
THE SENATE DEBATES

(OFFICIAL REPORT)

FIRST SESSION 1994 – 99

THE SENATE

Wednesday, March 11, 1998

The Senate met in the Senate Chamber, Parliament Buildings, on Wednesday, March 11, 1998 at 11.25 a.m.

PRESENT

His Honour Senator Sir Fred W. GOLLOP, K.A.
(President)

His Honour Senator C. L. BOLDEN (Deputy
President)

Senator the Honourable R. R. FARLEY (Minister of
Industry, Commerce and Business Development) (Leader of
the Senate)

Senator the Honourable P. C. GODDARD (Minister
of International Trade and Business)

Senator the Honourable G. S. H. MURRAY (Minister
of State, Prime Minister's Office)

Senator Miss C. Y. FORDE (Parliamentary Secretary,
Ministry of Education, Youth Affairs and Culture)

Senator the Hon. Miss O. P. SYMMONDS, G.C.M.

Senator D. T. GILL

Senator J. D. E. BOYCE

Senator J. A. WORKMAN

Senator Mrs. P. E. RICKINSON

Senator S. P. BERNSTEIN

Senator the Venerable Archdeacon J. L. SPRINGER,
G.C.M.

Senator Dr. V. J. DAVIS

Senator Miss J. C. ODLE

Senator N. A. LYNCH

Senator N. P. WELCH

Senator Mrs. A. P. THOMPSON

Prayers were led by Rev. Father Errington Massiah.

Mr. PRESIDENT: The Senate is in session.

PRESENTATION OF PAPERS

SENATOR THE HON. R. R. FARLEY: Mr.
President, I am commanded to lay the following documents
before the Honourable the Senate:

1. Instruments adopted by the International Labour Conference at its 83rd Session held in Geneva on June 20, 1996.
2. The Duties, Taxes and Other Payments (Exemption) (No. 2) Order, 1998.
3. The Duties, Taxes and Other Payments (Exemption) (No. 3) Order, 1998.
4. The Duties, Taxes and Other Payments (Exemption) (No. 4) Order, 1998.
5. Ombudsman (Salary) Order, 1998.
6. The Judges (Salaries) Order, 1998.
7. The Barbados Estimates of Revenue and Expenditure 1998-99 and Schedules of Personal Emoluments.
8. Ministers and Parliamentary Secretaries (Remuneration and Allowances) Order, 1998.
9. The Senate and House of Assembly (Remuneration and Allowances of Members) Order, 1998.
10. Parliament (Administration) (Salary) Order, 1998.
11. Severance Payments (Fund Contribution) (Amendment) Regulations, 1997.

12. The Civil Establishment (General) (Amendment) Order, 1998.
13. The Civil Establishment (Teachers) (Amendment) Order, 1998.
14. The Civil Establishment (Part-time Officers) Order, 1998.
15. Post Office (Overseas Letter Post) (Amendment) Regulations, 1998.
16. Post Office (Private Letter Box) (Amendment) Regulations, 1998.
17. Post Office (Inland Letter Post) (Amendment) Regulations, 1998.
18. Post Office (Franking Postage Meter Machines) (Amendment) Regulations, 1998.
19. Post Office (Miscellaneous Services) (Amendment) Regulations, 1998.
20. Post Office (International Express Mail Service) (Rates) (Amendment) Regulations, 1998.
21. Post Office (Postage Paid) Regulations, 1998.
22. Post Office (Local Express Mail Service) Regulations, 1998.
23. Post Office (Domestic Business Reply) Regulations, 1998.

SUSPENSION OF STANDING ORDERS

SENATOR THE HON. R. R. FARLEY: Mr. President, I beg to move that Standing Order No. 45(2) be suspended for the remainder of this Sitting.

The question was put to the Senate and agreed to.

INTRODUCTION OF BILLS

SENATOR THE HON. R. R. FARLEY: Mr. President, I beg to give notice of the following Resolutions:

1. Resolution to approve the compulsory acquisition of land at Lancaster Plantation, St. James and Blackman's Plantation, St. Joseph for housing development.
2. Resolution to approve the lease of land at Brandons, St. Michael to Colin Seale for the operation of a bar and restaurant.

OBITUARY SPEECHES

SENATOR THE HON. R. R. FARLEY: Mr. President, I rise to make my contribution in fond memory of a former President of the Honourable the Senate. I speak of Sir Arnott Samuel Cato who served as President of this august Chamber during the period 1976 to 1986 and who was called to the Great Beyond on February 19, 1998 at the age of 86 years.

Sir Arnott provided distinguished service not only to this Chamber which we have the honour to serve but to the Senate of the Federation of the West Indies, the centre of the Federal Parliament.

His contribution can therefore be cast in the context of a contribution to what he would have defined as his country, his country being the country of the West Indies. It is important that as we reflect on contributions such as his that we take the opportunity not only to set them in context but to use the opportunity to find some direction for ourselves and to learn from the lives that persons like Sir Arnott have led.

I was struck in reflecting on the life, times and contributions of Sir Arnott by some words from Rudyard Kipling, and I quote:

"The tumult and the shouting dies. The captains and the kings depart. Still stands the ancient sacrifice, and humble and contrite heart. Lord God of hosts, be with us yet, lest we forget, lest we forget."

It is important that as we reflect on the passage of time, as the captains and the kings of the various eras depart, names like Sir Arnott Cato, Sir Grantley Adams, the Marryshaws, the Bradshaws, Eric Williams, as we reflect on Bussa, Clement Payne, Errol Barrow, as we reflect on various persons who have made sterling contributions to the development of our society, as those captains and kings depart, we need to ensure that we do not forget, because it is all too easy to forget. In fact, the sad reflection on our times and perhaps on the affairs of men is that we tend to forget some of the positive rather than the negative, as is captured in the words: "The evil that men do lives after them. The good is oft interred in their bones."

I want to ensure that as we pay tribute to the life and work of Sir Arnott Cato, that we do not forget the context in which that contribution was made and we do not forget that it is persons like Sir Arnott who made tremendous personal sacrifice at great risk to their professional and personal standing in the community to give us the kind of society which we take for granted today.

Sir Arnott Cato was born in St. Vincent. He was educated at the St. Vincent Grammar School and in

1930 won an Island Scholarship which afforded him the opportunity to pursue his education at the University of Edinburgh where he read Medicine and also qualified to be a surgeon.

On his arrival in Barbados in 1937 he was able to contribute to the society and, in fact, over the years he was one of that small group of persons who performed all of the various types of surgery which had to be done on the island in those days. In those days there was not the multiplicity of specialisations that there happen to be now. In fact, a friend of mine in the medical fraternity was reflecting on the fact that specialisation has reached the point now where the few general surgeons which they have are now a specialist group themselves because it is so unusual to find someone who can perform various types of surgery.

From his early entry into Barbados, Sir Arnott did not lose any time in becoming involved in the social, political and economic issues of the day. When one considers that it would have been all too easy for someone with the qualifications and position of Sir Arnott to turn a blind eye to the suffering and deprivation of the people of Barbados and in the wider Caribbean at that time, then we understand the character of the man that Sir Arnott was.

Sir Arnott from the very early days was a very close friend, ally and confidant of Sir Grantley Adams. He was very much involved in the work which Sir Grantley Adams would have made in transforming Barbados from the oligarchic narrowly ruled community that it was in the 1930s to the modern democracy which we are proud to call Barbados today.

Sir Arnott Cato would have been very much involved in the struggles of Sir Grantley and his comrades in bringing about the achievements such as universal adult suffrage, basically making it possible for working-class persons to be able to exercise their democratic right. He would have been able to advise on the establishment of the institutional structures which we take for granted today, things like ministerial government which Sir Grantley would have introduced into Barbados and a number of major projects ranging from the Queen Elizabeth Hospital to the Bridgetown Harbour and the like.

Again, Sir Arnott was not confined to seeing his contribution within the context of Barbados as a unitary state. Sir Arnott saw the West Indies as a single country and when we reflect a bit further and we ask the age-old question, a question which goes as far back as 63 B.C. when the question was really put by Cicero, the quotation is later claimed by some other person from the United States, but Cicero is the one who actually asked the question, and I quote:

"Ask not what your country can do for you but what you can do for your country."

Kennedy coined that from Cicero. It was really Marcus Tillius Cicero in 63 B.C. who made that first call on his countrymen.

11.35 a.m.

When Sir Arnott asked that question, Sir Arnott did not ask that question in relation to Barbados or in relation to his native homeland, St. Vincent. He asked that question in relation to the West Indies and he set about to find out what he could do in helping to build the West Indies. It is not surprising, therefore, when one looks at Sir Arnott's contribution to the Federal Senate of which he served as Member from 1958 to 1962 on the Dissolution of the Federation. In fact he was the Vice President of the Federal Senate in 1958 and became the President of the Federal Senate in 1959. Not, of course, forgetting that prior to that, he was appointed a Member of the Legislative Council of Barbados which was the forerunner to the Senate where he served between 1951 and 1958.

When one looks at his approach to the question of what one could do for one's country and defining that within the context of a West Indian nation, those sentiments are reflected in his contributions to the Federal Parliament. I am quoting, Mr. President from the Federal Parliamentary Debate, Senate Volume No. 1 for the period 18th April, 1958 to the 2nd June, 1959, at page 223. Sir Arnott is speaking on an Appropriation Bill in 1959 and he said, and I quote:

"I have been amongst the most enthusiastic supporters of Federation".

That really, is what Sir Arnott was about. This was his West Indian nation.

He went on to speak further about what we could do to give effect to our drive for Federation. Speaking on that Appropriation Bill, he speaks almost within the same context as we are trying in 1998 to speak in terms of forging greater unity within the West Indies.

I am continuing:

"One of our constant arguments has been by streamlining our administrative services on a federal basis, we can save monies in the units and in the individual island".

He went on to suggest that we need to start with some small things. To build success upon success. And it is on that basis that the nation of the West Indies can be formed.

Sir Arnott was also a people's person. Sir Arnott recognised that the only way to build a federal nation was to build it from the bottom up. To have the people of the nation interacting with each other. In fact, his very life was a reflection of that. He was born in St. Vincent and lived in Barbados and he contributed across the region.

To give an example of that kind of approach, Mr. President, again looking at his contribution to the debates in the Federal Parliament. On Tuesday, June 24, 1958, he said for example and I quote:

"One of the fundamental problems facing this young federation at the moment is that the people of the different units do not know enough about each other".

Sir, there are two aspects to this connection. First is the purely material and practical one of getting ships and airplanes to serve and building up telecommunications services and so on but there is also the spiritual side to be developed. To contact from person to person, the learning by one another from one another. That is one of the problems that we have to face. It is based on that strong conviction of the need to facilitate interaction of persons one to another that also influenced Sir Arnott's other great contribution. His contribution to the development and the strengthening of the University of the West Indies.

The University of the West Indies was an institution which was very near and dear to his heart. In fact, he would have served on a number of Committees which would have led to the formation of the University College of the West Indies. He would also have served within the University structure as Chairman of the Policy committee which was one of the committees whose contribution resulted in the strengthening of the West Indies.

He basically was of the view that the Federal Government which had responsibility for the University needed to sacrifice whatever it could – there was some argument in the debate on the matter that the Federal Government of the West Indies could not afford to finance what was required at the University. His contribution in that matter was simply this and I quote again from the debates of Tuesday, 24th June, 1958.

"We have got to strengthen and expand that University and if we have not got the money now in the mandatory levy, we have got to make the units understand they must find the extra money to develop this University. It is a fundamental thing. Our young people are going to be taught and trained at that University. We are going to have them come back and work with one another as professionals and business people in the area and they must foster and develop a new national spirit".

Mr. President, Sir Arnott understood and did an excellent job in trying to foster integration by the awakening of a national spirit. It is unfortunate that we still, to some extent, are trying to achieve what I am sure he would have hoped and what all of us would have hoped would have been fully achieved before. It cannot be disputed that Sir Arnott's contribution in engendering that spirit of nationalism, nationalism on a regional scale, that has been a major contributor to us being able to have some successful institutions in the West Indies.

Sir Arnott, Mr. President, was one of those persons who worked assiduously at development of and enforcement of proper parliamentary procedure. He was very much involved in parliamentary affairs. He was one of the first Barbadians and one of the most active members of the Commonwealth Parliamentary Association. In fact, as I understand it, he was one of the first Barbadians who represented Barbados at a formal Commonwealth Parliamentary Association event. That event would have been in 1954 in Nairobi.

Sir Arnott, as I understand it, was a great individual to be with when one was travelling on the road. A very personable gentleman, full of wit and humour and one who would make the hard task of representing one's country abroad, seem like a Sunday School picnic by way of the pleasantness which he was able to add to the proceedings.

Sir Arnott's contribution at the level of the Commonwealth Parliamentary Association is also recorded in the documents of that Association. The "Parliamentarian" for example of October 1982 contained a contribution from Sir Arnott Cato in his capacity as President of the Senate, who was at the time a member of a study group, as the CPA calls it, of Second Chambers and he wrote a very interesting piece which I commend to all members of the Senate and Upper House of the Parliament of Barbados. He basically spoke of the historical development of that Chamber, the powers and the issues which would come before it and he basically was one who believed in the critical importance of having a second Chamber.

11.45 a.m.

In fact, in his acceptance speech when he was elected as the President of the Federal Senate, Sir Arnott spoke glowingly of the role of a second Chamber and he said:

"The importance of the role which the Senate has to play in legislative matters is not always appreciated. I myself would like to see the Senate used to greater advantage, its powers to initiate legislation and to promote objective and dispassionate debate free from immediate claims of political strife so that in due course this Upper House may become one of

the chief places to which the nation will look for guidance and for constructive thinking on general problems of interest to us all."

I would certainly want to commend that approach to the use of the Senate to all Members of this Honourable Chamber, Mr. President.

