

EIGHT REPORT OF THE SALARIES REVIEW COMMISSION

Since the submission of our last Report in December, 1982, the death has unfortunately occurred on April 9, 1983 of Mr. Mitra Sinanan T.C., S.C., who had headed the Salaries Review Commission since its appointment in August, 1978, and it became necessary for the Commission to be reconstituted.

2. By Instrument dated September 30, 1983, Mr. Leonard Williams who was already a member of the Commission was appointed Chairman to replace Mr. Sinanan. A new member, Mr. Kenneth Lalls, was also appointed for a period of three (3) years with effect from October 3, 1983. Accordingly, the full membership of the Commission now comprises: -

Mr. Leonard Williams- Chairman

Mr. Louis Rostant – Member

Mr. Rodney St. Rose- Member

Mr. Clive Forgenie- Member

Mr. Kenneth Lalla- Member

3. Since the Commission has been re-constituted, we have deliberated upon the decisions taken by the Government regarding the revision of remuneration arrangements for holders of offices within the purview of the Salaries Review Commission, in the light of recommendations contained in our Seventh Report. In so doing, we have considered it necessary to direct attention to representations received from several office holders for the redress of grievances or anomalies which they perceived in the remuneration structure which has evolved. Our decisions on these matters form the subject of this Report.

TOP MANAGERS IN THE PUBLIC SERVICE, PUBLIC UTILITIES AND OTHER STATUTORY AUTHORITIES

4. It has been observed that the revised salaries approved for certain Top Management positions in the Public Service, Public Utilities and other Statutory Authorities are lower than or equal to those established by negotiation for posts assigned to Salary Range 68 in the Public Service Classification and Compensation Plans 1981 to 1983, whereas these Top Management positions had been classified at a higher level prior to being brought within the ambit of the Salaries Review Commission. The offices in question are: -

Secretary to the Ombudsman

General Manager,

Public Transport Service Corporation
 Executive Director,
 National Housing Authority
 Deputy Executive Director,
 Water and Sewerage Authority
 Director (Finance)
 Water and Sewage Authority

 Director (Technical)
 Water and Sewerage Authority

 Director, Water Resources Agency,
 Water and Sewerage Authority.

The existing relationship is as follows: -

<u>Salary Range 68 in the Public Service Classification and Compensation Plans</u>	<u>Revised Salaries Approved for the Aforementioned Top Management Positions</u>
<u>\$ per month</u>	<u>\$ per month</u>
1981- 6,458	1981-6,458
1982-7,201	1982-7,168
1983-7,957	1983-7,885.

5. In our view, the situation is anomalous since, given the relative duties and responsibilities of holders of these Top Management positions, they should continue to be assigned salaries at somewhat higher levels than those attached to posts classified in Salary Range 68 in the Public Service Classification and Compensation Plans.

6. Accordingly, within the limits already approved for other Top Management Personnel, we recommend that the salaries approved for the officers listed at paragraph 4 should be further revised in the following manner with a view to eliminating the anomalies which have arisen:

1981- \$6500 per month

1982-\$7,300 per month

1983- \$8,055 per month.

JUDICIAL AND LEGAL SERVICE

7. After considering representations made to us by members of the Judicial and Legal Service, we have determined, upon re-assessment of the duties and responsibilities of the respective offices, that the classification of only the offices of Treasury Solicitor and Deputy Chief State Solicitor should be revised.

8. Under existing arrangements, both the Treasury Solicitor and the Deputy Chief State Solicitor are classified in Group III of the Judicial and Legal Service. Group III also includes the offices of Magistrate; Secretary, Law Commission; and Head, Legal Division, Office of the Ombudsman. Our recommendation is that with retroactive effect to January 1, 1981, the post of Treasury Solicitor and Deputy Chief State Solicitor should be included in Group II of the Judicial and Legal Service classification structure along with such offices as Assistant Solicitor General and Assistant Director of Public Prosecutions.

OTHER REPRESENTATIONS

9. Despite the approaches made to us by several other office-holders, we remain satisfied that the existing remuneration structure is otherwise reasonable and ought to be retained at least until another comprehensive review of the duties and responsibilities of all offices within our purview has been undertaken. The last general review was carried out in 1979/1980 during the course of preparing our first two Reports. As it is anticipated that a general review of that nature may be undertaken during the course of 1984, this ought to provide a forum for further consideration of any representations made to us from time to time.

SUMMARY OF RECOMMENDATIONS

10. In summary, therefore, our recommendations are as follows: -

RECOMMEDATION 1

In order to eliminate salary anomalies which, exist between certain Top Management positions in the Public Service and Statutory Authorities falling within the purview of the Salaries Review Commission and posts of relatively lesser status in the highest tier of the Public Service Classification and Compensation Plans, salary for the offices listed below should be adjusted to the following levels with effect from January 1, 1981: -

1981- \$6500 per month

1982-\$7,300 per month

1983- \$8,055 per month.

Secretary to the Ombudsman

General Manager,

Public Transport Service Corporation

Executive Director,

National Housing 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.

RECOMMEDATION 2

To ensure that the classification of these offices reflects the full weight of their respective duties and responsibilities, the offices of Treasury Solicitor and Deputy Chief State Solicitor should, with retroactive effect to January 1, 1981, be elevated from Group III to Group II of the classification system applicable to the Judicial and Legal Service.

Dated this Sixteenth day of January, 1984.

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Sgd. Leonard Williams(Chairman)

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Sgd. Louis Rostant

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Sgd. Rodney St. Rose

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Sgd. Clive Forgenie

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Sgd. Kenneth Lalla