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THIRTY-FIFTH REPORT

OF

THE SALARIES REVIEW COMMISSION

OF

THE REPUBLIC OF TRINIDAD AND TOBAGO

MARCH 27, 1995.

THIRTY-FIFTH REPORT OF THE SALARIES REVIEW COMMISSION

Review of Travelling Facilities applicable to
Office-holders within the purview of the
Salaries Review Commission

The President of the Republic of Trinidad and Tobago has conveyed his approval for a review by the Salaries Review Commission of the travelling facilities applicable to holders of offices within the Commission's purview.

2. The existing travelling facilities provided to office holders vary according to the status of the office as well as the duties performed. However, the main components originally comprised loans to facilitate the purchase of a motor vehicle and to cover the cost of Motor Vehicle Insurance Premiums, a Chauffeur Allowance and a Commuted Travelling Allowance.

3. In our Twenty-seventh Report, we reviewed the arrangements for the payment of the Chauffeur Allowance. Consequently, this Report addresses all components except the Chauffeur Allowance.

MOTOR VEHICLE LOAN

4. In our Twenty-third Report, we had recommended that the maximum loan to facilitate the purchase of a motor vehicle should be revised to \$50,000 and that the rate of interest applicable thereto should be set at 6% per annum. These recommendations were accepted and took effect from January 1, 1993.

5. Since that time, however, the Commission has observed that the prices of motor vehicles have increased considerably as a result of the higher price of vehicles on the international market as well as the flotation of the Trinidad and Tobago currency in April, 1993.

6. An examination of current motor vehicle prices reveals that the Showroom Prices of vehicles range between \$51,000 for models at the lower end of the scale and \$215,000 for more acclaimed models. These differences have caused us to reflect once again on the principle of providing executive compensation for top offices within our purview which we espoused in our last general review.

7. Bearing this principle in mind and taking into consideration the varying levels of office-holders involved, we are of the opinion that in recommending a revised loan ceiling, a distinction should be made between senior officials and other office holders.

8. The senior officials to whom we refer include Ministers of Government and other Parliamentarians, members of the Judiciary, Permanent Secretaries, chief legal officers and other officials of equivalent status.

9. We recommend a revised maximum loan of \$100,000 for senior officials and \$75,000 for other office-holders who are eligible for car loans. Appendix I sets out the schedule of offices and the recommended loan ceilings to be applied. The existing rate of interest of 6% per annum applicable to these loans should be maintained.

10. We have noted that a distinction has continued to be made between the quantum of the loan provided in respect of standard grade vehicles (i.e. cubic capacity of more than 1.3 litres) and light grade vehicles (i.e. cubic capacity of 1.3 litres and less). We have observed, however, that there is now minimal differential between the cost of a light grade vehicle and certain standard

grade vehicles. Consequently, we are of the view that there is no need to continue to maintain a distinction in the provision of loans for the purchase of standard and light grade motor vehicles.

11. With regard to the repayment periods for motor vehicle loans, we have observed that these are set at 5 years in the case of a standard grade vehicle and 4 1/2 years for a light grade vehicle. The existing repayment period of 5 years compares favourably with arrangements in the commercial sector where the payback period is 4 years for new cars and 2 to 3 years for used cars. For a 5 year period, instalments are estimated to range between \$1,450 per month and \$1,920 per month for loans of \$75,000 and \$100,000 respectively. Given these levels of instalments, we recommend that the repayment period be extended to 6 years. The instalments would then range between \$1,245 per month to \$1,645 per month.

Motor Vehicle Insurance Premium

12. At present, office-holders are entitled to loans repayable over a period of ten (10) months to cover the cost of motor vehicle insurance premiums. We consider that the existing provision is adequate and that it should be maintained.

Commuted Travelling Allowance/Travel Allowance

13. The existing Commuted Travelling Allowance payable to the majority of office-holders within our purview is set at \$750 per month. In the light of increases in the cost of maintaining vehicles since this allowance was implemented in 1993 and taking account of the levels of travelling allowances paid in the economy in general, we recommend that a revised rate of \$1,200 per month should be paid to office-holders (excluding holders of Parliamentary offices) who have been identified for a motor vehicle loan of \$100,000. For those office-holders for whom a loan of \$75,000 has been recommended, the revised Commuted Travelling Allowance should be set at \$900 per month.

