maximum loan of \$50,000 at a rate of interest of 6% per annum with full exemption from Motor Vehicle Tax and Value Added Tax.
(ii) Insurance Loan	-	The existing provision to continue.
(iii) Chauffeur Allowance	-	The existing provision to continue.
(iv) Commuted Travelling	-	A Commuted Travelling Allowance of \$1,000 per month.
Subsistence Allowance	-	A Subsistence Allowance of \$75 per day when on duty in San Fernando or Tobago.
Entertainment	-	The existing provision to continue.

THE INDUSTRIAL COURT

<u>Provision</u>		<u>Particulars</u>
Vacation Leave	-	The existing provision to continue.
Overseas Travel Facilities	-	The existing provision to continue.
Medical Benefits	-	The existing provision to continue.
Pensions/Gratuity	-	The existing provision to continue.

TAX APPEAL BOARD

CHAIRMAN
MEMBER

Cost-of-Living Allowance	-	The payment of a Cost-of-Living Allowance to be discontinued. The present incumbent to continue to receive a Cost-of-Living Allowance on the same basis as is paid to public officers.
Housing	-	Rent-free, furnished, super-grade quarters or an allowance of \$1,000 per month in lieu.
Telephone	-	The existing provision to continue.
Transport Facilities		
(i) Vehicle Purchase	-	A maximum loan of \$50,000 at a rate of interest of 6% per annum with full exemption from Motor Vehicle Tax and Value Added Tax. In addition, the Chairman to continue to receive exemption from customs duty only, where the vehicle is manufactured abroad.
(ii) Insurance Loan	-	The existing provision to continue.
(iii) Chauffeur Allowance	-	The existing provision to continue.
(iv) Commuted Travelling	-	A Commuted Travelling Allowance of \$1,000 per month.

TAX APPEAL BOARD

CHAIRMAN
MEMBER (CONT'D)

<u>Provision</u>	<u>Particulars</u>
Subsistence Allowance	- A rate of \$75 per day when travelling beyond a radius of 16 kilometres (10 miles) from official headquarters.
Entertainment	- The existing provision to continue.
Vacation Leave	- The existing provision to continue.
Overseas Travel Facilities	- The existing provision to continue.
Medical Benefits	- The existing provision to continue.

TOP MANAGERS IN THE PUBLIC SERVICE

Permanent Secretary to the Prime Minister
and Head of the Public Service
Permanent Secretary, Ministry of Finance
Commissioner of Inland Revenue and Chairman
of the Board of Inland Revenue
Economic Adviser to the Prime Minister
Permanent Secretary
Chief Personnel Officer
Director of Personnel Administration
Chief Medical Officer
Director of Contracts
Adviser to the Minister of Industry,
Enterprise and Tourism
Commissioner of Inland Revenue
Comptroller of Accounts
Director of Budgets
Director, Research and Development,
Ministry of Finance
Special Adviser to the Minister of Energy
Clerk, Tobago House of Assembly
Tourism Adviser
Secretary to the Ombudsman

Cost-of-Living Allowance	- The existing provision to be discontinued.
Housing	- Rent-free, furnished quarters of Grade I specification or an allowance of \$1,000 per month in lieu.
Telephone	- The existing provision to continue.

TOP MANAGERS IN THE PUBLIC SERVICE

<u>Provision</u>	<u>Particulars</u>
Transport Facilities	
(i) Vehicle Purchase	- A maximum loan of \$50,000 at a rate of interest of 6% per annum with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan.
(ii) Insurance Loan	- The existing provision to continue.
(iii) Chauffeur Allowance	- The existing provision to continue.
(iv) Commuted Travelling	- A Commuted Travelling Allowance of \$1,000 per month.
Subsistence Allowance	- Existing arrangement to be discontinued and replaced by a fixed sum of \$500 per month.
Entertainment	- Payment of an Entertainment Allowance to the Permanent Secretary, Ministry of Finance to be discontinued. Other existing arrangements to continue.
Vacation Leave	- 30 calendar days per annum.
Medical Benefits	- The existing provision to continue.
Pensions/Gratuity	- The existing provision to continue.
Administrative Allowance	- The existing provision to continue. (Applicable to Chief Medical Officer only.)
Duty Allowance	- An allowance of \$1,500 per month to be paid to the Permanent Secretary to the Prime Minister and Head of the Public Service and the Permanent Secretary, Ministry of Finance.

