THE

SENATE DEBATES

(OFFICIAL REPORT)

FIRST SESSION 1986 – 91

SENATE

Wednesday, April 25, 1990.

The Senate met in the Senate Chamber, Parliament Buildings, on Wednesday, April 25, 1990, at 11.15 a.m.

PRESENT

His Honour Senator M. deL. JORDAN, (Deputy President)

Senator the Honourable L. V. H. LEWIS (Minister of State in the Prime Minister's Office) (Leader of the Senate)

Senator A. MORRISON
Senator N. W. BOXILL
Senator D. A. COMISSIONG
Senator Mrs. V. C. FRASER, B.S.S., J.P., M.C.F.A.
Senator Mrs. G. L. EASTMOND
Senator A. J. N. PHILLIPS
Senator J. C. W. WICKHAM, M.B.E.
Senator the Reverend Canon I. McK. JONES
Senator L. A. WARD, G.C.M.
Senator C. A. BLACKMAN, Q.C.
Senator Mrs. P. Y. FORDE
Senator Dr. L. L. SHOREY
Senator A. W. A. McCLEAN
Senator Miss V. P. BRATHWAITE
Senator Dr. Frank W. ALLEYNE

Prayers were led by the Rev. Canon I. McK. Jones.

Mr. DEPUTY PRESIDENT: The Senate is now in session.

MESSAGES FROM HIS EXCELLENCY THE GOVERNOR-GENERAL

Mr. DEPUTY PRESIDENT: Following is a Message from His Excellency the Governor-General to the Honourable the Senate:

His Excellency the Governor-General has the honour to inform the Honourable The Senate that Her Majesty The Queen has been graciously pleased to approve the appointment of Dame Nita Barrow, GCMG, D.A., to be Governor-General of Barbados with effect from 6th June,1990 in succession to His Excellency Sir Hugh Springer who will retire on 30th April, 1990.

Dame Nita will be sworn in at a ceremony in the Senate Chamber on Wednesday, 6th June, 1990.

Under the provisions of section 29(1)(a) of the Constitution of Barbados Her Majesty has designated The Honourable Clifford Straughan Husbands, CHB, acting Chief Justice, to act as Governor-General from 1st to 25th May, 1990. The Honourable Sir Denys Williams, GCM, Chief Justice, will act as Governor-General from 26th May to 6th June, 1990 under the provisions of section 29(1)(b) of the Constitution.

(SGD.) H. W. SPRINGER
GOVERNOR-GENERAL.

OBITUARY SPEECHES

SENATOR THE HONOURABLE L. V. H. LEWIS: Mr. Deputy President, this Honourable Senate on another occasion recognised the passing of the former Chaplain of this Honourable Senate by one minute's silence and today it is proposed that Members of the Senate be individually provided with an opportunity to pay tribute to the work which the late Chaplain of the Senate, the Rev. Canon Dr. Lionel Crawford, who passed away and whose service and interment took place on Thursday last, 19th April.

The Rev. Canon Dr. Lionel Anderson St. Clair Crawford, D.D., S.C.M. was a young aspiring Barbadian when I first met him some time in 1953 or 1954. At that time he held a supernumerary post of Public Health

Inspector. He was an Anglican, a member of the Choir of St. Michael's Cathedral and at that time I was not aware of his aspiration to become a Priest.

In terms of the passing of a brother, I consider that the words of certain hymns might well be apposite. Rev. Crawford was a very happy, cheerful person, but for each of us there are certain words which we must needs remember, among them the words of a hymn which say:

"Our life is but a fading dawn
Its glorious noon how quickly past
Lead us, O Christ, when all is gone
Safe home at last."

Rev. Crawford was a person who was able to overcome the difficulties which he encountered when he went to Codrington College, at a time when entry to Codrington College was assured by one's ability or the ability of one's family to pay to pass through the doors of that hallowed institution. It had nothing to do with one's scholarship. That does not mean that persons of scholarship did not go, but that was not the prime opportunity provided on the basis of a person's capacity. After a number of years at Codrington College, Rev. Crawford – Lionel Crawford, as he then was – proceeded to the United Kingdom in response to a call and I am told by persons who came into contact with him in Great Britain that his service to the Seamen's Mission and his service in terms of hospitals for veterans was such that endeared him to all those persons with whom he came into contact. When therefore after a number of years in the United Kingdom he successfully returned to Codrington College and completed his studies, there was a great deal of rejoicing by persons who had got to know him over the years.

His service in the Anglican Church is well known and I will not recite it. Indeed, all I would say is that when I first heard him preach I found it difficult to reconcile the depth of his presentation with the person whom I had known in the early fifties.
11.25 a.m.

In the early 1950's the group he moved around with were persons who were not too serious about many things although one of them eventually became the supporting organist at Christ Church, the late McDonald Clarke. The late McDonald Clarke, Mr. Hubert Clarke who is still in the Public Service with the Sanitation Service Authority and Lionel Crawford were together on the occasion that I met Lionel Crawford in 1953.

That he made a contribution towards the work and witness of the Anglican Church cannot be questioned and at his funeral service the various persons who paid tribute to his work spoke in more glowing terms than I can ever speak. I did not know him in later years as well as they would have known him.

However, I believe that we could all join with them and confirm in the words again of another hymn that:–

There is joy in heav'n,
When the soul that went astray
Turns to Christ, the living Way,
And, by grace of heav'n subdued,
Breathes a prayer of gratitude;
Oh, there is joy in heav'n.

I would like, with those brief remarks, on behalf of the Cabinet of Barbados to pay a tribute to him and to wish for his family and his relatives who would have missed him, God's gracious mercies for the rest of their life.

SENATOR C. A. BLACKMAN: Mr. Deputy President, it was my good fortune to know the late Canon Dr. Lionel Crawford. In fact, I had the honour of being his professional legal advisor and acted for him in a number of transactions and it was really in that capacity I got to know him.

I also observed his contribution to the work of the Anglican Church as a member of the Anglican Synod and I know of the depth of affection that he has held in the parishes where he worked, St. Clements, St. Swithins, St. Aidens and more latterly, at St. Paul's.

I think the words of the Leader of the Senate are apposite in that Canon Crawford was someone who radiated a certain amount of *joie de vivre*. He did not believe that Christianity was a tower of experience and he lived his calling to the full.

I heard the news of his passing while I was out of the Island and I regretted that I could not be back in time for his funeral service. But I know that his widow to whom he was a help meet in every sense of the term will greatly miss him. Those of his friends with whom he spent holidays and other periods will miss his contribution because he always brought a certain mature reasoning to any discussion that when people were taking flights to fancy he had a very great knack of bringing things back down to earth and for that we thank him.

I do not have available to me the Hymn Sheet on which Senator Lewis relied upon for his inspiration having left mine behind in my office, but I am sure if I had retained my copy I would have been able to find other verses that were equally apposite.

I join in the expression of sympathies and pray that God in his infinite mercy would grant light and refreshment to him in Paradise.

SENATOR THE REV. CANON I. McK. JONES: Mr. Deputy President, as a colleague of Canon Crawford, I would like also just to add a little to what has already been

said. I can only speak about him as a clergyman in the Anglican Church and the various places he has worked.

He worked for St. Clements and St. Swithins and we always use to joke about that because that was the first and only cure that I had in Barbados and he came long after me. But we had quite a lot of anecdotes about St. Clements and St. Swithins. As Senator Blackman just said, wherever Canon Crawford worked, he had a large following of people who really believed in him because for one he was a good preacher and he was very practical in his approach to the Christian message.

At St. Joseph and wherever he went to he tried to improve the conditions, both in the Rectory and in the Church. And wherever he lived he always had any amount of electronic equipment and he used to be able to tape addresses, tape music and so on. And whenever he went to the Rectory he could always play something from the Cathedral or somewhere to remind you of something that happened when he was singing in the choir.

He always praised the playing of Gerald Hudson. He always used to tell me, "Do not mind all these new fellows that come here playing the organ. There is not one to touch Gerald Hudson." He believed in him.

Then he went to St. Paul's and as you know he did a tremendous amount of work there and he was always able to get his people to raise enough money to pay their assessments. In some of the churches he went to they were way behind hand in paying their assessments. But he always had a way of getting around people and helping them to be motivated to do all they could to bring the finances of the church up to par.

Lionel was a solid member of Synod. He was a member of the Synod Council and often he stood out alone against all members when he felt strongly about a point or any idea. He would oppose anybody, from the Bishop back down and he would stand up for what he thought was the correct thing.

I think those were some of the qualities that people admired in that man and, as also been said, he was very humourous. You could not be in Lionel's company and remain solemn. You had to be smiling. You had to laugh. He would tell you something that would cause you to laugh and he was always ready to cheer you up, not only with spiritual things but with spirits too.

He would never let you leave his home without having a drink. If you could not drink something strong you would still have to drink something; so he was that kind of a person. He was a real happy-go-lucky person. But when you realise what he went through to get into the Ministry you have to admit that here was a man with a determination that you just could not get him to change.
11.35 a.m.

He told me himself how for two solid years every day of every week he had to walk up to Bishop's Court to have a morning service often by himself. But if he was not there there would be a hurrah. And the rain could fall, the sun could shine, he had to be there and he did this. Then when he went to Codrington College he had a fairly rough time up there too. And as you heard the Leader of the Senate say, he went to Codrington College and when he thought he would have been able to get through his theological studies and become a Priest, he was sent down from College because he again stood up for his rights. The story is (I don't know how true this is, because I had never heard this until I heard it at the funeral) that he wanted to be ordained and he was told he would have to go and work in Africa, that the Holy Spirit had said he was to work in Africa. He said "well I am very sorry, but I am not going out there. I don't know which Holy Spirit you are talking about, but I am not going to any Africa." At least that was part of the reason why he was sent down from College, so I am told. Now I speak this subject to what I have heard. But I know that after he had a very successful tour as Missionary to the seamen, he came back here in 1961 and then he went on with his studies and became a priest. He always wanted to be a priest: so therefore we have to admire Canon Crawford for his tenacity, his determination and his undying ambition to be a priest, and he filled that role with distinction.

So to his widow we tender our sincerest condolences, and to him we hope that he will rest safely in the arms of Jesus. Thank you.

SENATOR A. W. A. McCLEAN: Mr. Deputy President, on behalf of the Official Opposition in Parliament and indeed on behalf of the people of Barbados I would like to join in the expression of thanks for the life and work of the late Rev. Canon Dr. Lionel Crawford. I knew him first by reputation as an Anglican priest. I am a member of that particular denomination, but my closest contact with him would have been on the occasions when I met him in relation to his duties as Chaplain of the Senate. I formed the impression that he took a definite interest in the affairs of the Senate and was especially interested in aspects which relate to the upholding of the dignity of this institution. And it was often that when he should perceive that something might have happened not in accordance with the highest standards which we should uphold, that I could note a sense of disappointment on his face and sometimes in his voice.

I have heard about him as a man of courage and so on, but I have no particular first-hand experience of that. But I have no hesitation in associating myself with the remarks of those who knew him better and longer, and on behalf of the

Official Opposition I would like to express my condolences to his immediate family and other relatives. I thank you.

SENATOR Mrs. V. C. FRASER: Mr. Deputy President, I have known Canon Crawford for some years, and it was first in St. Joseph when I knew him when I was going up there as a little girl every Saturday morning to my great great aunt's house. He was a regular visitor to that house and so were many other prominent people in Barbados. My aunt was very lovingly known as aunt Ethel. He would journey from St. Joseph's Parish Church to the Clement Rock area and there he would sit and have a long chat about everything that was going on in the world. He came to love me very much as a person and would talk with me quite a lot, and he had such confidence in me that I was a little bit afraid, because he would always ask me to choose gifts for his wife on her anniversary, on her birthday or anything special. This happened up to last Christmas when we sat here in the Senate. He reminded me of some of the things I had chosen and he again asked my advice, and his wife reminded me at the funeral that I had chosen the last thing for her. He went over the list of things and he said to me "come on, come on." I said "not this time", but we finally got down to choosing something and he said "everything you choose, she loves".

He was also one of the persons who had a deep interest in the welfare of people. I know many a time he would call me and tell me about people who had some problems and would say, "Do you think you could speak to somebody to give me a little hand on this particular problem?" And I would always try. Whenever he heard that something was well with a person, he would call and congratulate them. In the same way, if he heard you were ill, he would call you. I remember particularly that he was a great fan of my programme on Rediffusion and after each programme I could get a call from Lionel Crawford. He would tell me how he thought the programme went and he would look forward to another programme. In any successes in my life he would always call me, and he gave me a lot of inspiration to carry on because he would tell me of some of the problems that he went through and he never gave up, and he thought that nobody should give up, they should struggle and keep the faith. That was one his favourite expressions: "Keep the faith, sister, keep the faith. You are going to make it."

I want to say that we are losing from Barbados – death is the only inevitable end – a number of Lionel Crawfords. This society is the poorer, but we have to thank God for the life and service and hope that what he has done many people have emulated and that he has been able to pass on to many of our younger generation that sustenance and, as our friend said, intestinal fortitude that he had, that strength of character and that faith in Jesus Christ that whatever happens you will come out victorious.

To his sorrowing loving widow, Sylvia, I should like to pass on my deepest condolence. Thank you.

Mr. DEPUTY PRESIDENT: I too had the good fortune to have known the Rev. Canon Dr. Lionel Crawford many many years ago because I attended the same primary school as Dr. Crawford and somehow I seem to have managed to catch up with him in the same class, But what particularly impressed me was his *joie de vivre.* And this I thought remarkable because there were not so many clergymen who exhibited that kind of *joie de vivre* and I think that it is important that we do not think of christianity as something which is necessarily dull and drab, but rather as the kind of practical christianity which was shown and exhibited in the life of the late Dr. Crawford.

I also admired his determination and his commitment, and I think that a number of the young people would do well to have emulated this sense of commitment when we think of the difficulties which he had to undergo before he could achieve his goal in his profession. In later life we have had many discussions with reference to our earlier years, and he has always jokingly referred to all the stumbling blocks which he encountered over those years. And it is because of this that I think he should have served as a good role model to the young.

Let us give God thanks for the life and service of the late Rev. Canon Dr. Crawford.

11.45 a.m.

PRESENTATION OF PAPERS

SENATOR THE HON. L. V. H. LEWIS: Mr. Deputy President, I am commanded to lay the following documents:

The Annual Report and Financial Statement of the Central Bank of Barbados for the year 1989.

The Economic Report of Barbados 1989.

The Annual Reports and Financial Statements of the Public Utilities Board for the years 1987 and 1988.

And:

The Report of the Committee on the Reclassification and Regrading of Posts in the Public Service.

INTRODUCTION OF BILLS

DEPUTY PRESIDENT: Senator Lewis.

SENATOR THE HON. L. V. H. LEWIS: Mr. Deputy President, when the Senate was about to adjourn on its last occasion and indeed subsequent thereto the Clerk of Parliament issued a letter to Members of the Senate inviting them to assemble today in order to deal with Resolutions

pertaining to the Civil Establishment Order and the Teachers Order.

Unfortunately those Resolutions were not dealt with in the Honourable the House of Assembly when it met yesterday. However there were two Bills which were dealt with in the House of Assembly which have also been circulated to members of the Senate during the past two weeks.

In order that we may be able to carry on some meaningful business today therefore I propose, subject to the approval of Members of the Senate, to obtain permission, Sir, to deal with a Bill to amend the Barbados Development Bank Act, Cap. 323 and also a Bill to amend the Representation of the People Act, Cap. 12.

Subject to any comments which may be received, Sir, I beg to give notice of those two Bills.

Mr. DEPUTY PRESIDENT: These Bills have now been read a first time.

SUSPENSION OF STANDING ORDERS

SENATOR THE HON. L. V. H. LEWIS: I beg to move, Sir, that the Honourable Senate approve of the Suspension of Standing Order 45 (2).

The question was put to the Senate and was agreed to.

SENATOR THE HON. L. V. H. LEWIS: Mr. Deputy President, the Senate having already taken note of the first reading of these Bills, I would still formally move that A Bill to amend the Barbados Development Bank Act, Cap. 323 and A Bill to amend the Representation of the People Act, Cap. 12 be read a first time.

The question was put to the Senate and was agreed to.

MOTIONS RELATING TO THE BUSINESS OR SITTINGS OF THE SENATE AND MOVED BY A MINISTER

SENATOR THE HON. L. V. H. LEWIS: Mr. Deputy President, because of the absence of the President and your performing the role of Acting President, I beg to move that Senator Wickham be appointed Acting Deputy President for today's sitting.

The question was put to the Senate and was agreed to.

PUBLIC BUSINESS

Order No. 1 was called – To move the Second Reading of a Bill to amend the Barbados Development Bank Act, Cap. 323.

SENATOR THE HON. L. V. H. LEWIS: Mr. Deputy President, the Bill before us seeks to amend the Barbados Development Bank Act in order to increase the authorized capital of the Bank. The authorized capital of the Bank, Mr. Deputy President, has been issued and it has been paid up by contributions from the Government of Barbados, performing its right of Government, as well as by the Central Bank of Barbados.

Over the past few years the Barbados Development Bank has not been as fortunate in its operations as was anticipated. Because of the difficulties, the weakening or failure of a number of businesses which were clients of the Bank, because the loan portfolio had substantially increased up to the ability of the bank to furnish funds for industrial projects, the bank finds itself in a position that if it is to continue business activities it would be necessary to substantially increase its authorized capital.

The Government having examined the operations of the bank, having taken certain decisions in relation to its continued operations now proposes that there be a doubling of the share capital, the authorized capital from $30 million to $60 million. It is proposed by Government that there be an injection of some $10 million in equity over the next 2 years from funds to be provided out of the public Treasury in order that the activities of the Bank may continue unabated.

I beg to move, Sir, that the Bill be read a second time.

Mr. DEPUTY PRESIDENT: Senator McClean.

SENATOR A. W. A. McCLEAN: Mr. Deputy President, one would have hoped that in presenting this Bill, we would have had some more details relating to the present financial position of the Barbados Development Bank. However based on the available information, it seems as though the problem facing the BDB is not merely a question of enunciating on the bank's operation requiring an increase in the authorized share capital and the amount of equity within that institution but it seems to be that the equity previously subscribed fairly well eroded through losses over the years.

The Minister in his introduction suggested that that problem was associated with the last couple of years. Undoubtedly in the last couple of years we have had contributions to the problem. But a curative one, that is, a detailed study of the accounts which have gone bad on the Barbados Development Bank and indeed a study of the performance of those accounts over the years, one would notice that that problem reaches quite far back, much further back than the last couple of years.