14. In our Twenty-third Report, we had recommended the rationalisation and simplification of the travelling allowances paid to Parliamentarians. This was accepted and a single monthly Travel Allowance was introduced in place of the payment of a Special Travel Allowance in addition to a monthly Commuted Travelling Allowance. The existing Travel Allowance ranges between \$800 per month for members of the Senate (other than Ministers and Parliamentary Secretaries) to \$1,800 per month, payable to the Prime Minister and Ministers of Government. We recommend that the Travel Allowances for Parliamentarians be revised as set out in Appendix II.

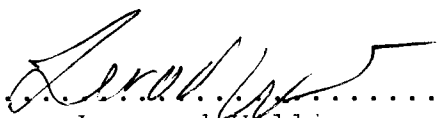
15. Varying amounts of Commuted Travelling Allowances are also paid to members of certain Commissions and Boards and Assemblymen and Councillors of the Tobago House of Assembly. In the case of Local Government officials, a Travel Allowance is payable. We recommend that these allowances should also be revised. The proposed rates are included in Appendix II.

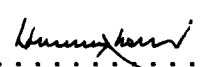
16. All revised travelling facilities should take effect from March 1, 1995.

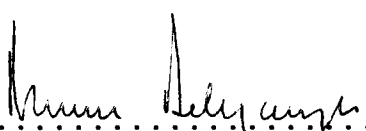
17. In summary, we recommend as follows:-


- (i) The existing Motor Vehicle Loan of \$50,000 should be revised to \$75,000 and \$100,000 as specified in Appendix I;
- (ii) The rate of interest of 6% per annum applicable to Motor Vehicle Loans should be maintained;
- (iii) The existing distinction between standard grade vehicles and light grade vehicles should be eliminated;
- (iv) The repayment period for Motor Vehicle Loans should be extended to 6 years;
- (v) The existing arrangement with regard to the provision of loans to cover Motor Vehicle Insurance Premiums should be maintained;
- (vi) The existing Commuted Travelling Allowances payable to office-holders within our purview and Travel Allowances payable to Parliamentarians and Local Government officials should be revised as specified in Appendix II;
- (vii) The revised travelling facilities should take effect from March 1, 1995.

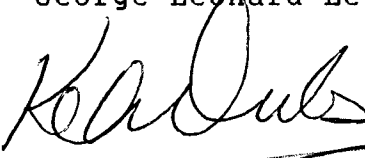
Dated this 27th day of March, 1995.


.....
Leonard Williams
(Chairman)


.....
Edward Collier


.....
Rowell Debysingh


.....
George Leonard Lewis


.....
Keith Ortiz

Proposed Revised Loan Provisions for the
purchase of motor vehicles for office-holders
under the Salaries Review Commission

A. Offices to be eligible for a loan of \$100,000

1. Members and Officers of Parliament

Prime Minister
Cabinet Minister
Minister (Non-Cabinet)
Speaker of the House of Representatives
President of the Senate
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 (other than Ministers and
Parliamentary Secretaries)
Chairman, Tobago House of Assembly
Ombudsman

2. The Higher Judiciary

Chief Justice
Justice of Appeal
Puisne Judge

3. Auditor General

4. Industrial Court

President, Industrial Court
Vice President, Industrial Court
Chairman, Essential Services Division
Member, Industrial Court

5. Tax Appeal Board

Chairman, Tax Appeal Board
Member, Tax Appeal Board (full time)

6. Managers in the Public Service, Public Utilities,
Statutory Authorities and NIHERST

Permanent Secretary to the Prime Minister and
Head of the Public Service
Permanent Secretary
Commissioner of Inland Revenue and Chairman of the
Board of Inland Revenue
Economic Adviser to the Prime Minister
Chief Personnel Officer
Director of Personnel Administration
Chief Medical Officer
Director of Contracts
Commissioner of Inland Revenue