He served with distinction in his role as President of the Federal Senate but also President of the Senate of Barbados. In fact many of the predictions which were made when he was elected to the office of the Federal Senate, as recorded in these debates, were in fact prophetic. The predictions were that he would serve with distinction and dignity. There were predictions of him being called to many and greater things. There were predictions of a very bright future for him in public life so that it would have been no surprise to those persons who would have served with him, either in the medical profession or in his early years in the Federal Senate of the Parliament of the West Indies or in the Legislative Council or Senate in Barbados that he would have been knighted for his contribution to our development.

Further he would also have served as Member of the Privy Council. So, Mr. President, we dearly appreciate the contribution of our past President of this Honourable Chamber. He was a true West Indian. A man of regional and international proportions and we should take the opportunity of reflecting on his passing to commit ourselves to the high ideals for which he stood. The ideals with respect to our approach to our role as Members of the Honourable the Senate, his ideals as we reflect on our roles as Members of a West Indian nation and his practical approach to creating institutional structures which would give effect to that nationhood.

Mr. President, I beg to move that the usual Resolution reflecting the condolence of the Senate be transmitted to the family of our late President, Sir Arnott Samuel Cato. May he rest in peace.

SENATOR Mrs. A. P. THOMPSON: Mr. President, I would like on behalf of myself and my fellow Senator, Senator Boyce, and the membership of the Democratic Labour Party to extend to the relatives of the late Sir Arnott Cato sincere condolences.

This morning as we reflect on the life of this West Indian, I believe we can feel proud of the service which he gave to us as a people. But I feel particularly pleased this morning, as a Barbadian, that we the people of this country have been able, over the years, to provide the kind of environment which allows, not only fellow Barbadians, but fellow Caribbean people to choose Barbados as their home. This was ably displayed in Sir Arnott's record because as we note he came to Barbados after returning from medical school, spending only one year in his home St. Vincent. And

here in Barbados we, through our medical services, by way of the Barbados General Hospital, we were able to create the kind of comfortable environment that he would choose to remain here to his death and for that I believe we, as Barbadians, ought to be proud.

As we look at the life of Sir Arnott and his contribution other than in medicine, I think one can feel proud that he has over the years done a great deal in trying to mend that great unity which we are trying to hold and make stronger as a Caribbean people. We must accept that the discussion on integration and attempts to integrate the region started long before our day and as we reflect on the contributions of individuals such as Sir Arnott Cato, I think we ought to say a special thanks to them. Even though the Federation failed at that time we have a record to which we can go as we attempt in this new era to forge a Federation or a regional unity among us.

His work as a medical practitioner in Barbados has been spoken of in very, I would say, fond terms by many of his patients. My grandmother was a patient of Sir Arnott Cato and she would always say she wanted to see Dr. Cato. She never chose another doctor. Of course as I became older and more responsible for her, I took her where I chose to take her but she spoke of him as a very warm medical practitioner and one to whom she could converse and share her problems, one who would express the caring concerns which one expected of someone practising such a profession.

Whenever I have an opportunity to make comment on the lives of individuals in Barbados of other professions who have chosen to come into public life, I do so with a great sense of humility and gratitude because among us there are many who choose to remain in their lofty positions, own significant incomes, live a life free of public scrutiny, enjoy their riches and die and leave their wealth behind.

Sir, whenever I am granted an opportunity to reflect on the life of a Barbadian or other West Indian who could have chosen such a path but who chose, on the other hand to come out in public life and try to make things better for the less fortunate in the society, I welcome the opportunity to do so. And no one can deny that Sir Arnott Cato, by this record, has done that for not only Barbadian people but Caribbean people as a whole. So I would like to publicly say that I am very grateful for the contribution which he made in the field of medicine and in the field of Caribbean unity. I hope and pray that he rest in peace.

SENATOR THE HON. Miss O. P. SYMMONDS: Mr. President, I first met Sir Arnott when I was a school girl and a patient at what was then the General Hospital to have my appendix out.

11.55 a.m.

I say in all humility that even then I was very perceptive and I observed his very good bedside manner the way he had at putting his patients at ease and making them feel well. Seeing him, because I was very nervous of having to have surgery, I felt much better after his visit. In later years, I grew to know him socially as an adult. He was charming, a good conversationalist, and as, our Leader has indicated, a friend and admirer of Sir Grantley Adams.

It is interesting to note that when he was at Edinburgh, he came into contact with West Indians who were debating current issues, particularly the West Indian condition. It was then that he revealed that he was a Caribbean person and I think that was partly the beginning of his devotion to the concept of West Indian unity.

He had a deep interest in cricket, an interest which I think everybody in this Honourable Chamber knows that I share, and we will certainly miss him at this test. What is not generally known is that he helped a lot of cricketers, perhaps not the new ones, but the older cricketers by donating bats, quietly. As Senator Thompson said, his patients were devoted to him and he delivered many, many babies, who as adults telephoned when he died to ask if they could attend his funeral.

He was a wise person, astute and an omniverous reader. I think it is of significance that he kept up with all the medical journals and when he visited China, he became very interested in acupuncture. So that he was always looking at progress, not only in medicine, but in social conditions.

He was also the owner of a race horse for many years. As a senior steward he was respected by all concerned for his helpfulness to junior stewards and his sense of justice to the racing fraternity. He knew of my deep passion for horse racing and very often discussed with me the horses and the track.

Aside.

SENATOR THE HON. Miss O. P. SYMMONDS:
Yes, Senator Bernstein you are quite right.

I referred to Sir Arnott's great friendship with Sir Grantley Adams and I recall that when I was writing my book, "Longer Lasting than Bronze" I interviewed him, because one of my chapters was devoted to Lady Adams. At the risk of tedium, Mr. President, I want to say again, that it is of the utmost importance that we interview as many elderly people as possible, especially people in public life, especially philanthropists, especially those who are knowledgeable about history and not wait until they are dead to regret that we have not gained as much knowledge as we should have from them. I know we keep saying these things, but I hope this time that it would sway many of our young writers and

potential writers into action to interview people, particularly at this time in our history.

Sir Arnott has made a deep and lasting contribution which can never be blotted out and I only wish again on behalf of my family and myself to offer deep condolences to his family and to his close friends. *Requiescat in pace.*

SENATOR Mrs. P. E. RICKINSON: Mr. President, I rise on behalf of the nursing fraternity, the medical fraternity and the independent senators just to say a few words in the tribute to the life and work of Sir Arnott Cato.

Mr. President, I first met Sir Arnott Cato in May 1966 when I returned to Barbados to work at the Queen Elizabeth Hospital in the Operating Room and as a Nursing Sister. I had the Honour of being Sir Arnott's, he was then called Dr. Cato, scrub nurse and worked extremely closely with him until I left the Queen Elizabeth Hospital in 1970.

Mr. President, Sir Arnott Cato was one of those few general surgeons, along with Mr. Leacock, the late Mr. Stuart, and later Mr. Ward and Dr. Cummins, who did nearly all of the operations in the Queen Elizabeth Hospital and when I say all, I mean everything. He delivered babies, caesarian sections, remove appendices, you name it. In those days these surgeons were very skilled and they did all sorts of operations. We had about 50 doctors or more doing the work of those few surgeons who were very dedicated and worked day and night.

Mr. President, the nurses were very fortunate to benefit from the education, training and knowledge of Sir Arnott Cato in that he was always willing to sit with us, to teach us and also the junior doctors, in the art of assisting and doing operations. This meant a lot in those days, because we did not have a teaching faculty of the University of the West Indies here, and these few pioneers took over that role and educated not only the junior doctors, but the nursing and ancillary staff, in order to bring excellent health care to the peoples of Barbados.
12.05 p.m.

His contributions are many. I cannot find the words to express what he has done for the development of the health of the people of this country. He was also a very charming man with his patients, both male and female; and many of the females loved him dearly. He was charming with his nursing staff as well and many a day he would try to invite some of us to lunch. It was up to us whether we accepted the invitation or not but he never pressured us. We respected Sir Arnott for being a gentleman in this way and also charming in this way.

On behalf of the nursing fraternity especially, the medical fraternity and independent Senators, we would

like to extend condolences to his relatives and to his friends and hope that a lasting monument of some form could be erected somewhere in his honour that would say what he has done, not only for Barbados, but for the Caribbean as a whole. I thank you.

SENATOR THE HON. G. S. H. MURRAY: Mr. President, I would join in paying tribute to the memory of Sir Arnott Cato at the outset, taking a different slant.

I was quite taken aback, not because I was surprised, but because Senator Symmonds said it, about her recollection of his assistance to a number of cricketers. My initial experience of Sir Arnott was as a cub scout at St. Giles Boys' School when we engaged in Bob-a-Job activities in which you spent a day going around doing tasks, running errands, doing various things for householders for a bob or a shilling – 24 cents in those days, as a means of raising funds for the scout troop.

I remember my troop was at St. Giles Boys' School which existed a few yards away from Sir Arnott's residence at the corner of Howells Cross Road and Government Hill. We were assigned to that area and my companion and I when we entered the house, for one who grew up in a chattel house, it was a magnificent house, lovely wooden floors, nice mahogany furniture. It was quite a spectacle. That alone was quite an experience. I think it must have been the first time in my life that I had been in such a house, but that was not important.

What was important was the reception we got from Sir Arnott and we did our work. I think we polished some brass for him in his house and at the end of the task we got more than a bob each for the job at hand. I would like to think that it had something to do with the excellence of the work but I suspect it had more to do with the generosity of his spirit more than anything else.

Therefore this ties in very admirably with what Senator Symmonds had to say and above that, whenever we had major activities involving the cubs at St. Giles, like when we went to camps and what not and word got to him about it, he himself would make contributions, obtaining foodstuff to feed those who were going on that trek. That was the kind of man he was, without fanfare, without seeking publicity and things of that sort.

I remember him very well because the reception we got from Sir Arnott was quite different and in marked contrast to a reception we got from another house on that same main road. I would not be invidious enough to call the name of the house, but we were treated like boys in the yard then from those persons in the house and someday I will tell that story in a different and more political context.

That was around the early 1950s, Sir. Having had that experience with Sir Arnott, he then became a near legend to

me when he entered the Federal Parliament and I heard his name being mentioned with such stalwarts as Sir Grantley Adams and people of that ilk. He has played a monumental role in Barbadian and Caribbean life if only because one has to remember that in 1958 the kind of sacrifice he would have made in giving up a very lucrative and very well established medical profession to enter federal politics and to sit in this Senate, uprooting himself again from Barbados to go to Trinidad and leaving behind further financial rewards for the sake of contributing to Caribbean unity and Caribbean development.

As I reflect on his activities, I must again lament the fact that people of his generation and of his contribution have not been writing their experiences and they have not been consistently interviewed by any historians or persons in Barbados or elsewhere in order to capture their experiences, their thoughts, their insights.

He must have had a very rich life becoming a doctor at an age and an era when it was quite rare for black men to become doctors and then coming to Barbados and all the work he did here and then being part of our experiment in the federal experience. I think he would have had a lot of interesting things and interesting thoughts to put on record and I can only say that we, as well as future generations of West Indians, are much poorer because of this absence of a written record of his insightful thinking etc.

I take comfort in the fact that as we think about him and about his work it is happening at a time when we are engaging in renewed talk of closer Caribbean unity, particularly between Barbados and the OECS, and I am heartened by the fact that when the Federation came about in 1958 it had been after some 20 years of talking and discussing, starting with the Standing Closer Committee that met in Jamaica, and stretching over 20 years.

While that is so, I hope that these efforts that we are currently engaged in between Barbados and the OECS do not take as long but, above all, that it will be more successful and be eternally enduring. Because if that obtains, Sir, it would be a fitting tribute and just reward for the sacrifices made by persons like Sir Arnott and Sir Grantley Adams who have laid the foundation and have been the pioneers and the founding fathers of an undertaking that even today we are still seeking a greater footing. Thank you, Sir.

Mr. PRESIDENT: I have had the privilege of knowing the late Sir Arnott Cato for the greater part of my adult life. Indeed, there was a time when Dr. A. S. Cato was a household word in Barbados.

Other Senators have spoken of his considerable achievements. I dare say a great deal has not been said or may not even be known about Sir Arnott for the

good reason that he was essentially a private man. He chose Barbados as his permanent home in the same way that Barbadians chose other Caribbean islands in which to do their life's work. His headmaster at the St. Vincent Grammar School, was I understand, a Barbadian, as was his Classics master.

As a physician practising, I believe continuously, for close on 60 years, he made, as has been said, an outstanding contribution to medicine in general and to the Queen Elizabeth Hospital and the Barbados General Hospital in particular.

I must confess to some personal knowledge of his professional skill and caring. I remember now the three occasions on which he telephoned to advise me of certain happy events that had just taken place and these communications were never without a touch of wry humour.

As has been said, he was a considerable figure in the Caribbean integration movement and I believe he attended, as a Barbados representative, almost all of the pre-federal conferences starting with that famous meeting in Montego Bay in 1947.
12.15 p.m.

He was one of Barbados' representatives to the Federal Senate in 1958. I believe the other representative was Sir Archibald Cuke. For the first year he was Vice President in the Federal Parliament and for the last three years he was President. In those years he played a very important part in the work of the Federal Parliament and other related bodies.

There were two important inter-governmental conferences, one held in 1959 and the other virtually a save-the-nation effort in 1961. It is important to note that Sir Arnott Cato was Chairman of both of these important conferences. The attendees included not only Ministers from the Federal Parliament but delegations from each of the 10 territories led by their Premiers or Chief Ministers, Mr. Manley, Dr. Eric Williams, Dr. Cummins, Mr. Joshua, Mr. Gairy and the other memorable figures of that era.