A significant difference between the accounts as presented in the last couple of years and in previous years is that the BDB in the last 3 years or so found itself more in

line with established accounting practices for financial institutions and made provisions against doubtful debt, against non-performing loans which it was quite doubtful as to whether the Bank could recover the loans or indeed sometimes even receive the interest which was due on the loans.
11.55 a.m.

In earlier times the bank did nothing like that. It was only at a time when they decided to write off a particular loan as a bad debt that an appropriate adjustment was made. So that at the point in time when this new approach came into existence once I had to evaluate the entire portfolio of the Bank and make a judgment as to its quality and make appropriate provisions therefore. So that the loan provisions which have been made within the last three years or so would have had the effect of: (1) increasing the loss as stated for that particular year by the Bank and (2) eroding what would have been previously stated as the equity of the bank. But the problem, as I said, would have reached much further back than the point at which those accounting practices came into existence.

We need, therefore, to ask questions as to whether the circumstances in which the Barbados Development Bank has found itself and the way in which its portfolio has performed over the years is to be expected from a Development Bank or not. We also need to ask questions, if we reach the conclusion that it is not to be expected, as to what can be done to improve on that situation. Relating to the first question whether it is to be expected that a Development Bank should perform in that way, I would say "no". A Development Bank quite clearly must undertake risky loans and must expect substantial losses on its portfolio from time to time in relation to specific loans. But overall it is to be expected that the Development Bank can stay afloat. Injections of equity such as are contemplated here should come not to replace eroded equity but to expand the operation as over time the bank has to operate on a larger scale to meet the larger requirements of the time. It is not good where Government is injecting new equity into an institution so that it can return more or less to the position that it was in 10 or 15 years earlier.

Therefore, we must recognize that although the Development Bank must finance risky projects and so on, it must develop a certain level of skill and a certain ability to distinguish risky projects from those that are certainly beyond the question of risk and a dead loss from the start and avoid putting itself in a situation where its own viability is at stake.

In order for a Development Bank to be able to accomplish this, its staff, management, and Board of Directors must over time develop a certain level of expertise and a certain level of familiarity with the local economic environment and the particular clients of the bank. If this is to be accomplished, it means that the senior staff in the Development Bank and the Board of the Development should not be changed with a high degree of frequency and should not be changed for reasons other than questions relating to performance. Sorry to say that that has not been the situation in the past under any administration of Government. As long as we have a situation where you find that boards are changed willy-nilly after two years by virtue of not even a change of Government but by a change of Minister, the Development Bank or any other board for that matter would never achieve a situation where it is managed and directed by persons who have had the opportunity not only to develop their skills in a particular area but to become familiar with the specifics of that operation to give high level service.

So I would want to plead that the time has really come for Governments or all parties which aspire to forming Government to recognize that they must make a higher commitment to the country in terms of ensuring that when they are appointing the Board of Directors and so on that they are doing that bearing fully in mind the requirements of the particular organization to which they are appointing the board and having regard to the availability of skills in making the best appointments in the given circumstances. Questions such as party affiliation and so on should be of no particular significance in that exercise.

In its 1986 Manifesto, the Democratic Labour Party made promises along those lines and, indeed, there is evidence that in many areas they acted in accordance with such a commitment in appointing boards capable of functioning well on the basis of the person's ability to contribute. I would think that in 1986 the board appointed to the BDB and, indeed, the board appointed to the BNB were both clear examples of the application of that principle. Since then I must say that there has been a falling away from that principle. We have seen some strange things including a situation where the present Minister of Finance in his wisdom apart from dismissing the Chairman of the BDB and the BNB chose to shuffle around those boards. He took half of the BDB Board and put it over to the BNB and half of the BNB Board over to the BDB. Now that situation really cannot contribute to the improvement and better performance of either institution because you had a situation where for two years the members of the BDB Board were able to follow the operations of the BDB, to develop knowledge of the BDB's portfolio, and to develop a strategy for dealing with the problems of the BDB and the Board at the BNB would have done the same thing. You dismissed a Chairman and then you took the Deputy Chairman from one board and made him Deputy Chairman of the other and *visa versa* and half of the other board members you shuffled them around. So that half of the boards now have once again to spend sometime learning about the operations of that institution – the kind of background to the loan portfolio and all that type of thing. In that way, you have handicapped both boards. I have no doubt that whatever performance those two banks achieve

subsequent to that arrangement, if they had the benefit of the original boards and high level of experience (I am not talking about the Chairman now. Forget the Chairman. I am talking about the others.) You would have had a situation where the boards would have been able to make a more immediate and strategic input in ways which would have enhanced the performance of those institutions.
12.05 p.m.

The point I am making is that you don't tamper with things just to say I am Minister, therefore I must appoint my Board and I shuffle things just for the sake of shuffling around things. And above all it is important that Ministers when they are making appointments to boards satisfy themselves clearly that the person who is accepting the appointment is doing the board a favour, is doing the country a favour and not the other way around. Given the level of emoluments of a board member, if the situation of appointing a member to a board is a matter of doing that Board member a favour, that fellow is doing considerable damage to the board and is not in any position to make any worthwhile contribution. Therefore you must recognise that the matter of appointing people to boards such as the BDB and so on should be seen first and foremost as a matter of appointing people who can render a service for which they would not be adequately recompensed, appointment of people who are making sacrifices of time and other things that could have been to their greater personal benefit, but using that time and using their energies in the service of the country. That I am sad to say has not been the thinking of many Governments and it is not the thinking of this current Government subsequent to 1987. And to that extent you will find that even those corporations which seem to have turned around and were performing fairly well in 1986–87 in the fullness of time to the extent that you retreat into a situation where you are appointing people not because of what they can do for the board but what the board can do for them, that those institutions will once again become highly unprofitable and create a problem for the overall country.

Now in relation to the specifics of the operation of the Barbados Development Bank, as I said earlier, that bank must seek to operate in such a way that it ensures its own survival and would not require any injection of equity merely to keep it from being insolvent. Any injection should come as a result of saying, "Gentlemen, we now want to operate on a larger scale and if we are to do that and remain financially sound, so to speak, it is better that we should embark on that on a larger equity base; therefore put in some more money so that we can lend out some more money." It means therefore that the Bank in approving loans has to stick faithfully to appropriate criteria in relation to the prospects of the project, and all other considerations political or otherwise, all other personal pleadings, all other things that have nothing to do really with matters pertaining to the development of the country and to the success of a particular project should not influence decisions of the Bank or decisions of the Bank's board.

With those few remarks I should like to say that I will be supporting the Bill because the Barbados Development Bank is badly in need of rehabilitation which at this stage can only come through a re-injection of equity as one of the necessary conditions not a sufficient one. I thank you.

SENATOR Dr. F. W. ALLEYNE: Mr. Deputy President, in rising to support this Bill, I wish to take note of several useful points which were made by Senator McClean. But I also wish to take issue with some of the submission which were made. But by and large I am in agreement with him with respect to the role of the Development Bank. I think all of us are aware that the Barbados Development Bank was established to fill a void in the financing facilities which were available in Barbados at that time and which continue to be acquired, precisely because the commercial banking community was not established to meet the kind of need which is being met by the Barbados Development Bank.

In 1989 the report for the Barbados Development Bank 1988–89 on the statement of changes in shareholders' equity and efficiency notes that at 31st March, 1989, the million. There are many reasons for this situation in this institution as was noted by the Leader of the Senate and subsequently by Senator McClean. In my view the major reason for this situation has to do with our failure in Barbados to develop an entrepreneurial class; that in my view is a major reason for this difficulty in which the institution finds itself. And by that I mean that we have got into this kind of business with the providing of finance to many persons who have run into bottlenecks in the management of their businesses, and that is why the bank finds itself in a situation where the arrears have been accumulated and in fact disbursements have been running ahead of the accumulation of these arrears in relation to the non-performing loans. I make that point, Mr. Deputy President, to stress the necessity for Government to set out a very clear plan for the development of an entrepreneurial class in Barbados. Today I am aware that the Bank has taken legal action against a number of its clients, and sometimes I am in agreement with the Bank, and I emphasise sometimes. But this problem of non-performance or high incidence of non-performance is bound to continue as long as the Government of Barbados does not set out a clear strategy for development of an entrepreneurial class. And what do I mean by the development of an entrepreneurial class? Mr. Deputy President, manufacturing, our tourism, our services can be no more dynamic in its management than the quality of mind which we attract into it. And in Barbados we have to develop a strategy for attracting some of our best minds into business. If you look at Barbados in the past, the brightest

of our young people have gone into medicine and law and in earlier times into religion.
12.15 p.m.

Recently that trend has been shifting a bit. They have gone towards computer engineering and different aspects of engineering. But I am convinced, Mr. Deputy President, that until Government can devise a strategy for attracting some of the brightest boys and girls coming out of our tertiary institutions or secondary institutions into business the Barbados Development Bank and the other financing institutions controlled by the Government will continue to be bedeviled by this kind of problem.

I have no doubt that this financial rescue, in my view, is short term in a sense. We have to put the other things in place and the other things are more difficult to put together. It is all right to train people but when we complete the training we have to provide the financing back-up, the marketing back-up, and so on to get these young people into business and concentrate on self employment rather than coming out of school, coming out of university or some tertiary institution and they have to go and ask somebody for a job.

The Barbados Development Bank has been singularly, unfortunate, in the sense that there has been too much meddling in the management of the Bank during the second half of the 1980's. There has been too much meddling in the management of the Bank.

If this new injection is going to achieve its desired effect, I have no doubt that the meddling which characterized 1986 and 1987 will have to be a thing of the past. I refer to the misfortunes, Mr. Deputy President, of a previous manager of this Bank.

I draw to the Senate's attention today that during the period I am referring to, 1986–1987, it is my certain knowledge that a sub Committee of the Board of the Barbados Development Bank was set up which functioned alongside management to assist in the management of the Bank and that Committee functioned within the Bank almost on a full-time basis.

I had reason to speak about it at that time and the position I took then is the position I take today, that is, if ever I was appointed to the management of an institution and the Board of that institution decided to intervene and manage the institution directly itself, I would resign from that institution because I am going to be faced with the problem if you are sitting beside me managing that institution on a day by day basis, how can you ask me to report to you.

That is a fundamental issue which has to be addressed in Barbados. Members of boards must understand what their role and function is. They have to be clear on that. A member of a board must not be a nuisance as far as the management of the institution is concerned.

In another place where I function, I have made it very clear to my board members that under no circumstances they are expected to go to the manager of the institution requesting information. Any request by a board member should come through me.

I have also made it very clear to staff, if you have a problem with your manager go and discuss it with him. Do not come to me. That is not my function as a board member. I have also made it clear that I deal with one person in that institution and that is the manager and I only go to that institution if the manager request me to do so outside of my normal visit which is no more than twice a month. Board members have to avoid making themselves nuisances.

In Barbados today – not today, but, certainly as far as the 1986 and 1987 are concerned we had too many executive chairmen in this country and it creates a problem. I make bold to say that I will stand against it irrespective of who forms the Government of the day. I am against it.

The country needs to attract the best possible management resources and we must give those management people the opportunity to get on with their work. I am not interested in anybody's political philosophy, Mr. Deputy President. If you are a manager you must be given the opportunity to do your work.

Every intelligent person has a political view and it is the right of that person to hold that view and my position quite clearly is that interfacing with any manager in the public Service I am not interested in its political view, I am interested in its competence.

I have no doubt that alongside with the financial rescue of the BDB I am happy to see that the management of the BDB has been able to settle down within the last two years. It is important. If a manager is going to get on with his work, he must not be found in a situation where he has a board member or a board chairman peeping over his shoulder. There has to be a healthy relationship between the manager and the board member or the board chairman.

Apart from this financial rescue which is being enacted today, and the management rescue of the last two years, I am urging the Government to take up the request which I am making of them today and sit down and devise a strategy for assisting our bright young people to get into business. It is important and the Development Bank is a pivotal institution in terms of achieving that objective.

I have no doubt that the move which is being made to inject new money into the Bank is the right one but I am urging the Government to take to heart very seriously the

task of creating a new entrepreneurial class in Barbados where we can open up the opportunity for getting into business to our young people so that we can broaden the entrepreneurial base and we can inject new blood into it.

Mr. President, I am much obliged to you.

SENATOR Mrs. G. L. EASTMOND: Mr. Deputy President, I rise in support of the Bill and I would like to say that we have heard two excellent speeches here and quite a bit of what has been said, or most of it, or all of it is true.

I am a business woman and have been for a very long time and looking at the Development Bank as it stands, being a member I would say that some people in Barbados take it upon themselves and think that the Bank is just there to supply them with money when they need money for their businesses but they are not to make repayments.

No bank can survive unless money is coming in. You can get your money and it goes back out and none coming back in, what happens? We are there to develop business in this Island of Barbados and if we are helping people to develop themselves and develop their business, we would expect that those people will have enough sense to understand that we need them to give us their payments whenever these repayments are required but often this does not happen. I can only speak from the present situation as it stands. I can reflect on the past for what I have seen and debts that we have there (that should not be there) where people have been blatantly dishonest.

If you are going into business, I think anyone who is going into business should go into business with the idea that they must make money and if they borrow money they should repay the money. If they have to go to a commercial bank, I am sure when they go to these commercial banks, perhaps, they ask for more than what we ask for. But the present situation as it stands, we are making sure right now that the collateral and everything is in place. If they do not have that, we are sorry. It is money that we are dealing with.

12.25 p.m.

But some people seem to think that Government must give them; they must set them up, giving them everything and they must not even pay interest. How could this be fair? Is this what is being taught in schools? I think we need to teach our children the basics about finances in the education system.

Dealing with money and dealing with finances is very, very essential, even if it is one of these little stands by the wayside where you are selling nuts or oranges or something like that. Some of those people have the basic common sense. They know they have to make a profit. But there are people who decide, they make up their minds.... I do not know if they have friends because what I have seen from the debt we have inherited, something would have had to go wrong somewhere. If they have been committed to a loan they have a right to meet those payments monthly. They have a right to meet not only the interest payments but the payments to repay the loan.

How can this country make progress? In the Bank's name is development. Development for this country. When we talk about a country, we are talking about the people of the country. This is why a bank like this was set up. Because often you go to a commercial bank and some of the people who we help with lending money to would definitely not be able to go to a commercial bank. If we, as a Government can help persons to lift themselves up to have something to be independent with to say, "I have a snow cone cart", "I have a hotel", what I have, "I am going into fisheries", whatever they are going into and they go into it with the idea that it is a business and they are going to make a profit and through that profit the Development Bank must get its money, would we be coming back here now? I say no. We would not be.

There are several things that can be said here today. A lot has been said already. I know that there are some people who feel that when they borrow money from any government that the money is theirs. But I want these people to understand that I am a taxpayer. I am sure that nearly everybody or everybody in here should be taxpayers. I do not rob Government out of one penny. I do not intend to because it is a country. This is my country. It has to be developed. Through the Development Bank, they are going to develop more people, into business areas, into fisheries, into anything that they want to go into as long as they can come back and pay money.

I am not going to stand there and see interest building up, building up and no repayments, no repayments. No, no, no. Whatever you have, there must be some sort of collateral that must be there in place and whatever you have, we must hold on to and try and sell it and get back our money. We are going to be tough because we have to use tough measures. If we have people who think that all Government is there for.... Government is me, Gertz Eastmond who is working out there. Government is anyone of you who is working. Anybody who has a job. The few cents that I get in here, what is it? I am doing Government a service.

But I detest dishonesty. Do not come today unless you have the credentials. If you can show us how you are going to make those repayments, fine. The day that you are slack in those repayments and it is because of something where we can say, okay we will give you a bit of ease, we will do that. But I will resign from that board first before I think that certain people will feel that they are not going to make any repayments and on top of that would like to take us to court. I am not going to take it.

Government's money is not Government's money. It is the people's money. I am one of the taxpayers. They are using our money. Then we have to go outside too and borrow money. Therefore the Board members have the responsibility for the money that is borrowed. As a Board member and having an excellent Chairman, I am telling you we have excellent members there. We do not make any fun about matters relating to these loans. We have a lot of them that are not functioning and we are going to take some serious action.

It is not good enough to come cap-in-hand. We want to see our people developing. We want to see business all around moving. But can business move when you take that money and do something other than what you signed to that you were supposed to be doing with that money? It cannot. This is not the attitude that should exist in a country that we talk about a literacy rate of about ninety something per cent or something like this. If we love our country, we are going to put something into it. We are not going to take out all the time. We want to develop it.

If any job is given to me .... Mention was made of the Barbados National Bank's Board. I was on that and I am on the Barbados Development Bank's Board. As far as I am concerned I can be on any place because Gertz can fit in any place. I have a job to do on the Barbados Development Bank's Board and I am going to do it. Any time I have to say "no", I am going to say "no". I am sure that it will be registered. Because what I want to see is our people in Barbados holding their heads high, not just trying to grab something from somebody. Take something, use something and not make repayments. That is just as bad as stealing or even worse because this is something that the Government of Barbados is doing to help its people.

It is not like Barclays or any of the other commercial banks. We cannot make money. How can we make money? We are not here for making money. We are here to help people make money, help them develop themselves. Pay us back the money and let us lend this money back to somebody else. Do they have that in mind? They are too selfish. This is what is wrong in our society, the selfishness of people. Just wanting, wanting, wanting everything and not knowing that there is somebody else out there, school children coming out, school leavers coming out. They want to get into a trade. They want to get into jobs. If the money is repaid to us, we can help those children. If the money is repaid to us, we can help those children because those children need our help now. There are a lot of them coming out. There are a lot without work standing on the wayside doing mischief and getting themselves in trouble. I think the Barbados Development Bank can do a lot for those young people. Group them together. Set them up in business and help them. My praise goes out to Women in Development as well as the National Development Foundation. They are doing an excellent job in helping the people too through us. Not only through us. But we lend them money. I know they are doing a good job.

I want to see the people who are coming to us in future come and realize that they must play their part in not only developing themselves, but developing the country that they live in which is Barbados.

Thank you.

SENATOR Mrs. V. C. FRASER: Mr. Deputy President, I rise to support the Bill. But one thing I must say and this always bothers me is the whole question of selling ourselves and selling our various corporations. I say that to say this. I believe that a lot of people in Barbados do not understand what a number of our institutions mean. They do not understand how they function. I think this is one of the mistakes that past governments and government present make in not selling the particular institution to the people. When I say selling I mean publicizing the role, the structure of the Barbados Development Bank, letting people understand that when they make loans, the point that was emphasized here, these loans have to be repaid because we are talking about a developmental action. When you are talking about the development of people, making people better people you have to think in terms of what instructions have been given to these people. Do they know, do they understand or do they believe that because this thing is coming from the Government, as has been emphasized here, it is theirs. Because a lot of people in Barbados have that idea.

