

Trinidad and Tobago Revenue Authority

Please find below some questions that were raised by staff of the Inland Revenue and Customs & Excise Divisions and the Ministry of Finance's responses to these questions:-

Q: Will my employment be secure?

A: YES! Workers attached to the IRD and CED will have the option to move to the TTRA or remain in the public service on no less favourable terms and conditions. Workers who choose not to go to the TTRA will be redeployed into the Public Service.

Q: What will be the nature of employment relationship in TTRA?

A: Persons engaged by the TTRA will be employees of the TTRA and will enjoy the full rights and entitlements of employees under all the relevant laws of Trinidad and Tobago.

Q: Will I be entitled to leave?

A: All employees of the TTRA will be entitled to leave in accordance with our Labour Laws; this includes vacation, maternity and sick leave.

Q: What happens to an employee's pension benefits when they transfer to the TTRA?

A: Under the proposed legislation, the TTRA will be required to establish a pension plan to cover all its employees. All acquired pension rights of staff will be transferred to the TTRA. Therefore, when pensions are paid by the TTRA, the individual's years of pensionable service in the Public Service will be taken into account.

Q: How will assignments to TTRA be determined?

A: Employees will be put in a position commensurate with their skills, knowledge and experience. All are invited to complete the Employee Profile Forms which will assist in ensuring that workers are placed in positions that best match their skills set.

Q: What's going to happen to my overtime?

A: If you work overtime in a position that attracts overtime you will be paid for that overtime.

Q: If I am a contract worker- how will I be affected?

A: Contract workers will have the same option to transfer to the TTRA. Those persons who do not want to transfer will be redeployed into the Public Service.

Q: Will VSEP be offered?

A: No, VSEP will not be offered as all employees will be redeployed to the TTRA or throughout the public service.

Q: What can workers look forward to with the TTRA?

A: The TTRA will be an organisation employees can be proud of and in which they can look forward to:-

- Job enrichment
- Improved working environment
- Improved training opportunities
- Reduced bureaucracy in hiring, appointments and promotions
- Promotional opportunities based on merit
- Greater accountability
- Pension rights
- Reward for good performance on the organisational and individual levels

Q: Would I be able to join a union?

A: Employees of the TTRA will enjoy the Right of Freedom of Association and the Right to Collective Bargaining in keeping with the Laws of Trinidad and Tobago and International Labour Standards.

Q: Why TTRA?

A: The national and international nature of tax administration has changed and we need an organisation that is flexible and responsive to those changes to ensure that we have an effective tax management system for the benefit of all citizens in Trinidad and Tobago. Successive governments have attempted to improve tax administration within the present system with only very limited success.

Q: BIR is perceived as having failed its mandate- why wouldn't TTRA fail?

A: In developing the design for the TTRA, we have conducted extensive benchmarking research to ensure the model is appropriate for Trinidad and Tobago. The TTRA will also have a robust compliance and collections plan that will ensure the effective management of the TTRA. It is necessary at this time to have a Revenue Authority that will:

- Promote an equitable, fair and just tax system
- Provide value for money

Q: Research shows that many revenue authorities have failed, why should TTRA be any different?

A: Research would also show that many have succeeded beyond expectations. In our benchmarking of good practice, we have identified the common success factors and the pitfalls to avoid.