

# **MEMORANDUM OF AGREEMENT**

**between the**

**CHIEF PERSONNEL OFFICER**

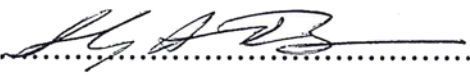
**and**

**The Public Services Association  
Of Trinidad And Tobago**

**for the period**

**JANUARY 1, 2011 to DECEMBER 31, 2013**

.....  
**CHIEF PERSONNEL OFFICER  
ON BEHALF OF THE MINISTER  
OF FINANCE AND THE ECONOMY**

  
.....

**FOR AND ON BEHALF OF THE  
PUBLIC SERVICES ASSOCIATION  
OF TRINIDAD AND TOBAGO**

Dated this 13<sup>~~th~~</sup> day of March, 2015

## COMPENSATION PLAN

Salary Scales (per month) applicable to Offices in the Civil Service and Statutory Authorities subject to the Statutory Authorities Act, Chapter 24:01

For the Period January 1, 2011 to December 31, 2013

Rg.	YEAR	SALARY SCALE								LONGEVITY		
		Minimum	A	B	C	D	E	F	G	1ST	2ND	3RD
		\$	S	S	S	S	S	S	S	S	S	S
<b>4</b>	2010	3665	3720	3772	3828	3902	3973	4046	4133	4198	4271	4342
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>3812</i>	<i>3869</i>	<i>3923</i>	<i>3981</i>	<i>4058</i>	<i>4132</i>	<i>4208</i>	<i>4298</i>	<i>4366</i>	<i>4442</i>	<i>4516</i>
	2011	4115	4175	4231	4291	4371	4448	4527	4621	4691	4770	4847
	2012	4280	4342	4400	4463	4546	4626	4708	4806	4879	4961	5041
	2013	4537	4603	4664	4731	4819	4904	4990	5094	5172	5259	5343
<b>5</b>	2010	3692	3747	3806	3876	3947	4023	4101	4185	4262	4333	4410
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>3840</i>	<i>3897</i>	<i>3958</i>	<i>4031</i>	<i>4105</i>	<i>4184</i>	<i>4265</i>	<i>4352</i>	<i>4432</i>	<i>4506</i>	<i>4586</i>
	2011	4144	4204	4267	4343	4420	4502	4586	4677	4760	4837	4920
	2012	4310	4372	4438	4517	4597	4682	4769	4864	4950	5030	5117
	2013	4569	4634	4704	4788	4873	4963	5055	5156	5247	5332	5424
<b>6</b>	2010	3717	3772	3834	3910	3984	4060	4136	4221	4295	4372	4443
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>3866</i>	<i>3923</i>	<i>3987</i>	<i>4066</i>	<i>4143</i>	<i>4222</i>	<i>4301</i>	<i>4390</i>	<i>4467</i>	<i>4547</i>	<i>4621</i>
	2011	4171	4231	4297	4379	4460	4542	4624	4716	4796	4880	4957
	2012	4338	4400	4469	4554	4638	4724	4809	4905	4988	5075	5155
	2013	4598	4664	4737	4827	4916	5007	5098	5199	5287	5380	5464
<b>7</b>	2010	3743	3801	3871	3946	4022	4098	4168	4262	4333	4410	4484
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>3893</i>	<i>3953</i>	<i>4026</i>	<i>4104</i>	<i>4183</i>	<i>4262</i>	<i>4335</i>	<i>4432</i>	<i>4506</i>	<i>4586</i>	<i>4663</i>
	2011	4200	4262	4338	4419	4501	4583	4659	4760	4837	4920	5000
	2012	4368	4432	4512	4596	4681	4766	4845	4950	5030	5117	5200
	2013	4630	4698	4783	4872	4962	5052	5136	5247	5332	5424	5512
<b>8</b>	2010	3768	3828	3910	3987	4066	4151	4226	4308	4386	4465	4545
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>3919</i>	<i>3981</i>	<i>4066</i>	<i>4146</i>	<i>4229</i>	<i>4317</i>	<i>4395</i>	<i>4480</i>	<i>4561</i>	<i>4644</i>	<i>4727</i>
	2011	4227	4291	4379	4463	4549	4640	4722	4810	4894	4981	5067
	2012	4396	4463	4554	4642	4731	4826	4911	5002	5090	5180	5270
	2013	4660	4731	4827	4921	5015	5116	5206	5302	5395	5491	5586
<b>9</b>	2010	3800	3871	3947	4032	4108	4186	4267	4358	4442	4521	4601
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>3952</i>	<i>4026</i>	<i>4105</i>	<i>4193</i>	<i>4272</i>	<i>4353</i>	<i>4438</i>	<i>4532</i>	<i>4620</i>	<i>4702</i>	<i>4785</i>
	2011	4261	4338	4420	4512	4594	4678	4766	4864	4956	5041	5127
	2012	4431	4512	4597	4692	4778	4865	4957	5059	5154	5243	5332
	2013	4697	4783	4873	4974	5065	5157	5254	5363	5463	5558	5652
<b>10</b>	2010	3828	3915	3998	4082	4167	4251	4333	4429	4507	4592	4680
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>3981</i>	<i>4072</i>	<i>4158</i>	<i>4245</i>	<i>4334</i>	<i>4421</i>	<i>4506</i>	<i>4606</i>	<i>4687</i>	<i>4776</i>	<i>4867</i>
	2011	4291	4386	4475	4566	4658	4749	4837	4941	5025	5118	5212
	2012	4463	4561	4654	4749	4844	4939	5030	5139	5226	5323	5420
	2013	4731	4835	4933	5034	5135	5235	5332	5447	5540	5642	5745
<b>11</b>	2010	3895	3980	4065	4151	4227	4313	4404	4505	4590	4670	4756
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>4051</i>	<i>4139</i>	<i>4228</i>	<i>4317</i>	<i>4396</i>	<i>4486</i>	<i>4580</i>	<i>4685</i>	<i>4774</i>	<i>4857</i>	<i>4946</i>
	2011	4364	4455	4548	4640	4723	4816	4914	5023	5116	5202	5295
	2012	4539	4633	4730	4826	4912	5009	5111	5224	5321	5410	5507
	2013	4811	4911	5014	5116	5207	5310	5418	5537	5640	5735	5837
<b>12</b>	2010	3959	4048	4136	4225	4312	4404	4493	4601	4683	4778	4864
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>4117</i>	<i>4210</i>	<i>4301</i>	<i>4394</i>	<i>4484</i>	<i>4580</i>	<i>4673</i>	<i>4785</i>	<i>4870</i>	<i>4969</i>	<i>5059</i>
	2011	4432	4529	4624	4721	4814	4914	5011	5127	5216	5319	5412
	2012	4609	4710	4809	4910	5007	5111	5211	5332	5425	5532	5628
	2013	4886	4993	5098	5205	5307	5418	5524	5652	5751	5864	5966
<b>13</b>	2010	4023	4122	4221	4313	4413	4507	4607	4708	4801	4897	4995
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>4184</i>	<i>4287</i>	<i>4390</i>	<i>4486</i>	<i>4590</i>	<i>4687</i>	<i>4791</i>	<i>4896</i>	<i>4993</i>	<i>5093</i>	<i>5195</i>
	2011	4502	4609	4716	4816	4924	5025	5133	5243	5344	5448	5554
	2012	4682	4793	4905	5009	5121	5226	5338	5453	5558	5666	5776
	2013	4963	5081	5199	5310	5428	5540	5658	5780	5891	6006	6123