12.35 p.m.

They would go probably to two banks, a commercial bank and a Government bank, but they will pay the commercial bank first. Then they do not have enough money to pay the Government institution. I think that persons who are looking, loans officers and persons of that calibre, have to look seriously at the way how we administer loans to people. I think perhaps the bank needs to get more staff in the area of field officers who can go out there and pay individual attention to how that person is spending the money they have borrowed. Keep in tune with how the accounts are going. People can come and tell you all sorts of fancy stories that they have so many clients. What we do at the Foundation is to find out who are the clients they have and to find out how much business they have with these clients. This is very important because then you will know if that business is going to succeed or not. You may have to turn down that loan because the person has not got the people to service that same loan by buying or doing business with a particular small or large entrepreneur; or you may have researched the market and discover that that particular type of business is not going to be successful in the next year or two. For example, there are certain areas of business where we have discovered people were getting a type of material from a particular agency in Barbados.

The moment that they start their business or they want to start their business this agency may decide that it is not profitable for them any longer to bring in this particular type of material. What happens to that business? That business is in serious trouble because they cannot get the raw material. My advice is that we have got to look at some of the materials that we cannot get in Barbados. I think Government has to look seriously at bulk purchasing for some of these businesses that we are assisting. We have to look at it.

We have discovered with small businesses that sometimes this is a problem. It is a serious problem because the people cannot get the raw material. They start off very well. They have so many hundreds of clients. But if it is, for instance, something like knitting and they have a knitting machine, they suddenly discover that they cannot get the kind of wool they want here. Ten other people may have gone into that business because they see it as being lucrative and they have a number of persons who want to buy from them. What happens? No raw material. If they purchase it from abroad as an individual, it is too expensive. Then the cost of the particular item makes it almost prohibitive and they have to go out of business.

I think we must have some advisers with an institution like this who will do research. I know it is going to cost the bank more money to pay these people. But I think we as taxpayers should be satisfied to have these types of people. I am hearing that we have them but I do not think there is enough. I do not think that we have enough of these types of people to service the kinds of loans that we have out there. This is how I feel. I know that there are a few people. But what I am looking at is that we the taxpayers must be willing to pay for this service so that we ensure that we get back the money and have it properly run by a number of people. It is all right to have people but you must have enough people to service the amount of people that you have loaned out money to.

We are very grateful that the Bank has looked at the small business window and, as Senator Eastmond has mentioned, we in the National Development Foundation appreciate their passing on money to us for on-lending. Surely, the Bank can see from our reports what we have done with it. We have created 150 jobs in the last year and we have been able to lend out $1.8 million. Now the bank is not the only source that gives us money for on-lending. We have the IDB and certain funding agencies who have given us money to help for on-lending. But we have also systems set up where we have field officers and where people before they can get that money have got to be trained in accounting, marketing, and business procedures. They cannot get one cent from us before that is a reality. Therefore, they understand what it means to be your own master and how to manage your own money and make your dollars make sense. I think that we need to do that. Take people through some short course. I am talking now about agencies like the Barbados Development Bank. We are a small agency but this is something that we are doing to ensure that we have money to lend to other people because we have attracted a number of young people with diverse skills who are opening a lot of new businesses. You take something like brush painting. This is something you did not hear about before. We have two young people, a sister and brother, who are doing this and they are doing invitations for hotels and restaurants, and things on the back of books for different agencies and companies from brush painting. This is sort of a new area. Now they are putting their skills together. The brother is doing the marketing. He has been trained in marketing. The sister is doing the brush painting and the parents are helping them to look at their books all of the time.

Now these are the kinds of things that you can get to work successfully because of the interest of people in the fact that we must develop the skills that we have. You have people who are doing candy making. The markets are there and we have to ensure the people that the markets are there. We have to look at the markets and look at whether they are futuristic. I think that a lot of the things we loan the money for, and when I say "we" I am referring to agencies like the Barbados Development Bank, that we were not futuristic. In other words, too many people were doing the same thing and so the best man won. The others got involved in trouble because whoever had the most clients or whatever was the person who got the business and these people got into trouble and could not pay back their loans.

I am saying, Mr. Deputy President, that one of the areas that we have to look very seriously at is the marketing of the Barbados Development Bank and I mean a sustained programme. I keep saying this here. Every institution in this country has to be marketed in a very sustained promotional way. So that John "X" out there must understand that he or she just cannot go and borrow money from the Barbados Development Bank and forget about my repayment. All the public would watch the television. This is what we use the media for and they would see what functions. They would know what "Gertz" has mentioned here and what they have, because a lot of people do not know that, I am sure. But the public now will know that as long as we publicize it they will know. We run a series of programmes. Use your institution for your development but also teach those people, because you have a cadre of people who are influential and who understands what business is, to help teach them. I am saying something here that I want to see in this country.

We keep talking about development of people and we keep talking about utilization of taxpayers' money. We have utilized taxpayers' money to send many of these young people, some young and not so young, to many institutions and they have gained Barbados Scholarships and so on and gone ahead. What are they giving back to their country? Could we not have some of these people like

how you get the Grey Panthers and so on in the United States who decide to come back to their country and form a group whether it is in finance or whatever to help the Government on a free basis?
12.45 p.m.

If they are going to give two hours a week or whatever, they give these two hours a week in the area of helping the Development Bank, in the area of helping them to go out there in the field. These are things we can do when we are talking about development. We are talking about the utilisation of human and other resources and therefore the human resources must be utilised to their fullest potential and we must also try to change the attitudes of many of the people who have benefited from scholarships from Barbadian taxpayers' money to come back and be of service to their country and not only see how much salary they are going to get. That is one of the things we talk about as commitment to your country. That is serious commitment and that is realisation of how much money the taxpayers have spent on you to develop you as a person, so that is all involved in the process of development of people.

Mr. Deputy President, I sincerely hope that all the different mechanisms that will assist the Bank in moving forward will be put into place and, as I reiterate, a sustained programme will soon be appearing on the television and in the entire news media on the role of the Bank, what the Bank is doing and what it is about to do in the future. We want to congratulate those who have taken up now and are trying their best to move forward. We always congratulate people when they are trying to move forward, but we are saying that there is a lot more to be done if we want people to be serious about their repayment of loans for the benefit of others who are there waiting to get themselves developed.

We cannot get this entrepreneurship except people have money to start a business. They cannot start a business by looking at you and smiling, but we have to accompany it with proper training, proper exposure and proper guidance. This is very essential – guiding them with that money; channelling it in the right area; looking for the areas that are productive. And one of the areas you do not make mistakes in is food. Food businesses make money, even if you are selling mauby and fish cakes. I know of a lady who wrote on her house, "Who thought it? Fish and Float bought it"; and she has a lovely bungalow today. These are the things that will make some money, not necessarily what some people believe, that you must have a $2 million processing plant.

Some of the most efficiently run plants I have seen throughout the world that are making money, earning foreign exchange for their countries, are small efficiently run plants with proper equipment. That is the key. Equipment that can be used for the processing. It might be small scale equipment but yet it is producing large amounts of puree. Why should we be buying those things like pawpaw juice, soursop juice and all these things from all around the place, when we could just be getting a machine, a juice extractor? That is all the person needs, and a clean place that is passed by the sanitation people and making juice and bottling it.

Mr. Deputy President, again I look forward to seeing that sustained programme for the Bank. I think they need all the money they can get at this stage, but they need to set up the systems and go forward. I am sure the taxpayers of Barbados will have no resentment whatsoever in the Bank going forward in that direction.

I thank you.

SENATOR A. J. N. PHILLIPS: Mr. Deputy President, in supporting this Bill I have a few small observations to make.

I have been in the field of business for approximately 30 years, during which time I have been the major shareholder and managing director of a small company for approximately 17 years, so I believe I speak with some degree of experience on businesses.

Like Senator Alleyne, I have some concern over the lack of new entrepreneurs, and indeed it is very significant that with the Barbados Development Bank and other institutions willing to lend there continues to be a lack of persons showing interest in developing their own business.

I believe, however, it is fair to say that in a country like Barbados where the population ratio is sort of heavily weighed towards black people, it would be expected that the highest amount of entrepreneurs would come from the black race. I believe one of the problems is that potential young black entrepreneurs have had some examples which I believe have sort of cowed their enthusiasm about entering the field of business. In other words, Sir, it is unfortunate that the failure of black businesses has been of a high order. I believe that one of the problems which surround this is that no effort has been made to determine why the businesses failed.

There was a time when the Development Bank may have been lending money in a willy nilly manner, not following through the businesses, not determining, as Senator Fraser said, whether the money was well spent, whether it was spent in the areas for which it was loaned, or whether it was misspent. I believe a number of businesses did not fail because the money was misspent, I believe the businesses failed because of certain circumstances which were beyond the control of the entrepreneurs, particularly those in manufacturing. I believe the businesses failed because persons were not able to get the amount of money which was necessary to keep those businesses going.

If a business person, whether it be a manufacturer or otherwise, has a particular requirement for the purchasing of machinery, raw material or whatever, and a bank using its own judgment determines it can only advance to this entrepreneur 50% of his requirements, then that business is doomed to failure before it begins. It is important that proper analyses be done of businesses before institutions support these businesses, because you may find that you may support a business as a half measure, which will mean that the whole business will flounder because of not having the amount of capital necessary to make this business into a success.

Market conditions play a large part as to whether a business will fail or succeed. It is all right to be in a position to produce furniture or whatever. But then one of the problems is to be able to market this and market it profitably. One of the problems I have noticed in small business is that due to the competitive spirit and due to the lack of certain technical guidance our costings have been tremendously off.
12.55 p.m.

Where some manufacturers think that if they sell a product at $100 that they are making a profit, if a proper profit costing of the product is done, they may find that they are already selling at a substantial loss and can never ever make a profit if they continue to do that. With that as a background, I believe that it is the duty of the Barbados Development Bank or any such institution to provide support to persons who have the will to become entrepreneurs.

I have the fortune to be manager of a company that year after year sponsors an exhibition on woodworking. And I am happy to say that the woodworking exhibition has become better and better year after year. However, Sir, my concern is that one wonders where does this sort of talent go after these kids leave school. You probably never hear of them again; you never see them. When you see the quality of their work, indeed it is the kind of work that can only do justice to the name of Barbados and to the kind of entrepreneurial skills and to the kind of talent that we have in this country. But there is a need, Sir, to harness this kind of talent. I am not sure how it should be done. But indeed, Sir, I cannot see why it should be beyond the Barbados Development Bank or the Barbados Government through its Skills Training Programme to be able to identify persons whom they think they can harness into a unit, a unit which of course would need management. Because it is another misgiving that a person may be skilled... He may be a good artisan, but it does not mean he can necessarily manage his financial resources in a manner which would cause his business to succeed. So it just may be that an institution like the Development Bank should look at harnessing the sort of talent that there is in the market.

I think, Sir, too that there is another problem in that there have been many businessmen, by and large black business people, who have made mistakes in their first venture, and indeed, Sir, they have never been given a chance to recover. They have been seen as lost causes when no effort has been made to determine why did this man's business fail. Did he spend in lavish living, did he buy a motor car when he should have bought a motor truck because he needed a motor truck for his business? What were the problems of the market? Did he have the right personnel in place? But ho, his business fails and he is seen as a failure and nobody gives him a chance to recover. I believe that a person should be given a chance. I have invested in several businesses, and I would say that some of them have failed. It is a lucky thing that I did not invest in all the failures because I would have been a total failure myself. But you know it went like fifty-fifty, so I remained a survivor.

The point I am making, Sir, is that you should not be written off because of one failure. All you may need is guidance. You may have made the wrong assessment of the market. And I feel that there should be people in position who should be able to make a rational analysis of a person's ability and give persons another chance. It is against that background that I deal with a number of young persons. I am not being racial, but I am speaking as a fact because it applies mostly to people of the black race and it is a fact. So I feel that if there was some mechanism available whereby business failure could be examined and a report made to either the bank or the forces that be as to why this business has failed, and why this person should be looked at again, why his failure should not bring him to doom, it just may be that young persons aspiring to be business people may see that here is a chance, there is someone who cares, you are not seen as a failure for life, you are seen as a miscalculation.

Now, Sir, in Barbados, outside of the talent that I may have spoken about as far as furniture manufacturing is concerned, there is an area of small business that I have observed and, in making my own small enquiries, I realise that these persons who are engaged in this exercise are being ripped off. I refer, Sir, to persons being engaged in the exercise which I think is called smocking. It is a thing where they knit things into very fanciful looking designs. I don't know if they are to be put on dresses or on tables. But whatever it is used for, when I hear what is being paid for doing that work and the strain it obviously has on the eyes, I can only conclude that these persons are taking advantage of those who are engaged in this work. And this is the sort of thing that if allowed to go unnoticed ... Obviously several entrepreneurs are gullible; they have no feeling for people and all they are interested in is what profits they make. But I can imagine what they would get for that kind of work on the overseas market.

I believe what they are paying people to do that kind of work is a mere pittance out of the sort of profit they are making for these goods. And I feel, Sir, that there needs to be somebody who would be able to identify these sort of problems and highlight them where they should be highlighted in order that there should come some corrective measures.

Another matter I would like to make mention of is the amount of talent that there is in the schools in Home Economics. Certainly a lot of these persons involved in Home Economics would not become housewives. As a matter of fact, at the rate of marriages now there are many of them not housewives. So I am saying that again if you watch the service that is given by some hotels and some of the restaurants, one is not satisfied that the sort of talent that you see in some of our secondary schools and maybe elementary schools finds itself into the right channel. So all I am saying, Sir, is that there should be some way or means by which talent should be identified, and where talent should be placed. In other words, there is a lot of talent, and I feel the talent should be identified. There often are opportunities for talent and the talent should be channelled in the direction where it would be most useful, because when talent is not channelled in the direction where it could be most useful, then that also has some effect on productivity. Because if a person has a skill of being a carpenter and realises that it is his calling and then eventually he finds himself being put in a drugstore or a hardware store to push around nails and so on, that is wasted talent. If a person has a skill every effort should be made to channel that person in an area where the skill would be best utilised.

I am saying, Sir, that the Barbados Development Bank has a significant role to play in the on-going development of Barbados. I believe that every effort should be made in looking at those areas which are very practical areas. It is not only the question of advance of finance and so on and making sure that the money is collected; that is all well and good. But I believe that there are a number of practical areas where the Bank should become involved in order to determine if the money is being well spent, to determine and make a proper assessment of projects to be able to give persons who have probably had a bad experience another chance.
1.05 p.m.

That is an area I cannot over-emphasise because I know that there are many persons who failed and it was not because of their own making and I believe they should be given a second chance because, too, that second chance that you give that person is going to be an example to young persons who might want to engage in some activity but if they think that all they are seeing is failure from persons of their own kind, then they will not be encouraged to invest.

Thank you very much, Sir.

SENATOR Miss V. P. BRATHWAITE: Mr. Deputy President, I have already gone on record in this Honourable Chamber as pointing to the rather unique position which a Development Bank holds in Third World economies such as ours so I shall not repeat my analysis in that area.

But, Sir, I have listened attentively to the rather incisive and informative statements that have come from Honourable Members this morning and quite a few of those contributions dealt with the delinquent accounts of the Barbados Development Bank and without fail, Sir, all of those persons who spoke in that respect attributed blame to the persons to whom the money was lent in those circumstances.

Sir, I would like to remind those persons and this Honourable Chamber that the problem with the Barbados Development Bank did not start yesterday, or last week, or last year. The Barbados Development Bank has been dogged by problems for some considerable time now and, particularly so in the area of delinquent accounts where historically the Bank has developed a caste system, a system which dictated that some delinquent accounts were sought after and actively pursued and some others were untouchable.

The untouchable ones, Sir, ironically enough were the ones whose portfolio at the Bank constituted considerable sums of money in relation to other projects.

I have had the experience of being an officer of that Bank some years ago and I speak with personal knowledge. I was one of the officers whom Senator Fraser I think it was (I hope she will correct me if I misquote her in some way) spoke of going around into the field in the area of Loans Administration and determining what had been done with the Bank's money, to what use it had been put whether the projects were operating in a management efficient manner and in the areas where those particular accounts were delinquent, to find out why they were not paying their bills and many times I have been faced with managers of those projects who verbally abused, who told me that they did not have to repay, and some others who felt unable to support the Government of the day felt that because it was that Government's money they were using they were not going to repay that particular Government.

What made the situation even more sickening was that at the end of the day when a report was written, the answer coming back was, "Do not touch those". That was the attitude that prevailed at the Bank, the untouchables, Sir. What is even worse is that when some of those persons came back to the Bank for money for projects they were again given second loans for some of those projects.

Aside.

SENATOR Miss V. P. BRATHWAITE: I said, Sir, I was speaking in a historical perspective. I was quite careful with my phraseology. As a lawyer I always anticipate my defence and I preface my remarks by saying I spoke in a historical context and that the Bank has been dogged by problems for many years. That is precisely what I said and I do not want to be misquoted or misinterpreted.

I also said the problems of the Bank did not start yesterday, or last week, or last year, so let us get it very clear what I am speaking about.

As a result, Sir, the staff turnover at the Bank was high. You had at that time many young, fresh and intelligent minds out of university eager to give back to society some of what had been given, minds trained with a special emphasis in accounts, economics, business, management and who were eager to get on with the job.

But when persons find that their initiative is stifled at a higher level, the only alternative, Sir, is to look for other areas of employment. The result was a high level of turnover of staff and in any business that spells trouble for any institution even when it is a Development Bank so we had two problems – a high rate of delinquent loans (but in the portfolio), and a high level of turnover of staff. And that has been the problem that the Barbados Development Bank has had to face down through the ages.

I cannot speak with any degree of certainty of the situation that obtains today but I certainly know that the extent of the problem which prevailed not so long ago could not have disappeared overnight.

Senator Alleyne, Sir, in his contribution and Senator Phillips, if I remember correctly, wondered what had happened to those persons who performed so well in school and when they reach the world of work they seem to have been forgotten.

I must add my voice once again, Sir to the rethinking of our education system. We must teach people to use their hands as well as their heads. The days of the emphasis on matters of academic import only has fast retreated in other developed countries and it is very high time that Barbados recognises this and set things in train to deal with that kind of situation.

In those schools where there is a high degree of emphasis placed on practical training, the problem there is that it is never related to the real world. So that a person might perform creditably in a woodwork class but it never appears to that person that those skills acquired can be put to good and productive use after he leaves school behind.