I would wish to refer to a book, "The West Indies – The Federal Negotiations", a rather splendid work published by Sir John Mordecai in which in referring to those meetings and in particular of the 1961 Conference, he spoke of its enormous size with 97 delegates and advisors circling the table, most of them anxious to miss no opportunity to be heard. I quote:

"For the island leaders, this was therefore the moment of decision. There could be no further hedging or resort to strategic references back to working parties or committees. All matters had been

worked out in exhaustive detail and only political decisions remained. Their performance was worthy of the responsibility. They laboured patiently for over two weeks in long daily sessions followed in some cases by night meetings. The Chairman, the Hon. Dr. Cato, President of the Senate, was the most patient of all, guiding them with a thorough grasp of the most complicated issues, a readiness to promote compromises and a single-minded determination that the conference succeed."

That was the measure of the man.

Shortly after assuming the Presidency of this Honourable Chamber, I had a memorable meeting with Sir Arnott at his home. He spoke little of himself or of the qualities which he thought made him an effective President. His position was that he sought to apply the Standing Orders. He also made passing references to Erskine May, that celebrated work on Parliamentary Practice and Procedure. That was the modesty of the man who had, in fact, mastered the Standing Orders and the rules, practices and conventions of Parliament. He had absolute integrity and could never be accused of partisanship in the application of the rules.

Sir Arnott attended many conferences leading delegations from the Barbados Branch of the Commonwealth Parliamentary Association. The Leader of the Senate mentioned one to Nairobi in 1954 and 30 years and more after that he was leading delegations, one in particular, I recall, to the Peoples Republic of China.

Just two years ago, Sir Arnott was honoured by the Barbados Branch of the CPA for his long contribution to Parliament. I sensed in him a genuine pleasure because whereas he had received many honours, this I believe, was the first he was receiving from parliamentarians and it was therefore greatly appreciated.

Sir Arnott had a formidable intellect and wide and catholic tastes. Senator Symmonds mentioned a number of his interests and I would just add that he was also a qualified pilot. He was respected and admired by persons in all walks of life and of all political persuasions.

Sir Arnott sat in this room for 17 years, first as a member of the Legislative Council and in the last 10 as President. His service to Parliament and to Barbados was long and distinguished. He was an inspiration. May he rest in peace.

I will now invite Honourable Members of the Senate to stand for two minutes in tribute to the memory of Sir Arnott Cato.

The Senate stood for two minutes' silence.

PUBLIC BUSINESS

ORDER NO. 1 – RESOLUTION TO APPROVE
THE CIVIL ESTABLISHMENT (GENERAL)
(AMENDMENT) ORDER, 1998

SENATOR THE HON. R. R. FARLEY: Mr. President, I rise to move the passage of this Resolution, the Civil Establishment (General) (Amendment) Order, 1998. This is in accordance with the provisions of the Civil Establishment Act and is basically intended to give effect to the agreement which has been reached between the Government as employer and the representatives of employees in the public sector for revision of salaries paid to public officers, by whatever designation employed by the public service, for an increase in their salary of 6.25% in the first year which is effective April 1, 1997 and for an additional increase of some 3% in the second year effective April 1, 1998.

This matter, Sir, is one of the formalities which is required to give effect to the agreement between Government and the unions. In fact, very often when persons speak of Government legislating pay increases for workers, this is what they are talking about. In fact, in spite of the agreements that are reached, the only way that public officers are able to have these increases is if Parliament makes the necessary legislative amendments to give effect to that. 12.25 p.m.

Wage accords in the public service tend to be of a two-year duration. The last wage accord would have ended on March 31, 1997. Negotiations would have started with the public sector unions and they continued through a process of time with offers and counter offers being received from the three bodies involved in the negotiations. One body being the Congress of Trade Unions and Staff Associations of Barbados which is an umbrella trade union grouping representing a number of trade unions such as the Barbados Union of Teachers, the Barbados Secondary Teachers Union, the Barbados Nurses Association and several others. The National Union of Public Workers although it is a member of CTUSAB, the Congress of Trade Unions and Staff Associations, opted to negotiate as a separate entity and the Police Association also negotiated separately.

However, after the negotiations were concluded, it is to be noted that all of the bodies that I have mentioned, have reached agreement with the Government and it is in fact the first time since 1992 that that has been achieved, where all of the unions have agreed and signed off on the dotted line with respect to the increase.

The increase as indicated, is one of 6.25% in the first year and 3% in the second year and there is also an agreement that a productivity bonus will be paid based on an

agreed formula and this will be made in the second year and that the formula and the basis of assessment will be made by an independent body. That is still subject to discussion and being finalised.

You will recall that sometime previously, Government, both within the framework of its commitment under the Prices and Incomes Protocol, as well as its commitment in terms of one part of the negotiating process had undertaken to work towards having a productivity based formula for the grant of increases and pay. On the last occasion on which that formula was applied, the actual numbers which were obtained were not such that would have made provisions for any satisfactory increase and so as part of previous wage settlement, an agreement was reached where an agreed amount was distributed amongst the public sector workers of Barbados.

This settlement will basically cost the Government an additional \$40.4 million in the first year, the year 1997 to 1998 and an additional \$20.7 million on top of that in the second year. Additional to that would be the productivity bonus when that figure is arrived at. However, there are some additional items of costs to which I would like to draw the Honourable Senate and also to make the point that the whole matter of terms and conditions under which publicly employed persons worked is not one which is limited to the grant of an increase, even though a generous one.

For example, since this Barbados Labour Party Administration has been in office, we have been able to make a substantial number of appointments to the public service. As you would be aware, Mr. President, this matter of appointment to the Public Service is of extreme importance and concern to public officers. In fact, there are persons who, on the basis of not being appointed even though they have been in employment for a while, they are not in a position to finalise any long-term banking arrangements concerning home ownership and other similar situations because they are not able to produce a letter to the bank confirming their regularity of employment.

We have been able between September 1994 and September 1997 to appoint 2 161 persons into posts which they held. This is a complete turnaround from the situation in which thousands of public officers would have been sent home under the last Democratic Labour Party Administration. Not only have we been able to reverse that situation but we have also been able to confirm people in appointments so that they are not hanging on from day-to-day or week to week, month to month or year to year. They are now able to plan their future with a degree of certainty which any reasonable person would expect and which, of course, the people of Barbados can expect under a Barbados Labour Party Administration.

In addition, as if that were not enough, Mr. President, we were also able to confirm some 856 promotions within the Public Service. There is a term that is used in the Public Service that says 'it is like Hollywood'. That is now a thing of the past. It used to be like Hollywood where there were a number of persons who were acting and it went on and on and on. They were acting but not getting any Oscars. We thought that that was a totally ridiculous situation and we therefore decided that we would confirm them in their appointments and make sure that persons are able to progress within the system.

Also, as if that was not enough, Mr. President, you will recall that in the September 1997 Budget, the Prime Minister indicated the Government's intention to convert a number of long-standing temporary posts as well as a number of casual posts to that of Public Officer. That work is progressing at pace and I am sure that the Minister responsible for the Civil Service will speak in greater detail about the excellent progress which we are making with that.

Again, we need to remove the totally unholy situation in which a man might have been a general worker at MTW for 30 years and was never home a week or never been laid off, he turns up every day and during his service he cannot get a letter confirming that he will have any long-term employment so that he can plan some business. He cannot get a visa to go and visit his granddaughter in the United States because he does not have any proof that he has a job when he comes back home. At the end of it, he cannot get a pension in recognition of this service that he has provided.

This business of a person being a casual employee for 30 years is a ridiculous relic of history and that is where this Barbados Labour Party Administration proposes that it should remain. Mr. President, I will let the goodly Senator Murray speak in greater detail on that. He is well qualified to speak on that particular matter.

Mr. President, Government recognises as well that the matter of the physical conditions under which our public officers work is one of some concern. This Administration has from day one been working to correct a legacy and a history of neglect. There are Government offices, schools and other public buildings on which there has been no maintenance. Not even the change of a shingle, not a change of a permaclad sheet, not the change of a sink or a toilet bowl, not the change of a window hinge or door knob or a light bulb for the last ten years.

We have set about effecting repairs on schools, on the police stations and Government offices around. You would have heard the stories from time to time and you would have seen the solutions. You would have heard of air-conditioning systems in Government offices that have not been serviced for years. And therefore at some point in time had come to a

grinding halt and the lot fell on us and we are pleased to effect the solution. The lot fell on us to go in and replace those units to ensure that public officers were able to work in proper environmental conditions and the air quality of the buildings was appropriate.

12.35 p.m.

In terms of some of the schools for example, Sir, there were some schools in which no work had been done. In fact when there was some delay in opening a number of schools in September, many persons said, what is the problem? We hear you are opening schools late. One person even said it never happened before. That is true. If you are not doing any repairs there is no possibility whatsoever of a building opening late because you close it down and you open it back just as it is, bright and early without a door knob being changed, with the broken sink, without replacing the tiles that fell off the walls.

Mr. President, one of the reasons why some of the schools would have opened late in September is because 21 were under extensive repairs in the summer holidays. The problem of total neglect and absence of maintenance manifested itself.

I am sure you would know, Mr. President, that you come across situations in which a house is standing. It looks all well and good. It looks very solid. But try to repair one small portion of it and you have to continue picking and picking at further portions. Part of the delay was simply this, in an effort to provide better conditions under which our teachers work and under which our students learn, when we started repairs then we discovered some other areas that needed fixing as well. So that the provision of improved terms and conditions as far as this Administration is concerned does not just rest on giving persons proper salary increases but it also rests on improving the very environment in which they have to operate during the course of a working day.

I need not make mention, Mr. President, of the work which is going on in all of the courts, both in terms of the Supreme Court, in terms of the Magistrates Courts, in terms of the Police Stations. It was a crying shame, Sir, over the last 10 years as I drove past a number of police stations to see the rundown and terrible conditions but now you can see the scaffolding up. You can see the work which is going on. Even the trees are being taken out. But you can see the work which is going on, work which we started from the time when we assumed office in 1994 and which we plan to continue.

We also recognise that there are a number of buildings which may very well be beyond repair or in some cases where the nature of the work that has to be done, after years of neglect, is not such that it could be

done whilst officers are still in the building. For example, the Registry had to be removed to Roebuck Street in order to allow work to be done on the buildings there and that work is progressing. Therefore to provide accommodation as part of the improved terms and conditions under which public officers function we are also going to be constructing new office facilities at Warrens to house a number of Ministries.

There are still plans for a new Supreme Court Complex but so dire was the situation facing the judges and the workers in the Registry and other persons who use the courts that we could not wait to build a new Supreme Court building, we had to effect immediate repairs. So that is part of what we are doing by way of improving the lot of these hardworking public officers.

As if all of that were not enough, Sir, we also improved the situation with respect to vehicle loans, both in terms of the number of persons who qualified and the value to which these loans were pitched. For example, whereas previously, Sir, under the last Administration, Sir, the loan level was set at \$20 000 for a first loan and \$16 000 for a second loan, we have set it at \$35 000 for both a first loan as well as a second loan.

Motorcycles: Part of the terms and conditions of service. There are a number of persons who use motorcycles to do Government's work and that loan has been increased from \$3 000 to \$5 000.

Postal workers are now allowed to purchase their motorcycles duty free. Again recognising that we need to provide some ease to these important workers, the repayment period for the loan has also been increased from 5 years to 7 years where that might be needed. Also looking at the nature of the work in the Government service some 72 additional posts for persons doing work in 72 areas have now been added to that list of persons who are eligible for vehicle loans and the like.

In addition, recognising the broad based work which principals of schools perform, principals of schools are now eligible for vehicle loans as well. I am sure that will help somewhat in that regard.

But Mr. President, I am beginning to feel as though I am stuck on this point but as if it were not enough there is still more. There is such an abundance here, Mr. President, that I need to lay it out.

Mr. PRESIDENT: Order, please.

SENATOR THE HON. R. R. FARLEY: Pensions, Mr. President. In 1996, the Pensions Miscellaneous Provisions Act was passed and basically the provisions of that Act were the inclusion of some entities that were left out. The National Sports Council, for example, and the National Assistance

Board were left out. I do not know why, but they were left out. We considered that they had as much right for being eligible for pensions as other Government workers. In fact, given the nature of the work that they do, they are perhaps more deserving of support than persons in many other areas. But basically what this would do is to ensure that casual employees of those Boards would be eligible for enhanced retirement benefits.

We have also facilitated the movement of employees from the general civil service to statutory boards and *vice versa* by ensuring that a person's pensions rights would be protected in the event of a transfer from one side or the other. But provisions were also made for certain periods of acting in higher office to be considered in computation of retirement benefits and this is one that has worked some hardship on a number of persons and we have sought to correct that. But also, Sir, during our term of office, we had previously increased a number of allowances to a number of categories of persons, for example, the washing allowance for the police was increased. Similarly for the various other uniform groups, firemen and nurses, detectives and so on. Travelling allowances were increased. Fixed travel allowances were increased as were the prorata travel allowances. Entertainment allowances were also increased as well as telephone allowances. The principals of schools as well now receive a telephone allowance, as do station sergeants who are in charge of their station. Those of course also come at some cost to the Government.
12.45 p.m.

So basically, Mr. President, this matter of speaking to the terms and conditions of employees of Government is one that is not limited to salaries alone. Salaries are extremely important, but we also need to ensure that we are providing safe and proper facilities in which our officers work. We are also seeking to ensure that there is adequate avenue for promotion for personal and professional development and by and large, this whole thrust of Public Sector Reform will result in not only a more efficient and effective public service but also public servants who are able to find fulfillment in providing their service to the public of Barbados.

