

NINETIETH REPORT

OF THE

SALARIES REVIEW COMMISSION

OF THE

REPUBLIC OF TRINIDAD AND TOBAGO

November 12 , 2009

NINETIETH REPORT OF THE SALARIES REVIEW COMMISSION

Review of the salaries and other conditions of service of the offices of the Chief of Defence Staff, Vice Chief of Defence Staff, Commissioner of Police and Deputy Commissioner of Police

By letter dated July 31, 2009, the President of the Republic of Trinidad and Tobago conveyed his approval for the Salaries Review Commission (SRC) to review the salaries and other conditions of service of the offices of Chief of Defence Staff (CDS) and Vice Chief of Defence Staff (VCDS), together with those of the offices of Commissioner of Police (COP) and Deputy Commissioner of Police (DCOP), taking into account their relative importance in terms of role, function and responsibilities in the area of national security and management of the Trinidad and Tobago Defence Force (TTDF) vis-à-vis the offices of COP and DCOP and their respective roles, functions and responsibilities.

2. The SRC recently conducted and completed a general review of salaries and other conditions of service of all offices under its purview. Our recommendations, which are set out in the 89th Report of the SRC, were approved by Cabinet in July 2009, with the exception of the salaries for the offices of COP and DCOP.

3. In the past, the offices of CDS and COP were provided with the same remuneration arrangements except in relation to Housing and Pension/Gratuity, while the offices of VCDS and DCOP were remunerated identically except in relation to Pension/Gratuity. In the 89th Report, we recommended a change in relativities between those offices and, as a consequence, higher remuneration for the offices of COP and DCOP than for the offices of CDS and VCDS, respectively.

4. In our deliberations on this occasion, we reviewed the roles and functions of the offices of COP and CDS in particular, and noted that the holders of both of these offices are responsible for charting, monitoring and evaluating the strategic direction of their organisations.

5. There have been significant changes in the role and functions of the COP as a consequence of the enactment of the Constitution (Amendment) Act, 2006. According to that Act, the COP has been given complete power to manage the Police Service. Specifically, the COP is now authorised to appoint persons to hold or act in offices in the Police Service, other than those of COP and DCOP. The office holder has the power also to make appointments on promotion and to confirm appointments and to transfer any police officer other than the COP and DCOP. Additionally, the COP now exercises disciplinary control over police officers at levels below that of DCOP. Prior to the coming in force of the Act, the COP's responsibility with respect to disciplinary control was limited to officers below the rank of Inspector.

6. The CDS continues to be responsible for the general management of the Trinidad and Tobago Defence Force (TTDF) and to serve as the military adviser to the National Security Council as well as a member of the Defence Council. The CDS is, however, not directly involved in the process of appointing or promoting officers of the Defence Force. With respect to disciplinary powers, by virtue of section 88 of the Defence Act, the CDS has the power, as one of the appropriate superior authorities as defined in the Act, to investigate summary charges against officers and warrant officers, determine whether the accused are guilty of the charges and impose specified punishment and also to dismiss charges. This responsibility is shared with other appropriate superior authorities. Additionally, we are advised that, currently, the TTDF is required to provide support for the law enforcement efforts of the Police Service so as to bolster internal security measures.

7. Holders of the offices of DCOP and VCDS provide strategic support to the offices of COP and CDS respectively and are required to carry out the functions of those office holders in their absence. However, given the changed role and functions of the COP, there has been a corresponding impact on the role and functions of the DCOP. On the other hand, we are advised that the duties of the office of VCDS have remained relatively unchanged since our 80th Report, being significantly administrative in nature and focused on the day-to-day operations of the TTDF Headquarters as well as human resource development.

8. We are of the view that while the scope and responsibilities of the COP have increased, there is little evidence of any significant change in the role and functions of the office of CDS.

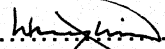
9. We note that Cabinet has agreed to an evaluation of those offices the holders of which had requested changes in the relative positioning of their jobs within the structure. We are persuaded that an evaluation of all jobs within our purview should be undertaken, one of the purposes of which would be to establish internal equity among all the offices therein.

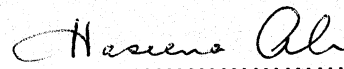
Recommendations

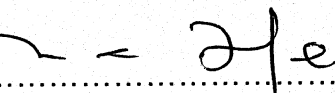
10. With respect to the current remit, for it to be determined whether and to what extent there have been any changes in the relative positions of the offices of CDS, VCDS, COP and DCOP, it is necessary, in our opinion, that an evaluation be undertaken of all offices in the Senior Officers in the Protective Services and the Defence Force group. Such an exercise would necessitate the identification of relevant benchmark positions drawn from the wider remit group, in order to place salary recommendations for the Senior Officers in the Protective Services and the Defence Force group appropriately within the existing SRC compensation structure.

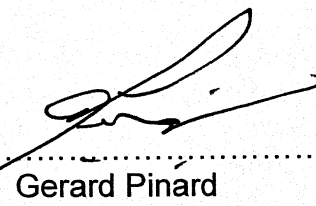
11. Until that evaluation exercise is completed, the Commission recommends that the existing remuneration arrangements applicable to the offices of CDS, VCDS, COP and DCOP be maintained.


Dated this 12th day of November, 2009.


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Edward Collier
(Chairman)


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Haseena Ali


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Marjorie Thorpe


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Gerard Pinard


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Kenneth Dalip