TOP MANAGERS IN THE PUBLIC SERVICE

SECRETARY, INTEGRITY COMMISSION

<u>Provisions</u>		<u>Particulars</u>
Telephone	-	Cost of telephone rental and other expenses related to official business to be met by the State.
Transport Facilities		
(i) Vehicle Purchase	-	A maximum loan of \$50,000 at a rate of interest of 6% per annum with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan.
(ii) Insurance Loan	-	A loan to cover the cost of Motor Vehicle Insurance Premium.
(iii) Commuted Travelling	-	A Commuted Travelling Allowance of \$1,000.
Subsistence Allowance	-	A fixed sum of \$500 per month.
Vacation Leave	-	30 calendar days per annum.
Medical Benefits	-	Entitlement to free pathological examination and physiological treatment and all incidental services at any state health institution or with approval, to be paid the cost of such treatment at any other institution in Trinidad and Tobago.

TOP MANAGERS IN THE CENTRAL BANK

GOVERNOR
DEPUTY GOVERNOR

Cost-of-Living Allowance	-	The existing provision to be discontinued.
Other Terms and Conditions of Service	-	The existing provisions to continue.

TOP MANAGERS IN THE PUBLIC UTILITIES AND
STATUTORY AUTHORITIES

GENERAL MANAGER, INDUSTRIAL DEVELOPMENT CORPORATION

<u>Provision</u>	<u>Particulars</u>
Cost-of-Living Allowance	- The existing provision to be discontinued.
Housing	- Rent-free, furnished quarters of Grade I specification or an allowance of \$1,000 per month in lieu.
Transport Facilities	- The existing provision to continue.
Subsistence Allowance	- Existing arrangement to be discontinued and replaced by a fixed sum of \$500 per month.
Entertainment	- The existing provision to continue.
Vacation Leave	- 30 calendar days per annum.
Medical Benefits	- The existing provision to continue.
Pensions/Gratuity	- The existing provision to continue.

Director, Management Development Centre
Executive Director, Water and Sewerage Authority (WASA)
General Manager, Port Authority
Deputy Executive Director, WASA
Director (Finance), WASA
Director (Technical), WASA
Director, Water Resources Agency, WASA
General Manager, Public Transport Service Corporation
Executive Director, National Housing Authority

Cost-of-Living Allowance	- The existing provision to be discontinued.
Housing	- Rent-free, furnished quarters of Grade I specification or an allowance of \$1,000 per month in lieu.

**TOP MANAGERS IN THE PUBLIC UTILITIES AND
STATUTORY AUTHORITIES**

<u>Provision</u>	<u>Particulars</u>
Transport Facilities	
(i) Vehicle Purchase	- A maximum loan of \$50,000 at a rate of interest of 6% per annum with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan.
(ii) Insurance Loan	- The existing provision to continue.
(iii) Chauffeur Allowance	- The existing provision to continue.
(iv) Commuted Travelling	- A Commuted Travelling Allowance of \$1,000 per month.
Subsistence Allowance	- Existing arrangement to be discontinued and replaced by a fixed sum of \$500 per month.
Entertainment	- The existing provision to continue.
Vacation Leave	- 30 calendar days per annum.
Medical Benefits	- The existing provision to continue.
Pensions/Gratuity	- The existing provision to continue.

**SENIOR OFFICERS IN THE PROTECTIVE SERVICES AND
THE DEFENCE FORCE**

Chief of Defence Staff
Commissioner of Police
Special Adviser to Cabinet on all Protective Services and
Chief Executive Officer of the National Security Council

Cost-of-Living Allowance	- The existing provision to be discontinued.
Housing	- The existing provisions to continue.
Telephone	- The existing provision to continue.