We need to change the mind-set of the persons whom we educate to teach them that a chair made in a woodwork class stays with the school but the ideas and the skills which are acquired they must take them with him or her into the world of work and that is what has happened to those persons who perform very well in school and who lie on the sides of the roads wondering when they are going to get a job. We have to change the mind-set. We have to teach them that whatever skills they have can be turned into productive activity.

I just wanted to make those two very brief points and I rose to support the Bill.

SENATOR THE HON. L. V. H. LEWIS: Mr. Deputy President, all of the comments made which are relevant will really only support the action which has already been instituted, the strategies which are being put in place among other things to enhance the institutional capability of the Bank.
1.15 p.m.

In these areas, they are examining the restructuring of the Bank's staff. They will be involved in new training initiatives and they are also reviewing the methods and the procedure manuals of the Bank.

Among other things, the Board of Directors, the new Board.... Contrary to what Senator McClean says, my information is that the new Boards are functioning with a clear understanding of what is required of them and the achievements in the future will certainly be more substantial....

SENATOR A. W. A. McCLEAN: On a point of explanation, elucidation.

Mr. DEPUTY PRESIDENT: Which is it? A point of....

SENATOR A. W. A. McCLEAN: Elucidation. I think that the Honourable Minister would have got the wrong impression if I suggested that the Boards were not functioning with an appreciation of what is required of them. My point about the reconstitution of the Board is that in shifting half from one place to the other, they had to start again to become acquainted with the activities of that institution. They are the same people. I know that the people who left BNB and went over to BDB are all very good people. I am sure about that. So I was not saying anything which reflected on them.

SENATOR THE HON. L. V. H. LEWIS: Yes. You are only making the usual back stab because you are not on the Board. But let us get on with the matter. The matter of restructuring of the loan portfolio is receiving the attention of the new Board. They are going to be taking a firmer line with delinquent clients of the Bank. They are also looking to enhance the management of the Bank's portfolio because it is recognized.... And a lot of the comments made here today are very germane including the latter ones by Senator

Brathwaite about the untouchables in the system, and no bank or any business activity can succeed or continue effectively when such a situation exists.

Moreover, among other things, in recent times, at least, my understanding is that at some stage there was distance between the Board and the appropriate Minister. It is proposed that there be more meaningful dialogue between the Minister responsible for the Bank and the Board of the Bank by annual meetings between the two. These, among other things, we believe will assist in improving the function of the Board in establishing a line of communication.

Among other things the Bank's image has fallen very sadly over the years. Whichever government has to do with the Bank will have to ensure that the image is spruced up.

I should like to move, Mr. Deputy President, that the Bill be read a second time.

The question was put to the Senate and was agreed to.

On the motion of SENATOR THE HON. L. V. H. LEWIS, Mr. DEPUTY PRESIDENT left the Chair and the Senate went into Committee on the Bill, SENATOR J. C. W. WICKHAM in the Chair.

COMMITTEE

Clauses 1 and 2 inclusive were called and were passed.

On the motion of SENATOR THE HON. L. V. H. LEWIS, Mr. CHAIRMAN reported the passing of one Bill in Committee and Mr. DEPUTY PRESIDENT resumed the Chair and reported accordingly.

On the separate motions of SENATOR THE HON. L. V. H. LEWIS, the Bill was read a third time and was passed.

REPRESENTATION OF THE PEOPLE (AMENDMENT) ACT, 1990

Order No. 2 was called – To move the Second Reading of a Bill to amend the Representation of the People Act, Cap. 12.

SENATOR THE HON. L. V. H. LEWIS: Mr. Deputy President, this Bill, according to its Objects and Reasons seeks to retain the operation of the Parish Boundaries Act for the purpose of description of constituency boundaries contained in the Schedule of the Representation of the People Act.

Section 3 of the Representation of the People Act provides for the division of Barbados into certain boundaries. These are mentioned in the First Schedule of that Act.

Since that Act came into existence there have been changes in the parish boundaries brought about by the Parish Boundaries Act of 1989. When that Act is proclaimed, the effect will be to render inaccurate the descriptions of some of the constituency boundaries which are contained in the Representation of the People Act.

It is desirable therefore that this Bill be passed before the Parish Boundaries Act, 1989 is proclaimed, in order that the constituencies which are in the Schedule to the Parish Boundaries Act 1986 may be the ones used in the event that there is a by-election taking place shortly. Also that they may be used in the event that a general election takes place in the foreseeable future.

I beg to move that this Bill be read a second time.

The question was put to the Senate and wds agreed to.

On the motion of SENATOR THE HON. L. V. H. LEWIS, Mr. DEPUTY PRESIDENT left the Chair and the Senate went into Committee on the Bill, SENATOR J. C. W. WICKHAM in the Chair.
1.25 p.m.

COMMITTEE

Clause 1 was called and passed.

Clause 2 was called.

Mr. CHAIRMAN: It is proposed that Clause 2 stand part of the Bill. Senator Comissiong.

SENATOR D. COMISSIONG: Mr. Deputy President, I was just querying whether it would not be more grammatical if it read:

"It is declared that the Parish Boundaries existing at the commencement of the Parish Boundaries Act rather than on".

Mr. CHAIRMAN: I do not think there is much in the preposition. I understand the "on" to mean at the time of like on holiday or on the occasion of. I do not have any difficulty with it myself. I do not know if there are any purest users of the language.

The question that Clause 2 stand part of the Bill was put to the Senate and agreed to.

On the motion of SENATOR THE HON. L. V. H. LEWIS, Mr. CHAIRMAN reported to His Honour, the

DEPUTY PRESIDENT, the passing of one Bill in Committee, and Mr. DEPUTY PRESIDENT resumed the Chair and reported accordingly.

On separate motions of SENATOR THE HON. L. V. H. LEWIS, the Bill was read a third time and passed.

SUSPENSION OF SITTING

SENATOR THE HON. L. V. H. LEWIS: Mr. Deputy President, we earlier mentioned about the fact that we did not have the Resolutions relating to the Civil Establishment Orders from the Other Place. I, therefore, beg to move that this sitting be suspended until Monday....

Asides

SENATOR THE HON. L. V. H. LEWIS: Pardon me. So what has tax day to do with us? ....the 30th of April at 11:00 a.m. We will come here and do the peoples' business on Monday.

SENATOR A. W. A. McCLEAN: Mr. Deputy President, in relation to the Order Paper, that is entirely clear at the moment. Is this an adjournment or suspension?

Mr. DEPUTY PRESIDENT:"Suspended", he said.

SENATOR A. W. A. McCLEAN: Mr. Deputy President, we have nothing on the Order Paper which will permit us really to suspend the session. We need I think to adjourn it and convene a new session. There is not any unfinished business before us at the moment to warrant a suspension.

Mr. DEPUTY PRESIDENT: Yes, the business which was indicated here.

SENATOR THE HON. L. V. H. LEWIS: My clear understanding and I have communication from the Clerk of Parliament on behalf of the Senate indicating to all Honourable Members the intention to deal with three Resolutions which we were not able to continue with. Therefore, there are matters although not printed on the Order Paper that was circulated which are still before us because notice was given of those Resolutions. Therefore, they are before us as soon as they have passed the House of Assembly.

Mr. DEPUTY PRESIDENT: Senator McClean, are you about to speak?

SENATOR A. W. A. McCLEAN: Yes, Mr. Deputy President. As I said, the suggestion of suspension indicates that there is additional business that we can carry on with if we so choose and I would suggest that if there is business before us that we do not suspend and carry on with the business. If there is no business before us, we adjourn until a definite date.

Mr. DEPUTY PRESIDENT: You have already said that. Thank you.

SENATOR THE HON. L. V. H. LEWIS: Mr. Deputy President, I have already moved that the sitting be suspended until Monday, April 30, 1990 at 11:00 a.m.

The question is that this sitting be now suspended until Monday, April 30, 1990 at 11:00 a.m. was put to the Senate and agreed to, and Mr. DEPUTY SPEAKER suspended the sitting accordingly.
1.35 p.m.

RESUMPTION

Mr. DEPUTY PRESIDENT: This session of the Senate is now resumed.

ORDER NO. 4 RESOLUTION TO APPROVE THE CIVIL ESTABLISHMENT (GENERAL) ORDER, 1990

Mr. DEPUTY PRESIDENT: Senator Lewis.

SENATOR THE HON. L. V. H. LEWIS: Mr. Deputy President, we have before us a series of Resolutions which seek to give effect to the Civil Establishment Orders attached thereto but which relate to the classification of posts in the Civil Service. We have laid in Parliament the Civil Establishment (General) Order, 1990, the Civil Establishment Teachers Order, 1990.

It will be recalled that one of the decisions reached when negotiations were taking place with the various trade unions on negotiations for the 1986–88 salaries revision, Government gave a clear undertaking that it would carry out a complete classification of the Civil Service and that it would complete the exercise not later than the effective date of the next salaries revision. Even before that undertaking, Government had set about when it assumed responsibility for the Government of this country in 1986 to establish a Ministry of the Civil Service and it had identified reclassification as one of the areas which it would seek to implement at an early date.

During the years 1986 and 1987 the National Union of Public Workers submitted claims for regrading thousands of posts including the entire nursing service and the unions which represent teachers – there are three such unions – also claimed substantial regradings or upgrading on nearly every scale. There were also similar submissions in relation to Police and other services.

Against that background, a clear and positive decision was taken to enter into a classification exercise which it was

agreed would take effect from the 1st April, 1988. The Civil Service in Barbados has benefited from sound humane Government policies over several years which mark it out very distinctly, certainly among the countries of the English speaking Caribbean. The public officers here are better off than those in similar institutions in these countries. This relates not only to the level of remuneration which they receive during their service but also the benefits to which they become entitled on retirement. There are rewards for higher qualifications, for professional qualifications and there is democratic participation permitted by all the Governments that have served this country since Independence. There is democratic participation by the unions in determining the conditions of service. These conditions are not matched even in some of the highly developed countries in the world.

The method adopted in pursuing this classification exercise permitted therefore wide participation of employee representatives. The various meetings which were held augur well for the democratic process in this country. For the most part, the classification exercise reached an acceptable conclusion. There is however a price to be paid for all of this. The several gains which have been achieved by the unions ensure that the cost of providing the public service is not only phenomenal but it is continuing to rise. It behoves public officers therefore to provide good quality committed service to the people of this country because it is the taxpayers of this country that have to meet the Bill. The outlay from the public Treasury is substantial. So that public officers owe it to themselves and to the taxpayers of this country to place the interest of the country first over and above their own individual priorities. They need to display a commitment to industry and discipline which are indispensable for a good public service.

Some of the reasons given why there should be a classification exercise include the fact that there were many outstanding requests over a number of years for examination and regrading of posts. The last comprehensive reclassification exercise was undertaken in 1974–75. But after that, there was some tinkering with the pay structure and stories were told of decisions being taken off the cuff without any submission by trade unions during the early 1980s when whole groups of public officers were reclassified and at the stroke of a pen, they were put in a position which made it difficult for relativities between themselves and other public officers to remain.

The Government in 1987 therefore agreed upon and appointed a Committee to carry out the classification exercise. The Committee was headed by the Head of the Civil Service who had himself been involved in the reclassification exercise in 1974–75 with Mr. Puisinelli. The team included a former Chief Labour Officer who was a public officer during the last stage of his career as a Permanent Secretary and it also included a third person, a management consultant who had been employed at sometime with the Employers' Confederation.

So all three persons who sit on this Committee were not green horns. They were totally familiar with the labour and the work situation in this country and they are to be commended for the patience which they exhibited when dealing with the unions to arrive at the conclusion which was achieved.

The Terms of Reference of this Committee were:

> To examine the pay system and the classification and grading structure of the public service having regard to career streams and fair relationships within and amongst classes and to make recommendations as to the appropriateness and the existing system and structure and, if necessary, to suggest its simplification and improvement.

They were also to examine the claims for regrading of posts against the recommendation resulting from those terms. A first Report was presented to the Cabinet in August of 1989 and it was agreed that that Report should be circulated among the several trade unions and the various departments in order to obtain reaction from those bodies.

Based on that circulation and the comments made, a second aspect of the exercise was undertaken and it was completed in February 1990. The second submission tended to close the gap between the first draft and those areas in which there seemed to be some discontent.

The revised proposals were accepted by the Cabinet and it is these revised proposals which are now before us covered by the Resolutions. Let me make a comment because there seems to be a misunderstanding.
11.10 a.m.

Classification exercise which is based on job evaluation was a specific activity undertaken in response to specific submissions from the several trade unions. Let me also make it clear the classification exercises have various types of results. It results in gradings remaining. It results in gradings enhanced. It results in gradings downward. If one understands clearly that the exercise may come up with any result like that, then one is left in no doubt that if an exercise is properly undertaken and it is determined that a specific category of worker no longer bears the relationship which existed before, then the answer is that the post has to be downgraded.

In down rating posts, individuals who hold those posts even in an acting capacity do not suffer. They continue to receive the emoluments as long as they have been receiving them continuously over a period of time. But new entrants to the grade obviously come in at the lower levels. To suggest that a Senior Administrative Officer in a Ministry

in Barbados in 1990 is the Administrator of a Ministry again is totally mislead and misrepresent the facts of the situation. Each Ministry is headed by a Permanent Secretary and almost every Ministry has a second defence also called a Deputy Permanent Secretary. To say that Deputy Permanent Secretaries were created in order to assist the Permanent Secretary is to give half of the truth. When the post of Senior Assistant Secretary was the second line of Administration in Ministries, there were several officers who had held those positions for a considerable time. Those officers did not find favour with the Minister for Establishments at the time who would have the say in their advance according to the Constitution of Barbados to the level of Permanent Secretary. It was determined that those officers would be side-tracked into positions called Deputy Permanent Secretary and they were told in no uncertain terms that this is as far as you can be expected to go. So that the post of Senior Assistant Secretary at the time remained.

It does not give me a lot of pleasure to go into these areas which are well known to the persons in the Public Service and those who have lived with the Public Service and worked along side the Public Service over the last 20 years. But it was a complete slight of hand. Having however created a post of Deputy, the Public Officers creatively ensured that the Deputies were in fact Deputies and the work was spread so that they performed their roles. Over and above that, it became necessary on examination of the structure of the several Ministries to create other posts of Deputy right across the Public Service. So that the second line of Administration now is clearly established as that in which the Deputy Permanent Secretary performs his role. So that the Senior Administrative Officer is only an Administrative Officer who is senior to others, who if he has initiative will probably do as much work as any Deputy. But there were certain areas which will not fall to the Senior Administrative Officer as long as a Deputy Permanent Secretary exists.

But to go back to the classification, this classification which invariably has resulted in the down rating of certain posts and the upgrading of a substantial number of others has a cost and that cost is substantial. It is estimated that in relation to any one year the increase in cost will be in the vicinity of Bds.$11 million. The upshot of this is that on Statutory Expenditure as of April 1, 1990 the Government of Barbados was indebted to Public Officers to the tune of $21.4 million in arrears and in relation to other Personal Emoluments some $.6 million in arrears. Over and above that $22 million, the cost in the Current Financial Year will be some $11 million before consideration is given to the proposals which the unions are now to submit in relation to increases in pay from April 1, 1990.

If I were in the Ministry of Finance, I would regard this as a very startling situation to have to face up to. But in a democracy, when salaries are negotiated, this is the price that the country must pay. It evolves therefore upon all of us whether in Government or in Opposition to recognize that together we must sound the clarion call to all public servants of whatever ilk to ensure that they give a day's work plus for a day's pay. The alternate to all of this is something that is quite grim and startling. God forbid that it should ever happen in Barbados. It has had to be faced up to by other countries in the Caribbean and we know of the deleterious effects when Government is faced with a situation when it cannot pay a salaries bill either because there is no cash flow or because it has a problem which attracts the attention and causes it to fall into the laps of the International Monetary Fund. The warning for all Governments is clear that Government has a responsibility to try to restrain and restrict the salaries bill or else to ensure that the performance of the economy is such that it can accommodate this.

Having said all of that, we Barbadians have the habit of trying to tear down our own country and I would never be party to any situation in which the Government is undermined in relation to its democratic fulfilment of its responsibility to the people of this country. So that all of us on both sides may have to recognize this, if necessary, and tighten our belts. We do this in the interest of the country. We do not start pointing fingers at individuals. Somebody does not do this and somebody does not do that. He does not understand this and he does not understand that. Let us recognize that we all have a duty and a responsibility to our country and we need always to put country first. That Barbados continues to be the "envy" of several of our associates in the Caribbean, there is no cause for comfort when we have to face up to situations of startling salaries bills.

11.20 a.m.

The time comes when we must recognise the need for all of us to close ranks and to do whatever is necessary to energise the Public Service so that those persons who will be the recipients of these substantial increases over time will understand their responsibility to the country which they serve.

The Government as presently constituted adheres strictly to a philosophy that a satisfied and well managed Civil Service is the *sine qua non* to the efficient and effective realisation of the policies and programmes of the Government. In this regard, the three guiding factors in this present Government's treatment of the Civil Service on returning to office in May 1986 have been directed towards the systematic enhancement of conditions of works and terms of service within the limits of available resources. It has been directed also towards the better management and development of the human resource by improving the standards of individual and organisational performance through job satisfaction, through career growth opportunities, through training facilities and through the

establishment and maintenance of adequate management and operational systems aimed at public accountability.

In so far as it has achieved any of these, it is probably only sufficient for me to identify at this stage the completion of this classification exercise, the several innovative reforms which have been implemented in pensions, and the substantial creation of temporary posts which existed in the Public Service at 1986, some of which had been in existence as temporary posts for a period as long as ten years.

With the coming into existence of the Ministry of the Civil Service, a specific exercise was undertaken. So that in 1986 and 1987, 202 additional posts were created, in 1988 another 403 temporary posts were created, in 1989 and 1990 another 99 temporary posts were created. So that between 1986 and the present time 704 of the existing temporary posts have been placed on the Establishment so that the employment and engagement of several Public Officers is now without question.

There are some additional temporary posts which are still paid out of the Public Treasury for which funds are voted every year and an exercise is being carried out to try to discover whether it is necessary to establish these posts without any further delay. It is my understanding that some time later in this year a further Civil Establishment Order will find itself before Parliament in relation to the creation of the other posts which are outstanding and which have languished in that situation for some time.

I believe that this exercise then will serve to ensure that the Public Servants in this country understand that they are dealing with a caring Government that is committed to whatever is best for the improvement and enhancements not only of the quality of service which they are expected to render, but also to make them more satisfied in terms of their commitment to service.

Mr. Deputy President, with those very brief remarks, I beg to move that this Resolution, the Civil Establishment (General) Order, 1990 do now pass.

