



**Understanding the
Consultative Machinery
and
Grievance Procedure
in the
Public Service**

P.S.A. Education Pamphlet No.1

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PREFACE

The P.S.A. introduces this booklet for the information of P.S.A. members and Branch and Section Officers.

It provides a guide for using the Consultative Machinery and Grievance Procedure in the Public Service to protect the interests of our members at the workplace.

The references throughout are to the paragraphs of Personnel Department Circular No.1 of 1973 unless otherwise stated.

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INTRODUCTION

Formal recognition of the trade union is not enough.

There must be a mechanism by which it can engage in discussion with the employer to arrive at enforceable agreements.

The P.S.A. has fought for this throughout its life.

Other workers can see arrangements for the handling of their grievances clearly outlined in their Collective Agreements. This is not the case for public officers.

Terms and Conditions are negotiated centrally with the Chief Personnel Officer and are found in several pieces of legislation, Regulations and numerous Circulars.

Workers demand participation in the decision-making. They want to be able to have a say in determining the policy, operations and future of the Ministries and Departments where they work.

Personnel Department Circular No. 1 of 1973, further refined and developed a Consultative Machinery and Grievance Procedure in the Public Service. This is to facilitate the needs outlined above.

The Public Services Association agreed to its introduction, having fought long and hard for the creation of these facilities.

Today, after a period of neglect, it has become necessary to fight again to make sure that this machinery operates properly all across the public service.

This booklet seeks to outline the machinery, its purposes and operation.