SENIOR OFFICERS IN THE PROTECTIVE SERVICES AND
THE DEFENCE FORCE

<u>Provision</u>	-	<u>Particulars</u>
Transport Facilities		
(i) Official Car and Driver	-	The existing provision to continue in respect of the Chief of Defence Staff and the Commissioner of Police.
(ii) Vehicle Purchase (All office-holders)	-	A maximum loan of \$50,000 at a rate of interest of 6% per annum with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan.
(iii) Insurance Loan	-	The existing provision to continue.
(iv) Chauffeur Allowance	-	The existing provision to continue in respect of the Special Adviser to Cabinet only.
(v) Commuted Travelling	-	A Commuted Travelling Allowance of \$1,000 per month.
Subsistence Allowance	-	Existing arrangements to be discontinued and replaced by a fixed sum of \$500 per month.
Entertainment	-	The existing provision to continue.
Vacation Leave	-	30 calendar days per annum.
Medical Benefits	-	The existing provision to continue.
Pensions/Gratuity	-	The existing provision to continue.
Ration/Meal Allowance	-	The existing provision to continue. (Chief of Defence Staff and Commissioner of Police.)
Uniform	-	The existing provision to continue. (Chief of Defence Staff and Commissioner of Police.)
Duty Allowance	-	The existing provision to continue. (Commissioner of Police only.)

SENIOR DIPLOMATIC REPRESENTATIVES

HIGH COMMISSIONER/AMBASSADOR (Resident)

<u>Provision</u>		<u>Particulars</u>
Cost-of-Living Allowance	-	The existing provision to be discontinued.
Vacation Leave	-	30 calendar days per annum.
Other Terms and Conditions of Service	-	The existing provisions to continue.

HIGH COMMISSIONER/AMBASSADOR (Non-Resident)

Cost-of-Living Allowance	-	The existing provision to be discontinued.
Transport Facilities		
(i) Vehicle Purchase	-	A maximum loan of \$50,000 at a rate of interest of 6% per annum with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan.
(ii) Insurance Loan	-	The existing provision to continue.
(iii) Chauffeur Allowance	-	The existing provision to continue.
(iv) Commuted Travelling	-	A Commuted Travelling Allowance of \$1,000 per month.
Subsistence Allowance	-	Existing arrangement to be discontinued and replaced by a fixed sum of \$500 per month.
Entertainment	-	The existing provision to continue.
Vacation Leave	-	30 calendar days per annum.
Medical Benefits	-	The existing provision to continue.

SENIOR DIPLOMATIC REPRESENTATIVES

HIGH COMMISSIONER/AMBASSADOR (Non-Resident) (CONT'D)

<u>Provision</u>		<u>Particulars</u>
Pensions/Gratuity	-	The existing provision to continue.
Domestic Staff	-	The existing provision to continue.
Outfit Allowance	-	The existing provision to continue.

CHAIRMEN AND MEMBERS OF COMMISSIONS AND BOARDS

CHAIRMAN, ELECTIONS AND BOUNDARIES COMMISSION

Cost-of-Living Allowance	-	The existing provision to be discontinued. The present incumbent to continue to receive a Cost-of-Living Allowance on the same basis as is paid to public officers.
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Transport Facilities

(i) Vehicle Purchase	-	A maximum loan of \$50,000 at a rate of interest of 6% per annum with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan.
(ii) Insurance Loan	-	The existing provision to continue.
(iii) Chauffeur Allowance	-	The existing provision to continue.
(iv) Commuted Travelling	-	A Commuted Travelling Allowance of \$1,000 per month.
Subsistence Allowance	-	Existing arrangement to be discontinued and replaced by a fixed sum of \$500 per month.
Vacation Leave	-	30 calendar days per annum. The existing provision to continue to apply to the present incumbent.

CHAIRMAN AND MEMBERS OF COMMISSIONS AND BOARDS

CHAIRMAN, ELECTIONS AND BOUNDARIES COMMISSION (CONT'D)

<u>Provision</u>		<u>Particulars</u>
Medical Benefits	-	The existing provision to continue.
Pensions/Gratuity	-	The existing provision to continue.