SENATOR A. W. A. McCLEAN: Mr. Deputy President, I am sure that the Civil Servants will be pleased that after quite an extended period of time the promised regrading has come about. However, I would have hoped that in his introductory remarks the Minister would have given us some indication as to what he perceives to be the level of satisfaction which these proposals will meet across the Public Service.

Quite evidently the various Unions and so on would have made recommendations as to what they perceive to be their just deserts in terms of their position *vis-a-vis* their colleagues, and because of that Government should be in some position to indicate the extent to which they have met the claims of the various categories of workers, the extent to which such claims were mutually inconsistent and therefore give us some clue as to whether the regrading which we are about to pass today would meet with general acceptance within the Public Service.

We know that apart from the subjective considerations of the employees and so on that you need to relate the raise in the Public Service to objective criteria, such as the qualifications which are required for particular posts, and the specific responsibilities of the post; also to market considerations regarding the scarcity of the skills in the market place for persons whom you like to attract within the Public Service.

With regard to that last point I want to suggest that although it need not have been reflected in this or any particular regrading exercise, there should be the possibility that persons can be appointed in the Public Service with salaries higher than Permanent Secretaries. The general tone of this document suggests that the top managers in the Public Service must be the ones who must always be the most highly paid and professionals and so on must be graded somewhat below. It is entirely reasonable to contemplate a situation where Government might want to avail itself of the full time services of highly scarce and highly skilled professionals such as actuaries and so on who cannot be attracted to the Service at the salary that is paid to a Permanent Secretary and who can earn his pay, so to speak, no matter what it is, in terms of the contribution which he can make to the performance of the Public Service.

Therefore we should always contemplate the possibility of this occurrence and that possibility should be given expression in terms of the way in which even the regrading exercise is conceptualised, even though there may be no persons within the Service at the moment deserving of such higher pay.

I do believe that the present thinking in Barbados is that the Permanent Secretary and people of that level, who may not be styled Permanent Secretary but are of equivalent status, as managers within the Public Service are the ones who must be the most highly paid. And it matters not what rare and excellent skills your professional staff have, it matters not how much they can work for outside of the Public Service, if they want to be employed on a full time basis within the Public Service they have to get something not exceeding, and indeed in all probability a little less than, the top managers in the Public Service.
11.30 a.m.

I think this is entirely a wrong concept, and indeed there is the view held by certain persons who have spent their lives in the public service that some of the Permanent Secretaries are a little more than a waste of time, who take notes of what other people say at meetings and often take

the notes inaccurately. That is a view expressed by a fairly senior person in the public service resigning recently, who was in a technical post, so to speak. So I would commend that particular point to Government that you don't need to have such a high view as to relative salaries as to exclude the possibility that some persons can be paid more than your top managers in special circumstances.

I note that the regrading is going to cost in any one year $11 million. And since it is going to be applied retroactively for two fiscal years going back to 1988–89 fiscal year, that in this fiscal year 1990–91 Government will have to meet the bill for three years of regrading which will be $33 million, and would be a significant addition to the Estimates as presented here not so long ago. I would like to indicate to Government that although they have to face that $33 million in this year, they should note that of it $22 million is an extraordinary item which would not be reflected in terms of the normal build up of expenditure in the public service, and should be treated accordingly. To put it another way, we have a Minister of Finance who believes that you must always balance your budget and leave a little bit over and so on. In taking that particular approach, he would have to recognise that this year around there will be an extraordinary item of $22 million and this should in some sense modify his approach to budgeting.

I share the view of the Minister that the cost of the public service is high, and as such public servants should endeavour to ensure that they give a fair day's work for a fair day's pay. This should be so always, whether or not the cost of the public service is high. But especially because it is high, we need to ensure that efficiency and productivity in the public service is at the highest level attainable. This is not merely a matter for the individual enthusiasm of public servants. Efficiency and the capacity for someone to perform a fair day's task for a fair day's pay is often related to the matter of the structure and organisation of the public service. If the civil servants are so managed and so regulated in the task they can perform and in the discretionary actions which they can take, it is difficult for them to be highly productive by virtue of that fact; no amount of enthusiasm and goodwill on their part will alter that situation. Of course we know the situation can be compounded if in the process they become demoralised and don't even do what they are capable of doing by virtue of the discretion given unto them. But the essential point I am making, however, is that the matter of ensuring the efficiency of the public service is much more than a matter of individual enthusiasm on the part of civil servants. It goes right to the question of the overall management of the public service, the overall structure of the organisation. So we have to look carefully at questions relating to the structure and the conduct and performance of the public service to determine what reasons exist for under-performance in the public service and to decide what we can do to obviate those problems.

Again too the performance of the public service is very clearly related to the question of what is generally perceived as the mission of the public service. And here I am referring to a situation where quite clearly in earlier times the public service was more about maintaining things in some kind of tidy and orderly fashion, containing certain demands within the society (I am going back to colonial times and so on) and making sure that the country is governable and that the necessary things that can be done are done. Today I believe that the public service has to be challenged to be an instrument of development. And if the public service sees as its mission that it must contribute to the development of this country and not just to the good order and governance of the country, keeping a lid on things and so on, you will find that quite clearly this will make for an entirely different approach at all levels as to how the public service should function.

I think also this would necessitate considerable restructuring of the public service in a way that can only be initiated by Government. And I would suggest that Government ought to turn its mind to this particular question as to how we can transform what started out as a colonial civil service and which has not evolved very much since independence in terms of the way it functions, into a fine-tuned instrument which can contribute to the overall development of this country in all aspects of the meaning of that term, not only economic development, but social and cultural development, and as to how they can turn the civil service into a problem-solving institution as opposed to one which specialises in telling people why things cannot be done, as opposed to one which has structures which impose all sorts of delays on people who want to get things done. I think they should turn themselves to that particular task.

Now on the question of the specifics of the regrading, later on I will want to make some comments when we are dealing with the teachers as to how certain relativities come out. But I will say that to the extent that the exercise embraces certain distinct and highly specialised areas, areas into which if people enter it is fairly well expected that they would see that area as a career, such as the police force, nursing profession and so on, and therefore would see their chances of advancing as limited by the promotional opportunities within that particular service, and by the levels of salaries obtaining in that service. We have to be particularly careful that the structure which we are imposing on salaries and relativities for various assignments are such, let us say, a nurse, a young lady about to start out on a profession could look and say nursing is something I feel I can enter into and remain in as a career, and feel that I have made a success of my life having regard to my capabilities. If it is generally perceived that certain professions although they call for the same level of skill or even higher levels of skills than others do not afford you the chance as, let us say, the general public service to work your way up to become a Permanent Secretary. Or as obtains in the wider community out there,

you find that over time that service will either be understaffed or be populated by less than the most talented or the most suitable for occupation in those areas. And I am not so sure that that particular consideration has been adequately addressed in this exercise. Again I would want to commend that particular point to the Minister. I will return to that when I am talking about the teaching profession when we are dealing with that one again because I do believe that teachers are disadvantaged *vis-a-vis* other public servants in this particular respect.

Mr. Deputy President, with those few remarks I would once again like to indicate that I am sure that the public servants are thankful that this exercise is about to come to an end, so to speak. I thank you.
11.40 a.m.

SENATOR Dr. F. W. ALLEYNE: I find myself today certainly in agreement with the first point which Senator McClean made, that is, there is no good reason why...

(Mr. DEPUTY PRESIDENT left the Chair and Mr. PRESIDENT took the Chair).

SENATOR Dr. F. W. ALLEYNE:...a highly skilled officer should not receive a remuneration in line with what the market determines even if that determination exceeds the pay of a Permanent Secretary. I find at the level of logic that point cannot be faulted.

He makes the point about the way in which the present Minister of Finance relates to budgeting and I am not going to deal with it because I am sure the Minister of Finance can deal with that himself.

Now, I wish at the outset to make it quite clear that I support the Bill before the House and I wish to commend the Commissioners for the job which they have done. As Minister Lewis has said, it is a complex task and I say at the end of the day all of us can feel happy that they have done a good job.

As the Minister has indicated, it is an exercise of a continuing nature. I think in Barbados all of us have to be conscious that the public servants, I mean all public workers in Barbados, are higher paid than their counterparts in the rest of this English speaking Caribbean. And I am mindful not only of nominal pay but the cost of living conditions as well.

Also, too it is true that in Barbados we spend a higher percentage of our recurrent budget on wages and salaries than any other English speaking country in the Caribbean.

I make those two points because I think the Public Service needs to be mindful of the commitment which the taxpayers of this country are making to the work force in the public sector.

I think it is true to say that in Barbados, by and large, the vast majority of public servants are of a very high quality. Certainly that has been my experience interfacing with some departments.

I believe earlier in this Senate I referred to an experience where in the National Insurance Department, going back to 1984, we spent, I believe it is close to $1 million trying to computerise the NIS. We brought in private sector consultants to do it and that money has gone down the drain, because at the end of the day we had to start all over.

I say that to remind those of us who believe that the cure for our management problems, the cure for all the problems of the statutory corporations is to privatise them. Today, and certainly over the last two years, the officer who is responsible for sorting out the computerisation in the NIS is hardly ever heard about in public.

The first time I heard about him in public was when he was suspended by the Football Association for some misdemeanour at a meeting. He used to be on the Executive of the Football Association but he is a middle level officer in the Public Service who you hardly ever hear about and who is doing a fantastic job and making sense of the computerisation exercise in the National Insurance which is a very complex exercise. It is the first time such an exercise of that nature has been undertaken in Barbados.

I wish to say that in the Public Service we have some of the best talent there is in Barbados. Unfortunately, the main institution which represents the Public Service, in my view, does not do justice to the image of the Public Service. They never spend time highlighting the good work done by pubic servants.

I have said over the years to several persons in one of the unions that it is time that a profile of persons in the Public Service be made available to the public. There are some exemplary officers in the Public Service and we never get to hear about them. We hear about the bad ones.

I wish to take this opportunity, Mr. President, to urge the Public Service as a class of workers to put pressure on that little group of unmanageable people, and I underline a small group of unmanageable persons, who do not intend to work. It is my view that they should not have been in the Public Service in the first place. It is a small group of them who give a bad image to the Public Service.

This brings me to the point, Mr. President, that I think it is time that we pay much attention to testing and evaluation before we decide to recruit persons into the Public Service in that we pay much attention to placement.

I believe that in the Public Service there are too many square pegs in round holes and as Senator McClean has

said, in 1990 we have to move beyond that. That was acceptable for the colonial period. It is not acceptable today. I believe we have made some headway in dealing with the problem but, in my view, we have not moved fast enough.

I wish to re-echo the call of Senator Lewis and it is well stated in Chapter XII, Section 3 of this Report which was produced by the Commissioners and it reads as follows:–

> "The upgrading of posts does not guarantee improved efforts. We take this opportunity to call on all public officers to aim at a higher level of performance in carrying out their duties. In demanding a just and fair grading and wage structure, they have a responsibility to themselves and to the other taxpayers to give a fair return for their pay. The interest of the country will be better served if this advice is taken seriously."

I said earlier that the Commissioners have done an excellent job but I believe a matter which should be high on the agenda as this exercise continues is the status of professional accountants in the Public Service. The Report addresses this problem and I am not persuaded by the position taken in the Report.

It is my view that a professional accountant who has been certified by a recognised professional accounting body should be central to the planning and to the management of every Ministry in the Public Service. You are spending the taxpayers money. It is more than just paying it out and certifying bills. You have to plan. You have to do forecasting. You have to do monitoring. You have to do evaluation and to suggest that there is no need to make any substantial differentiation in pay, between someone who has made his way through the Public Service via internal examinations to the level of Financial Officer and you grade him at S6 whereas the person who has had to go and be certified by a recognised professional accounting body and you grade him at S5, I suggest that this be looked at and be put high on the agenda in the next exercise. It is impossible to ask a boy to go and do a man's job.
11.50 a.m.

I am suggesting that if we are going to pay serious attention to the revenue departments in this country, the financial controllers will have to be given greater prominence in the public service.

In closing, Mr. President, I wish to underline a point made by Minister Lewis and I will put it in words that are different. There is a limit to which the taxpayers can continue to find the money to meet, as Senator McClean terms it, claims made by the public sector. It is very important that every person employed in the public sector work very hard to defend and improve the image of the public sector and to enhance the development of the country. Because if the public sector is slack, the development of the country is going to be jeopardized.

I wish, Mr. President, to note that the country is giving much to the public service and the public servants in return owe much to the country.

Thank you, Mr. President.

SENATOR C. A. BLACKMAN: Mr. President, I am in agreement with what has been said by all sides today and I would like just to address the issue from a slightly different dimension.

First of all, Mr. President, the numbers given by the Leader of the Senate as to what this regrading exercise is going to cost are very very daunting numbers indeed, $22 million in arrears to be met and $11 million for the current year while the process of evaluating whatever adjustments or proposals are tendered in respect of a change in the emoluments of the public servants for another term.

I would like to suggest, Mr. President, that perhaps the Ministry of the Civil Service may wish to suggest to the unions that without prejudice to any consideration of their salaries being renegotiated down the road, that the current Civil Establishment Order in terms of the Agreement reached be extended for a further twelve months because the regrading has been so comprehensive that virtually every public officer has had a change in his emoluments taken care of by way of an upgrade. Only the officer who is Senior Administrative Officer has been affected by way of a downgrade and we have the assurance that he will not in fact suffer dimunition in earnings while he is in that post.

My point really is that the current Agreement should be extended for a further twelve months without the country being required to consider another increase on top of these increases which we are required to vote upon at this time.

The other point I wish to make, Sir, is this that overall when I read the Report, the Commissioners have put a lot of stress on what I would describe as the generalists in the public service. They have tended to play down the persons who have specialized skills whether they be policemen, nurses, teachers, accountants, meteorologists and in fact they have really looked after, if you will pardon this term, Sir, the generalists very well particularly at the level, Sir, of Permanent Secretary where they have made out a case where all Permanent Secretaries are now to be regarded as S1s instead of the previous structure of three or four S1s and the others moving on to S1 after five years at the level of S2. I do not think the case made in the report is as persuasive as they claimed it to be but we have to accept it as it is.

What the Report does not address, Sir, is that it is a fact that a number of public officers in this country are in acting positions for inordinate periods of time. This sometimes may be caused by persons being on secondment to other agencies, regional or international agencies with a result that a place is blocked off to debar someone from being given a deserved advanced and promotion.

I would like to suggest, Sir, that in looking at these exercises, the opportunity should be taken to formulate a policy to ensure that a public officer should not be on secondment for a greater period than three years. There is one officer who I know is on secondment currently for a period of sixteen years. As a result, that officer is blocking a line of promotion for someone else.

I also refer to the issue, Sir, of temporary officers. Senator Lewis referred to someone who has been acting for 10 years and who was confirmed at a recent establishment of a new office. I would like to let Senator Lewis know that there are still officers who are acting for periods of ten years. People who act for that length of time become demoralized because they can be sent home at a day's notice. The number of people in the public service who are acting and who have these temporary appointments and who apply on a year to year basis, on a term by term basis for reconsideration tend to make them demoralized in their job, their attitude in terms of, "Is it worth the while for me to put in this extra effort during vacation or whatever." You cannot plan for commitments in terms of a mortgage or other household essentials.

I think that an evaluation should be undertaken as to if the jobs they are doing are critical then you may as well confirm them and establish them than keep them on a never, never.

In the Report, Mr. President, I did not find any paragraphs whatsoever in terms of the Foreign Service of Barbados something I have probably referred to in a previous debate. No substantive language was devoted to the Foreign Service. There is, in the Schedule, some reference to a regrading of the offices but no language used to speak of that department.

I wish to make the point, Sir, that I think that after over thirty years of Independence, the Foreign Service of this country should be regarded as an important instrument of Government policy and that officers in the Foreign Service should be able to see a career path in the Foreign Service and not be subject to coming to the Foreign Service in order to get a promotion and advancement because in the process of moving out from the Foreign Service to the general service, the country loses much hard earned experience.

Two Foreign Service officers come to mind: a gentleman who served for many years at the United Nations and was highly respected at the United Nations had to accept an appointment, on transfer, to Permanent Secretary in another Ministry in order to obtain the promotion that is rightly his. I think that it is unfortunate that his level of expertise is lost to the Ministry of Foreign Affairs.

I think that there is a case that the Ministry of Foreign Affairs should have within its career structure the same opportunity as there is in the general service. I saw in the Gazette a few days ago that a couple of gentlemen have been promoted to the office of Permanent Secretary supernumerary and assigned to other departments of scale.

I think it should be possible for someone at the level of Permanent Secretary rank who has earned that sort of advancement to remain in the Foreign Service and not have to come into the general service. It is also within that ministry that you have someone who has been acting for some six years or more as a Senior Foreign Service Officer. 12.00 noon.

There is no question of special freedom. But when any officer is required to act for this long period of time, then they start to wonder how much longer can I continue with this sort of no man's land.

Sir, I would also like to raise another issue in relation to the Public Service of this country. Many years ago the late Prime Minister, Errol Barrow, made reference to his hope that there would be a cross fertilization between the Public Service and the private sector when he was looking at a National Pension Plan. Very little has happened to really make this a reality. Perhaps this is so because I think to some extent the Public Service is not going to be willing to accept outsiders coming in and taking over what they think to be the cream of the positions. And the private sector may feel that there is nothing in it for them. But I think that it could be of benefit to both sides if this exercise was given a chance to develop and flourish. For a Public Officer to have an exposure to how private sector functions and *visa versa* will at least lead to an appreciation when they revert to their substantive post as to how the other side lives in a real way. Certainly the private sector will bring some attitudes in terms of decision making that could be helpful to the Public Service and the Public Service could bring some attitudes of discipline and going by the book on certain occasions that could be helpful in the private sector.

Sir, I am daunted by the tremendous numbers that were raised in the report and referred to by Senator Lewis. I think that in order to contain it as far as we can there is going to be a need to interact with the unions on the basis that another year to the agreement be in place and, if not, to ask the country to look within another 12 months or less to find another substantial increase and the level of productivity is in no way commensurate with that. I think that we are going further into the hands of the people to whom Senator Lewis referred. I say this too. Our Caribbean

brethren do not look on us with any great amount of envy. Many of them are looking and waiting, hands in the slips and saying – when are you going to fall into those peoples' hands? There is a lot of envy and jealousy to the extent that how can you afford to live like this for so long. They are just waiting for us to slip and fall into their hands. On the level of what we are paying, I know what judges in Guyana get. What judges in Guyana get I do not think we pay even somebody of the level of a Police Sergeant. Our Police Sergeants are paid well in excess of what a judge in Guyana would get. I think that we have to look and see where can we contain it. If we continue the way we are, we will be doing exactly what they all are waiting for us to do.