Mr. President, the matter of public sector reform, I am sure will be addressed in more detail by Senator Murray. But suffice it to say by way of my introduction in this matter, all part of the terms and conditions relating to public officers is that the public at the end of the day, will be the ultimate beneficiaries of these changes that we are making in the public service. Any additional costs that are borne by the Government, whether by way of giving a fair and just increase in wages, whether by way of improving the terms and conditions under which employees work, whether they are in relation to physical office accommodations in relation to the matter of allowances

or matters in relation to training and other development, the Government is happy to bear the cost on behalf of the taxpayers who are the ultimate beneficiaries. So the public of Barbados would be the ultimate beneficiaries in these matters.

We hope that the conclusion of this wage accord with the workers' representatives in the public sector will allow us to continue on a path of harmonious industrial relations in the public sector and that this will allow the efforts of the public service to be entirely focussed on delivery of service to the public.

I will note that this settlement is very much in keeping with the provisions of the Prices and Incomes Protocol which as you know continues in effect until a new protocol is set in its place. I should say by way of conclusion and for your general information, Mr. President, that discussions on the preparation of a new protocol are very much on the way. The protocol will be a protocol on the social partnership more so than a narrow focus on the prices and incomes policy.

What it will in effect seek to do, is to build on the excellent, though limited experience of the interaction of the social partners with respect to prices and incomes, to building a deeper and wider social partnership where the principles of consultation will be the pillars on which will stand major issues of social and economic policy for the development of Barbados. So that very shortly, because we are into an advanced stage of discussion on the document, we expect to be able to put before the Parliament of Barbados a new protocol on the social partnership which would be once again a model for the development of societies similar to ours.

I should say, Sir, that the previous prices and incomes protocols which again were part of the framework within which these wage increases and other previous wage accords would have been settled, have been models which the International Labour Organisation, which other countries in CARICOM and which countries, far and wide, have been looking at. We notice, as well, Mr. President, that the emphasis of the protocol has changed according to the changed circumstances. So that in the existing protocol, for example, the 1995-1997 protocol which has been extended to 1998, there was no provision for a wage freeze. There was a provision for wage restraint.

I am asking the unions and the employers to exercise reasonableness in coming to conclusions in the matters of a settlement of prices and the fixing of incomes.

We are satisfied that this settlement that we have reached is fair and reasonable within the context of the

performance of the economy and within the context of the performance of Government's fiscal situation. We are therefore pleased to commend this increase to The Honourable The Senate and we are happy that the workers within the public sector have determined that they are also happy with this increase and they have therefore voted unanimously to accept this proposal which has been put to them.

I want in the conclusion to laud the contribution of our public officers to the development of Barbados. I saw sometime recently but not frequent enough, and I have already said this to Senator Laurie, a very interesting advertisement. I heard one on the radio recently as well which basically set about the task of reminding the public of the diversity and the depth of services which are provided by public servants. We all too often take it for granted that Barbados would simply run itself and that we do not need our meteorologist to predict the weather. We do not need our customs officers to protect not only government revenue, but also to protect our security from the scourge of drugs, traffic in weapons, traffic in endangered species, harmful pests, dangerous chemicals and so on. We need our policemen, our teachers, land surveyors in Government and we need our administrative staff. We need our persons in the electoral office. We need a number of persons to keep our society rolling. We must not forget even here within The Honourable The Senate that within the public service of Barbados we have persons who are eminently skilled and highly capable of capturing every word which is uttered forth in these Chambers and that perhaps if we are eloquent enough and diligent enough, perhaps some person may see it fit to quote from our contributions in the same way that I was able to quote from the 1958 and 1959 contributions recorded in the Hansard of the Federal Senate.

So, Mr. President, the Public Sector of Barbados is important certainly to myself and to the Members of this Barbados Labour Party Administration. We will do all in our power to continue to ensure that within the limitation of our resources, we are able to ensure that conditions are as best as they can, so that the work, not only of the Government, out the country as a whole will continue.

I want to finally laud the representatives of the workers, having spoken about the workers themselves. At all times so far the unions of Barbados have been very reasonable in their approach to dealing with the Government, particularly within the framework of the social partnership where I have the privilege of being the Chairman of the sub-committee of social partners. We meet on a monthly basis, Government, the private sector and trade unions to deal with any matters which could threaten the existence of the social partnership and which would run contrary to the accord which we signed in terms of the Protocol.

12.55 p.m.

We have been able to ensure the industrial relations harmony of Barbados to a large degree. We have been able to deal with a number of thorny, policy related issues. We have been able to deal particularly with a number of issues which have arisen in the public service and we have been able to use our good offices and I should add that my colleague from the Senate, Senator Murray, is also on that sub-committee and we have been able, through the collective efforts of Government, the private sector and the trade unions to ensure that not only do we have a protocol and a deep understanding in principle but in terms of giving practical effect to our day by day interaction at the governmental level, at the private sector level and the level of the workers that we are able to have that harmony lived and experienced on a daily basis.

It is within that context, Mr. President, that this increase of 6.25% in the first year and 3% in the second year rests. I would commend this Resolution to the Honourable the Senate and urge the Senate's support for this betterment of the conditions of the public officers of Barbados. I thank you, Mr. President.

SUSPENSION

SENATOR THE HON. R. R. FARLEY: Mr. President, I beg to move that this Sitting be suspended until 2.00 p.m. today.

The question that the Sitting do now suspend until 2.00 p.m. today was put to the Senate and agreed to and Mr. PRESIDENT suspended the Sitting accordingly.

RESUMPTION

Mr. PRESIDENT: This sitting is resumed.

SENATOR Mrs. A. P. THOMPSON: Mr. President, I rise in support of the public workers of this country. Any measure brought before this Honourable Chamber which seeks to reward those faithful, dedicated and committed public workers of this country would always gain my support.

I feel extremely pleased that in Barbados today in 1998 we can give to the public servants of this country what one may consider a reasonable rate of increase to their salaries and wages, not that it is the best that I believe could be done at the time because I am one of those individuals who believe that the public servants of this country, having borne the brunt of the sacrifices during the stabilisation programme, that difficult period, deserve their reward. Although we are giving them today 6.25% increase in the first year and a 3% in the second year, I still wonder whether we have done all that we could have in giving this increase.

However, Mr. President, let me say that one cannot speak of these increases today, one cannot boast of Government's ability to increase these salaries, improve conditions of service in the public service, unless one acknowledges that this Government has inherited a perfect batting strip.

One must accept and only within the last 2 to 3 weeks the Prime Minister and Minister of Finance of this country acknowledged that Barbados is into its 6th consecutive year of growth. The Barbados Labour Party is now into its 4th term of government, therefore I believe it is accurate and reasonable to state that prior to the government of the Barbados Labour Party, this country had started to go on a growth path and that the programme of stabilisation put in place in this country, part of which was considerably borne by the public servants of this country when that sad decision, I believe, painful decision, I know, was taken to reduce the wages and salaries of public servants by 8%.

Today, the fruits which we now harvest and enjoy can be in a very large part attributed to that period when public servants and many other Barbadians, because the moment the purchasing power of the public servants of this country is cut, the total economy suffers, since they constitute such a large section of the consumers of the economy of Barbados.

So the public servants of this country are extremely important and the Democratic Labour Party recognising this in its manifesto of 1994 set out some very important plans and proposals for the public service of this country. Regrettably, we were not given back the government at that time, but as I listen to the present Administration as it pontificates on its plans for public sector reform, I think it would be remiss of me not to draw the public's attention and the Members of this Chamber's attention to the proposals of the Democratic Labour Party and its manifesto of 1994.

We have a special section dedicated to the public service. In that section of our manifesto we stated that we would:

"Adopt a pragmatic and realistic approach the issue of public sector reform and the more effective management of human resources in the public sector through:"

(and here are the areas:)

- better manpower planning;
- more efficient and effective recruitment;
- career and succession planning;
- reward systems which take productivity into account;

- proper performance appraisal procedures;
- better financial, human resource, information systems and supplies management as well as an improved legal and development planning framework;
- improved systems of accountability and responsibility in the service;
- inspired work ethic to reduce wastage, and deliver public services of high quality on a more timely, and courteous basis;
- continuing to meet the needs of the public officials for improved pay and conditions of service, including safety at the workplace in accordance with ability to pay criteria;
- supporting the training efforts of public service unions in respect of the training and retraining requirements of the public service;
- emphasising the need for a public service of high quality which exhibits the tried and tested characteristics of security, impartiality, anonymity and neutrality."

2.10 p.m.

Mr. President, I sought to refer Members of this Chamber to the Manifesto, 1994 of the Democratic Labour Party in order to emphasize the point that successive Governments of this country have recognised the importance of the public service and the need to modernise and make relevant this service as we seek to cater to the needs of wider Barbados. Therefore, I could not, as an honest Barbadian, stand here today and not speak in favour of any measure taken in order to enhance and improve the livelihood of the public servants of this country.

I would like to say to the Minister responsible for the public service that I have been hearing a lot of talk about public sector reform. I have felt in one or two Government offices some results, especially at the level of interface with the telephone operators. In that area I can say there has been some improvement but I really look forward to seeing more tangible changes in the structure of the public service of this country.

I am glad that we are examining and have as part of our proposals meritocracy instead of seniority only because we need to recognise that we have among us some very young, sharp, brilliant professionals who have valuable contributions to make to their country and it is unfortunate that over the years they have been forced to either go to the private sector when they would very much prefer to be a part

of the Government Service or to even go to other countries because we have not been offering them the remuneration which they deserve.

I note in recent years we have started to embark on a programme of reward and recognition for young professionals and I sincerely hope that we would continue in this vein because it is sad that today still in this sector are a number of individuals, and this is not a criticism of the individuals themselves but a criticism of the system which places those individuals in positions for which they are not really the best qualified. I really look forward to its full implementation.

I think for politicians it must be a very trying and painful decision to take, since the public service has its own culture and its own history and there are a number of individuals in the system who are waiting next in line because they have been there for so long. Therefore, I would not fool myself that it is something that can be done by the wave of a magic wand. It calls for intestinal fortitude. I hope that the Minister of the Public Service would display to the public of Barbados his strength and courage in this regard.

I can speak from personal experience. My first job as I left school, I taught for one year in the public service and then I worked in the wider public service in the office of the Accountant General. I thought I would have been a beautiful career public servant but like other Barbadians, I chose banking. I recognised that by going into banking, I could use a number of skills, because the other thing I do not like about the public service is it is segmented. There are too many segments in the public service and individuals are never allowed to fully utilise their skills to the widest extent and I would like to see that matter corrected also.

I left the public service and embarked on a career in banking where I believe there was greater scope for me to use my intuition, skills, ingenuity and all those things. There is something about the public service that does not encourage this and we need to look at that a bit more.

I am happy to see that based on proposals, I think both major political parties in this country have proposals to modify the public service, that future young Barbadians, sharp and well qualified would be attracted to our public service.

The last Administration which I represent, the party which formed that Administration, the Democratic Labour Party, implemented a programme on productivity based on remuneration on productivity in Barbados. I think the public service of this country ought to be commended, because in the face of a reduction in the number of persons employed, we have increased productivity. It was recorded, I know in 1996. I am yet to check my records for 1997.

I think we ought to commend the public servants of this country for keeping the productivity of the public service up to the level it was before the numbers were reduced and also improving the quality of the service put out, because we recognised there was quality enhancement in the work of the public servants of this country. I would like to commend them for carrying their burdens and doing it so well.

On the matter of the productivity bonus, I am still a little surprised that we have not yet come up with what one can consider the workable formula. I know it is not the easiest thing in a sector that is so varied, and that the services are so diversified, to come up immediately with a formula. It is easier when you are dealing with one manufacturing sector or one item but the public service deals with so many different types of services.

In the interest of the workers of the public service, I am making an appeal to Government to hasten this process because I would hate for us to continue to offer a productivity sum based on assumptions that are not necessarily the most reasonable assumptions. The only way you can arrive at a genuine formula which takes into account the actual productivity of the private sector is when we come up with a workable scientific formula which really addresses this matter. I am appealing to the Ministry of the Public Service to hasten the process, that independent body that is responsible for coming out with this formula to do so very quickly.

I also want to encourage the Government. There is talk of stock auctions and other forms of participation in the economy. When productivity bonuses are paid out these sums of monies when they are in the hands of individuals from time to time we tend to just spend them but I believe a responsible manager of a body as large as the public service, and I am more referring to Government, should find a way of motivating public sector employees to save or invest in some part that sum of money which comes to them in the form of their productivity bonus.

In the same way that in the private sector instruments are offered to lure the consumer into investments, I think this is something Government needs to consider and recommend to the public workers of this country that they be offered an instrument for the saving or investment of their productivity bonus when it is paid that it would in turn grow and add to their store of wealth.

2.20 p.m.

We are trying to create a new environment in Barbados and I believe that other than the hotel industry and the life insurance industry the first time that we have attempted in

this country, remuneration based on productivity was when we introduced an Incomes Policy in Barbados in that period 1991 to 1994. Since it is a new culture, what it means is that the increase in wage or salary which would have been given to the individual on a monthly basis, broken down and coming in your monthly or weekly wage increase, is now coming to you in a lump sum and one year after you are supposed to get. Because you have to look at the performance of the particular institution for the year before and then based on profits or surpluses of that performance then productivity bonus is paid.

Since it is a whole new culture we are creating in this country, I think we need to create a whole new attitude towards the receipt of bonuses and how best to manage these bonuses so that they can contribute to increased savings and increased wealth. This is what I would like the Government to do on behalf of the public workers of this country.

Therefore, Mr. President, I would not hesitate in anyway to support the increases to the public workers of this country. To extend to them on behalf of the Democratic Labour Party our sincerest thanks for their dedication, loyalty and commitment to the work and service of the people of Barbados and to appeal to the Government of Barbados to do whatever it can, whenever it can to make life more comfortable and as comfortable as possible for these sons and daughters who continue to work tirelessly in the interest of all.