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For the Period January 1, 2011 to December 31, 2013

Rg.	YEAR	SALARY SCALE								LONGEVITY		
		Minimum	A	B	C	D	E	F	G	1ST	2ND	3RD
		\$	S	S	S	S	S	S	S	S	S	S
14	2010	4091	4186	4290	4389	4495	4592	4694	4813	4915	5014	5115
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>4255</i>	<i>4353</i>	<i>4462</i>	<i>4565</i>	<i>4675</i>	<i>4776</i>	<i>4882</i>	<i>5006</i>	<i>5112</i>	<i>5215</i>	<i>5320</i>
	2011	4576	4678	4791	4898	5013	5118	5228	5357	5467	5574	5684
	2012	4759	4865	4983	5094	5214	5323	5437	5571	5686	5797	5911
	2013	5045	5157	5282	5400	5527	5642	5763	5905	6027	6145	6266
15	2010	4161	4267	4374	4480	4586	4692	4799	4917	5024	5129	5241
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>4327</i>	<i>4438</i>	<i>4549</i>	<i>4659</i>	<i>4769</i>	<i>4880</i>	<i>4991</i>	<i>5114</i>	<i>5225</i>	<i>5334</i>	<i>5451</i>
	2011	4651	4766	4882	4996	5111	5226	5341	5469	5585	5698	5820
	2012	4837	4957	5077	5196	5315	5435	5555	5688	5808	5926	6053
	2013	5127	5254	5382	5508	5634	5761	5888	6029	6156	6282	6416
16	2010	4225	4341	4451	4568	4682	4799	4915	5038	5144	5264	5376
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>4394</i>	<i>4515</i>	<i>4629</i>	<i>4751</i>	<i>4869</i>	<i>4991</i>	<i>5112</i>	<i>5240</i>	<i>5350</i>	<i>5475</i>	<i>5591</i>
	2011	4721	4846	4965	5092	5215	5341	5467	5600	5715	5845	5965
	2012	4910	5040	5164	5296	5424	5555	5686	5824	5944	6079	6204
	2013	5205	5342	5474	5614	5749	5888	6027	6173	6301	6444	6576
17	2010	4296	4413	4531	4640	4756	4874	4989	5129	5245	5356	5471
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>4468</i>	<i>4590</i>	<i>4712</i>	<i>4826</i>	<i>4946</i>	<i>5069</i>	<i>5189</i>	<i>5334</i>	<i>5455</i>	<i>5570</i>	<i>5690</i>
	2011	4798	4924	5051	5170	5295	5423	5547	5698	5824	5944	6068
	2012	4990	5121	5253	5377	5507	5640	5769	5926	6057	6182	6311
	2013	5289	5428	5568	5700	5837	5978	6115	6282	6420	6553	6690
18	2010	4389	4515	4639	4759	4885	5009	5134	5268	5392	5513	5638
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>4565</i>	<i>4696</i>	<i>4825</i>	<i>4949</i>	<i>5080</i>	<i>5209</i>	<i>5339</i>	<i>5479</i>	<i>5608</i>	<i>5734</i>	<i>5864</i>
	2011	4898	5035	5169	5298	5434	5568	5703	5849	5983	6114	6249
	2012	5094	5236	5376	5510	5651	5791	5931	6083	6222	6359	6499
	2013	5400	5550	5699	5841	5990	6138	6287	6448	6595	6741	6889
19	2010	4468	4601	4729	4855	4983	5114	5243	5388	5513	5641	5769
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>4647</i>	<i>4785</i>	<i>4918</i>	<i>5049</i>	<i>5182</i>	<i>5319</i>	<i>5453</i>	<i>5604</i>	<i>5734</i>	<i>5867</i>	<i>6000</i>
	2011	4984	5127	5266	5402	5540	5683	5822	5979	6114	6252	6391
	2012	5183	5332	5477	5618	5762	5910	6055	6218	6359	6502	6647
	2013	5494	5652	5806	5955	6108	6265	6418	6591	6741	6892	7046
20	2010	4562	4694	4834	4974	5111	5245	5378	5519	5655	5791	5927
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>4744</i>	<i>4882</i>	<i>5027</i>	<i>5173</i>	<i>5315</i>	<i>5455</i>	<i>5593</i>	<i>5740</i>	<i>5881</i>	<i>6023</i>	<i>6164</i>
	2011	5085	5228	5379	5531	5678	5824	5968	6120	6267	6415	6561
	2012	5288	5437	5594	5752	5905	6057	6207	6365	6518	6672	6823
	2013	5605	5763	5930	6097	6259	6420	6579	6747	6909	7072	7232
21	2010	4656	4799	4937	5078	5218	5360	5502	5654	5791	5930	6078
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>4842</i>	<i>4991</i>	<i>5134</i>	<i>5281</i>	<i>5427</i>	<i>5574</i>	<i>5722</i>	<i>5880</i>	<i>6023</i>	<i>6167</i>	<i>6321</i>
	2011	5186	5341	5490	5643	5795	5948	6102	6266	6415	6564	6725
	2012	5393	5555	5710	5869	6027	6186	6346	6517	6672	6827	6994
	2013	5717	5888	6053	6221	6389	6557	6727	6908	7072	7237	7414
22	2010	4749	4907	5054	5203	5353	5502	5655	5818	5964	6110	6264
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>4939</i>	<i>5103</i>	<i>5256</i>	<i>5411</i>	<i>5567</i>	<i>5722</i>	<i>5881</i>	<i>6051</i>	<i>6203</i>	<i>6354</i>	<i>6515</i>
	2011	5287	5458	5617	5778	5940	6102	6267	6444	6602	6759	6926
	2012	5498	5676	5842	6009	6178	6346	6518	6702	6866	7029	7203
	2013	5828	6017	6193	6370	6549	6727	6909	7104	7278	7451	7635
23	2010	4862	5014	5175	5328	5479	5636	5790	5964	6119	6270	6424
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>5056</i>	<i>5215</i>	<i>5382</i>	<i>5541</i>	<i>5698</i>	<i>5861</i>	<i>6022</i>	<i>6203</i>	<i>6364</i>	<i>6521</i>	<i>6681</i>
	2011	5409	5574	5748	5913	6077	6246	6414	6602	6769	6933	7099
	2012	5625	5797	5978	6150	6320	6496	6671	6866	7040	7210	7383
	2013	5963	6145	6337	6519	6699	6886	7071	7278	7462	7643	7826