Applause.

SENATOR J. S. GODDARD: Mr. President, earlier speakers have said much of what I wanted to say and I would like to associate with them in the caution that they all expressed, in that this increase in cost can only be sustained with a corresponding increase in productivity in all levels within the Public Service.

There is no point in repeating, Sir, what they have said. So I would like to confine my remarks to relating what this will mean in terms of the Estimates for 1990/91 which we debated in this Chamber only last month. Those Estimates were projecting a surplus on Current Account of $15 million. We are looking here, Sir, at additional Current Expenditure of $33 million, $11 million of which will apply to 1990/91 and $22 million will apply to 1988/90. But for accounting purposes the full $33 million will be treated as a Current Expenditure in 1990/91 and that is before any revision of salaries within the Public Service.

In that regard, I would like to support what Senator Blackman has said to ask the unions concerned to show maturity and restraint in seeing if the existing levels of pay cannot be extended for another year in the national interest. I am referring to an additional $33 million of Current Expenditure arising from the reclassification plus a loan of a mere rise from the revision of salaries. This will have a negative effect on the Current Account, but I cannot predict precisely what the surplus or deficit will be because I cannot anticipate the Budgetary Proposals which will be made known to the country Wednesday afternoon by the Minister of Finance.

Suffice it to say, Sir, that if we go back into another Current Account deficit we may have to do exactly the same thing we did in 1989/90, that is to restrict Capital Expenditure. Last year the Capital Expenditure was $50 million less than what was originally estimated. Alternatively, we may have to increase borrowing over and above what is originally anticipated. The point I am making, Sir, is that it is very important at this stage in our development that we strive to pay our way. We cannot continue to live off our past momentum nor can we continue to mortgage the future so heavily.

So I want to be associated with the cautions and concerns expressed by my fellow Senators and urge that the unions show some restraint and that the Government will show some restraint in its expenditure. I thank you, Sir.

SENATOR N. W. BOXILL: Sir, I rise to support statements that have been made by all of the speakers who have spoken before me. It was my intention to mention that I have been noticing with all due respect, Sir, to the unions since I am a unionist myself, that unions are always willing to ask for more for the workers but seldom you hear the unions asking the workers to produce more for the money which they are getting.
12.10 p.m.

It hurts me, Mr. President, every day during the school period when I take my daughter to school to see people working on the road. I go up between 8.15 and 8.30, they are just coming to start to work. When I come back down by 9 o'clock they are now changing their clothes; they have not started yet. When I go back up at 25 minutes past two, they are back in their clothes ready to go home. I am sure some of them have family who work with the Ju-C, Coca Cola, Goddard's, Telephone Company, Electric Company, and the various companies. They work eight hours a day and sometimes over. But as soon as they come to work with the Government they must only give the Government four hours, if so much, and you have to wring those four hours out of them. It is not fair.

As the former speakers have said, we cannot afford to go on with this sort of handout without getting some production for it. I know when I was a Minister they used to criticise me. They said I used to take up the hoes. I have a lot of hoes to sell if that is true; but it was not true. I am proud now, if it were so, that I used to do it, because one thing I am sure of, they had to work. Nobody lost a job when I was a Minister because of this; but they had to work. Why must people who are working in the cane grounds – there are no trees in cane grounds, I do not see anybody who is working on an estate under any tree in a cane ground – but as soon as they are working with the Government they work for two minutes and they must be under a tree. The sun is no hotter on the road than in a cane ground; wherever people are working and the sun is hot, it is hot, but people feel because it is Government... and they get this misguided idea that the Government is the politicians. The Government is the people of the country. It is their taxes. These are the same people who will complain if they have to pay a cent more for sugar. I have said repeatedly here that Jamaica has bauxite, Guyana has bauxite, Trinidad has asphalt and oil, but all Barbados has is an influx of black people, and nobody wants them. Therefore, this is our country.

When we exploit this country, where are we going? Are we canaries? Are we going to lay in somebody else's nest? Nobody wants us to come into their country; this is ours and therefore we should try to make this country the best. As Senator Blackman said, the other people are just waiting down in the slips for you to mispitch and out goes you, because you have been living too good. People cannot understand how a little country like Barbados could have the Concord coming here, the only part of the western hemisphere, apart from the United States and Venezuela where it comes. We have everything nice coming to Barbados, but how are these things coming? They are not coming just so, it is because this country always had stability. If we go on like this, the stability is going through the eddoes and nobody is going to want us, nobody is going to lend us anything. Therefore, this is our country and we must try to keep it as we found it, and we must make it even a little better than we have made it. But we are not going to make it any better if every time you hear there is a strike on because somebody does not like somebody else.

I said that to say this. We have a very unpleasant situation going on with the Electrical Department of this country. They are holding people up to ransom with this go-slow. My view is they are lucky that I am not the Minister, because they would have gone slowly through the door. If you are not working, no pay. That is how I see it. They cannot hold this country up to ransom like that; it is not fair. I am not saying that they cannot make some representation; but you cannot say that because you do not like a particular officer you are not working until that officer goes. If that is the case, the next thing I will hear is that they do not want me to be a Senator, so I will have to go or they will not be working. If they do not want you to be President of the Senate because they do not like you, you will have to go. You cannot allow the tail to wag the dog.

The time has come when you have to call a spade a spade, and I think the time is now. I support Senator Blackman 100% in his call, and Senator Goddard and all the other Senators, but I mentioned Senator Blackman because he made it more explicit. The time has come when you are going to have to talk to the Unions and ask them to use a bit of common sense.

What has happened is, the fellow who is not in power wants to get in power, so he feels the one who is in power is not doing enough, so he would have to remove him. He will come up with some exorbitant, extravagant thing. Yesterday, or on Sunday, I read in the paper where some Union is claiming that the Shop Stewards are not doing enough. I do not know what the Shop Stewards can do; they are probably going to pay the people. Any time you see they have to go on a strike, and this is no threat, and the people hold out – I will never forget what happened with the last Government with the nurses. They had this big march and this big strike, and Mr. Adams decided we will see what will happen, and did you notice that they crawled back in like slugs going around a corner and nobody was saying anything?

They cannot go on with this nonsense, thinking the can hold this Government up to ransom, and when I say the Government I mean the country. I am a Barbadian and whoever is running the country I am still a Barbadian. I have nowhere else to go. This is my country. I have helped to make this into what it is today and I am not going to sit idly by and allow a lot of Johnnies-come-lately, parvenus, to think that they can come overnight and put this country into any unnecessary stress and strain. The time has come when you have to call a spade a spade. I am not saying that there is no need for Unions, we have to have Unions because the Unions have control over the workers, but at times I have seen where although they have an agreement people just walk out.

The other day at the Water Authority, of which I am Chairman, some people walked out in solidarity with the other people. I told them if they were out in solidarity there would be no pay. That is how I see it. Let solidarity pay them. They cannot expect to eat their cake and have it too. I am saying this as a Unionist. I do not think there is anybody who has a greater respect – I am not saying I have the greatest – but I do not think there is anybody who has a greater respect for the Unions than I have. I have a great respect for the Unions, but at the same time I have a great respect for this country too. This is my country, and as I have said, I have been all over the world – six times I have been around the world – and I have not seen any place I like better than I like Barbados. Wherever I go, I come back here; so this is mine. Therefore, if it is mine I intend to see that it is kept in the way I think it should be kept.

I have to support the other speakers who have spoken and I would like to give a little hint to the people who have to do the negotiations, to use their common sense and good judgment, because if you eat all the cookies out of the jar, then there are no cookies left for you and there are none left for me. You have to use your common sense when you are dealing with these things and be rational in your approach to these things.

I support Senator Blackman 100% when he asked that the negotiations be held off for another year or so, because $33 million is nothing to smile at. This is more than the economies of a lot of the other countries, and when you have to look for $33 million to pay out now in one year, I do not know how you are going to manage it, but it has to be managed. Therefore, I am asking for some restraint, because when all is said and done, this is our country. We are Barbadians whether we be white, blue, black, pink, tall, short, fat or thin. This is our country and I do not want to see it going down the drain because of ineptness and greed.

I thank you.

SENATOR the Rev. CANON I. McK JONES: Mr. President, I must say I am more thrilled today in this Senate than I have been since I have entered it, more thrilled of the speeches I have heard today than I have been since I was a Member of this Upper Chamber, because I can see now that people really are beginning to think.
12.20 p.m.

We are not thinking in terms of party, we are thinking in terms of the country which is extremely important. I thoroughly agree with all that I have heard from all the Senators who have spoken today. And I do intend to add my voice to their contentions; and that is, Sir, we must face the fact that if we have to spend $33 million (and that has nothing to do with the wages that are now to be agreed by the unions) whom do we think we are? Can we just bring money down from the clouds like this? I totally agree with what Senator Blackman said too, that if you think that other countries are envying us and looking up to us and saying how well we are getting on and so on, as he said, if you think so, you are thinking wrongly. They are really waiting to see us fall. We haven't fallen yet; there is no reason why we should fall if we would just use our judgment and use our commonsense. And as Senator Boxill said, there is an element of greed in some people. I am saying that the majority of us living in Barbados work for less than a third of what Permanent Secretaries get, and we are still alive, and we still have families, and we still look after our families. And now you are going to tell me that you are going to give Permanent Secretaries $5 000 and $6 000 a month to live on and then in addition to that we are coming up with another wage increase. I cannot see how the economy of Barbados can stand that. And I would like to add my voice to the others who have said that the unions should really speak to their people and let them know that we cannot afford to get these wages done this year; let us have a little procrastination; let us wait off for a little while until the country is better off. I am not saying that if we can do it we will not do it; but we do not think we are able to do it now, and the time for us to really hold strain is now, not next year. If we go and do this I am sure we are going to fall into the hands of the IMF. I thank you.

SENATOR Mrs. G. L. EASTMOND: Mr. President, it would be remiss of me if I did not add my voice to this debate today. I agree with all the other speakers who have spoken so far, and I am very pleased to hear the remarks that have been uttered in this Chamber. I want to say that Barbados as a small country has come a very long way. And we have come a long way because of our forefathers and because of the people today in business and otherwise who have made sacrifices and who have seen to it that people get proper salaries. And the unions must be commended too for this in their struggle for wages for the workers of this country. But, Mr. President, there comes a time when we have to put a halt to some of these things; there comes a time when we have to look seriously at our country and understand that we have children and grandchildren who are going to suffer. What is going to happen to this country in the future if we go on with wages rising and rising, and the production is not there? Where is the production? Business houses are closing, small boutiques and small people that they are trying themselves to make themselves independent find it difficult because the money power is not there in the people's hands now. Prices have gone up for food, things are higher. I am not against the civil servants getting their pay; I would be very stupid to think the way the cost of living is and the way things are that there should not be á regrading. But, Mr. President, I don't know where this money is going to come from. I don't know if we are going to be begging for this money. God help us because we still have to repay it even if we have to beg for it. I am afraid to think of the debt that we are going to leave for our children and great grandchildren. What housekeepers have we become? We have to look seriously at what outsiders are going to say – that Barbados was the pride of the Caribbean as regards to management in Government, management in the civil service. Can't we reduce some of the staff, can't we do something? We need an overhaul of things; we need to take a second look, and a third, a fourth and a fifth look. This is our country and we do not want to sell it out; it is too beautiful a place that we have been living in, and I love this place so much that I have done something that I know many other people would not have done; they would have said no way, but I am first a Barbadian and will ever be.

Mr. President, I am very concerned when it comes to money matters, and I am concerned about this country. I am concerned that there are people in trade some of whom cannot pay their bills. But the Government is who? We the people are Government; without the taxes from us how can Government survive? Are you going hat in hand all the time begging for or asking for or borrowing money? Some day we will not get it; therefore we have to start teaching people how to work and let them produce; let them understand that if a few can produce let them produce and let us try and see what other jobs we can get for the others whom we may not be able to hold any longer; pay them what we have to pay them; but we have to send them home; but when we send them home we hope that there are other people who can employ them, or they can sit in their homes and do something to make a living.

Mr. President, my concern is deep and I know the concern of others here in this Chamber is very deep, and therefore I do not think I have to go into any more details or speak at length. Only this morning I signed a cheque, and I said, oh my God, I had better sell the houses and the things that I have, because what am I getting out of it. There is very little I get and soon from now I would not be able to buy myself a suit. And I am sure that there are other people who are saying the same thing. Some of us are still living reasonably well, but let us look at the others and let us look at what is happening in this country right now with the youth, because they cannot get the jobs. We are the people

who have to supply them with the jobs. The business people must be able to help and we the business people keep Government in power. Thank you, Sir.

SENATOR Mrs. V. C. FRASER: Mr. President, I support the Bill and I don't want to go over the same road that a number have trod because I am in total agreement with all that has been voiced here today. But there is one thing I would like to stress and that is that we need a very much greater commitment to this country, Barbados, especially where some ... and I say some and I want to say this very strongly, because we have some civil servants who are very loyal and committed to this country who do an excellent job. But it is sad sometimes when you look at some of the others. I think somebody made a call that some of those who have been good get a bit fed up when they see what is going on sometimes around them. Sometimes you ring institutions and you try to find out something and people treat you with such great contempt as though you are begging them for something. I think that we need to stress the importance of good manners. You ring a department and you hear "Hello". You don't understand where that department is and you have to ask, "Where am I speaking?" I think the amount of training to be given along with this upgrading needs to be emphasised; it cannot be over-emphasised. We need to train these people in good manners and deportment from the very beginning. Courtesy. Sometimes I wonder when the older breed of civil servants who are about retiring now leave in the next few years, what is going to happen – these are people with great dignity, courtesy and a great sense of belonging to a country called Barbados.

I think that if we are committed we will give a full day's work for your pay. Sometimes it is sad that you go to an office at 3 o'clock or half-past two and there is nobody there; they have gone to collect their children. I know in other countries people can't leave the office to go and collect their children and things like this. But even if they were to come back (and I am talking about some of these people) it would do; but you can't get anything done on that day. And the following day you ring and there is something else and you can't get anything done either. I am saying that if we are serious about our country (and these are people that say they love Barbados or they want to tell people that they are there because they are there to serve the country) then they have to understand what the word "commitment" means to the total development of a society in which we live. It means that you are going to carry out expeditiously the work that you are in charge of, regardless of your position in the service. You are going to be courteous and you are going to be mannerly to people.
12.30 p.m.

Remember it is the same agricultural workers' money which is helping to keep you there and all the poor taxpayers in Barbados their money is keeping you there. Their money has sent you to the university. Their money has sent you to other places where you can study and, therefore, you owe it to them to do your work and to do it very courteously and to carry out your work with commitment and dignity.

I know that it is going to cost the Government a lot of money. I know it is the taxpayers money of the country and we are the taxpayers and we, quite rightly, have to be concerned.

I am not saying for one moment that there are a lot of people who do not merit further remunerations because I know they are some very hard working people. When I think of some of the nurses and some of the things that they go through; sometimes they are short staffed and the work that one nurse has to do on a whole ward and one nurse assistant, it is almost incredible.

Sometimes you think of the nurses in the Polyclinic, the amount of people they have to see in the morning and day and so on. But sometimes you look at these things and you see other people getting some fatter remunerations than those people who really are all out when they go home in the evening I do not believe that they can even play with their children. Those are some of the people who are really committed and doing Herculean tasks. They must be congratulated and praised.

There are another group of people in administrative positions who work well beyond the call of duty and I congratulate those people. But as we say we need more training with this reclassification and I do not mean only training in the academic field but training in how to operate in a job.

I find that one of the things we neglect in Barbados is training people for work. We train people in all the academic and technical subjects but we do not train them for the world of work, to understand how they should operate in a job. If we train them in that area and we constantly train them, those who are trained it will rub off on the others. But if you are going to have somebody who is your immediate supervisor and that person is doing as he or she likes, the tendency of the junior person is to do the same thing. If he does not care I do not have to care because he is supposed to be my immediate supervisor.

I should like to strongly recommend that coupled with this reclassification and regrading goes hand in hand from the school system to training for the world of work and the retraining of many of our civil servants.

When it comes to certain courses I notice in management you hardly see a certain level of civil servants on these courses but I think that these people need these courses a little more. They send the fellow down the line because they feel they are above that. I feel that is wrong because a lot of them need this training in management and management principles.

People get the impression the moment you talk about training certain people that you are trying to downgrade them or you are trying to cast them aside, or you are trying to cast aspersions. I want it to be made very clear that nobody in this Honourable Chamber would ever cast any aspersions because these are the people who have to make things work but what we are to do as taxpayers and also as Senators to be very watchful and vigilant to see that they get the right type of training and to be watchful that the Civil Service keeps up the kind of momentum and that the kind of integrity is kept up and maintained that the older persons who are on their way out and those whom you have put there will continue so that Barbados would be the better for this type of administration.

Let us not fool ourselves. Regardless of whether you are a Minister or not, the Civil Service has to do and carry out a lot of the duties and, therefore, that person has to be a very suitable person and if the person is not a suitable person to represent the country... Often civil servants have to go abroad in place of Ministers when Ministers cannot go to represent them and, therefore, we need people who can always represent their country with that commitment and I am saying with the commitment because it does not necessarily mean because you represent your country with a piece of paper that you are particularly committed to your country.

Mr. President, I reiterate the call for further training and training from the school level for the world of work and for the importance of training for those persons who really need the training.

On the other hand, I should like to congratulate all those civil servants who have been doing yeoman service to this country and especially I would like to pay particular tribute in the area of nursing where those nurses have been working, I do not know how, but the Lord has been helping those people to really exercise all the duty, care, concern and commitment to this country.

The question that the Resolution do now pass was put to the Senate and agreed to.

ORDER NO. 5 RESOLUTION TO APPROVE THE CIVIL ESTABLISHMENT (TEACHERS) ORDER, 1990

SENATOR THE HON. L. V. H. LEWIS: Mr. President, these three Resolutions really hang together. The teachers have been treated to a separate Civil Establishment Order and it provides for an opportunity to show the relativities between the various posts within the Teaching Service.

There is a chapter of the Report of the Committee Chapter 4, which deals with education and the Teaching Service. My understanding is that the Committee recognized several of the points made in relation to the need for regrading of various categories and effort was made to resolve these problems with the Unions. I believe that in the majority of instances there may be a single instance in which there is still a view that a particular post needed to be upgraded otherwise.

In the Teaching Service, as indeed in other aspects of the Public Service, there will always be a situation where special persons with special qualifications have to be treated outside of the Public Service.