MEMBER, ELECTIONS AND BOUNDARIES COMMISSION

Transport Facilities

(i) Vehicle Purchase	-	A maximum loan of \$50,000 at a rate of interest of 6% per annum with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan.
(ii) Insurance Loan	-	The existing provision to continue.
(iii) Commuted Travelling	-	A Commuted Travelling Allowance of \$1,000 per month.
Subsistence Allowance	-	Existing arrangement to be discontinued and replaced by a fixed sum of \$500 per month.

CHAIRMAN, PUBLIC SERVICE COMMISSION

Cost-of-Living Allowance	-	The existing provision to be discontinued. The present incumbent to continue to receive a Cost-of-Living Allowance on the same basis as is paid to public officers.
Housing	-	Rent-free, furnished quarters of super-grade specification or an allowance of \$1,000 per month in lieu.

CHAIRMEN AND MEMBERS OF COMMISSION AND BOARDS

CHAIRMAN, PUBLIC SERVICE COMMISSION (CONT'D)

<u>Provisions</u>		<u>Particulars</u>
Transport Facilities		
(i) Vehicle Purchase	-	A maximum loan of \$50,000 at a rate of interest of 6% per annum with exemption from Motor Vehicle Tax and Value Added Tax, limited to the value of the maximum loan.
(ii) Insurance Loan	-	The existing provision to continue.
(iii) Chauffeur Allowance	-	The existing provision to continue.
(iv) Commuted Travelling	-	A Commuted Travelling Allowance of \$1,000 per month.
Subsistence Allowance	-	Existing arrangement to be discontinued and replaced by a fixed sum of \$500 per month.
Vacation Leave	-	30 calendar days per annum. The existing provision to continue to apply to the present incumbent.
Medical Benefits	-	The existing provision to continue.
Pensions/Gratuity	-	The existing provision to continue.

DEPUTY CHAIRMAN, PUBLIC SERVICE COMMISSION

Cost-of-Living Allowance	-	The existing provision to be discontinued. The present incumbent to continue to receive a Cost-of-Living Allowance on the same basis as is paid to public officers.
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CHAIRMEN AND MEMBERS OF COMMISSIONS AND BOARDS

DEPUTY CHAIRMAN, PUBLIC SERVICE COMMISSION

<u>Provisions</u>		<u>Particulars</u>
Transport Facilities		
(i) Vehicle Purchase	-	A maximum loan of \$50,000 at a rate of interest of 6% per annum with exemption from Motor Vehicle Tax and Value Added Tax, limited to the value of the maximum loan.
(ii) Insurance Loan	-	The existing provision to continue.
(iii) Chauffeur Allowance	-	The existing provision to continue.
(iv) Commuted Travelling	-	A Commuted Travelling Allowance of \$1,000 per month.
Subsistence Allowance	-	Existing arrangement to be discontinued and replaced by a fixed sum of \$250 per month.
Vacation Leave	-	30 calendar days per annum. The existing provision to continue to apply to the present incumbent.
Medical Benefits	-	The existing provision to continue.
Pensions/Gratuity	-	The existing provision to continue.

MEMBER, PUBLIC SERVICE COMMISSION

Transport Facilities		
Commuted Travelling	-	A Commuted Travelling Allowance of \$350 per month.
Subsistence Allowance	-	Existing arrangement to be discontinued and replaced by a fixed sum of \$250 per month.

CHAIRMAN AND MEMBERS OF COMMISSIONS AND BOARDS

CHAIRMAN, TEACHING SERVICE COMMISSION

<u>Provisions</u>	<u>Particulars</u>
Transport Facilities	
(i) Vehicle Purchase	- A maximum loan of \$50,000 at a rate of interest of 6% per annum, with exemption from Motor Vehicle Tax and Value Added Tax, limited to the value of the maximum loan.
(ii) Insurance Loan	- The existing provision to continue.
(iii) Chauffeur Allowance	- The existing provision to continue.
(iv) Commuted Travelling	- A Commuted Travelling Allowance of \$1,000 per month.
Subsistence Allowance	- Existing arrangement to be discontinued and replaced by a fixed sum of \$500 per month.

MEMBER, TEACHING SERVICE COMMISSION

Transport Facilities	
Commuted Travelling	- A Commuted Travelling Allowance of \$350 per month.
Subsistence Allowance	- Existing arrangement to be discontinued and replaced by a fixed sum of \$250 per month.