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		Minimum	A	B	C	D	E	F	G	1ST	2ND	3RD
		\$	S	S	S	S	S	S	S	S	S	S
<b>24</b>	2010	4983	5144	5310	5471	5638	5800	5964	6157	6314	6477	6638
<i>Adjstmt. wef 1-Jan-11</i>		<i>5182</i>	<i>5350</i>	<i>5522</i>	<i>5690</i>	<i>5864</i>	<i>6032</i>	<i>6203</i>	<i>6403</i>	<i>6567</i>	<i>6736</i>	<i>6904</i>
	2011	5540	5715	5894	6068	6249	6424	6602	6810	6980	7156	7331
	2012	5762	5944	6130	6311	6499	6681	6866	7082	7259	7442	7624
	2013	6108	6301	6498	6690	6889	7082	7278	7507	7695	7889	8081
<b>25</b>	2010	5081	5256	5429	5600	5772	5950	6119	6306	6477	6654	6822
<i>Adjstmt. wef 1-Jan-11</i>		<i>5284</i>	<i>5466</i>	<i>5646</i>	<i>5824</i>	<i>6003</i>	<i>6188</i>	<i>6364</i>	<i>6558</i>	<i>6736</i>	<i>6920</i>	<i>7095</i>
	2011	5646	5835	6023	6208	6394	6586	6769	6971	7156	7348	7530
	2012	5872	6068	6264	6456	6650	6849	7040	7250	7442	7642	7831
	2013	6224	6432	6640	6843	7049	7260	7462	7685	7889	8101	8301
<b>26</b>	2010	5195	5376	5553	5740	5919	6097	6285	6471	6652	6827	7007
<i>Adjstmt. wef 1-Jan-11</i>		<i>5403</i>	<i>5591</i>	<i>5775</i>	<i>5970</i>	<i>6156</i>	<i>6341</i>	<i>6536</i>	<i>6730</i>	<i>6918</i>	<i>7100</i>	<i>7287</i>
	2011	5770	5965	6157	6360	6553	6745	6948	7150	7346	7535	7729
	2012	6001	6204	6403	6614	6815	7015	7226	7436	7640	7836	8038
	2013	6361	6576	6787	7011	7224	7436	7660	7882	8098	8306	8520
<b>27</b>	2010	5331	5519	5706	5899	6083	6279	6471	6658	6844	7037	7223
<i>Adjstmt. wef 1-Jan-11</i>		<i>5544</i>	<i>5740</i>	<i>5934</i>	<i>6135</i>	<i>6326</i>	<i>6530</i>	<i>6730</i>	<i>6924</i>	<i>7118</i>	<i>7318</i>	<i>7512</i>
	2011	5917	6120	6322	6531	6730	6942	7150	7352	7554	7762	7963
	2012	6154	6365	6575	6792	6999	7220	7436	7646	7856	8072	8282
	2013	6523	6747	6970	7200	7419	7653	7882	8105	8327	8556	8779
<b>28</b>	2010	5639	5837	6035	6234	6433	6630	6827	7038	7241	7438	7646
<i>Adjstmt. wef 1-Jan-11</i>		<i>5865</i>	<i>6070</i>	<i>6276</i>	<i>6483</i>	<i>6690</i>	<i>6895</i>	<i>7100</i>	<i>7320</i>	<i>7531</i>	<i>7736</i>	<i>7952</i>
	2011	6250	6464	6678	6893	7108	7322	7535	7764	7983	8196	8421
	2012	6500	6723	6945	7169	7392	7615	7836	8075	8302	8524	8758
	2013	6890	7126	7362	7599	7836	8072	8306	8560	8800	9035	9283
<b>29</b>	2010	5781	5991	6199	6404	6610	6820	7025	7258	7469	7676	7883
<i>Adjstmt. wef 1-Jan-11</i>		<i>6012</i>	<i>6231</i>	<i>6447</i>	<i>6660</i>	<i>6874</i>	<i>7093</i>	<i>7306</i>	<i>7548</i>	<i>7768</i>	<i>7983</i>	<i>8198</i>
	2011	6403	6631	6856	7077	7300	7528	7749	8001	8230	8453	8677
	2012	6659	6896	7130	7360	7592	7829	8059	8321	8559	8791	9024
	2013	7059	7310	7558	7802	8048	8299	8543	8820	9073	9318	9565
<b>30</b>	2010	5925	6146	6365	6586	6812	7027	7252	7481	7698	7908	8063
<i>Adjstmt. wef 1-Jan-11</i>		<i>6162</i>	<i>6392</i>	<i>6620</i>	<i>6849</i>	<i>7084</i>	<i>7308</i>	<i>7542</i>	<i>7780</i>	<i>8006</i>	<i>8224</i>	<i>8386</i>
	2011	6559	6798	7036	7274	7518	7751	7994	8242	8477	8704	8872
	2012	6821	7070	7317	7565	7819	8061	8314	8572	8816	9052	9227
	2013	7230	7494	7756	8019	8288	8545	8813	9086	9345	9595	9781
<b>31</b>	2010	6073	6288	6507	6733	6949	7173	7392	7646	7859	8037	8203
<i>Adjstmt. wef 1-Jan-11</i>		<i>6316</i>	<i>6540</i>	<i>6767</i>	<i>7002</i>	<i>7227</i>	<i>7460</i>	<i>7688</i>	<i>7952</i>	<i>8173</i>	<i>8358</i>	<i>8531</i>
	2011	6719	6952	7188	7433	7667	7909	8146	8421	8651	8843	9023
	2012	6988	7230	7476	7730	7974	8225	8472	8758	8997	9197	9384
	2013	7407	7664	7925	8194	8452	8719	8980	9283	9537	9749	9947
<b>32</b>	2010	6157	6381	6609	6827	7057	7281	7506	7730	7934	8109	8276
<i>Adjstmt. wef 1-Jan-11</i>		<i>6403</i>	<i>6636</i>	<i>6873</i>	<i>7100</i>	<i>7339</i>	<i>7572</i>	<i>7806</i>	<i>8039</i>	<i>8251</i>	<i>8433</i>	<i>8607</i>
	2011	6810	7052	7299	7535	7783	8026	8269	8511	8732	8921	9102
	2012	7082	7334	7591	7836	8094	8347	8600	8851	9081	9278	9466
	2013	7507	7774	8046	8306	8580	8848	9116	9382	9626	9835	10034
<b>33</b>	2010	6238	6461	6683	6902	7125	7345	7570	7817	7997	8172	8329
<i>Adjstmt. wef 1-Jan-11</i>		<i>6488</i>	<i>6719</i>	<i>6950</i>	<i>7178</i>	<i>7410</i>	<i>7639</i>	<i>7873</i>	<i>8130</i>	<i>8317</i>	<i>8499</i>	<i>8662</i>
	2011	6898	7139	7379	7616	7857	8095	8339	8606	8800	8990	9159
	2012	7174	7425	7674	7921	8171	8419	8673	8950	9152	9350	9525
	2013	7604	7871	8134	8396	8661	8924	9193	9487	9701	9911	10097

