

SPECIAL INFORMATION BULLETIN

NO. 8 of 2010

Dated 3rd August, 2010

PSA SCORES BIG WITH SALARY NEGOTIATIONS WITH TRHA

Agreement between the Tobago Regional Health Authority (TRHA) and the Public Services Association (PSA)

The Tobago Regional Health Authority (TRHA) and the Public Services Association (PSA) met on the 19th of January, 2010 at the Mount Irvine Bay Hotel to discuss and continue engagement towards resolution of certain outstanding Industrial Relations Issues.

The meeting was attended by

Mr. Keith Charles – Chairman of the Board of Directors
Mr. Patrick Godson-Phillips – Director, Law
Dr. Lancelot Austin – Director, Medicine
Mr. Learie Paul – Director Tobago House of Assembly Interest
Mr. Ashworth Learmont – Acting CEO
Ms. Deborah Garraway – Communications Manager
Ms. Susan Ollivierre-Bhola – Assistant Human Resource Manager
Ms. Dyllis Cooke-Fletcher – Senior Executive Secretary
Mr. Michael Stewart – Communication Consultant – Div. Health and Social Services
Mr. Watson Duke – President
Mr. Oral Saunders – General Secretary
Mr. Leroy Baptiste – Industrial Relations Consultant
Mr. Max James – Industrial Relations Consultant
Senator Michael Anisette – Convener
Ms. Vella Wilson – Personal Assistant

Arising out of the agenda established for the meeting, the following points of agreements were arrived at:

- 1) That the provision of quality health care services are of paramount importance to the people of Tobago and that the TRHA and the PSA will accordingly partner towards the improvement of the level of healthcare services delivered in Tobago, and will establish the proper mechanisms for the success of this initiative.

- 2) The TRHA and the PSA will establish a Joint Consultative Committee (JCC) which will meet on a monthly basis for the purpose of resolving administrative and human resource matters of a bilateral and Industrial Relations nature.
- 3) On the specific issue of Terms and Conditions of employment relative to monthly paid employees, the following were adopted:
 - a. That the terms and conditions of employment of the aforesaid employees within the TRHA will be reviewed and that;
 - b. The Memorandum of Agreement signed between the TRHA and the PSA will continue and remain in effect and be reviewed and/or revised until the establishment of a formal Collective Agreement.
- 4) The TRHA and the PSA are committed to resolving all outstanding matters currently engaging the attention of both parties.
- 5) The Board of Directors of the TRHA and the Executive of the PSA will meet on a quarterly basis.

For and on behalf of the PSA:

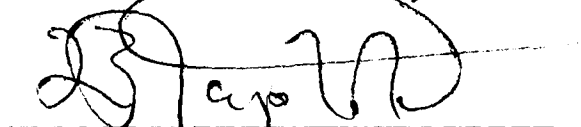
For and on behalf of the TRHA:

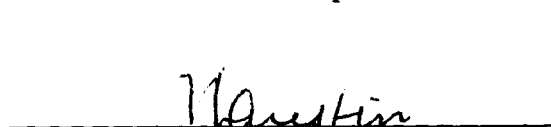

 Mr. Watson Duke – President

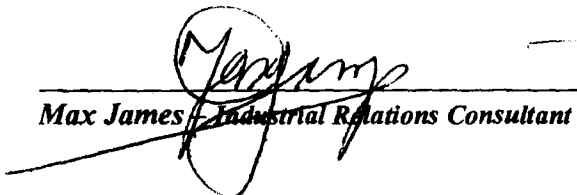

 Mr. Keith Charles – Chairman, Board of Directors


 Oral Saunders – General Secretary


 Mr. Patrick Godson-Phillips – Director, Law


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 Mr. Learie Paul – Director THA Interest



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MEMORANDUM OF AGREEMENT

BETWEEN

The Tobago Regional Health Authority (TRHA)

Party No. 1

AND

The Public Services Association of Trinidad and Tobago (PSA)


Party No. 2

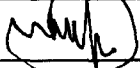
In the matter of salary increases to doctors of the TRHA


The parties hereby agreed as follows:

1. That current basic salaries set for increase over the period 2006 – 2008 be increased by a margin of twenty percent (20%)
2. That twenty percent (20%) increase be disaggregated as follows:
 - a. 2006 – three percent (3%)
 - b. 2007 – seven percent (7%)
 - c. 2008 – ten percent (10%)
3. That the full twenty percent (20%) increase became payable and was paid in the TRHA's June 2010 payroll
4. That all allowances normally attached to the basic salaries of doctors, were fixed to the rates determined at item (2) above and were paid in conjunction with basic salaries in the TRHA's June 2010 payroll
5. That all other terms and conditions are subject to appropriate negotiations to commence hereafter.


TRHA REPRESENTATIVE (Party 1)

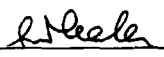


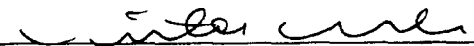




PSA REPRESENTATIVE (Party 2)







Date: 30th July 2010



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TRHA/PSA CHARTER OF COLLABORATION

The Tobago Regional Health Authority (TRHA) and the Public Services Association (PSA) have decided to collaborate on a number of issues towards developing a quality workforce for healthcare in Tobago.

The PSA supports the TRHA's mandate, vision and mission for the achievement of its goals and objectives. It further supports the development of a patient-centric organization predicated on management training and development, performance and consequence management, internal and external customer service excellence and accountability at all levels and in the spirit of fairness, equity and transparency.

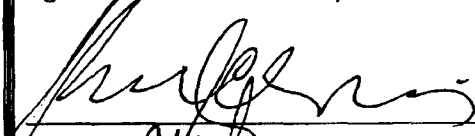
The PSA agrees to partner with the TRHA in achieving its objectives in respect of the following:

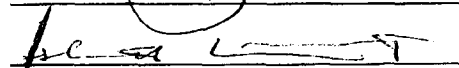
- Creating and maintaining an RHA that becomes the model for all other RHAs in Trinidad and Tobago
- To develop management and employee systems and processes in support of above that could be used as a benchmark for improvement.
- To partner with the TRHA in delivery on our mandate and to facilitate a more collaborative approach to achieving same.

The TRHA has committed to the following:


- It will consult with the PSA before determining disciplinary action as may be required
- The PSA will be invited to sit on operational-type committees that will serve the common good of both the TRHA and the PSA
- The TRHA will, as far as practicable, allocate space for appropriate members of the PSA on training and development programs that will serve the common good of both parties.

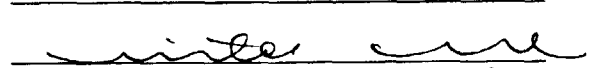
Agreement made this day 30th July 2010





TRHA REPRESENTATIVE





PSA REPRESENTATIVE