Comptroller of Accounts
Director of Budgets
Director, Research and Development
Clerk, Tobago House of Assembly
Executive Director, Investment/Divestment
Special Adviser to the Prime Minister on Crime
Secretary, National Security Council Secretariat
Executive Director, Water and Sewerage Authority
General Manager, Port Authority
General Manager, Public Transport Service Corporation
Executive Director, National Housing Authority
President, NIHERST
Director, (Financial Institutions), NIHERST

7. 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
Special Adviser (Protective Services), Ministry of
National Security
Commissioner of Prisons
Chief Fire Officer
Inspector of Police Services
Chairman, Police Complaints Authority

8. Senior Diplomatic Representatives

High Commissioner/Ambassador (Non Resident)

9. Chairmen and Members of Commissions and Boards

Chairman, Elections and Boundaries Commission
Chairman, Public Service Commission

10. Judicial and Legal Service

Group I

B. Offices to be eligible for a loan of \$75,000

1. Managers in the Public Service, Public Utilities and Statutory Authorities

Secretary to the Ombudsman
Secretary, Integrity Commission
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

2. Chairmen and Members of Commissions of Boards

Member, Elections and Boundaries Commission
Deputy Chairman, Public Service Commission
Chairman, Teaching Service Commission

Chairman, Statutory Authorities Service Commission
Chairman, Public Service Appeal and Statutory Authorities
Appeal Board
Chairman, Integrity Commission
Chairman, Registration, Recognition and Certification Board
Deputy Chairman, Tobago House of Assembly (full time)

3. Judicial and Legal Service

Group II
Group III
Group IV
Group V
Group VI
Group VII
Group VIII

APPENDIX II

PROPOSED INCREASES IN TRAVEL AND COMMUTED
TRAVELLING ALLOWANCES FOR OFFICE-HOLDERS WITHIN
THE PURVIEW OF THE SALARIES REVIEW COMMISSION

OFFICE	TYPE	EXISTING	PROPOSED
		\$	\$
Prime Minister	Travel	1800	2300
Cabinet Minister	Travel	1800	2300
(Non-Cabinet) Minister	Travel	1800	2300
Speaker of the House	Travel	1200	1500
		or	(non-elected)
		1400 (where	or
		constituency	1550
		is beyond 50 km	(elected)
		from P.O.S.)	or
			1800
			(where consti-
			tuency is
			beyond 50 km
			from P.O.S.)
President of the Senate	Travel	1200	1500
Leader of the Opposition	Travel	1500	1900
Parliamentary Secretary	Travel	1700	2100
Vice President of the Senate	Travel	900	1200
Deputy Speaker, House of Represen- tatives	Travel	1100	1550
		or	or
		1250 (where	1800 (where
		constituency	constituency
		is beyond 50 km	is beyond
		from P.O.S.)	50 km from
			P.O.S.)
Member of the House of Representatives	Travel	1250	1550
		or	or
		1450 (where	1800 (where
		constituency	constituency
		is beyond 50 km	is beyond
		from P.O.S.)	50 km from
			P.O.S.)
Member of the Senate (other than Ministers and Parliamentary Secretaries)	Travel	800	1200
Chairman, Tobago House of Assembly	Travel	1200	1500
Ombudsman	Commuted Travelling Allowance	750	1200

OFFICE	TYPE	EXISTING	PROPOSED
		\$	\$
Chief Justice	Commuted Travelling Allowance	750	1200
Justice of Appeal	Commuted Travelling Allowance	750	1200
Puisne Judge	Commuted Travelling Allowance	750	1200
Auditor General	Commuted Travelling Allowance	750	1200
President, Industrial Court	Commuted Travelling Allowance	750	1200
Vice President, Industrial Court	Commuted Travelling Allowance	750	1200
Chairman, Essential Services Division	Commuted Travelling Allowance	750	1200
Member, Industrial Court	Commuted Travelling Allowance	750	1200
Chairman, Tax Appeal Board	Commuted Travelling Allowance	750	1200
Member, Tax Appeal Board (full time)	Commuted Travelling Allowance	750	1200
Permanent Secretary to the Prime Minister and Head of the Public Service	Commuted Travelling Allowance	750	1200
Permanent Secretary	Commuted Travelling Allowance	750	1200
Commissioner of Inland Revenue and Chairman of the Board of Inland Revenue	Commuted Travelling Allowance	750	1200
Economic Adviser to the Prime Minister	Commuted Travelling Allowance	750	1200