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Rg.	YEAR	SALARY SCALE								LONGEVITY		
		Minimum	A	B	C	D	E	F	G	1ST	2ND	3RD
		\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
<b>34</b>	2010	6322	6547	6770	7001	7225	7448	7676	7904	8061	8229	8398
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>6575</i>	<i>6809</i>	<i>7041</i>	<i>7281</i>	<i>7514</i>	<i>7746</i>	<i>7983</i>	<i>8220</i>	<i>8383</i>	<i>8558</i>	<i>8734</i>
	2011	6989	7232	7473	7723	7965	8207	8453	8700	8869	9051	9234
	2012	7269	7521	7772	8032	8284	8535	8791	9048	9224	9413	9603
	2013	7705	7972	8238	8514	8781	9047	9318	9591	9777	9978	10179
<b>35</b>	2010	6409	6633	6864	7092	7330	7557	7784	7994	8158	8329	8497
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>6665</i>	<i>6898</i>	<i>7139</i>	<i>7376</i>	<i>7623</i>	<i>7859</i>	<i>8095</i>	<i>8314</i>	<i>8484</i>	<i>8662</i>	<i>8837</i>
	2011	7082	7325	7575	7822	8079	8324	8570	8797	8974	9159	9341
	2012	7365	7618	7878	8135	8402	8657	8913	9149	9333	9525	9715
	2013	7807	8075	8351	8623	8906	9176	9448	9698	9893	10097	10298
<b>36</b>	2010	6497	6736	6965	7198	7435	7680	7909	8096	8271	8449	8616
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>6757</i>	<i>7005</i>	<i>7244</i>	<i>7486</i>	<i>7732</i>	<i>7987</i>	<i>8225</i>	<i>8420</i>	<i>8602</i>	<i>8787</i>	<i>8961</i>
	2011	7178	7436	7685	7936	8192	8457	8705	8908	9097	9289	9470
	2012	7465	7733	7992	8253	8520	8795	9053	9264	9461	9661	9849
	2013	7913	8197	8472	8748	9031	9323	9596	9820	10029	10241	10440
<b>37</b>	2010	6585	6820	7049	7286	7519	7770	7976	8172	8342	8515	8691
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>6848</i>	<i>7093</i>	<i>7331</i>	<i>7577</i>	<i>7820</i>	<i>8081</i>	<i>8295</i>	<i>8499</i>	<i>8676</i>	<i>8856</i>	<i>9039</i>
	2011	7273	7528	7775	8031	8284	8555	8778	8990	9174	9361	9551
	2012	7564	7829	8086	8352	8615	8897	9129	9350	9541	9735	9933
	2013	8018	8299	8571	8853	9132	9431	9677	9911	10113	10319	10529
<b>38</b>	2010	6685	6917	7153	7388	7625	7862	8050	8247	8424	8601	8774
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>6952</i>	<i>7194</i>	<i>7439</i>	<i>7684</i>	<i>7930</i>	<i>8176</i>	<i>8372</i>	<i>8577</i>	<i>8761</i>	<i>8945</i>	<i>9125</i>
	2011	7381	7633	7887	8142	8398	8654	8858	9071	9262	9454	9641
	2012	7676	7938	8202	8468	8734	9000	9212	9434	9632	9832	10027
	2013	8137	8414	8694	8976	9258	9540	9765	10000	10210	10422	10629
<b>39</b>	2010	6769	7005	7239	7472	7718	7934	8127	8321	8495	8672	8850
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>7040</i>	<i>7285</i>	<i>7529</i>	<i>7771</i>	<i>8027</i>	<i>8251</i>	<i>8452</i>	<i>8654</i>	<i>8835</i>	<i>9019</i>	<i>9204</i>
	2011	7472	7727	7981	8233	8499	8732	8941	9151	9339	9531	9723
	2012	7771	8036	8300	8562	8839	9081	9299	9517	9713	9912	10112
	2013	8237	8518	8798	9076	9369	9626	9857	10088	10296	10507	10719
<b>40</b>	2010	6877	7125	7366	7610	7851	8046	8223	8404	8582	8766	8948
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>7152</i>	<i>7410</i>	<i>7661</i>	<i>7914</i>	<i>8165</i>	<i>8368</i>	<i>8552</i>	<i>8740</i>	<i>8925</i>	<i>9117</i>	<i>9306</i>
	2011	7589	7857	8118	8381	8642	8854	9045	9240	9433	9632	9829
	2012	7893	8171	8443	8716	8988	9208	9407	9610	9810	10017	10222
	2013	8367	8661	8950	9239	9527	9760	9971	10187	10399	10618	10835
<b>41</b>	2010	6963	7205	7448	7693	7923	8109	8289	8469	8652	8831	9011
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>7242</i>	<i>7493</i>	<i>7746</i>	<i>8001</i>	<i>8240</i>	<i>8433</i>	<i>8621</i>	<i>8808</i>	<i>8998</i>	<i>9184</i>	<i>9371</i>
	2011	7682	7944	8207	8472	8720	8921	9117	9311	9509	9702	9897
	2012	7989	8262	8535	8811	9069	9278	9482	9683	9889	10090	10293
	2013	8468	8758	9047	9340	9613	9835	10051	10264	10482	10695	10911
<b>42</b>	2010	7088	7335	7574	7820	8023	8199	8382	8567	8743	8925	9099
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>7372</i>	<i>7628</i>	<i>7877</i>	<i>8133</i>	<i>8344</i>	<i>8527</i>	<i>8717</i>	<i>8910</i>	<i>9093</i>	<i>9282</i>	<i>9463</i>
	2011	7818	8084	8343	8609	8829	9019	9216	9417	9608	9804	9992
	2012	8131	8407	8677	8953	9182	9380	9585	9794	9992	10196	10392
	2013	8619	8911	9198	9490	9733	9943	10160	10382	10592	10808	11016
<b>43</b>	2010	7177	7416	7659	7905	8084	8258	8435	8617	8801	8983	9161
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>7464</i>	<i>7713</i>	<i>7965</i>	<i>8221</i>	<i>8407</i>	<i>8588</i>	<i>8772</i>	<i>8962</i>	<i>9153</i>	<i>9342</i>	<i>9527</i>
	2011	7913	8172	8434	8701	8894	9082	9274	9471	9670	9866	10059
	2012	8230	8499	8771	9049	9250	9445	9645	9850	10057	10261	10461
	2013	8724	9009	9297	9592	9805	10012	10224	10441	10660	10877	11089