I think when we lump them and speak of them as public servants mainly, we overlook that we are talking about the police, who are responsible for our society. Many days and nights when we are asleep or away from our homes, we entrust our property and even our lives to the police force and this is a group of people that I believe should be given special attention in Barbados. I saw some information recently which showed that a maid in the public service when her wages are totalled, that a police constable is almost at the same level as the maid in the public service.

This is something that we need to look at. We need to question this, because there is so much more risk that that police constable is exposed to and for so many longer hours. Why do we have to continue with a public service that forces us to remunerate individuals in that way. I think that a public service that has been reformed must take into account departments of Government and those careers or professions which expose individuals to greater risk, greater loss of limb and greater loss of life. We must find a way in our system to make sure that these individuals are properly remunerated, if not in wages and salaries then through other benefits which could help to enhance their quality of life.

I think of the teachers of children and their remuneration. I believe that this is another special group

of persons in the public service that we need to consider. Although all public servants make a valuable contribution to this country, one must accept that the nurses of this country, they too deserve a special look from the Government of Barbados. No one can deny the measure of relief and comfort and peace of mind and care that they bring to individuals during great periods of trials and tribulations and during illnesses and recuperation. This is a special group of people in Barbados in the public service and I believe the Government of Barbados should pay very special attention to them. I guess we can go on and on because we could also look at the Fire Officers as well.

In supporting this Resolution, I am just asking that the Government pay some attention to these special areas of disservice and see how best it can work out for these individuals, perhaps a package of remuneration which can in some way be considered commensurate with the level of risk to which they are exposed.

I am grateful to you.

SENATOR THE HON. G. S. H. MURRAY: Sir, like Senator Thompson, I too share in the satisfaction of this agreement. We are glad that it has been concluded without a lot of drama, a lot of controversy and a lot of trauma. Particularly, when it is realised that this is the first time since the agreement of 1992 that Government has been able to reach an agreement with all bargaining bodies and that it did not have to legislate salaries. I think that that in itself is a tremendous achievement. It reflects the reasonableness of the settlement. In fact, it also reflects that all sides around the bargaining table, particularly the trade unions, have been appreciative of the state of the finances of the country and that they are not seeking to kill the goose that laid the golden egg. They have not been exorbitant and they recognise that their offer and what they have agreed on is basically in line with the many agreements that have taken place in the private sector over the last year or so.

Like Senator Farley, I also sit on the Sub-Committee of the Social Partners. Therefore I am particularly gratified because I have been close to all sides. And because these discussions take place outside of the glare of publicity and instant coverage, not many people are aware of them and therefore are not fully appreciative of the maturity, the broad-mindedness and the level-headedness that pervaded these discussions. The fact that all sides, despite what people might say in public and posturing, that once persons sit around that table as Social Partners, there is an understanding and a togetherness. It is a fact that what we are working for is Barbados and we are not interested in any narrow interest, partisan or otherwise.

I think it is a tremendous compliment to the social capital that has existed in Barbados for generations and which has helped Barbados to maintain a level of stability

and a level of progress that has been the envy of many others both near and far. Therefore, I am glad to be part of the process. I am glad to be able to lend support to this Resolution.

Therefore, Sir, I am very happy that by the end of this month the public servants of Barbados will be drawing something like \$40 million in back pay. I think that is a significant sum of money. It is not money to be scoffed at and what is normal about it is that I am sure that the civil servants will use their good sense and they will put it to the good use that they are accustomed to, like improving their houses and investing it positively and putting it in credit unions. They will realise that this is one step beyond the trauma of the 8% pay cut, which was not normal.
2.30 p.m.

So I look forward, Sir, and I have no doubt, Sir, that the public servants will work in the good old Barbadian tradition of thrift and level-headedness and that they will invest in long-term means that will improve the quality of their life. This is what we are all about in Barbados. We are interested not only in giving public servants not only higher salaries quantitatively. We have also been interested in giving qualitative improvements to the quality of life of the country and the quality of life in the public service.

Senator Farley recounted numerous details of only some of those improvements that we have brought to the quality of life in the public service as a Government and there are a couple which he did not mention which are particularly close to me which I feel I must make mention. One has for example been what we are doing at the old National Insurance Building which has been a source of discontent and unhappiness quite justifiably by public servants for many years, and we have been systematically taking a programme of improvement to that building.

Only yesterday I am very happy that we were able to have off-loaded the actual air-conditioning units that are going to be installed over another month or so, which would bring a sense of relief and comfort to the occupants of the old National Insurance building that has been denied them for many, many years. I thank them for their patience. I thank them for their understanding and I am glad that we have been able to bring to fruition the promises that we have made to improve their life in the old National Insurance Building.

I would also like to compliment a committee which I had established there some time last year when there was a lot of furore over the conditions, a committee drawn from among the various departments in the building who have worked assiduously and very carefully and systematically to bring about these improvements. I would like to compliment that committee and thank that Committee, particularly its Chairman, Donville Johnson, for

the excellent work that has been done and I look forward to working with them in the weeks and months ahead to bring even a better quality of life for them in their building.

When one looks at the Police Headquarters, what is known to us older folk as the "Main Guard", when one sees the transformation that has been given to that building, it is now an aesthetic delight. I look forward to that building being joined in transformation by the Public Library. If we can get the Public Library spruced up in a similar fashion I think that whole block would be very aesthetically pleasing and I am sure that sooner or later we would undertake that venture and it would help to improve the quality of life for the policemen. We are already working on the judiciary and we also have plans for a new Hall of Justice which has been treated like an orphan for many years which has been battered and thrown about for many years, and we have settled on the old Cotton Factory building on White Park Road, which we think would make an excellent site for a new Hall of Justice, given its proximity to the law offices, to Bridgetown and to some of the social services upon which some of those legal departments will depend in order to service the community.

So, Sir, those are some of the things that we have been doing and we are not interested, like I said, in just giving people more money, but we want to give them a total package, as they say these days, a holistic approach to making life better for the public servant.

Much has been said, Sir, about Public Sector Reform and I am glad to see that Senator Thompson has been able to come on board with Public Sector Reform in a way that shows that she is not just speaking from her heart, but also from her head. She recognises that reforming the public service is a complex and an on-going process. It cannot be done in one fell swoop or even one sweep of the hand by waving a magic wand or something like that. It has to do with refashioning the culture that has been in existence in the public service for generations and that is therefore going to take some time, particularly when one is aware that one cannot go and impose change on persons but that one has to let persons be part of that change and see that it belongs to them, that they are assisting in it, and they are agents of the change, if it is to be meaningful.

We have been taking our time in doing it. We have been consulting with the unions at every step of the way. We have been consulting with the departments. We have gone so far as to set up a number of what are known as Internal Reform Committees. There are now some 54 of them set up and there are about another 100 or so to go. The job of the internal reform committee would be that they function and to monitor and to implement and to oversee the public sector

reform effort within the various ministries and departments, on the ground, on a day by day basis, as they interact with the various publics, both the internal public and the external public.

We do not envisage public sector reform as having a grand design where you can come from on high and impose it and say this is what you shall do. We want the public servants to be part of the process, to use their ideas, their initiatives. After all, Sir, they are the ones on the front line every day, who have the practical experience, who know better than anybody else what it is to deal with the public, what are the public's requirements and therefore we feel they are the ones to best advise us as to how we can help to refashion what they do to be of better service to the public. Because in the final analysis reforming a public service is not meant to be an academic exercise or an esoteric subject or some Ph.D. thesis. What we want is that it be reflected in the service rendered to the Barbadian customer as we like to call them, who pay the bill for the public service.

We feel we have a responsibility to transform the public service in this day and age into a more responsive, a more dynamic, a more people centred and a more customer focussed organisation, and one which is less concerned about applying rules and adhering strictly to rules and regulations which admittedly, Sir, are there to provide checks and balances and to provide an equality in service to the public. But we feel that rather than people rigidly adhering to applying rules and enforcing rules and regulations they have to be there to render service, to provide results, to make sure that what is required of them is performed to the best of their ability and with the greatest satisfaction to the public service.

There are a number of things we have implemented. We have an Office of Public Sector Reform which is specifically geared towards introducing and implementing public sector reform across the entire public service. It replaces the old Organisation and Management Division which was more concerned and more involved in things like improvement in procedures and processes. While we are also going to be taking care of those matters and seeking to make organisations and their processes and procedures more efficient and more effective we have also added other dimensions to the process, hence the broadened mandate and the broadened scope of the Office of Public Sector Reform.

Our reform, Sir, has taken a multifaceted role. We are interested, for example, Sir, in particularly the day and age when there is a lot of talk about how Government departments operate and manage their money. We are as well engaged in seeking to amend and reform the Financial Rules and the Administration and Audit Act to bring more modern means of Government departments managing their finances, to impose better systems and better controls on some of the things that have been criticised quite

justifiably by the Auditor General in his various reports over the years. We feel that the only way those criticisms can be eliminated is to reform the systems by which people now operate so that we can eliminate the vacuums that now exist and allow people to not manage the finances and adhere to the rules and regulations as strictly as they ought to.

Only this morning, Sir, I had the honour to be involved in a seminar hosted by the Ministry of Finance which is looking at the whole question of the Financial Rules and the Financial Administration of Government and improve them as a way of seeking to make things better so that the strictures which are currently received from the Auditor General year after year will become a thing of the past and we would be more accountable to the public and that the general public can feel assured that they are getting better value for money and their money is being well spent.
2.40 p.m.

We also, Sir, are looking at the whole question of Performance Appraisals. That also, Sir, is being discussed with the Unions and we are working toward an implementation of Performance Appraisals which will replace the whole system of the confidential report which is archaic and which is not very strictly adhered to, in their management.

We feel that this is a system that will offer a more scientific and objective way of evaluating the performance of public servants at all levels. It is not going to be at the clerical level alone or the lower levels, but all levels of the public service will be exposed to having to deal with the Performance Appraisals. We have designed a number of forms which are geared to suit the number of skills, tasks and duties involved. These have been discussed with the Unions and there is still further discussion to go on. We feel that these forms, Sir, as I said, will prevent persons from being delinquent in their duties in managing the persons under their control, because persons will have to report on each other. People will have to see the report, they have to sign it, they will have to be warned if they are breaching the rules anyway along the line, rather than waiting at the end of the year and say that you were not a very good worker because you did something six months ago. There is going to be a step by step systematic approach, over the period of a year, which will allow persons who are in any way negligent in their performance, to have these things sorted out and give them a chance to improve their performances before the time when the final Performance Appraisal comes.

Like I said, Sir, we are talking to the Union about it. There is still more work to be done, but we are working toward having it implemented as soon as possible, only after we have satisfied all that the persons involved have given

their backing and there will be no resistance to it for one reason or the other. That is why it has taken the time that it has, but we are satisfied that we are doing the best we can for them and that they are appreciative of the fact that we are not seeking to beat them over the head with a new Performance Appraisal system, but that the final product will be something to which they have contributed over a period of time by being part of the discussion.

Sir, we are also working toward having better recruitment processes whereby we can be more sure that we are recruiting a person not only on the basis of "O" Levels, "A" Levels or a degree, but that there is some kind of appraisal done. There is interviewing, there is testing done, so that we can have persons with skills, attitudes and aptitudes best suited for certain positions. It would not be just plunking a person down in a position and leaving them there and hope for the best.

One other thing that we are working on, Sir, very assiduously and we are very keen on, is the whole question of an Employee Assistance Programme. This is a programme which is now largely existent in the private sector. We think we have a moral responsibility to seek to assist those public workers who are encountering various problems, whether it is alcoholism, drug abuse, domestic problems, problems of violence or whatever. We feel that if a person has these problems, particularly when it is reflected in their job performance, that rather than to seeking to dismiss or discipline them, we have an obligation to provide a system where these persons can be interviewed, counseled and can be directed and channeled toward professional help, so that we can improve them as a person.

We must see them not only as workers, but as persons who have various dimensions and if one is impacting negatively on the other, we therefore think that we have a responsibility to seek to amend their circumstances. We have had a number of discussions with a number of professional organisations and a number of professional psychologists, psychiatrists. We have also been in discussion with the Unions and we are now in a position where we think we can devise a programme which can meet the expectations and the needs of the public service.

This programme, Sir, is being very carefully thought out, because we understand that particularly given the sensitive nature of the areas involved, and also given the smallness of the Barbadian society, that confidentiality is going to be utmost, if persons are going to be able to take full advantage of what the systems offer. But we are convinced that this system, when it is finally put in place, will help to improve not only the performance of the public service and public servants but, that it will improve the mental and the physiological and other health issues

of the person. As Barbadians and as persons and we think that is an investment that is well worth the effort. This is another part of the Public Service Reform that will soon be in place.

Sir, I know that Senator Thompson expressed some concerns about a productivity bonus. When this concept was first broached in the last agreement, the formula that was arrived at would have made what public servants would have received, miniscule and would have made them the laughing stock. We cannot write a cheque for a few cents because that is what it would boil down to. We have not abandoned the idea of a productivity bonus. We are now at the point of going back to and approaching it again to see if we can work it out to be more satisfactory and rewarding than what would have been the case in the first approach, so we will be doing further work on that. The Public Service, Unions and the Productivity Council will be engaged in that procedure.

Therefore, we feel that if we are fully to make a public service as responsive and as productive as it can be, we need to give certain incentives to public servants, not only in salary increases but in productivity bonuses. Also, the giving of non-monetary awards, for example giving someone a plaque commending them for their performance and various tokens of appreciation, particularly when the recommendations come directly from the public. These are some of the directives we are working on that will add not only to the salary and productivity bonus but there will be other systems of rewards, encouragement and incentives for the public service.

As a matter of fact, Sir, one of the programmes for the Public Sector Reform effort this year will be the launching of what will be known as "A Year of Customer Service" whereby every department is going to be targeted and asked to improve its services to the public and the customers. There will be a system of evaluating the performance of these departments. There will be a system where the public will be able to give their impressions as to whether the service has improved or how it has improved. The departments that win will be rewarded in various fashions as further incentives for them to improve their service to the public.