In the earlier debate mention was made of actuaries as a special type. Now, for a long time this Government and previous Government have recognized the need to treat special persons in special ways and they can never be accommodated within Civil Establishment Orders but whenever those persons are being recruited, other special arrangements are made in order to accommodate them. So when comment was made on such a situation it is an accepted principle.

The Teaching Service falls under the responsibility of the Public Service Commission and in the Teaching Service as a result of the implementation of the Education Act and the merging of all the Secondary Schools into similar type institutions, there have been difficulties.
12.40 p.m.

But what has been accepted is that a Headteacher is a Headteacher at whatever secondary school he or she may be placed and any acting appointments which may still be outstanding, and certainly not the responsibility of the Government of the day but a matter for the Public Service Commission, that obviously the members of the Commission will take note of the several concerns which have been made today about the acting appointments which have remained for such a very long time.

I believe I have made the point then and I would make it again that the Government is committed towards establishment of all of the posts for which there have been temporary positions for an extremely long time and what have not been taken care of in the Civil Establishment Order and in this Teachers Order will certainly find themselves before this Senate some time later in 1990.

I beg to move, Sir, that this Resolution relating to the Teachers Order be now passed.

SENATOR A. W. A. McCLEAN: Mr. President some years ago, when I served in this Honourable Chamber in a different capacity, I drew attention to the salaries of teachers, *vis-a-vis* other public servants and *vis-a-vis* other persons in the community and suggested then that the teaching profession in terms of the career opportunities and the salary scales of teachers and Headteachers and so on was not at all attractive and, as a result, we can expect to

lose a large proportion of the more able people from that service and that it will only be a question of a particular love for teaching that will keep people of ability in the teaching service.

I know that we still have lots of people who have that love for teaching and would do it, irrespective of the fact that they can make a better living elsewhere. But yet for all that, I think we owe a responsibility to ourselves and indeed to teachers to ensure that their career prospects compare favourably with what is attainable by persons with their abilities elsewhere within the public service, at least.

On that occasion I drew attention and made comparison with the administrative officer who can attain a salary of Z1. I notice that the trained graduate teacher can now attain a salary of Z2. I think basically that the trained graduate teacher who has no other responsibilities within the schools such as being year Head or Subject Head should at least be able to attain a salary of Z1 because that is going to be a career grade for the majority of teachers given the ratio of headteachers and deputy headteachers to the general body of teachers. Only a very few persons will ever become deputy headteachers and headteachers. A slightly larger number will become Year Heads and Subject Heads and so on. But many persons of ability will have to satisfy themselves with being just a trained graduate teacher even though they have the ability to be a headteacher. There will be no opportunity.

In relation to the administrative officer and so on, and indeed to many other grades mentioned in the report of the Committee – and I am looking at Appendix 9 that on page 8 – there I see a category Z14 to Z1 including Agricultural Officer II, Assistant Town Planner, Scientific Officer II and so on and if you turn to pages 7 and 6 we have other categories which reach Z1 that contain persons who require no greater level of training than a trained graduate teacher and who in all probability do not have to regard the category that they are in as the level of the attainment. You have greater career prospects, they can be promoted from Officer II to Officer I in the way that the same graduate teacher has little or no prospects of substantial promotion.

Therefore I would seriously suggest that at the next available opportunity very careful consideration should be given to the question of the maximum of the salary scale of the trained graduate teacher.

I have been speaking so far *vis-a-vis* other posts in the public service. But we know that the maximum salary here of the graduate teacher in 1989–90 is $35 832 less than $3 000 per month and I know that out there in the private sector you have executive secretaries nowhere near the qualifications and the training of a trained graduate teacher who work for more than that. Those trained graduate teachers can develop those skills and become executive secretaries also.

The point that I am making is, that outside of the private sector, there is always the possibility that a teacher can leave, even after many years, and better himself financially. Consequently if we do not address this problem, you find that over time the quality of our senior teachers those who remain in the service in order to go on until retirement and so on will generally decline. That will be entirely unfortunate for the country.

Comparing the trained teacher even within the teaching profession with the deputy headteacher in the secondary schools, we notice that the deputy headteacher's salary is $48 048 this year and the gap between the salary of the trained graduate teacher and the deputy head is wider than that between the deputy head and the head. The head of the secondary school is $56 088. He is just about $8 040 ahead of his deputy whilst the deputy is $12 200 over the trained graduate teacher.

I think basically that relativety should be the other way around. The graduate teacher's salary should be closer to that of the deputy than the deputy's to the head. I am not saying that the deputy's salary should be lower. I am saying trained graduate teachers' salary, because I think the differential in responsibilitiies and the weight of the duties falling on the trained graduate teachers and so on bear closer comparison with those of the deputy than the deputy with the head.

At a time when I raised this matter some years ago, I was told that year heads and so on get allowances for performing those duties and therefore their salary will be more or less approximate to the administrative officer to whom I was referring at the time and would more or less come up to Z1 or close thereto.

But I am saying that if we follow the logic of the Report here which speaks of management categories and so on, and that S scales are supposed to be people in such management categories, that the person performing those extra duties as subject heads and year heads and so on have managerial responsibilities and nowadays are even regarded as part of the management team within the school.

It is therefore entirely appropriate that their overall emolument should extend into the management grade, so to speak.

But beyond that, I really think that the contribution of teachers to the country is far beyond what would ever be reflected in their pay. I am talking about the good teachers. A good teacher would normally make a much greater contribution to the country than an administrative officer in any department of the public service.

12.50 p.m.

Therefore, it behoves us to make sure that we have good teachers. To be assured of this, one way is to pay due attention to the emoluments of teachers *vis-a-vis* other persons. We cannot forever expect teachers to make sacrifices although we know that good teachers do enter into their profession in terms of commitment to render service to country more so than in pursuit of high salary. Yet for all of that, we should not forever take advantage of good nature. Going beyond that, I want to make a few brief remarks about the overall question of the system since we are talking about teachers and teachers salaries. I think that a concensus has emerged in Barbados that our schools have problems, greater problems than before, problems that need to be addressed as a matter of urgency, problems relating not only to matters pertaining to the curriculum but problems pertaining to discipline and even problems pertaining to drugs.

SENATOR THE HON. L. V. H. LEWIS: Mr. President, I think that Honourable Senator is moving away from the Resolution on to something else. I think that he should know how to confine himself to the Resolution.

SENATOR A. W. A. McCLEAN: Yes, Mr. President. As I was saying, the schools have problems in all these areas. At a time when we are talking about reviewing the salaries of teachers, reviewing their job description, evaluating the importance of their tasks and so on, this is a fitting time that we should also seek to examine those problems with a view to determining what we can do about that. It has been suggested that one approach to tackling the problems has to do with the degree of authority and autonomy which is conferred on individual schools and the extent to which the school and its management and other persons associated therewith are allowed to display some type of initiative and imagination in coming to grips with the particular problems of that school. It has been suggested that the present legislative framework within which the schools operate may be inhibitary of the emergence of that type of situation. In which case, we need to address the matter of the legislative framework, the amount of authority, discretion, and responsibilities that are imposed on teachers.

We also have to ensure that at a time when we are making senior appointments within the Teaching Service that we are concerned that we are appointing people who we expect to make major contributions towards solving the problems that exist within the teaching profession. We should be concerned that we are making appointments of people who are capable of rendering leadership at the highest level, giving guidance to their junior colleagues, and so on. In the past, it has not always been so evident that appointments at the level of Deputy Head and Head have always gone apparently to the most suited person. Considerations other than sheer merit seem to have crept into many decisions at that level. You can rest assured that to the extent that that happens we are handicapping ourselves in terms of our ability to address and solve the problems within the school system. One would wish to urge and we hope that we will soon attain that level of maturity which will ensure that only the best persons are appointed and promoted to such offices in the future.

The question of discipline, drugs, and so on are complex problems which extend beyond the schools into the wider communities and so on. But yet for all of that we have to find a way to ensure that discipline returns to our schools and to ensure that our schools return to a situation where they are drug free so to speak.

Mr. PRESIDENT: Senator McClean, are you dealing with the same Resolution that I have entitled "Civil Establishment Teachers Order 1990 made by the Minister responsible for the service on April 17th under Section 2 of the Civil Establishment Act be approved"? Are you dealing with that?

SENATOR A. W. A. McCLEAN: Yes, Mr. President, I am dealing with the said Order.

Mr. PRESIDENT: I am asking you if you are dealing with that.

SENATOR A. W. A. McCLEAN: Yes, I am.

Mr. PRESIDENT: Do not stray from that. What you are now dealing with has nothing to do with that.

SENATOR A. W. A. McCLEAN: Mr. President, if you peruse this report...

Mr. PRESIDENT: I am not going through the report. I am dealing with the Resolution that is before us.

SENATOR A. W. A. McCLEAN: I am saying that the Resolution before us has been informed by considerations relating to the requirements of the various posts that we are discussing and to the circumstances in which people have to work, the responsibilities they have, the amount of discretion they have...

Mr. PRESIDENT: I am not having an argument with you. I am telling you that the Resolution before this Chamber is resolved that the Order that we are dealing with, Teachers Order 1990, made by the Minister responsible for the Civil Service on April 17th under Section 2 be approved. That is what we have before as our substantive matter.

SENATOR A. W. A. McCLEAN: Thank you, Mr. President. I was merely saying that in addressing the question of schools and teachers and the circumstances in which they work that we need to assist them. The teachers alone cannot cope with some of the problems which now

confront them and we need to assist to solve those problems. I have instanced the problem of drugs.

Mr. PRESIDENT: That is not going to be under my purview. The question of drugs is too wide. The next thing you will be bringing in drugs for the whole day. I am not going down the drug line. You get the Police and other people in the drug line. I am not going down the drug line. I am presiding over this Chamber. I am not going to be pushed around into those kinds of arguments. Stick to the Resolution.

SENATOR A. W. A. McCLEAN: Mr. President, I think that I would have said all that I wanted to say about drugs.

SUSPENSION OF SITTING

SENATOR THE HON. L. V. H. LEWIS: Mr. President, it seems as if the debate will continue. It might be wise, therefore, for the Senate to suspend the sitting and we can resume after lunch, Sir. I beg to move that this sitting be therefore suspended until 2.10 p.m. for one hour.

The question that this sitting be suspended until 2:10 p.m. was put to the Senate and agreed to, and Mr. PRESIDENT suspended the sitting accordingly.
1.00 p.m.

RESUMPTION

Mr. PRESIDENT: The Senate is in session.

SENATOR Dr. L. L. SHOREY: Mr. President, I think that, as has already been stated, the case for the modifications proposed is a very sound one. Senator McClean has, I think very appropriately and very ably, drawn attention to the importance of securing adequate promotional career opportunities for members of the Teaching Service and one therefore hopes that those comments will constantly be borne in mind in the future.

In that connection I would like to draw specific attention to one of the things that I noted, and even recognising that the regrading procedure is a very complex one, I still think that one can legitimately express some measure of concern about one or two matters and would hope that somehow these can be given subsequent consideration. One of those is the matter of the Specialist Teacher who in the 1989–90 provisions would go to a maximum of $31 560 as in Schedule A, compared with the Graduate Teacher who would go past that point to $35 832.

I recognise, as indeed the point was made in the accompanying document on reclassification and grading of posts in the Barbados Public Service, that it is by no means easy to establish equivalences, especially where the qualifications do not fall easily into very similar categories, like First Degree, Second Degree, what have you. But my concern, after talking to some teachers in preparation for today's session, was that on the available evidence persons who have specialist qualifications, for example, say in Home Economics, since there exist in the Caribbean to the best of my knowledge, certainly not in the English speaking Caribbean, no opportunities to do degrees in these subject areas persons who might well have received training in those areas, when they do go to university, whatever might have been their preferences, they have necessarily to do Degrees in other subject areas, and again, quite logically but regrettably, when they return to the education system they tend to move over into the areas in which they have taken their degree qualifications.

My point here is, Sir, that as a result of that the system tends to lose persons with precisely the kinds of qualifications that we are recognising and are saying that we need more people in so that they can offer training in those technical fields. What I am therefore suggesting is that following on the idea of seeking to ensure adequate promotional career opportunities, we may need to look at raising the maximum in terms of salaries that might be payable for persons in these areas so that there is, let us say, less of an inducement to leave a field for which there is a great demand for teachers to move into other fields. Let me say that I recognise that it is not an easy problem to deal with, but it does seem to me to be one to which perhaps we need to pay, if not more attention, rather more specific attention and that it needs perhaps its own set of re-examination.

The next point to which I would turn is again one that received comments specifically in the accompanying document, and that is the matter of Deputy Heads in primary schools. The document made the point that the case had been advanced but that since the Ministry "is in the process of rationalising the size of schools with a view to standardising the numbers at between 360 and 420 pupils" that it did not feel justified in making any recommendations for the post of Deputy Head in a primary school. I am a little concerned about that, because while I recognise, taking this at face value, that provisions may be afoot for such reorganisation, my guess is that any such reorganisation is likely to require quite a number of years before it is totally implemented. My concern is that in the interim the larger primary schools are going to continue to suffer.

I made a check and the information I was given, which I hope is reasonably correct, is that the Charles F. Broome, for example, has an enrolment in the area of the order of about 800. That is a considerable size for a primary school and while it is true that primary schools are provided with Senior Teachers, they do not have, so far as I know, the facilities made available to them to function in the way in which presumably a Deputy Head would function, in the sense of specific time off from actual classroom teaching to

assist with the administration. If I am correct in my understanding of what takes place, then I think that we have a situation which cries for, and demands, very specific consideration, more particularly because we are dealing at this point in time in this context with small children. You are talking about youngsters generally between 4 1/2 and 11+ and I think it is very easy, comparatively speaking, for children of that age to get, let us say, lost in the shuffle when you have very large numbers of pupils if there is not sufficient administrative personnel in the school to deal with problems that arise.

My comments are not intended to be criticisms of the competence of Senior Teachers. That is not what I am saying at all. I am merely saying that I think that schools of that size require more assistance at top level administration than is normally going to be available under the existing provisions of Senior Teachers, and I would therefore wish to urge Government somehow to seek to have this matter taken under review.

The third matter to which I would wish to make reference is that of Guidance Counsellors. I may have missed it, but I do not think I noted any specific provision for Guidance Counsellors. Again, in talking to persons in preparation for today's debate, my understanding is that the post of Guidance Counsellor has not yet been established. If I am incorrect, then I will apologise, but my understanding is that those posts have not yet been established. Let me say early that I am not intending to stray from the matter under consideration, but I think that the need for Guidance Counsellors is all the more evident now than it might have been a few years ago, and I guess this may well have been one of the things that Senator McClean was seeking to draw to Government's attention, the need to ensure that there is very adequate provision for support services of this type in an education system which is certainly under very considerable pressure from external forces, including the ravages of an expanding drug culture.
2.20 p.m.

I would therefore urge that very serious consideration be given to the establishment of these posts, because I believe that they are going to be crucial elements if we are going to have very much success in saving our youngsters from, (I nearly called them the attractions of drugs) but certainly from the insidious danger of drug addiction.

Finally, Sir, I am not quite certain how one would go about this because clearly it would have very considerable implications. But I think that most of us are aware that we appear to have a decreasing proportion of males in the teaching service. I am not seeking to argue that an increase in salary scales in any subsequent salaries revision will necessarily deal with this problem. But I think that any consideration of the teaching establishment cannot avoid taking note of the matter.

My last point, Sir, is that I am among those who believe that there exists a case for a separate Teaching Service Commission. I do not know if this is to open a can of worms, and I am quite certain that it is not the first time that the matter has been raised. But I really do feel that because of the nature of the teaching service, it gets and is likely in the future to get less than its due deserts unless there exists a special Teaching Service Commission. Let me hasten to say that I am not imputing ill will or ill motives to any existing bodies or any previously existing bodies. I am only trying to make the point that I think the exigencies of the teaching group would seem to require a body of this sort, and that without the existence of such a body and with the continuing attempts to provide equivalents with other sections of the public service, I think we are going to continue to run into problems.

The question that the Senate concur in the Resolution was put to the Senate and agreed to.

RESOLUTION RE PUBLIC EMPLOYEES AND CASUAL EMPLOYEES

Order No. 6 was called – to move the passing of a Resolution to give effect to adjustments to the categories and rates of pay of Public Employees and Casual Employees with effect from 1st April, 1988.

SENATOR THE HON. L. V. H. LEWIS: Mr. President, this is the other Resolution which relates to the classification exercise. It seeks to cover the increases or adjustments which are payable to casual employees who are not holding or acting in an office made under the Civil Establishment Act, as well as public employees who fall in that category. These are persons paid weekly rates and in one or two instances annual rates at the bottom of the Z scales.

I would only like to mention in passing that comments which have been made in relation to the other two Orders have been noted and in one or two instances I believe that I could give answers. But I prefer not to give them less they are not as accurate as they might be, and I will privately respond to some of the concerns raised. There really is not much to say on these key scale rates, but they follow the same pattern as the earlier Resolutions and Orders.

I therefore beg to move that the Resolution relating to the key scale rates and public employees and casual employees be concurred in.

The question was put to the Senate and agreed to.

THE DRUG ABUSE (PREVENTION AND CONTROL) ACT, 1990

Order No. 3 was called – to move the first reading of the Drug Abuse (Prevention and Control) Bill, 1990.

SENATOR THE HON. L. V. H. LEWIS: Mr. President, all I seek to do today is to move the first reading of this Bill. The papers are not yet properly in my hands, but I will seek to give the first reading with the hope that by the time we meet next time Members would have been able to give the matter study. It is a very lengthy Bill. The two Bills, the Narcotics Bill and the Proceeds of Crime Bill are both lengthy. It is unlikely that we will get the chance to do them anytime this week or even next week.

The question that the Bill be read a first time was put to the Senate and agreed to.

ADJOURNMENT

SENATOR THE HON. L. V. H. LEWIS: Mr. President, I beg to move that the Senate adjourn *sine die*.

SENATOR C. A. BLACKMAN: Mr. President, on the motion for the adjournment, I should like to raise two concerns with the Honourable Leader of the Senate. One is to enquire of Senator Lewis when may I hope for a reply to a question I tabled in November 1988 in respect of the Development Duty Order, and secondly if provision could be made when next we meet for a debate on the other matter which I have on the Order Paper in terms of a Resolution relating to Committees.

Mr. PRESIDENT: It sounds very complicated to me. Are you moving two things?