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		Minimum	A	B	C	D	E	F	G	1ST	2ND	3RD
		\$	S	S	S	S	S	S	S	S	S	S
44	2010	7281	7509	7756	7967	8146	8329	8509	8696	8873	9050	9226
	<i>Adjstmt. wef 1-Jan-11</i>	7572	7809	8066	8286	8472	8662	8849	9044	9228	9412	9595
	2011	8026	8272	8539	8768	8962	9159	9354	9557	9748	9939	10130
	2012	8347	8603	8881	9119	9320	9525	9728	9939	10138	10337	10535
	2013	8848	9119	9414	9666	9879	10097	10312	10535	10746	10957	11167
45	2010	7392	7629	7874	8061	8247	8435	8617	8805	8989	9175	9348
	<i>Adjstmt. wef 1-Jan-11</i>	7688	7934	8189	8383	8577	8772	8962	9157	9349	9542	9722
	2011	8146	8402	8667	8869	9071	9274	9471	9674	9874	10074	10262
	2012	8472	8738	9014	9224	9434	9645	9850	10061	10269	10477	10672
	2013	8980	9262	9555	9777	10000	10224	10441	10665	10885	11106	11312
46	2010	7791	8044	8263	8445	8624	8805	8985	9183	9371	9554	9759
	<i>Adjstmt. wef 1-Jan-11</i>	8103	8366	8594	8783	8969	9157	9344	9550	9746	9936	10149
	2011	8578	8851	9089	9285	9479	9674	9869	10083	10287	10484	10706
	2012	8921	9205	9453	9656	9858	10061	10264	10486	10698	10903	11134
	2013	9456	9757	10020	10235	10449	10665	10880	11115	11340	11557	11802
47	2010	7912	8154	8350	8532	8712	8892	9077	9272	9459	9644	9872
	<i>Adjstmt. wef 1-Jan-11</i>	8228	8480	8684	8873	9060	9248	9440	9643	9837	10030	10267
	2011	8708	8970	9182	9379	9573	9769	9968	10180	10381	10582	10828
	2012	9056	9329	9549	9754	9956	10160	10367	10587	10796	11005	11261
	2013	9599	9889	10122	10339	10553	10770	10989	11222	11444	11665	11937
48	2010	8021	8255	8433	8618	8794	8980	9160	9363	9547	9743	9974
	<i>Adjstmt. wef 1-Jan-11</i>	8342	8585	8770	8963	9146	9339	9526	9738	9929	10133	10373
	2011	8826	9079	9272	9472	9663	9863	10058	10278	10477	10689	10939
	2012	9179	9442	9643	9851	10050	10258	10460	10689	10896	11117	11377
	2013	9730	10009	10222	10442	10653	10873	11088	11330	11550	11784	12060
49	2010	8144	8341	8531	8712	8898	9084	9270	9477	9667	9884	10114
	<i>Adjstmt. wef 1-Jan-11</i>	8470	8675	8872	9060	9254	9447	9641	9856	10054	10279	10519
	2011	8960	9173	9378	9573	9775	9976	10177	10401	10607	10841	11091
	2012	9318	9540	9753	9956	10166	10375	10584	10817	11031	11275	11535
	2013	9877	10112	10338	10553	10776	10998	11219	11466	11693	11952	12227
50	2010	8250	8433	8621	8805	8991	9177	9363	9573	9770	10007	10239
	<i>Adjstmt. wef 1-Jan-11</i>	8580	8770	8966	9157	9351	9544	9738	9956	10161	10407	10649
	2011	9074	9272	9475	9674	9876	10077	10278	10505	10718	10974	11226
	2012	9437	9643	9854	10061	10271	10480	10689	10925	11147	11413	11675
	2013	10003	10222	10445	10665	10887	11109	11330	11581	11816	12098	12376
51	2010	8341	8531	8712	8898	9084	9270	9457	9668	9891	10127	10355
	<i>Adjstmt. wef 1-Jan-11</i>	8675	8872	9060	9254	9447	9641	9835	10055	10287	10532	10769
	2011	9173	9378	9573	9775	9976	10177	10379	10608	10849	11104	11351
	2012	9540	9753	9956	10166	10375	10584	10794	11032	11283	11548	11805
	2013	10112	10338	10553	10776	10998	11219	11442	11694	11960	12241	12513
52	2010	8441	8621	8801	8983	9166	9346	9547	9780	10009	10245	10476
	<i>Adjstmt. wef 1-Jan-11</i>	8779	8966	9153	9342	9533	9720	9929	10171	10409	10655	10895
	2011	9281	9475	9670	9866	10065	10260	10477	10729	10976	11232	11482
	2012	9652	9854	10057	10261	10468	10670	10896	11158	11415	11681	11941
	2013	10231	10445	10660	10877	11096	11310	11550	11827	12100	12382	12657
53	2010	8534	8715	8898	9083	9260	9440	9644	9891	10127	10355	10592
	<i>Adjstmt. wef 1-Jan-11</i>	8875	9064	9254	9446	9630	9818	10030	10287	10532	10769	11016
	2011	9381	9577	9775	9975	10166	10362	10582	10849	11104	11351	11607
	2012	9756	9960	10166	10374	10573	10776	11005	11283	11548	11805	12071
	2013	10341	10558	10776	10996	11207	11423	11665	11960	12241	12513	12795