CHAIRMAN, STATUTORY AUTHORITIES SERVICE COMMISSION

Transport Facilities	
(i) Vehicle Purchase	- A maximum loan of \$50,000 at a rate of interest of 6% per annum with exemption from Motor Vehicle Tax and Value Added Tax, limited to the value of the maximum loan.
(ii) Insurance Loan	- The existing provision to continue.

CHAIRMEN AND MEMBERS OF COMMISSIONS AND BOARDS

CHAIRMAN, STATUTORY AUTHORITIES SERVICE COMMISSION (CONT'D)

<u>Provision</u>		<u>Particulars</u>
(iii) Chauffeur Allowance	-	The existing provision to continue.
(iv) Commuted Travelling	-	A Commuted Travelling Allowance of \$1,000 per month.
Subsistence Allowance	-	Existing arrangement to be discontinued and replaced by a fixed sum of \$500 per month.

DEPUTY CHAIRMAN, STATUTORY AUTHORITIES SERVICE COMMISSION
MEMBER, STATUTORY AUTHORITIES SERVICE COMMISSION

Transport Facilities

Commuted Travelling	-	A Commuted Travelling Allowance of \$350 per month.
Subsistence Allowance	-	Existing arrangement to be discontinued and replaced by a fixed sum of \$250 per month.

CHAIRMAN, JUDICIAL AND LEGAL SERVICE COMMISSION

Transport Facilities

Commuted Travelling	-	A Commuted Travelling Allowance of \$350 per month.
Subsistence Allowance	-	Existing arrangement to be discontinued and replaced by a fixed sum of \$500 per month.

MEMBER, JUDICIAL AND LEGAL SERVICE COMMISSION

Transport Facilities

Commuted Travelling	-	A Commuted Travelling Allowance of \$350 per month.
Subsistence Allowance	-	Existing arrangement to be discontinued and replaced by a fixed sum of \$250 per month.

CHAIRMEN AND MEMBERS OF COMMISSIONS AND BOARDS

CHAIRMAN, POLICE SERVICE COMMISSION

<u>Provision</u>		<u>Particulars</u>
Transport Facilities		
Commuted Travelling	-	A Commuted Travelling Allowance of \$350 per month.
Subsistence Allowance	-	Existing arrangement to be discontinued and replaced by a fixed sum of \$500 per month.

MEMBER, POLICE SERVICE COMMISSION

Transport Facilities		
Commuted Travelling	-	A Commuted Travelling Allowance of \$350 per month.
Subsistence Allowance	-	Existing arrangement to be discontinued and replaced by a fixed sum of \$250 per month.

CHAIRMAN, SALARIES REVIEW COMMISSION

Transport Facilities		
Commuted Travelling	-	A Commuted Travelling Allowance of \$350 per month.
Subsistence Allowance	-	The existing provision to be discontinued. The present incumbent to continue to receive a Subsistence Allowance in accordance with existing terms.
Telephone	-	The existing provision to continue.

MEMBER, SALARIES REVIEW COMMISSION

Transport Facilities		
Commuted Travelling	-	A Commuted Travelling Allowance of \$350 per month.

CHAIRMEN AND MEMBERS OF COMMISSIONS AND BOARDS

MEMBER, SALARIES REVIEW COMMISSION (CONT'D)

<u>Provisions</u>		<u>Particulars</u>
Subsistence Allowance	-	The existing provision to be discontinued. Present incumbents to continue to receive a Subsistence Allowance in accordance with existing terms.

CHAIRMAN, PUBLIC SERVICE APPEAL AND STATUTORY AUTHORITIES
APPEAL BOARDS

Cost-of-Living Allowance	-	The existing provision to be discontinued.
Transport Facilities		
(i) Vehicle Purchase	-	A maximum loan of \$50,000 at a rate of interest of 6% per annum with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan.
(ii) Insurance Loan	-	The existing provision to continue.
(iii) Chauffeur Allowance	-	The existing provision to continue.
(iv) Commuted Travelling	-	A Commuted Travelling Allowance of \$1,000 per month.
Subsistence Allowance	-	The existing provision to be discontinued.