Therefore, Sir, I would like to assure all concerned that the question of Public Sector Reform is alive and well. We are not looking for any grand shows, for seeking to impress, but we think it has to be an approach of enduring substance where we will not be catering to anybody's whims and fancies, but we want to improve on the long-term basis, the quality of service offered by the public service to the public of Barbados.

There is a lot more I can say, Sir, I am now getting warmed up, but I will have a lot to say during the

forthcoming debate week after next. I will give you, as they say, chapter and verse, in more detail of that issue. But, I could not let this occasion slip by, Sir, without reflecting on the fact that I constantly hear from my colleagues in the corner from the Democratic Labour Party and the Democratic Labour Party in general, this thing about claiming credit for all the improvement in the economy that they themselves did it and we, meaning the Barbados Labour Party, are now reaping the benefits of their hard work and they seek to justify all of that.

2.50 p.m.

What is happening now is that they seek to justify all the harsh measures they took in the past unnecessarily, because Barbados never suffered any calamity from rain, floods, hurricanes, pestilence, El Niño, volcanoes, nothing that would have brought about those effects. What Barbados suffered was from the deliberate hands of an "El Sandy" because he did not want to commit political suicide. But we almost had mass genocide.

Therefore, it occurred to me that when the DLP seeks to claim credit for what we are enjoying now it is like Hitler posthumously claiming credit for the existence of Israel because he killed the Jews. He would say, "I was right to kill 6 million Jews because there is a country called Israel." The logic escapes me. This is retroactive logic that makes no sense whatsoever. They are trying to indulge in the most absurd act of revisionism which cannot stand the test of any serious intellectual scrutiny.

To say that what is happening now therefore justifies what I did in the past and no matter how much you try to commiserate with the public service and pay them for the sacrifices they made and the burden they had, the point is that the DLP caused it deliberately and consciously and therefore they cannot seek to claim any fame or glory for it.

Therefore it is a context, Sir, within which we have to see the Government's performance in being able to bring the country back to a point where rather than having to cut salaries, we have consistently been able to increase salaries, improve the conditions of public workers, improve the quality of life for public workers, improve the quality of life for all Barbadians.

Therefore, Sir, it gives me great pleasure to lend my support to this measure and I look forward, as I said, to the public servants receiving their hefty back pay – \$40 million is a lot of money. I am sure it will make a very sound contribution to the economic activity in Barbados and I congratulate the public servants. I know we have public servants who are part of our system who are very often criticised because we are part of what is known as, what is quote-unquote the "bureaucracy", but as one who has worked both in and outside of the public sector, I

can let you know that the public service is far from being an "army of occupation". It is far from being a "multitude of sloths" and as inefficient as they are often characterised to be. Rather they are some of the most productive and talented workers of Barbados.

We continue to attract some of the best brains and best quality people in Barbados. If they were not, Barbados could not have been what it is today. Without a consistently good public service, a highly professional public service, largely depoliticised, at the real functional level, Barbados could not have maintained its tradition of growth and development over the years.

If only Haiti had the public service that Barbados has it would be a different country today. You should not minimise or trivialise the contributions of the public service only because it is popular to talk about the bureaucracy. Every country or every institution must have a bureaucracy in one form or shape or name or another, if it is to have a systematic, measured, even-handed way of doing business and not business operating at the whims and fancies and the vicissitudes of people's personalities and moods, day by day.

One of the benefits of the bureaucracy is that persons know that if they go to a particular department they are supposed to be treated in a particular way. Their application is supposed to be treated in a particular way. It is predictable. It is supposed to be sure and it does not depend on whether the boss is in a good mood or a bad mood today whether you are treated well or not.

Therefore, these cheap jibes and these cheap attacks on the public service, because it is popular to do so, is totally unjustified. It is unfair and it means that people very often take what we have for granted because it works well and because it is still one of the best in the region. As one who has been involved in the public sector reform effort, when I talk to persons in other parts of the world, some of the things that we make laughing sport of in Barbados and we think it is no big thing, some other countries would be glad to have it.

Without a good public service the VAT could not have been implemented and monitored and managed as effectively and as efficiently as it has been done. Without a good public service the Customs could not have brought about the improvements in Government revenue and defend the integrity of Barbados territorially and other ways the way it does. Without a good public service you would not have the equality of our educational system that we enjoy and we can go down the line on and on.

I am saying all of that Sir, to reinforce the point that Barbados has a public service of which it can be justifiably proud. We can hold our own in any forum. When people go abroad and have to attend conferences I think you see the

quality of our contribution. We can hold our own against some of the best brains in bigger countries in the world without effort, just because we are the way we are.

I look forward to it and I am sure that this Government will continue to do whatever it can, whenever it can afford it, to ensure that we maintain that tradition of the highest quality of public service and that the Barbados Public Service continues to grow from strength to strength offering the public of Barbados the best possible service there can be, public sector reform and otherwise. I thank you, Mr. President.

SENATOR J. D. E. BOYCE: Mr. President, I want to join this debate on the Resolution to approve the Civil Establishment (General) (Amendment) Order, 1998 which basically seeks, as was stated by the Leader of the Senate in his introduction, to give the stamp of authority to the negotiated settlement which was reached recently between the public sector workers and the Government of Barbados.

I think Sir, that we are all aware of the economic climate which we enjoy in Barbados today and it is not something which is strange to the Democratic Labour Party. My colleague, Senator Thompson, in her address a short while ago was able to point out exactly where the Democratic Labour Party was able to show in its Manifesto of 1994 that not only had it placed – that is past tense – the economy of Barbados on a strong and new footing but that it was in a position to predict almost to a digit the kind of economic indices which we are observing today.

Even if I were to continue from where the Honourable Senator left off and quote from the Manifesto on page 12, the 1994 Manifesto of the Democratic Labour Party. There the Democratic Labour Party spells out what was then termed the 5-4-3 employment plan for Barbados and the figures we encounter today, once they are corrected and adjusted for the errors which have been also reported from time to time, reflect very closely the predictions of the Democratic Labour Party Manifesto then.

Sir, we are not surprised that today we can negotiate with public workers in an environment in which there can be greater expectation, in an environment which, again, the Democratic Labour Party was responsible for creating, an environment of confidence between those parties who work for the common good of Barbados' development. I speak specifically to the development of the Protocol on Incomes Policy which we must all admit introduced a new era of wage negotiations to the kaleidoscope of Barbados human relations practice.

Sir, the only thing that would have bothered me during the negotiations which would have just ended was that Government could again have been seen to use

its influence in a number of sectors of the Barbadian economy to try to send clouded messages of where the final settlements could lie.

Sir, I wonder sometimes, being myself one who has been involved in negotiations for workers' wages on both sides of the table, what effect these kinds of messages have.

If you talk to the workers in the public service because you know I like to repeat the fact that it does not matter how much we say in here about what is supposed to be happening, the test is always about talking with the people who are supposed to be served.

3.00 p.m.

I say, Sir, my quick analysis, as I would have to term it, in going around the public sector and talking to them, is one in which they seem to think that Government is waxing hot and cold on the question of the economy and where it is because even today we are hearing boasts about the over collection by way of the Value Added Tax that has been implemented and yet a few weeks ago we would have been, for the convenience of the negotiations, seeking to deny the excess funds which would be at the disposal of our Government.

Sir, the ability to pay wages is tied up in a number of factors and it does not operate alone. No Government can pay an increase in wages if its policies are not accompanied by good handling of the economic affairs of a firm fiscal policy, good, sound and humane management of our human resources, creation of safe work places and, indeed, creation of a social environment in which all of us can participate with confidence. Today, if there is one factor which worries Barbadians, is how much this Government is doing with respect to stymying the rise in crime in this country. But, Sir, we can go into details on that on another occasion.

In dealing with economic management, and again this is just in passing, one notes for the third consecutive year, certainly of my reading, the report of the Auditor General which points to serious breaches of practice in respect to the handling of the management of the finances of this country.

Sir, if I may quote from this report, and I want to bring to the Honourable Senate's attention page 71 dealing with the Ministry of Agriculture and Rural Development. This is only one, Sir, which I pulled at random from the many comments included. It talks about "Services to Increase Output of Crop" and I quote:

"Information provided showed that quotations for termite treatment of the Seed Store were received from four companies as follows:-

1. \$3 580 subject to 5% discount for settlement within 30 days;
2. \$2 700;
3. \$2 349 for normal working hours and \$2 660 if overtime pay was involved;
4. \$3 900 less 5% discount for settlement within 30 days."

These are the conditions attached to the particular quotations. The Report goes on to comment:

"Despite the quotations shown above, a payment of \$4 388 was made to a company that had not provided a quotation."

Mr. PRESIDENT: Senator Boyce, please explain the relevance of the matter you are now raising to the Resolution before the Senate?

SENATOR J. D. E. BOYCE: Sir, the ability for a Government to continue paying wages and increases in salaries is intertwined with the ability to manage its scarce resources along the lines and guidelines which are set out in the regulations in the country and that is the only connection. We have to guard against any semblance of mismanagement or bad practice which could bring about a diminution of our resources and so cause us not to be able at the end of a period to have the discretionary income to make the kind of settlements we were able to discuss here today. That is the only connection, Sir. We have to be very strong in our resolve to keep this economy going on a firm footing. We have to, as I said, include in this battle the satisfaction of our human resource element.

I want to also join the debate about disparity in terms of remuneration in respect of police officers, as was mentioned again by my Senate colleague, relative to other positions in the public service. I am saying that if we do not continue our programme of restructuring in the public sector, we are not necessarily going to be able to reap the rewards we expect in the years ahead of us.

Sir, I want too to indicate that Government cannot confine its view of the public sector and how wages pan out in the island to those who are directly employed in the public sector *per se*. We have seen in Barbados a regime of private sector wages which is not necessarily sending the signal to the people of Barbados that they can expect reasonable wages for their work. I speak specifically to projects which come directly under the management of Government, for instance. I speak specifically of workers employed by the subcontractors, for instance, in the South Coast Sewerage Project. I know of instances where artisans and unskilled labour express serious dissatisfaction at the kind of offerings made to them in that area of

the Sewerage Project particularly and a couple other contracts in Barbados. Some not related to the Government and some related to the Government.

The point is that if the country is able to pay sustainable wages that are meaningful and if we are today discussing sustainable wages for public sector workers that are meaningful, then we have to make sure that the private sector who we try to bring on board so often and sometimes we champion the private sector in a way that I do not always believe they deserve. They do not always deserve the credit they sometimes are given by us. Instead, a lot of that credit should be redounding to the public sector employees who work under very trying conditions to ensure the continuity of the business environment in Barbados. We need to discourage private sector employers from a regime in which they can expect to come to Barbados and pay wages which do not make any economic sense or it does not allow for any kind of economic growth on the part of the person receiving that wage.

Sir, we are in an environment too in which the signals emanating again from the Government's human resource sector is not always one which will give comfort to the rest of public sector employees and when Governments allow any practice which sees workers being deprived of their satisfactory wage, especially in conditions which are not fully clear or which are not properly elucidated, it will cause discomfort. It will cause discomfort, it will cause the public sector to become absolutely concerned about their security and job security is extremely important in the public sector which we are discussing if we want to guarantee those services, services which are pivotal to the sustainability of our economy.
3.10 p.m.

Sir, I have heard the Honourable Member referred to public sector reform and I know that a lot of lip service has been paid to this public sector reform but I liken these things that we talk about to situations which I have encountered as a young participant in this country at many different levels. I remember about ten years ago it was popular to talk about Total Quality, Total Quality was the buzz word then – TQM, Total Quality Management. I believe the Government of the day even adopted TQM in some regards.

I recalled dealing with some workers of a particular private sector company, which shall remain nameless. They were the front runners in this TQM exercise and they were doing some work for us and I asked them one day what was the state of affairs of the TQM as it sounded good and the publications look good and I asked them what was happening. And the retort was, "are you sure that this Total Quality Management is not another form of slavery". I took that comment for what it was worth.

Sir, the point is, we might think that the ideas which we have in respect to saying to the public sector now for instance that we want to see a customer charter on board and we want to see you bend over backwards more and more to help the public...

Asides.

SENATOR J. D. E. BOYCE: Sometimes, I make this point very carefully, that the employees are quite correct and they have to ensure some very tough treatment from the members of the public. So we cannot come down on one side and not the other. There are instances to support both arguments.

I want to see this customer charter include an onus on the public who use the public office of the Government to make sure that they too have a customer charter which is friendly to the worker and not a charter which causes the worker to put his back or her back up against the wall and deliver less than adequate service.

This is serious business. If we do not believe that it is serious, we can ask the public workers. Indeed, you can ask the private sector workers or those receptionists who are the first contact with the public and they will tell you about the encounters which they have to endure. I want to see how a public sector reform includes some aspect of minimum training on the part of us the public, who are using these offices. This is going to have to be included.

I am sure that the Honourable Minister has heard this already because the number of public sector workers who have given this view to me would indicate to me that they have been extremely vocal and strong about it.

I want too, Sir, the public sector reform to include a greater recognition that we have to create places for people to move to. The mobility in the public service is far from satisfactory. I know that it is not an easy task and it is nothing that can be done overnight and indeed it is a costly exercise. We still have to demonstrate a willingness to tackle the situation and to look for new ways of achieving this kind of mobility within the public sector. If we do this and if we have this kind of atmosphere created, I am sure that we will continue to have workers in the public sector who are firmly seized of the responsibilities which they have in respect to the growth and development of our good island Barbados.