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		Minimum	A	B	C	D	E	F	G	1ST	2ND	3RD
		\$	S	S	S	S	S	S	S	S	S	S
<b>54</b>	2010	8624	8813	9002	9192	9386	9573	9780	10014	10253	10500	10725
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>8969</i>	<i>9166</i>	<i>9362</i>	<i>9560</i>	<i>9761</i>	<i>9956</i>	<i>10171</i>	<i>10415</i>	<i>10663</i>	<i>10920</i>	<i>11154</i>
	2011	9479	9683	9887	10093	10302	10505	10729	10982	11240	11508	11751
	2012	9858	10070	10282	10497	10714	10925	11158	11421	11690	11968	12221
	2013	10449	10674	10899	11127	11357	11581	11827	12106	12391	12686	12954
<b>55</b>	2010	8724	8904	9088	9270	9448	9648	9873	10135	10372	10600	10830
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>9073</i>	<i>9260</i>	<i>9452</i>	<i>9641</i>	<i>9826</i>	<i>10034</i>	<i>10268</i>	<i>10540</i>	<i>10787</i>	<i>11024</i>	<i>11263</i>
	2011	9587	9781	9981	10177	10370	10586	10830	11112	11369	11616	11864
	2012	9970	10172	10380	10584	10785	11009	11263	11556	11824	12081	12339
	2013	10568	10782	11003	11219	11432	11670	11939	12249	12533	12806	13079
<b>56</b>	2010	8856	9030	9212	9391	9594	9797	10026	10288	10520	10743	10984
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>9210</i>	<i>9391</i>	<i>9580</i>	<i>9767</i>	<i>9978</i>	<i>10189</i>	<i>10427</i>	<i>10700</i>	<i>10941</i>	<i>11173</i>	<i>11423</i>
	2011	9729	9917	10114	10308	10528	10747	10995	11279	11529	11771	12031
	2012	10118	10314	10519	10720	10949	11177	11435	11730	11990	12242	12512
	2013	10725	10933	11150	11363	11606	11848	12121	12434	12709	12977	13263
<b>57</b>	2010	8967	9183	9400	9626	9884	10156	10447		10720	11001	11273
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>9326</i>	<i>9550</i>	<i>9776</i>	<i>10011</i>	<i>10279</i>	<i>10562</i>	<i>10865</i>		<i>11149</i>	<i>11441</i>	<i>11724</i>
	2011	9850	10083	10318	10562	10841	11135	11450		11746	12049	12344
	2012	10244	10486	10731	10984	11275	11580	11908		12216	12531	12838
	2013	10859	11115	11375	11643	11952	12275	12622		12949	13283	13608
<b>58</b>	2010	9092	9317	9541	9770	10049	10322	10614		10891	11158	11430
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>9456</i>	<i>9690</i>	<i>9923</i>	<i>10161</i>	<i>10451</i>	<i>10735</i>	<i>11039</i>		<i>11327</i>	<i>11604</i>	<i>11887</i>
	2011	9985	10228	10471	10718	11020	11315	11631		11931	12219	12513
	2012	10384	10637	10890	11147	11461	11768	12096		12408	12708	13014
	2013	11007	11275	11543	11816	12149	12474	12822		13152	13470	13795
<b>59</b>	2010	9190	9414	9631	9891	10164	10442	10720		11001	11273	11548
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>9558</i>	<i>9791</i>	<i>10016</i>	<i>10287</i>	<i>10571</i>	<i>10860</i>	<i>11149</i>		<i>11441</i>	<i>11724</i>	<i>12010</i>
	2011	10091	10333	10567	10849	11145	11445	11746		12049	12344	12641
	2012	10495	10746	10990	11283	11591	11903	12216		12531	12838	13147
	2013	11125	11391	11649	11960	12286	12617	12949		13283	13608	13936