MEMBER, PUBLIC SERVICE APPEAL AND STATUTORY AUTHORITIES
APPEAL BOARDS

Transport Facilities		
Commuted Travelling	-	A Commuted Travelling Allowance of \$350 per month.
Subsistence Allowance	-	The existing provision to be discontinued.

CHAIRMEN AND MEMBERS OF COMMISSIONS AND BOARDS

MEMBER, STATUTORY AUTHORITIES APPEAL BOARD

<u>Provisions</u>		<u>Particulars</u>
Transport Facilities		
Commuted Travelling	-	A Commuted Travelling Allowance of \$350 per month.

CHAIRMAN, INTEGRITY COMMISSION

Transport Facilities		
(i) Vehicle Purchase	-	A maximum loan of \$50,000 at a rate of interest of 6% per annum, with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan.
(ii) Insurance Loan	-	The existing provision to continue.
(iii) Chauffeur Allowance	-	The existing provision to continue.
(iv) Commuted Travelling	-	A Commuted Travelling Allowance of \$1,000 per month.
Subsistence Allowance	-	The existing provision to be discontinued. The present incumbent to continue to receive a Subsistence Allowance in accordance with existing terms.

DEPUTY CHAIRMAN, INTEGRITY COMMISSION

MEMBER, INTEGRITY COMMISSION

Transport Facilities		
Commuted Travelling	-	A Commuted Travelling Allowance of \$350 per month.
Subsistence Allowance	-	The existing provision to be discontinued. The present incumbent to continue to receive a Subsistence Allowance in accordance with existing terms.

JUDICIAL AND LEGAL SERVICE

Group I

Solicitor General
Director of Public Prosecutions
Chief Parliamentary Counsel
Chief Magistrate
Master of the High Court

<u>Provision</u>		<u>Particulars</u>
Cost-of-Living Allowance	-	The existing provision to be discontinued. The present incumbents of the offices of Director of Public Prosecutions, Solicitor General and Chief Parliamentary Counsel to continue to receive a Cost-of-Living Allowance on the same basis as is paid to public officers.
Housing	-	Rent-free, quarters of Grade I specification or an allowance of \$1,000 per month in lieu.
Transport Facilities		
(i) Vehicle Purchase	-	A maximum loan of \$50,000 at a rate of interest of 6% per annum with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan.
(ii) Insurance Loan	-	The existing provision to continue.
(iii) Chauffeur Allowance	-	The existing provision to continue.
(iv) Commuted Travelling	-	A Commuted Travelling Allowance of \$1,000 per month.
Subsistence Allowance	-	The existing arrangement to be discontinued and replaced by a fixed sum of \$500 per month.
Entertainment	-	The existing provision to continue.

JUDICIAL AND LEGAL SERVICE

Group I (CONT'D)

<u>Provision</u>	<u>Particulars</u>
Vacation Leave	- 30 calendar days per annum. The existing provision to continue to apply to the present incumbents of the offices of Solicitor General, Director of Public Prosecutions and Chief Parliamentary Counsel.
Medical Benefits	- The existing provision to continue.
Duty Allowance	- A Duty Allowance of \$1,500 per month.
Pensions/Gratuity	- The existing provision to continue.

Group II (formerly Group IA)

Deputy Chief Magistrate
Deputy Solicitor General
Deputy Director of Public Prosecutions
Deputy Chief Parliamentary Counsel
Chief State Solicitor
Registrar General
Registrar and Marshal
Director, Law Revision

Cost-of-Living Allowance	- The existing provision to be discontinued.
Transport Facilities	
(i) Vehicle Purchase	- A maximum loan of \$50,000 at a rate of interest of 6% per annum with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan.
(ii) Insurance Loan	- The existing provision to continue.
(iii) Chauffeur Allowance	- The existing provision to continue.
(iv) Commuted Travelling	- A Commuted Travelling Allowance of \$1,000 per month.