<i>OFFICE</i>	<i>TYPE</i>	<i>EXISTING</i>	<i>PROPOSED</i>
		\$	\$
<i>Chief Personnel Officer</i>	<i>Commuted Travelling Allowance</i>	<i>750</i>	<i>1200</i>
<i>Director of Personnel Administration</i>	<i>Commuted Travelling Allowance</i>	<i>750</i>	<i>1200</i>
<i>Chief Medical Officer</i>	<i>Commuted Travelling Allowance</i>	<i>750</i>	<i>1200</i>
<i>Director of Contracts</i>	<i>Commuted Travelling Allowance</i>	<i>750</i>	<i>1200</i>
<i>Commissioner of Inland Revenue</i>	<i>Commuted Travelling Allowance</i>	<i>750</i>	<i>1200</i>
<i>Comptroller of Accounts</i>	<i>Commuted Travelling Allowance</i>	<i>750</i>	<i>1200</i>
<i>Director of Budgets</i>	<i>Commuted Travelling Allowance</i>	<i>750</i>	<i>1200</i>
<i>Director, Research & Development</i>	<i>Commuted Travelling Allowance</i>	<i>750</i>	<i>1200</i>
<i>Clerk, Tobago House of Assembly</i>	<i>Commuted Travelling Allowance</i>	<i>750</i>	<i>1200</i>
<i>Executive Director, Investment/Divestment</i>	<i>Commuted Travelling Allowance</i>	<i>750</i>	<i>1200</i>
<i>Special Adviser to the Prime Minister on Crime</i>	<i>Commuted Travelling Allowance</i>	<i>750</i>	<i>1200</i>
<i>President, NIHERST</i>	<i>Commuted Travelling Allowance</i>	<i>750</i>	<i>1200</i>
<i>Director, (Financial Institutions), NIHERST</i>	<i>Commuted Travelling Allowance</i>	<i>750</i>	<i>1200</i>
<i>Secretary, National Security Council Secretariat</i>	<i>Commuted Travelling Allowance</i>	<i>750</i>	<i>1200</i>
<i>Executive Director, WASA</i>	<i>Commuted Travelling Allowance</i>	<i>750</i>	<i>1200</i>

OFFICE	TYPE	EXISTING	PROPOSED
		\$	\$
General Manager, Port Authority	Commuted Travelling Allowance	750	1200
General Manager, PTSC	Commuted Travelling Allowance	750	1200
Executive Director, NHA	Commuted Travelling Allowance	750	1200
Chief of Defence Staff	Commuted Travelling Allowance	750	1200
Commissioner of Police	Commuted Travelling Allowance	750	1200
Special Adviser to Cabinet on all Protective Services and Chief Executive Officer, NSC	Commuted Travelling Allowance	750	1200
Special Adviser (Protective Services), Ministry of National Security	Commuted Travelling Allowance	750	1200
Inspector of Police Services	Commuted Travelling Allowance	750	1200
Chairman, Police Complaints Authority	Commuted Travelling Allowance	750	1200
Commissioner of Prisons	Commuted Travelling Allowance	750	1200
Chief Fire Officer	Commuted Travelling Allowance	750	1200
High Commissioner/ Ambassador (Non-Resident)	Commuted Travelling Allowance	750	1200
Chairman, Elections and Boundaries Commission	Commuted Travelling Allowance	750	1200
Chairman, Public Service Commission	Commuted Travelling Allowance	750	1200