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		\$
<b>60</b>	2010	11706
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>12174</i>
	2011	12812
	2012	13324
	2013	14123
<b>61</b>	2010	12177
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>12664</i>
	2011	13321
	2012	13854
	2013	14685
<b>62</b>	2010	12506
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>13006</i>
	2011	13677
	2012	14224
	2013	15077
<b>63</b>	2010	12833
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>13346</i>
	2011	14031
	2012	14592
	2013	15468
<b>64</b>	2010	13308
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>13840</i>
	2011	14544
	2012	15126
	2013	16034
<b>65</b>	2010	13952
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>14510</i>
	2011	15241
	2012	15851
	2013	16802
<b>66</b>	2010	14607
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>15191</i>
	2011	15949
	2012	16587
	2013	17582
<b>67</b>	2010	15251
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>15861</i>
	2011	16646
	2012	17312
	2013	18351
<b>68</b>	2010	15898
<i>Adjstmt.</i>	<i>wef 1-Jan-11</i>	<i>16534</i>
	2011	17346
	2012	18040
	2013	19122

PD (bm): 11/7/11

**THE CIVIL SERVICE ACT, CHAPTER 23:01**  
(Under Section 19)

**MEMORANDUM OF AGREEMENT**

between

**THE CHIEF PERSONNEL OFFICER** - **Party No. 1**

and

**THE PUBLIC SERVICES ASSOCIATION OF TRINIDAD AND TOBAGO** - **Party No. 2**

The Parties agree, following consultation and negotiation, that the undermentioned terms and conditions of employment shall apply, with effect from the dates specified, to full time monthly paid officers of the Civil Service:-

**1. SALARY**

**For the period January 1, 2011 to December 31, 2013:**

The Cost of Living Allowance (COLA) of \$145.00 per month applicable at December 31, 2010, shall be consolidated with basic adjusted salary paid on January 1, 2011 and the following percentage increases shall be added to the resulting salaries as set out below:-

- with effect from January 1, 2011 - 4%;
- with effect from January 1, 2012 - 4% on salaries payable at December 31, 2011;
- with effect from January 1, 2013 - 6% on salaries payable at December 31, 2012.

The resultant salaries are as set out in the **Appendix** to this Agreement.

2. **COLA**

- (a) As stated at 1(a) above, the COLA of \$145.00 per month payable at December 31, 2010, shall be consolidated with basic **adjusted** salary paid on January 1, 2011; and
- (b) a new COLA at the following rates shall be paid:-
  - (i) With effect from January 1, 2011 to December 31, 2011 \$160 per month
  - (ii) With effect from January 1, 2012 to December 31, 2012 \$175 per month
  - (iii) With effect from January 1, 2013 \$225 per month.

3. **TRANSFERS BETWEEN TRINIDAD AND TOBAGO**

The allowances payable to an officer who is transferred between Trinidad and Tobago shall be as follows:

(i) **TRANSFER ALLOWANCE**

With effect from January 1, 2011	<b>\$850 per month</b>
With effect from January 1, 2012	<b>\$900 per month</b>
With effect from January 1, 2013	<b>\$990 per month</b>

(ii) **HOUSE ALLOWANCE** (where housing/accommodation is not provided):

(a) where the transfer is from **Tobago to Trinidad**

<b>With effect from January 1, 2011</b>	<b>\$1,900 per month</b>
<b>With effect from January 1, 2013</b>	<b>\$2,000 per month</b>

(b) where the transfer is from **Trinidad to Tobago**

<b>With effect from January 1, 2011</b>	<b>\$2,550 per month</b>
<b>With effect from January 1, 2013</b>	<b>\$2,700 per month</b>

4. TRAVELLING ALLOWANCES AND FACILITIES

A. ADVANCE TO PURCHASE A MOTOR VEHICLE

With effect from the date of issue of the relevant Circular, the maximum amount to be advanced to eligible officers for the purchase of a motor vehicle shall be \$160,000.

B. MOTOR VEHICLE REPAIR LOAN

The maximum amount to be advanced to eligible officers for the purpose of effecting repairs to his/her vehicle, shall be maintained at \$20,000.

C. MOTOR VEHICLE UPKEEP ALLOWANCE

The Motor Vehicle Upkeep Allowance shall be as follows:

With effect from January 1, 2011	\$2,200 per month
With effect from January 1, 2013	\$2,400 per month

D. KILOMETRIC ALLOWANCE

With effect from January 1, 2011, the Kilometric Allowance applicable to an officer who is required to keep and use a motor vehicle in the performance of his/her official duties shall be \$2.35 per kilometre.