JUDICIAL AND LEGAL SERVICE

Group II (CONT'D)

<u>Provision</u>		<u>Particulars</u>
Subsistence Allowance	-	The existing arrangement to be discontinued and replaced by a fixed sum of \$500 per month.
Vacation Leave	-	30 calendar days per annum.
Medical Benefits	-	The existing provision to continue.
Pensions/Gratuity	-	The existing provision to continue.

Senior Magistrate)
Legal Adviser, Ministry of External Affairs)
Treasury Solicitor	)Group III
Assistant Solicitor General	)(formerly
Assistant Director of Public Prosecutions	)Group II)
Assistant Chief Parliamentary Counsel)
Deputy Chief State Solicitor)
Head, Legal Division, Office of the Ombudsman)	
Magistrate)
Secretary, Law Commission	)Group IV
Deputy Registrar General	)(formerly
Deputy Registrar and Marshal	)Group III)
Administrative Secretary to the Chief Justice)	
Senior State Counsel)
Senior Parliamentary Counsel	)Group V
Senior Legal Research Officer	)(formerly
Assistant Chief State Solicitor	)Group IV)
Senior State Solicitor)
State Counsel III	)Group VI
Parliamentary Counsel II	)(formerly
Legal Research Officer II	)Group V)
Legal Research Officer I)
Parliamentary Counsel I)
State Solicitor II	)Group VII
State Counsel II	)(formerly
Assistant Registrar and Deputy Marshal	)Group VI)
Assistant Registrar General)
Registrar, Industrial Court)
Registrar, Tax Appeal Board)

JUDICIAL AND LEGAL SERVICE

Group III - Group VIII (CONT'D)

State Counsel I
State Solicitor I

)Group VIII
) (formerly
)Group VII)

<u>Provision</u>	-	<u>Particulars</u>
Cost-of-Living Allowance	-	The existing provision to be discontinued.
Housing	-	Rent-free quarters of Grade I specification or an allowance of \$1,000 per month to Senior Magistrates (Group III) and Magistrates (Group IV) only.
Transport Facilities		
(i) Vehicle Purchase	-	A maximum loan of \$50,000 at a rate of interest of 6% per annum with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan.
(ii) Insurance Loan	-	The existing provision to continue.
(iii) Chauffeur Allowance	-	Provision of a Chauffeur Allowance equivalent to the minimum salary of a Chauffeur I in the Public Service to Senior Magistrates (Group III) and Magistrates (Group IV) only.
(iv) Commuted Travelling	-	A Commuted Travelling Allowance of \$1,000 per month.
Subsistence Allowance	-	The existing arrangement to be discontinued and replaced by a fixed sum of \$500 per month.
Vacation Leave	-	30 calendar days per annum.
Medical Benefits	-	The existing provision to continue.
Pensions/Gratuity	-	The existing provision to continue.

TOP MANAGEMENT PERSONNEL OF
THE NATIONAL INSTITUTE OF HIGHER EDUCATION (RESEARCH,
SCIENCE AND TECHNOLOGY), (NIHERST)

PRESIDENT
DIRECTOR (FINANCIAL INSTITUTIONS)

<u>Provision</u>	-	<u>Particulars</u>
Cost-of-Living Allowance	-	The existing provision to be discontinued.
Housing	-	Rent-free, furnished quarters of Grade I specification or an allowance of \$1,000 per month in lieu.
Transport Facilities		
(i) Vehicle Purchase	-	A maximum loan of \$50,000 at a rate of interest of 6% per annum with exemption from Motor Vehicle Tax and Value Added Tax limited to the value of the maximum loan.
(ii) Insurance Loan	-	The existing provision to continue.
(iii) Chauffeur Allowance	-	The existing provision to continue.
(iv) Commuted Travelling	-	A Commuted Travelling Allowance of \$1,000 per month.
Subsistence Allowance	-	Existing arrangement to be discontinued and replaced by a fixed sum of \$500 per month.
Entertainment	-	The existing provision to continue.
Vacation Leave	-	30 calendar days per annum.
Medical Benefits	-	The existing provision to continue.
Pensions/Gratuity	-	The existing provision to continue.