SENATOR the HON. L. V. H. LEWIS: He is questioning. On the matter of the Committees of the Senate, I am not giving any assurance whatsoever about debating it next time. The matter will properly have to be referred to the Parliament Commission in my view, because the Parliament Commission now has responsibility for the administration of the House of Assembly and the Senate. So the route which I suspect the submission about the Committees will go is that it will go to Parliament Commission and the Commission will determine whether the persons who submit the matter should meet before them, or else I will come back here and indicate the manner we may go forward with that.

In the case of the Development Duty Order question, I believe that Senator Blackman knows my position in the matter, and that together we both hope to have it here next time or soon after. It is more than long overdue.

The question that the Senate adjourn sine die was put to the Senate and agreed.

2.30 p.m.

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THE

SENATE DEBATES

(OFFICIAL REPORT)

FIRST SESSION 1986 – 91

SENATE

Wednesday, May 16, 1990.

The Senate met in the Senate Chamber, Parliament Buildings, on Wednesday, May 16, 1990, at 11.20 a.m.

PRESENT

His Honour Senator Sir Frank L. WALCOTT, K.A., O.B.E., LL.D., (President)
His Honour Senator M. deL. JORDAN, (Deputy President)
Senator the Honourable L. V. H. LEWIS (Minister of State in the Prime Minister's Office), (Leader of the Senate)
Senator A. MORRISON
Senator N. W. BOXILL
Senator D. A. COMISSIONG
Senator Mrs. V. C. FRASER, B.S.S., J.P., M.C.F.A.
Senator Mrs. G. L. EASTMOND
Senator J. C. W. WICKHAM, M.B.E.
Senator the Reverend Canon I. McK. JONES
Senator L. A. WARD, G.C.M.
Senator C. A. BLACKMAN, Q.C.
Senator Mrs. P. Y. FORDE
Senator J. S. GODDARD
Senator A. W. A. McCLEAN
Senator Miss V. P. BRATHWAITE
Senator Dr. FRANK W. ALLEYNE

Prayers were led by Senator the Rev. Canon I. McK. Jones.

Mr. PRESIDENT: The Senate is in session.

PRESENTATION OF PAPERS

SENATOR THE HON. L. V. H. LEWIS: Mr. President, I am commanded to lay the following documents:–

1. The Barbados Port Authority Water Sports Order, 1990.

2. The Barbados Port Authority Water Sports Regulations, 1990.

PUBLIC BUSINESS

Order No. 2 – Resolution to authorise the Government of Barbados to borrow 20 million Renminbi Yuan from the Government of the People's Republic of China

SENATOR THE HON. L. V. H. LEWIS: Mr. President, this Resolution seeks approval of the Honourable the Senate for the borrowing of some 20 million Renminbi Yuan from the Government of the People's Republic of China. It may be remembered, Mr. President, that the Government of the People's Republic of China in 1986 had provided the Barbados Government with an interest free loan of some 30 million Renminbi Yuan to assist with financing the construction of a gymnasium at Wildey in St. Michael.

During the month of February, 1990, the Vice Foreign Minister of the People's Republic of China paid a visit to Barbados and during the course of discussions offered to the Government a further 20 million Renminbi Yuan as a second interest free loan and it is proposed that this loan be utilised for the acquisition of complete plants, technical assistance and also equipment from the Government of China.

Disbursement drawn down of the loan is anticipated during the period 1990 to 1995. This will be followed by a grace period of five years and from 10 years beginning on July 1, 2000 the loan will be repayable by annual instalments equivalent to one-tenth of the amount of the loan actually drawn down.

This matter received the approval in the Other Place some two weeks or so ago and it is known that the Prime Minister and other Government officials have recently paid a visit to China in order to cement the arrangements for this loan.

The Government of Barbados is always seeking to make use of opportunities for loans of this nature and as is said in the Addendum to the Resolution, it will be utilised mainly for items sourced in China and one of the attractions about the loan apart from the interest free aspect is the grace period between the draw down and the dates for repayment.

I do not believe that there is much contention about a matter like this.

I beg to move that the Resolution do now pass.

SENATOR A. W. A. McCLEAN: Mr. President, the terms and conditions of the proposed loan seem to be distinctly favourable as far as terms and conditions of loans go but it would have been helpful if we had some insight into the type of projects that Government perceives and will be undertaken as a result of this particular loan.

I say that because one must have some knowledge as to whether the cost involved in terms of pursuing that project by obtaining the necessary equipment and complete plants and technical assistance from China would bear favourable comparison with the cost of executing a similar project with resources obtained from elsewhere.

Very often when we see interest free loans, I am not saying that this is a case in point; but when we see concessionary loans and when you look aback of it what you are seeing are marketing arrangements by a particular country to sell its goods and services and when you work it all out it is a hidden interest cost in relation to the cost at which you get access to the technical assistance and to the actual plant and equipment which you purchase from them and that is something which we need to keep an eye on.

Hence, therefore, it would have been of some assistance to us if we had some idea as to, let us say, what the first project would be and what the cost of that project would be. We would be able to make some type of judgement as to whether that cost bears comparison to what we could have executed the project for otherwise.

Going beyond that, I know that this is the first proposal for raising loans by Government during this fiscal year and I think that that, in a sense, may be a cause of some concern because at about now Government should have in place proposals for financing its capital programmes this fiscal year and for meeting its overall fiscal deficit. And for Government not yet to have reached the stage where they could have reached Parliament with some loan proposal in that regard is to suggest that it is entirely possible that we can have a repetition of last year's experiences where Government went half of the financial year having to rely entirely upon Central Bank accommodation to finance its deficits creating a crisis in the foreign exchange position of the Central Bank.

If that is repeated this year, the intensity of it would be much more severe than last year's and it is not altogether certain that the Central Bank will be able to live with it. And so I would want to caution Government to try and get in place not only this matter of the loan from China which is an essential long term loan which will be drawn down over a five year period (and, hence, will have maybe little impact on capital expenditure this year and on the capital financing this year) but also to get in place its financing for its stated programme for this fiscal year in good time so that it would not have to lean excessively on the Central Bank.

Also, I would want to indicate that in formulating its financial plans in relation to this capital expenditure for this year in relation to its overall fiscal deficit for this year Government must be mindful that it must make adequate provision for foreign borrowing.

In terms of the last fiscal year it seems as though Government endeavoured... Indeed, they did restrict foreign borrowing to a level substantially below the amortisation of foreign debt.

Mr. PRESIDENT: Senator McClean, I am not going to allow the debate to stray into that corridor. Come back into the corridor that we are dealing with. It is a Resolution to approve the borrowing of 20 million Renminbi Yuan from the People's Republic of China. I am not going into that area. I am not going to have a debate all over again about whenever you borrow money or any kind of money. Keep back in this area, please.

SENATOR A. W. A. McCLEAN: Yes, Mr. President. I do not have any particular intention to stray beyond the idea of borrowing money for Government's capital programme.

Mr. PRESIDENT: For this purpose.

SENATOR A. W. A. McCLEAN: We do not know what the purpose is. The purpose is very broad for projects. The projects are not identified.

Mr. PRESIDENT: You have a Resolution before you. I will be able to deal with that.

SENATOR A. W. A. McCLEAN: Mr. President, I want to address the question of Government borrowing money to finance projects.

Mr. PRESIDENT: To finance this project here. They want money to finance this here. This is the Resolution before you: "To move the passing of a Resolution to approve the borrowing of 20 million Renminbi Yuan, approximately Bds. $10 million from the Government of the People's Republic of China for the acquisition of complete plants, technical assistance and equipment from the Government of China". I am clear as to what it is. I do not want any lessons on this.
11.30 a.m.

SENATOR A. W. A. McCLEAN: Mr. President, as I said earlier, the Resolution and the introductory remarks by the Minister did not indicate exactly which projects Government would be financing out of its capital works programme by this particular proposal. He did not indicate what other financing would be required to execute whatever projects are identified.

I am saying, as of now we have no indication as to how Government intends to finance its projects, unspecified projects, such as are mentioned in this document here. I was indicating that Government needs to take certain actions in regard to the financing of projects in a timely way to avoid certain levels of embarrassment to the country and to the Central Bank in particular. I have suggested that you need not only put in place arrangements for this loan but you need to go beyond that and relate to its overall set of projects.

If I had information as to which project or sub-set of projects this Resolution related to well then I could have spoken in specific terms to that sub-set of projects. At the moment, all we have is an indication that even Government is not certain yet as to which set of projects would be so financed because it said that it has to agree with the Government of China as to which projects would be financed.

Therefore Government must come to that exercise with some view as to the submission they want to make in relation to projects, how much money they want to be able to draw down in any one of the five years in relation to the projects, and against that background, I am making certain submissions which are pertinent to the type of considerations that Government would have to bring to bear on this exercise with the Government of China in arriving at its own view as to what is appropriate in relation to this proposal.

I am saying that you cannot view this in isolation from the overall financial requirements of Government to finance its projects. I am saying that Government should get its financing package in place at an early stage for financing all its projects; those that would be identified as being financed by this Resolution and those that would, by implication, then have to be otherwise financed. And that if it does not get those financial arrangements in place early, if a sufficient level of foreign borrowing, not only from the Republic of China but from elsewhere, not only in such small amounts but in rather more substantial amounts, the country would be particularly embarrassed. I see no indication, based on submissions in Parliament, that Government has been setting about this task or even that Government has any clear understanding as to what is the appropriate level of foreign borrowing for this year. I would just simply make that caution. If you are taking the more liberal view as to what could be said by way of comment on this Resolution, I would have given Government the benefit of my opinion on the matter. At the moment, I would say that if Government is not careful, they are going to bring on this country an even more severe foreign exchange crisis than presently exists.

Thank you.

SENATOR Dr. F. W. ALLEYNE: Mr. President, Sir, in rising to support this Resolution, I think it is important for me to set the record straight on one particular matter.

I believe, in supporting the Resolution, Senator McClean adverted to the alleged fact... I am going to say it is an alleged fact because in Barbados if you repeat something often enough and it is not denied, it eventually comes true. He said that Government's reliance on the Central Bank to finance its deficit last fiscal year created a crisis in the foreign exchange reserves in this country.

I want, Mr. President, to say that I believe that the only Economist in this country and perhaps, in the Caribbean who would make that claim is Senator McClean. The evidence is very clear on this matter. The evidence is crystal clear. It is documented in the Economic Report laid before this Chamber.

In any situation where you have private consumption expenditure rising at the rate it has been rising and the total foreign exchange earnings of this country declining at the rate it has been declining, what do you expect to happen? You are bound to get pressure on the foreign exchange reserves. It is a slander on the name of the Government of Barbados – not on the Democratic Labour Party – for any Senator to get up and continue to repeat that statement, even when it has been pointed out that there is no truth to the claim.

I do not wish to prolong this debate, Mr. President, suffice it to say that I have no doubt that this Government is fully aware of what its financing needs are. In the final analysis it is the quality of the public service, the management of the public service which has to advise Ministers on these technical matters. I do not need to go back through the details which we deal with in a classroom because we do not need those kinds of lectures inside here.

Mr. President, I think the terms of this loan are exceedingly generous. Very seldom you can find this kind of money nowadays and I am particularly happy that the Government of China has seen it fit to extend this facility to the Government and people of Barbados.

Mr. President, I wish in closing to reiterate that I support the Resolution to borrow this money from the Government of China.

Thank you.

SENATOR J. S. GODDARD: Mr. President, I note that the loan is relatively small – 20 million Renminbi Yuan obtained on very concessionary terms. As Senator Alleyne has said no interest, moratorium on the repayment for ten years and then a very easy repayment schedule over the period 2000 to 2010. I am supporting the Resolution.

My only concern is I hope that our Prime Minister took the opportunity when he was in Beijing to speak about fundamental human rights and dealt with what happened in Tienemin Square last year. I would like to think that our country will champion human rights and speak against the abuse of human rights wherever it occurs whether it be in the Caribbean, the Americans, Africa, Europe or the Far East. We are only a very small country and we do not have much clout in the international arena. But, Mr. President, we can be a champion for upholding fundamental human rights and I hope the opportunity was taken to register our protest at what happened in Tienemin Square last year.

Thank you, Sir.

SENATOR C. A. BLACKMAN: Mr. President, I have a small intervention to make. And my concern goes to the fact that this loan has been provided for equipment and plant.

Sir, the Chinese are not particularly noteworthy for the most advanced or technological superior equipment and they are in fact trying to establish links with certain other major countries in the west to improve their own technology.

I am hoping that in the process of making this equipment available to us, we are not going to be given discarded second hand equipment for which we would have to pay back, in terms of goods and services.

There is a recollection, Sir, that our Caribbean country of Jamaica when it had its flirtation with the leftist ideologies got a lot of equipment from Russia they got a lot of Ladas and other cars in exchange, many of which malfunctioned after a very short time.

What guaranteed assurances are we going to have that there are going to be back-ups in terms of equipment and spare parts when the plant needs service and maintenance. That is the one caution I would enter in terms of this arrangement.

11.40 a.m.

As the Resolution makes quite clear, the projects are not yet identified. They are still very open as to what purposes this plant and equipment will be required for. Implicit remarks made may be tied into the stadium. But whether in fact it is for that purpose we do not know. I think that it would be more helpful if the purposes could have been identified before we drew down on the loan.

SENATOR D. A. COMISSIONG: Mr. President, I rise to support the Resolution and I would just like to make a short intervention to deal with one of the matters just raised by Senator Blackman. I totally disagree with the sentiment expressed that we need to be weary that the Chinese will not palm off outdated second-hand equipment on us. I think that that remark is totally uncalled for. I think it is a great move for Third World countries to be entering into South trading aid, and investment relationships. The despicable record that I know of is the record of First World countries dumping their junk on Third World countries and that has been a proven fact. I do not see why we as a brother Third World country with the Chinese on an occasion where the Chinese seem to be offering us a very concessional loan and very generous with us should be seeking to second guess their motives and their intentions and saying that we should be careful that they do not palm off outdated and second-hand equipment on us. I do not think that is the type of attitude we should be displaying towards the Chinese. I welcome the development that we are moving towards establishing those sorts of relationships within the Third World with brother and sister Third World countries. That is all I have to say, Sir.

Mr. PRESIDENT: The question....

SENATOR THE HON. L. V. H. LEWIS: Mr. President, I would like just to respond by saying that there can be no question about Barbados' position where fundamental human rights are concerned. I am sure that every Member of this Senate is aware that Barbados is a keen champion of human rights and whether or not the Prime Minister considered it politic to go into China to tell the Chinese people how they should run their country is another matter. The voice of Barbados has already been heard in this area and it will continue to be heard.

About the concerns of the quality of equipment expressed, I agree with Senator Comissiong's response. I think it is unfortunate that any Member of the Senate would even wish to interpret a relationship of this nature as being an effort to dump junk. Let me say and I can confirm that this is a fact that you get dumping from the First World countries. You get dumping from anywhere as long as you are not vigilant enough to discover that it is being dumped

on you. So that the onus is not on the Chinese to attempt anything. The onus is on us to ensure that we are vigilant enough and careful enough to ensure that from the monies we borrow that we get quality along with the backup resources which are necessary to keep it in condition.

The purposes for which the money will be borrowed will have to be identified before there can be any draw down or any transaction. The purposes would have to be properly identified by the appropriate Government agency and the most we can do is to leave it to them and presume that they are responsible persons.

Comments of Senator McClean which Senator Alleyne responded to were properly and adequately dealt with. What I do not understand is that Senator McClean persists in coming in here and repeating the same refrain that he spreads about in the newspaper of a large amount of misinformation as if he is talking down to students who are in no position to challenge him. But I believe he must have met his match again and he will meet it again and again. The whole point is that the Honourable Senator has never functioned in any institution where he has performed creditably. So I do not understand how he could come here and tell the Government how it is to go about planning for its resources. It is a pity that he was not given an opportunity sometime ago to show his inadequacy because that would have certainly surfaced. The Government has a track record. The Government is proud of its record in this area in spite of the difficulties in 1989. Internationally, the Government is credited with having kept the ship stay afloat. The Government will do that in 1990 and will proceed to do it as long as the people give it the mandate to so do.

I beg to move that the Resolution be now passed.

The question that the Resolution be now passed was put to the Senate and agreed to.

DRUG ABUSE (PREVENTION AND CONTROL) BILL, 1990

Order No. 1 was called – To move the Second Reading of the Drug Abuse (Prevention and Control) Bill, 1990.

SENATOR THE HON. L. V. H. LEWIS: Mr. President, I wish to crave the indulgence of the Senate not to proceed with this Second Reading of this Bill. Quite apart from certain amendments which have been circulated today for the information of Members and which would in fact not create too much of a difficulty, attention has been drawn to two or three deficiencies in the Bill as passed by the House of Assembly. The Attorney General has been approached and I have been advised by the Acting Attorney General that it is desirable to defer debate on the Bill for a period of approximately two weeks. I do not, therefore, propose to proceed with the second reading today but instead to seek to deal with it on the next occasion that presents itself by which time the concerns which were expressed and which appear to have much substance in them will be presented to this Honourable Chamber in a format which will allow the Chamber to deal with them.

Having made the comment that I made, Sir, what I wish to do is to propose that consideration of the Bill be postponed.

SENATOR A. W. A. McCLEAN: Mr. President, what we have heard from the Minister is a case for postponement of the Committee stage of the Bill and not for postponement of the Second Reading of the Bill. We all know at the Second Reading stage we reflect on the general merit of the Bill and related matters and questions of amendment and so on are at the Committee stage. Therefore, there is no good reason why an indication that additional amendments will be forthcoming should delay the second reading of the Bill.
11.50 a.m.

We have to relate to the fact that we have no other Government Business on the Order Paper, we have to relate to the fact that we have been brought here repeatedly for very short meetings and so on, and I would think that we could best use our time if we had the Second Reading of the Bill and then postpone further consideration until a later date.

SENATOR J. C. W. WICKHAM: Mr. President, I am afraid I cannot agree with Senator McClean. If deficiencies in the Bill have been noted by the legal experts, any discussion on the Second Reading aspect of the Bill will necessarily be short and not to the point. It cannot be complete. I think that those people who want to speak on the Second Reading, as apart from the Committee stage, have a right to expect that the Bill which is presented is a final and complete Bill. Otherwise, it is bound to be inadequate if we do not have all the facts or the opportunity to interpret those facts as contained in the amendment which will come forward.

The question that consideration of the Bill be postponed was put to the Senate and agreed to.

ADJOURNMENT

SENATOR THE HON. L. V. H. LEWIS: Mr. President, I would like to move that the Senate be adjourned until 30th May, 1990 at 11 o'clock in the morning.

SENATOR A. MORRISON: I beg to second that.

The question was put to the Senate and agreed to, and Mr. President adjourned the Senate accordingly.
11.55 a.m.

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