E. KILOMETRIC ALLOWANCE UNDER REGULATION 16

With effect from January 1, 2011, the Kilometric Allowance payable under Regulation 16 of the Travelling Allowances Regulations, Chapter 23:50 shall be \$2.95 per kilometre.

F. SUBSISTENCE ALLOWANCE

With effect from the date of issue of the relevant Circular, and subject to the conditions set out in Regulation 43 of the Travelling Allowances Regulations, Chapter 23:50 being met, the Subsistence Allowance payable to an officer, who, in the course of his/her official duty, is required to travel beyond a radius of 16 kilometres (10 miles) from his/her station

shall be as follows:-

(i)	<b>In Trinidad:</b>	<b>\$150 per day</b>
(ii)	<b>In Tobago:</b>	<b>\$162 per day</b>

**G. MEAL ALLOWANCE**

- (i) **With effect from the date of issue of the relevant Circular, the Meal Allowance payable to officers other than those who have traditionally been provided with meals while on duty and who are required to continue working more than two (2) hours beyond the end of their normal working day or shift of duty shall be as follows:-**

(i)	<b>In Trinidad</b>	<b>\$50 per meal</b>
(ii)	<b>In Tobago</b>	<b>\$54 per meal</b>

The existing arrangements specified in Personnel Department Circular No. 4 of 1980 dated October 13, 1980 governing the conditions for the payment of this allowance shall continue to apply.

- (ii) The Meal Allowance payable to an officer who is called out to work while off duty shall be as follows:

(i)	<b>In Trinidad</b>	<b>\$50 per meal</b>
(ii)	<b>In Tobago</b>	<b>\$54 per meal</b>

The existing arrangements specified in Personnel Department Circular No. 1 of 1984 dated March 28, 1984 governing the conditions for the payment of this allowance shall continue to apply.

**H. CHAUFFEUR ALLOWANCE**

The daily Chauffeur Allowance payable under Regulation 37 of the Travelling Allowances Regulations, Chapter 23:50 where an officer is required to travel a day's journey of 161 kilometres (100 miles) or more in Trinidad or 97 kilometres (60 miles) or more in Tobago and where it is certified that he/she has employed a licensed chauffeur, shall be as follows:-

with effect from January 1, 2011      \$211 per day  
with effect from January 1, 2012      \$220 per day  
with effect from January 1, 2013      \$233 per day

**I. DAILY CHAUFFEUR’S MEAL ALLOWANCE**

With effect from the date of the issue of the relevant Circular, the daily Chauffeur’s Meal Allowance payable under Regulation 37 of the Travelling Allowances Regulations, Chapter 23:50 shall be as follows:

(i) In Trinidad      \$50 per meal  
(ii) In Tobago      \$54 per meal

**5. PROVISION OF UNIFORMS**

**A. SEWING OF UNIFORMS**

With effect from January 1, 2011, the allowances payable to eligible officers for the sewing of uniforms shall be increased to the following amounts:

Items of Uniform	2011	2012	2013
Dress	\$110	\$110	\$115
Blouse	\$70	\$70	\$75
Shirt/Shirt Jac	\$100	\$100	\$105
Pants (male)	\$130	\$130	\$135
Pants (female)	\$115	\$115	\$120
Skirt	\$70	\$70	\$75
Pinafore	\$45	\$45	\$50

**B. SHOE ALLOWANCE**

With effect from January 1, 2011:

- (i) The Shoe Allowance payable to eligible male personnel to purchase two (2) pairs of shoes shall be **\$760 per annum.**

- (ii) The Shoe Allowance payable to eligible female personnel to purchase two (2) pairs of shoes shall be **\$590 per annum.**

**6. PLAIN CLOTHES ALLOWANCE**

**With effect from January 1, 2011,** the allowance payable to Customs and Excise personnel attached to the Preventative Branch, Customs and Excise Division who are mainly engaged in conducting investigations, carrying out raids, rummages and patrols and appearing in Court shall be **\$60 per month.**

**7. CLOTHING ALLOWANCE**

**With effect from January 1, 2011,** the Clothing Allowance payable to eligible officers shall be **\$1,610 per annum.**

**8. ON CALL ALLOWANCE**

**With effect from January 1, 2011,** the On Call Allowance payable under Personnel Department Circular No. 6 of 1970 dated July 24, 1970 shall be **\$635 per month.**

**9. RESPONSIBILITY ALLOWANCE**

**With effect from January 1, 2011,** the allowance payable to the Assistant Chief Immigration Officer in the Immigration Division, Ministry of National Security, who is required to visit ports of entry after working hours and on weekends and public holidays shall be **\$1,785 per month.**

**10. SHIFT BONUS/ALLOWANCE**

**With effect from January 1, 2011,** the allowance payable to an officer who is required to work on a shift basis where such shift work is not peculiar to the duties of the particular class of office throughout the Civil Service provided that the officer's shift falls either wholly or partly between the hours of 8.00 p.m. and





14. HOSIERY ALLOWANCE

With effect from January 1, 2011, the allowance payable to all female Nursing Personnel for the purchase of three (3) dozen pairs of stockings, which forms part of their uniform entitlement, shall be \$415 per annum.

15. PERIOD OF AGREEMENT

The terms of this Agreement cover the period January 1, 2011 to December 31, 2013.

Any terms and conditions which currently exist and which have not been expressly identified above shall continue to apply.

Any proposals made by Party No. 2 in respect of the period January 1, 2011 to December 31, 2013 and which have not been covered by this Agreement are hereby withdrawn by Party No. 2.

*Stephanie Lewis*  
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*Bob*  
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*Steve*  
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*W. B. ...*  
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*Sanjay ...*  
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*Garl Evelyn*  
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*E. M. Clarke*  
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