We need, as I touched on earlier, to ensure that the workplace is a safe place for our workers. Again, we have seen the incidences of workers in the public sector being almost at prey to persons who have criminal intent. I recalled over the last three weeks there have been at least three instances of attacks on our poor people in Post Offices. There are so many examples of situations with car park attendants, who although they are not handling

large sums of money, the criminal is not interested necessarily in thousands and thousands of dollars but they will carry out the crime because they believe that there is that opportunity for escape. That is how the criminal mind operates. Because they believe very strongly that they will escape with their crime, they will go about doing it.

Sir, we need therefore to ensure that these kinds of jobs in the public sector take along with them a degree of security and that we put in place security that can allow our fathers and our brothers and our mothers to go to work feeling comfortable in the fact that they can return home safely. Our public sector reform must include that aspect of safety and that aspect of attention to the incident of crime in Barbados.

The Barbados Labour Party would be well advised to pay serious attention or even more serious attention to the question of crime prevention and delivery of a safe environment for all of us here in Barbados.

Sir, I therefore am basically supporting the settlement where the public sector workers can look forward to some 6.25% increases over the next year or so and another 3% in the following year. I lend my support and I know that the Democratic Labour Party lends its support to this agreement. We however, want to caution that in truth and in fact, when one examines even the cost of living increases over the last year or so, we must ask ourselves, to what extent does this agreement bring the public sector worker back in line? Has he or she recovered fully from the quoted 10% or 12% cost of living increases? My simple arithmetic would not tally with that. It would indicate that the public sector worker is still behind in respect to the cost of living. Of course we had the situation last year of the introduction of Value Added Tax which when it is panned out and we take into account the basket of goods which was finally delivered in September after much pleading and begging by the Opposition Democratic Labour Party, that even then the 15% ... 3.20 p.m.

SENATOR THE HON. G. S. H. MURRAY: Mr. President, on a point of order, I think the Honourable Member is misleading the Chamber, not deliberately because I think he just does not understand it or remember it. The point is that the Prime Minister from the outset promised that he would take a fresh look at the Value Added Tax in 9 months, in September, and that is when it took place and that is when the basket of goods was taken care of, not any begging or pleading on the part of the DLP.

SENATOR J. D. E. BOYCE: And so the 15% Value Added Tax, Sir, is not truly accounted for if one looks at the 6.25% increase at this time. So we have a long way to go in terms of satisfying our public sector workers, Sir. We have an even longer way to go in terms of dealing with some of

our private sector workers who I referred to earlier during my debate. But I am sure that these workers will continue to demonstrate the strength of character which we have become accustomed to from them. They will not allow unsatisfied expectations or would not allow the fact that they might see other areas of the public sector and the private sector benefitting from massive concessions by way of dollars and cents in the different sectors of Barbados' development to drive them into a situation of non-cooperation but would stand by their guns knowing full well, Sir, that there is a new day dawning, Sir, and they will be able to continue to contribute to a Barbados which we of the Democratic Labour Party look forward in the very near future to being able to continue our manifesto pledges of 1994 which have been temporarily carried out by the Barbados Labour Party Administration.

I am grateful for your time, Sir.

Mr. PRESIDENT left the Chair and Mr. DEPUTY PRESIDENT assumed the Chair.

SENATOR Miss C. Y. FORDE: Mr. Deputy President, I thank you for the opportunity to make remarks in this discussion. I want, Sir, to preface my remarks by starting at the beginning and extending sincere praises to pioneers in trade unionism over the last 60 years or so. Persons of the calibre of the late Sir Grantley Adams, the late Sir Hugh Springer, Sir Frank Walcott and many others who set that very high standard in industrial relations to put Barbadians on the track that we are on today.

Mr. Deputy President, Senator Boyce spoke about the private sector. Now, I want to say without any regret that there are many private sector businesses where employees work for much less money than in the public sector and I can attest to that today because someone in my household is in the private sector and the money is really only taking you there – bus fare and lunch money according to some of the people's opinion in the Democratic Labour Party.

I want to guarantee Barbadians, Mr. Deputy President, that their salaries will never ever be cut as they were in 1991 and after because of this Barbados Labour Party's Administration and the policy of salaries never, ever being cut again, not certainly under this Administration. Barbadians were very, very happy for the opportunity to regain their 8% and to be able to continue to be able to make their outstanding contributions to the development of Barbados.

Senator Boyce and others made mention of the public sector reform and I am happy to know of the efforts being made in that area and even feel proud to learn that no longer will seniority alone be the integral thing for promotion. We have Barbadians who are young and

bright, skilful and creative but because they have not got the years experience they have been sitting on the side being unable to execute some of those skills and those talents that they have. I am very happy to learn that the public sector reform will give some recognition of that area so that other Barbadians can carry out the good works that have been going on in this country for many years in the public sector.

I sat quietly and I thought that Senator Thompson like most women made an excellent presentation in the comments that she made. I appreciate the fact and I do not mind, Sir, if it is sexist, facts are facts and I am not going to hide from the facts. If Senator Boyce had done just as well I would have praised him. Therefore I know of the standard of debate that emanates from Honourable Senators here and I respect them very much for their comments but I felt that I should have singled out in the light that many of the things that were said by her, I much appreciate. What made me smile very sweetly, Sir, was to do with the contents of the Manifesto that she had made mention of. I smiled because there are times when we write and when we reflect on what we have written it is all so eloquent but the implementation! Sir, you can have the most wonderful proposals on paper but when it comes to implementation that is where many of those projects will fall down. The Barbados Labour Party's Manifesto has outlined, Mr. Deputy President, many excellent ideas that this Administration will work towards successfully implementing for the benefits of all Barbadians.

It is the policy of this Barbados Labour Party, Mr. Deputy President, to honour its Manifesto's pledges because for us in this Administration it is a social contract unlike the Democratic Labour Party Administration at that time that did not see the relevance of some of its pledges in its Manifesto so they were just thrown through the window. A lot of impressions but nothing useful coming from them.

I want to congratulate the unions as well and the members and the representatives for the professional manner in which they approached or conducted the negotiations with Government.

Sir, the conclusion of the negotiations speak well of the industrial relations which exist in Barbados. We know of the turbulent situations in the early 1990s and while I have praised those pioneers who would have been the founding members of the trade union movement, they like really good stalwarts and statesmen knew where to draw the line in the trade union movement, when it came to their political careers. It is of great interest that many of the problems that seem to have been in existence in the 1990s reflected a lot on the high level of involvement of many of the leaders in the trade unions and their political affiliation. I am not saying that persons involved in politics should not get involved in trade unions. Far from it, because there is nobody that

believes in the work of the trade union once it is useful and of benefit to Barbadians than myself. Therefore the Barbados Union of Teachers... and I should remain a teacher and a member of the Union until I die. I think that the people's representation is extremely important.
3.30 p.m.

Mr. Deputy President, we need to know where to draw the line and the stalwarts I mentioned earlier knew where to draw the line in the interest of the further development of Barbados. I am confident, Mr. Deputy President, that the people of the Caribbean are watching Barbados not only to see how the salary's negotiations have come through successfully, but they are also looking at our Public Sector Reform. Just as well, they are looking at many other measures that we in Barbados have put in place, that are moving on successfully. We in Barbados, the Democratic Labour Party, the Barbados Labour Party and the National Democratic Party, the Peoples' Pressure Movement, whoever we are in Barbados, should be proud to be a part of a country where there is so much stability. You can say what you like, when I say what you like, you can talk about your religion, you can talk about your politics, you can talk about what you feel like, there is so much freedom that a lot of people in the Caribbean do not have. Some of them cannot do what we are doing today, because of the stability in Government and in the security measures that we have in this country, so I am extremely proud about that.

We know, Sir, that many of the Members of Unions in early 1990 withdrew their membership from the Unions because some of them were unhappy. Thank God, I have read it recently and I know that the Trade Unions have been boasting of new membership in large numbers. Again that speaks to the management of this Barbados Labour Party in running this country. The confidence of the people has been regained and therefore the Unions are able to benefit and to put programmes in place to help to develop or to train their people so they can understand their roles in any developing society. So I want to be able to laud the Unions on that particular note.

I encourage Barbadians, Mr. Deputy President, particularly those in the civil service to continue to remain focussed. Yes, criticisms will be made and if you are of a population of civil servants in Barbados, like in any other profession, you will get individuals who do not do it quite right and therefore the criticisms will be there. But if you are talking about 2 or 3 percent of an entire 100 percent, say 97 percent of the population is functioning well, I think that we in Barbados should be commended for the performance of the civil service. Senator Murray in his wisdom expressed the number of areas where we have professionals who are Barbadians, who continue to manage the various departments in Government extremely

successfully. Some of them I know are the envy of the Caribbean, Latin America and beyond.

Therefore, I want to laud the efforts of the Civil Service. Yes, we will have pockets of difficulties. Yes, we need to look at how the reform is going to be able to improve our productivity and our general living within various environments and I think it is significant that we start to look at attitudinal changes. A lot of changes will have to take place, but it cannot happen without proper training and that has to start from within the homes, the schools and the communities. If we can start to give people the necessary exposure as to how to develop good attitudes as good citizens, I am sure that the reform, over the next ten or so years, will really be very well enhanced as a result of that kind of training.

Mr. Deputy President, history will record and it has been recorded that if you look at the performance of the Barbados Labour Party when it comes to industrial relations for its entire history, any time that Barbadians have received a good salary raise, it is under the Barbados Labour Party.

Aside.

SENATOR Miss C. Y. FORDE: That is a fact, Mr. Deputy President and I want this Barbados Labour Party Administration to continue to carry the weight of this country well and continue to perform well. I encourage all Members of the Government to continue to keep that common touch with the people of Barbados, to go through the consultative approaches that we have as part of our performances in Barbados. We consult with people. We must have dialogue with them in order to find out what their needs are in order to find out how to implement various things and to pull them in as agents in the whole process, so that we can move forward without the unnecessary grumbling and all those other things that will help to push back the various plans and programmes that have been set for our people and their development. I am sure, Sir, that all these benefits will redound to the people of Barbados as a whole.

Mr. Deputy President, I encourage Barbadians to continue to work together. At the end of the day it is not the Government of the Barbados Labour Party or the Government of any other political party. It is the Government of Barbados and we in Barbados need to pull together, because Barbados belongs to all of us. We can go nowhere but here to carry out our work and to make our contribution to the development of our country.

I know that the reform is going to take years, as I said before, but you know the journey of a thousand miles starts with the first step. So far, over the last year and a half we have seen small changes. I am sure that with reinforcement,

encouragement, proper advice and training that we will be able to weather the storm and improve the service that we offer to the rest of Barbados and the rest of the world.

I wish to commend all those individuals who participated in the negotiations and I encourage Barbadians to use whatever gains they receive from the agreements, wisely. Certainly, when it comes to the teachers, I can speak for them because they welcome any monetary improvements that are offered. I know that whatever they have, most of them will give back some to the society to those poor people's children out there in the schools by giving them books and perhaps lunch money and all the other things or taking them to trips and so on – that I know will assist them in helping to be the kinds of citizens that we would want to shape them into.

Therefore, Mr. Deputy President, I wish to extend sincere thanks to all for the high level of professionalism that came to the fore. I trust that as we grow from strength to strength, and as we move from year to year, that we will be able to continue to see this kind of dialogue and this kind of commitment and dedication to the various things that we are doing in this Barbados that belongs to every one of us. Whatever the outcome is, it would impact on us either positively or negatively. I am praying for the positive aspect of it in every particular sphere. With those comments, Sir, I wish to support this Resolution.

I thank you.

Mr. DEPUTY PRESIDENT: Senator Rickinson.

SENATOR Mrs. P. E. RICKINSON: Thank you, Mr. Deputy President. I rise to support the Civil Establishment (General) (Amendment) Order, 1998 but I would like to make a few comments.

First, congratulations are in order for the parties concerned in the negotiations to bring them to a speedy conclusion. As we know, Mr. Deputy President, any economy that is trying to attract investors from abroad must be stable if not, people are not going to invest. In order to achieve stability, one must recognise the Unions and also to be able to sit down and negotiate and come to a conclusion. That is why I am very happy that this year all the parties concerned have been able to come to a conclusion. It augurs well for our development here in Barbados. Congratulations again.

3.40 p.m.

Mr. Deputy President, there is another observation I would like to make. I would like us to look at our Labour laws. If necessary, let our mores become laws. We need to sit down very carefully and examine our labour legislation on the Statute Book and come up with clear and

concise labour laws which should also examine negotiations, the process etc.

Even though these negotiations came to a conclusion we could still read that one union is the accredited union. We do not want to be hearing this. We do not want other people to sit down and negotiate and then say we are the only accredited union for public servants etc. We want to have it go smoothly and everybody who can make a contribution needs to be included.

In other areas, Mr. Deputy President, here we are talking about non-governmental organisations. We want the community to be involved. We want everybody to come together. The same goes for our labour unions. We need to get the best ideas out of all the labour unions concerned so that we can move forward together in the development of this country.

Mr. Deputy President, I would also like it to be made clear what the different roles are. Some people seem to get a bit confused between the role of trade unionist and the role of government servant. They need to understand those clearly, that it is not the same. There is a significant difference between your role as a trade unionist and your role working for Government and this needs to be very clearly understood and practised.

Unfortunately, I was not here for the presentation on public sector reform but I would like to say that the trend in public sector reform worldwide is towards decentralisation of negotiations and institutions themselves.

We cannot have a top-heavy Administration in the public sector if we are going to move forward. We have very highly qualified personnel who are able and willing to manage their departments and in order for us to get any form of reform we are going to have to allow them to get on with it and manage it, and if they cannot, have them transferred to some other position and put people in place who are able to manage departments.

This brings me to the question of productivity. There is no way anybody can give a productivity payment without decentralisation. What people loosely call productivity payments is a bonus. Productivity payments mean that you look at all the factors for production and you look and see if productivity has decreased or increased. It cannot be global. We cannot be giving people productivity payments on the one hand and then on the other hand people are complaining that they are going to Government offices and they cannot get this or that done. That is not productivity.

