

TWENTY-NINTH REPORT OF THE SALARIES REVIEW COMMISSION

Review of the terms and conditions of service
of the Inspector of Police Services

The President of the Republic of Trinidad and Tobago has conveyed his approval for a review by the Salaries Review Commission of the terms and conditions of service of the office of Inspector of Police Services. This office was added to the Second Schedule to the Constitution (Prescribed Matters) Act, Chapter 1:02 by Legal Notice No. 23 dated 4th February, 1994.

2. It is the understanding of the Salaries Review Commission that Government, in its thrust towards reform of the Police Service has accorded high priority to the restructuring and improvement of the management of the Police Service. To this end, the existing systems and operations of the Service were reviewed and it was recognized that in order to achieve certain management objectives, new approaches and systems ought to be implemented.

3. In this context, it was necessary to strengthen the management structure in the Ministry of National Security by the inclusion of a mechanism which would facilitate the conduct of operations/management audits and permit the continuous monitoring of the Police Service. The mechanism would also provide the means by which the Minister of National Security would be kept more fully apprised of the manner in which the resources of the Police Service were being managed.

4. The Commission has been advised that it was against this background that there was created, in the Ministry of National Security, a civilian post of Inspector of Police Services which is intended to play a key role in the assessment of the overall management and efficiency of the Police Service.

5. During the course of its deliberations, the Commission examined a Brief which was prepared by the Ministry of National Security on the duties and responsibilities of the Inspector of Police Services. The Commission noted that among the major duties which the Inspector is required to perform, include -

- (i) the provision of professional advice to the Minister of National Security on police matters to facilitate the formulation of policy proposals on manpower requirements, senior appointments within the Police Service and a continual review of good practices in the Police Service;
- (ii) the collection, collation and analysis of data on crime, drugs, criminal proceedings, complaints, traffic and public order;
- (iii) the conduct of a formal inspection of police stations at least once each year; and
- (iv) the submission of an annual report to the Minister of National Security.

6. The Salaries Review Commission in considering an appropriate remuneration package for the office of Inspector of Police Services has taken account of the fact that this office holder will possess a high degree of independence, reporting directly to the Minister of National Security. In preparation for his annual inspection, the Inspector must hold discussions with the Minister of National Security to prioritise areas of special interest or concern and also consult with the Police Service Commission. Further, it is expected that the existence of the office of Inspector would reduce the frequency of enquiries within the Police Service.

7. The Commission has noted that the office of Inspector of Police Services will be a full-time one and that the incumbent is to be recruited on a contractual basis. The office holder is expected to be a person of integrity, possessing proven management capabilities and skills as well as being knowledgeable about the operations of the Police Service. Also, the incumbent will be required to supervise a small staff of technical and other support personnel.

8. In light of the foregoing, the Salaries Review Commission recommends the following compensation package for the office of Inspector of Police Services:-

Salary

\$10,500 - \$11,000 per month.

Housing

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

Telephone

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

Transport

- (i) A maximum loan of \$50,000 at a rate of interest of 6% per annum to facilitate the purchase of a locally-assembled or imported motor vehicle with exemption from Motor Vehicle Tax and Value Added Tax limited to the amount associated with the value of the maximum loan;
- (ii) A loan to cover the cost of motor vehicle insurance premium;
- (iii) A Commuted Travelling Allowance of \$750 per month; and
- (iv) A Service Allowance of \$1,500 per month.

Subsistence Allowance

A rate of \$40.00 per day when travelling beyond a radius of 10 miles (16 kilometres) from official headquarters and when in Tobago, \$50.00 per day.

Entertainment

Actual expenses incurred to be met from an official Entertainment Vote under the control of the Prime Minister's Office.

Vacation Leave

Thirty calendar days per annum.

Medical Benefits

Entitlement without charge to pathological examinations 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

Entitlement to a gratuity equivalent to 20% of gross salary earned over the term of office.

Dated this day 25th August, 1994.

..... *Leonard Williams*
Leonard Williams
(Chairman)

..... *Edward Collier*
Edward Collier

..... *Rowell Debysingh*
Rowell Debysingh

..... *Clive Forgenie*
Clive Forgenie

..... *George Leonard Lewis*
George Leonard Lewis