



Government of the Republic of Trinidad and Tobago

Final Offer to the Public Services Association (PSA) in respect of the Civil Service and certain Statutory Authorities for the period 2008 to 2010 made on Tuesday 1st March, 2011

Overview

The Chief Personnel Officer and the Public Services Association began meeting on October 13, 2010 to negotiate revised terms and conditions of employment for officers of the Civil Service and Statutory Authorities under the Statutory Authorities Act, Chap. 24:01 for the period January 1, 2008 to December 31, 2010. These negotiations have been ongoing against a background of the economic realities facing Trinidad and Tobago today.

The final offer of five (5) percent, (distributed 2%-1%-2% over the period 2008 to 2010), represents a shift from the original offer of one (1) percent. The offer would provide arrears to officers who retired from the Civil Service in 2008 and 2009 and is superior to the settlement offer of 5% distributed (0%, 0%, 5%). The new offer was made taking into consideration the current economic realities which face Trinidad and Tobago and the need to stabilise the economy and encourage growth. Over this time, the CPO has faithfully upheld the collective bargaining process in an effort to settle the matter of revised salaries and COLA for approximately 33,000 officer of the Civil Service and Statutory Authorities.

Final Offer

Consolidation of existing COLA of \$125 per month with salary as at December 31, 2007.

Salary Increase: 2008 – 2%, 2009 – 1%, 2010 – 2%.

New Monthly Cost of Living Allowance: 2008 - \$125, 2009 - \$125, 2010 - \$135.

Lump sum of \$2,000 over the period 2008 to 2010.

Position and Range	Existing Salary	2010 Salary (Consolidation of COLA plus 5%)	BACKPAY (2008 - 2010)		
			Salary and COLA	\$2000 Lump Sum	TOTAL
Maid 1 (Range 4)	\$3362 - \$3808	\$3665- \$4,133	\$8,868 - \$9,396	\$2000	\$10,868-\$11,396
Clerk 1 (Range 14)	\$3768 - \$4,455	\$4,091 - \$4,813	\$9,348 - \$10,188	\$2000	\$11,348 - \$12,188
Economist 1 Range 46)	\$7,289 - \$8,614	\$7,791 - \$9183	\$13,608-\$15,216	\$2000	\$15,608 - \$17,216
Director, Corporate Services (Range 68)	\$15,004	\$15,898	\$22,968	\$2000	\$24,968

As shown above an officer in the position of Clerk 1 (Range 14) who worked for the period January 1, 2008 to December 31, 2010 will receive a minimum backpay of \$11,348.00.

Apart from the settlement offer, consideration is being given to the introduction of family coverage under the existing Group Health Plan.

The Government is also committed to undertaking a Job Evaluation Exercise in the Civil Service and relevant Statutory Authorities over the period 2011 to 2013, with all attendant costs.