TOBAGO HOUSE OF ASSEMBLY

CHAIRMAN

<u>Provision</u>		<u>Particulars</u>
Cost-of-Living Allowance	-	The existing provision to be discontinued.
Telephone	-	The existing provision to continue.
Transport Facilities		
(i) Vehicle Purchase	-	A maximum loan of \$50,000 at a rate of interest of 6% per annum with full exemption from Motor Vehicle Tax and Value Added Tax.
(ii) Insurance Loan	-	The existing provision to continue.
(iii) Chauffeur Allowance	-	The existing provision to continue.
(iv) Travel Allowance	-	Existing arrangements to be discontinued and replaced by a Travel Allowance of \$1,200 per month.
Subsistence Allowance		
(i) In Tobago	-	Existing arrangements to be discontinued and replaced by a fixed sum of \$500 per month.
(ii) Travel to/ within Trinidad	-	The existing provision to continue.
Entertainment	-	The existing provision to continue.
Vacation Leave	-	30 calendar days per annum.
Overseas Travel Facilities	-	The existing provision to continue.
Medical Benefits	-	The existing provision to continue.
Stationery and Postage Facilities	-	The existing provision to continue.

TOBAGO HOUSE OF ASSEMBLY

DEPUTY CHAIRMAN

<u>Provision</u>	<u>Particulars</u>
Transport Facilities	
(i) Vehicle Purchase	- A maximum loan of \$50,000 at a rate of interest of 6% per annum with full exemption from Motor Vehicle Tax and Value Added Tax.
(ii) Insurance Loan	- The existing provision to continue.
(iii) Commuted Travelling	- A Commuted Travelling Allowance of \$1,000 per month.
Subsistence Allowance	
(i) In Tobago	- Existing arrangements to be discontinued and replaced by a fixed sum of \$500 per month.
(ii) Travel to/ within Trinidad	- The existing provision to continue.
Vacation Leave	- 30 calendar days per annum.
Medical Benefits	- 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.
Stationery and Postage Facilities	- The existing provision to continue.

ASSEMBLYMEN AND COUNCILLORS

Transport Facilities

Commuted Travelling	- A Commuted Travelling Allowance of \$600 per month or \$800 per month to be paid instead where the Assemblyman or Councillor is Chairman of a Committee.
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TOBAGO HOUSE OF ASSEMBLY

ASSEMBLYMEN AND COUNCILLORS (CONT'D)

<u>Provision</u>	<u>Particulars</u>
Subsistence Allowance	
(i) In Tobago	- A rate of \$200 per month if residing beyond a radius of 16 kilometres from the House of Assembly.
	- A rate of \$300 per month to a Chairman of a Committee if residing beyond a radius of 16 kilometres from the House of Assembly.
(ii) Travel to/ within Trinidad	- The existing provision to continue.
Stationery and Postage Facilities	- The existing provision to continue.

LOCAL GOVERNMENT OFFICIALS

MAYOR

Housing	- Official quarters or an allowance of \$1,500 per month in lieu to the Mayor of Port of Spain, only.
Telephone	- The existing provision to continue.
Transport Facilities	
(i) Official Car and Driver	- Official car with an official driver to be provided to the Mayor of Port of Spain, only.
(ii) Travelling Allowance	- A Travelling Allowance of \$600 per month to all other Mayors.
Subsistence Allowance	- The existing arrangement should be discontinued and replaced by a fixed sum of \$500 per month.
Entertainment	- Actual expenses incurred for entertainment to be met from an official vote under the control of the respective Corporations.

LOCAL GOVERNMENT OFFICIALS

MAYOR (CONT'D)

<u>Provision</u>		<u>Particulars</u>
Vacation Leave	-	30 calendar days per annum.
Medical	-	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.

MUNICIPAL COUNCILS

DEPUTY MAYOR
CHAIRMEN OF COMMITTEES
ALDERMEN AND COUNCILLORS

COUNTY COUNCILS

CHAIRMEN OF COUNCILS
VICE CHAIRMEN
CHAIRMEN OF COMMITTEES
ALDERMEN AND COUNCILLORS

Telephone - The existing provision to continue.

Transport Facilities

Travelling Allowance - A Travelling Allowance of \$500 per month.

Subsistence Allowance - The existing arrangement to be discontinued and replaced by a fixed sum of \$350 per month.