OFFICE	TYPE	EXISTING	PROPOSED
		\$	\$
<i>Members of Group I of the Judicial and Legal Service:-</i>			
<i>Solicitor General Director of Public Prosecutions Chief Parliamentary Counsel Chief Magistrate Master of the High Court</i>	<i>Commuted Travelling Allowance</i>	<i>750</i>	<i>1200</i>
<i>Secretary to the Ombudsman</i>	<i>Commuted Travelling Allowance</i>	<i>750</i>	<i>900</i>
<i>Secretary, Integrity Commission</i>	<i>Commuted Travelling Allowance</i>	<i>750</i>	<i>900</i>
<i>Deputy Executive Director, WASA</i>	<i>Commuted Travelling Allowance</i>	<i>750</i>	<i>900</i>
<i>Director (Finance), WASA</i>	<i>Commuted Travelling Allowance</i>	<i>750</i>	<i>900</i>
<i>Director (Technical), WASA</i>	<i>Commuted Travelling Allowance</i>	<i>750</i>	<i>900</i>
<i>Director, Water Resources Agency, WASA</i>	<i>Commuted Travelling Allowance</i>	<i>750</i>	<i>900</i>
<i>Member, Elections and Boundaries Commission</i>	<i>Commuted Travelling Allowance</i>	<i>750</i>	<i>900</i>
<i>Deputy Chairman, Public Service Commission</i>	<i>Commuted Travelling Allowance</i>	<i>750</i>	<i>900</i>
<i>Chairman, Teaching Service Commission</i>	<i>Commuted Travelling Allowance</i>	<i>750</i>	<i>900</i>
<i>Chairman, Statutory Authorities Service Commission</i>	<i>Commuted Travelling Allowance</i>	<i>750</i>	<i>900</i>
<i>Chairman, Public Service Appeal and Statutory Authorities Appeal Boards</i>	<i>Commuted Travelling Allowance</i>	<i>750</i>	<i>900</i>

OFFICE	TYPE	EXISTING	PROPOSED
		\$	\$
Chairman, Integrity Commission	Commuted Travelling Allowance	750	900
Chairman, Registration, Recognition and Certification Board	Commuted Travelling Allowance	750	900
Deputy Chairman, Tobago House of Assembly (full time)	Commuted Travelling Allowance	750	900
Members of the following groups of the Judicial and Legal Service:-			
Group II	}		
	}		
Group III	}		
	}		
Group IV	}		
	}Commuted	750	900
Group V	}Travelling		
	}Allowance		
Group VI	}		
	}		
Group VII	}		
	}		
Group VIII	}		
Member, Public Service Commission	Commuted Travelling Allowance	250	300
Member, Teaching Service Commission	Commuted Travelling Allowance	250	300
Deputy Chairman, Statutory Authorities Service Commission	Commuted Travelling Allowance	250	300
Chairman, Judicial and Legal Service Commission	Commuted Travelling Allowance	250	300
Member, Judicial and Legal Service Commission	Commuted Travelling Allowance	250	300
Chairman, Police Service Commission	Commuted Travelling Allowance	250	300
Member, Police Service Commission	Commuted Travelling Allowance	250	300

OFFICE	TYPE	EXISTING	PROPOSED
		\$	\$
Chairman, Salaries Review Commission	Commuted Travelling Allowance	250	300
Member, Salaries Review Commission	Commuted Travelling Allowance	250	300
Member, Public Service Appeal and Statutory Authorities Appeal Boards	Commuted Travelling Allowance	250	300
Member, Statutory Authorities Appeal Board	Commuted Travelling Allowance	250	300
Deputy Chairman, Integrity Commission	Commuted Travelling Allowance	250	300
Assemblymen and Councillors of the Tobago House of Assembly	Commuted Travelling Allowance	425	500
<i>Officials of City and Borough Councils:-</i>			
Mayors	Travel	500	600
Deputy Mayors	Travel	475	570
Chairmen of Committees	Travel	475	570
Aldermen and Councillors	Travel	475	570
<i>Officials of Regional Councils:-</i>			
Chairmen of Councils	Travel	500	600
Vice Chairmen	Travel	475	570
Chairmen of Committees	Travel	475	570
Aldermen and Councillors	Travel	475	570