In order to arrive at any form of productivity payments, you must decentralise your institutions both in management and the allocation of funds to the various departments, and look and see how they are doing and then we will really arrive at true productivity payments for our workers, and

people would understand that they cannot ride on the backs of others and then get the same bonus, do nothing and get the same bonus. Everybody is getting the same thing. It is hard for me to believe that everybody is working the same way. Do you mean productivity is so high among everybody? That is not how it should be.

It should be that those who produce more get the highest productivity payments. It is supposed to be an incentive for people to produce. Therefore we need to be able to get the evaluation forms concerned so that you can look and measure the productivity, and I hope that we will be able to move towards that in the near future.

Mr. Deputy President, I know change is slow and the wheels of Government turn slowly. However, I am longing to see the day when the objective for the public service is attained and I am reading from the Barbados Labour Party Manifesto page 41:

“The establishment of a broadly based commission with wide terms of reference to review the status, role and function of the Public Service, its relationship to the elected representatives and its accountability.”

This is the heart of public sector reform.

I do not know if this position has been set up. I have not heard about it. If it has been set up, you need to come to the public and let us know the commission has been set up and this is what we are doing.

Also, I look forward to the day when we can have an appointment of a Permanent Chairman of the Public Service Commission in order to direct matters in that area.

Apart from the Public Service Commission, I would like to see a health commission for nurses in particular and doctors could be included. Health is one of the most important sectors of the economy as we learnt with dengue fever and we got two deaths. As we learn with nearly everything, health is one of the most important parts of our economy.

You cannot do without nurses, Mr. Deputy President. You must have them and you must have them day and night. You can do without doctors for a few days but not without the nurses. I feel that it is time we have a commission especially now the time has come and there are about to appoint nursing aides in the service.

We need a commission so that those people who are appointed are the persons who have served us loyally and over the years faithfully as substitutes, some for 13 years. Those are the people who need to be appointed first in the post of nurse's aide and then the others that you pick up from off the street can carry on substituting. We need

to look into this very carefully because those people who are substituting for years are very concerned that they are going to remain as substitutes and new people are just going to float in to jobs. It is not morally right to do that and I sincerely hope that that will not happen.

Mr. Deputy President, what we would like to see is the stipend increased for the student nurses. Student nurses get \$300 a month in the first year, \$400 in the second and \$500 in the third year and they do quite a lot of work. We would like to see that upgraded.

The nursing assistants do not get anything and I stand to be corrected but I think that people in the skills training programme or in the youth programme – I understand, but I may be wrong – are given a small amount of money either for bus fare and lunch money. At least nursing assistants who are in training should be given a small stipend like the other people in training.

Aside.

SENATOR Mrs. P. E. RICKINSON: Well, bus fare, lunch money... They are not getting anything and they will be happy with something rather than nothing at all. If at the moment they have to find their own bus fares and their own lunch money. So if they are given a small stipend to cover their bus fare and lunch money they would be very grateful. 3.50 p.m.

I think they do deserve it since other persons in the Skills Training Programme are given a small stipend. They need to be given this training stipend. I would ask you to urgently look at it and give the Nursing Assistants a stipend because they do the bulk of the work. Any person who has had a relative in the hospital can see how hard they have to work.

Mr. Deputy President, one was calling for a nursing commission in that Nursing has not been able to progress. It is going backwards. We have 12 nurses who qualified sitting down at home doing nothing. Some have been told to apply for sessional work, that is 4 hours a day work, and you know that once you have completed your training you need to have an apprenticeship. The doctors are given two years' apprenticeship and it was policy to give the nurses one year's apprenticeship before they could go elsewhere and get a job. Now, they take the examination, they go home and they do not know what to do. When they are taken on, they are taken on and expected to perform. We need to get back to the system whereby they are given one year's apprenticeship.

We are short of nurses. For example, the other night in the recovery room the nurse who worked all afternoon had

to turn around and work all night. There was nobody else there. The recovery room is when you come out of the operating room and you are unconscious – there was just a nursing assistant and not a staff nurse there. There are nurses sitting down at home and doing nothing. Therefore, something is wrong somewhere and I do not know where it is. Something is wrong and seriously wrong to the detriment of our peoples in this country. So we really need to look into these matters and see what can be done.

Mr. Deputy President, I understand there has been talk about promotion by merit instead of seniority. At present, promotion is by years of service. I sincerely hope that when it is introduced that it is by merit. Merit does not mean somebody's cousin, aunt, girlfriend *et cetera*. I sincerely hope merit means by work, by performance, demonstrated work and demonstrated performance, because the nurses have complained that it is merit for one person when it suits them, and seniority for another person when it suits them, so they cannot win anywhere. One minute they are hearing it is seniority so you cannot get the job, and another minute they hear it is by merit so therefore they have been overlooked and someone has been placed over you. This needs to be made very clear to all public servants so that when we talk about merit, we do not talk about friends of friends.

Mr. Deputy President, I did listen to part of the presentation by the Leader of Government Business and I will also like to congratulate the Government on making people working in casual posts become public officers. That is good. It takes away the stigma that was attached to those jobs when we are trying to teach people that all jobs are honest work, and that is going in the right direction.

Mr. Deputy President, in this week of International Women's Celebrations, I would really like to see women responsible for recruiting women, at least the nurses and the nursing aids and not males. We are still hearing about people being forced to give sexual favours in order to get to a job but they cannot say anything because they need the job. They are heads of households and there is nothing else they can do. It is either that or starve. It brought tears to my eyes when I heard that this is still going on. I did not know it was going on but I am finding out now and in this year of International Year of the Women, I would rather like to see a woman responsible for placing these females in jobs be they maids, nursing aides or nursing assistants in the various places. We cannot build a country with these rumours going around.

We also need to train and teach our young people that it is not necessary to offer their bodies in the form of sexual favours in order to get a job because this is what I am being told as well. There are some who are bragging that they slept with so and so and therefore they have a job. They seem to feel that is the way to get a job. We have to educate our women and tell them that is not the way to get a job. I

would like to see the day come when women behave like that, that it is shown to them that they will not get that job because of their behaviour. We cannot build a society like that because it has serious repercussions. If one gets a job by sexual favours it means they do not feel they should work. They spend most of the day on the telephone and no one can say anything to them because they can go higher up and can complain about them. We need to see an end to this type of behaviour.

Mr. Deputy President, I will also congratulate the Government for increasing the vehicle loans to some of the public servants. It is long overdue. I cannot talk about nurses because I am not so sure what you have done for nurses but I sincerely hope that you have increased it to the nurses, especially the mental health officers at the Psychiatric Hospital who have to go out into the community and use their own cars and see patients out there. Those are the types of people who actually use their cars for work and really require to have loans even though they have not been made travelling officers.

Mr. Deputy President, I am also glad that the Principals of schools and teachers have either their telephone or allowances increased. I hope the same could be extended to Heads of Departments of nurses. I will tell you why, Mr. Deputy President. Because some of the Heads of Departments are on 24 hours on-call and the nurses have to keep in contact with them, because since many people go home at 4.30 p.m., as you know, the nurses stay on for 24 hours. Added to this are the police and firemen. These are the types of people who have no choice but to stay on and who sometimes have to be called to get advice from the persons who are in control of the department.

I cannot remember very much more. I will stop at this moment because there are other Resolutions to follow where I can make other contributions that I have forgotten. With this, I support the Resolution.

I thank you.

SENATOR THE HON. R. R. FARLEY: Mr. Deputy President, I beg to move that this Resolution do now pass.

The question was put to the Senate and agreed to.

ORDER NO. 2 – RESOLUTION TO APPROVE THE
CIVIL ESTABLISHMENT (PART-TIME
OFFICERS) ORDER, 1998

SENATOR THE HON. R. R. FARLEY: Mr. Deputy President, this Resolution is in keeping with the first Resolution which we debated. All of the different classes of officers have their adjustments broken down by way of the relevant and appropriate legislation.

I beg to move that this Resolution do now pass.

The question was put to the Senate and agreed to.
4.00 p.m.

ORDER NO. 3 – A RESOLUTION TO APPROVE THE
CIVIL ESTABLISHMENT (TEACHERS)
(AMENDMENT) ORDER, 1998

SENATOR THE HON. R. R. FARLEY: Mr. Deputy President, this Resolution provides for the increase in salary for this particular class of public officers.

I beg to move that this Resolution do now pass.

SENATOR Mrs. P. E. RICKINSON: Mr. Deputy President, I would just like to make a small contribution regarding this Resolution, the Civil Establishment (Teachers) (Amendment) Order, 1998, and to remind this Honourable Senate that a statement was made that the School of Nursing would be transferred to the Barbados Community College. This has not been done and I understand the reason why, is that the files were lost and duplicate files were made and the duplicate files have also been lost.

Therefore, the Ministry of Education and the Ministry of Health need to get together so that the School of Nursing at the Psychiatric Hospital could be transferred to the Barbados Community College, so that those students can benefit from the education and training, and student status, like the other students who have been transferred to Morning Side, and who are now going into the library and using the library and mixing with other students at the college. Because, it helps to make the nurses into better individuals when they are able to mix with the other students and see what other students do. It raises the status and the standard of nursing.

It might not look like much but it is very important. It is very important that the School of Nursing at the Psychiatric Hospital be transferred. Someone is trying to block it, Mr. Deputy President, if not those files could not disappear. Not once but twice. You are going to tell me that you have a big Ministry and a complete file is going to disappear. Then a duplicate file is sent and when the meetings are going to take place the file disappears again.

This is the year of public sector reform and that is not public sector reform. Public sector reform means progress. We need to really look into these matters and stop people from blocking the progress of education in this country. It is not right. They must not be allowed to get away with it. Nurses need to mix with other people, to participate in sports, and be rounded individuals, and then that will help them in the way in which they approach people and how

they deal with the patients. It is very important that this happens

Therefore, I would like to submit that we make a definite effort to try and get that school in the Barbados Community College.

SENATOR Dr. V. J. DAVIS: Mr. Deputy President, I just want to add a few comments to this Resolution to approve the Civil Establishment (Teachers) (Amendment) Order, 1998. Of course, I will support this. I will always support more pay for teachers.

I want to say at the outset that I said to myself sometime earlier, it was over the Christmas holidays and I was commenting on salaries of teachers in Trinidad & Tobago and I said to myself that I will make myself the promise that wherever possible I am going to talk about the disgraceful convention, it seems throughout the world, to pay teachers very, very badly and poorly.

I think teachers are poorly paid but richly criticised sometimes for the problems of society. I think that we must have a whole new mind set. I think a progressive country like Barbados is almost a leader in the developing world. I think we would probably have to strike out and set an example to the rest of the world that we are not going to follow, what I consider a convention, of paying teachers poorly.

Teachers are professionals, people who really genuinely have a very important role to play in society. Either we believe that and we pay them accordingly or we leave it and be hypocritical about it. I think that all people who are in education understand the role of the teacher to the developing child and that this is the most important phase of a child's life. The teachers must be people who are well trained, well committed, well adapted. I think that it is really, really terrible and disappointing that the entry into the teaching services...

Asides.

SENATOR Dr. V. J. DAVIS: A former Senator talked about the maids' work. I respect everybody's job. I respect work but when you could almost equate the entry into the teaching service with the work of a maid, it means to say that we are not really serious about what happens to our young people.

I have a few issues to raise. I would like to see the educators, the people who genuinely understand what education is about, bring to the attention of the Minister of Finance, the people who are talking about salaries, the fact that we have to recruit the best people to teach our young children. We should look at the entry into primary schools. We are either going to build a proper foundation or we are not going to have a firm house, a firm structure for our education system.

I know that people are going to say that teachers have always been paid and that they always worked hard and so on but we have to recognise that the 21st Century is upon us and it is all well and good to say that in the good old days that teachers were committed and that they worked very hard despite the salary they received.

I like to think that I might have been one of those people. Opposite me Senator Symmonds would say that we were the people who were committed, we did not mind how much we worked for, because we felt that it was important to uplift our citizens. But you know, those days are long gone, those days have gone long ago. Unless we put our money where our mouth is in terms of our educational system, I think more and more we are going to lose the edge that we thought we had.

I see that this has already started to happen, we have started to lose the edge we had in education because our children are not respecting people who call themselves teachers who can scarcely afford to pay down on a car.

I have seen young people go into banking in the private sector and can buy a car within two years. That cannot happen to teachers. We live in a society that is materialistic, that people have to live according to the standards around them and if teachers are always in the position where they seem to be always living from hand to mouth, from pay day to pay day, we are doing the teaching service an injustice and we are doing the children we teach an injustice and we are doing the whole society an injustice.
4.10 p.m.

I would like to see that teachers who enter the teaching service, that the salaries are so attractive that we are going to get the best people to enter the service. Do you know what is the other thing we have to look at? We have to face it. When you look at the kind of persons we are attracting because of this salary, I think and I had reason to talk to one or two people, I think we are probably not attracting the best people in the teaching service, not at the primary school level.

Another thing is, sadly, I am sure that because of the salaries we have this preponderance of women who will have to, because of the fact of their biology and the fact that they have children, they have to work so the women come and they work for this little money and I think some people declare that they get vacations so it is all right they can work for this. All this is redounding to the discredit of education. Unfortunately, I was looking at some reports of children from primary schools and I was a little distressed at what I saw in terms of the comments by the teachers, there were some errors in grammar and I felt, my God, I am a teacher by nature and at heart and I really felt distressed. It is the only thing I can say. I said, but who are these people and

how can we have people like these. Don't we realise that if we do not build a proper foundation we cannot get our children to be properly educated? Why must women, whether they are teachers, whether they work in factories, whether they work in offshore, why must women always get the lowest salaries? This is what this must come out to. Could you believe somebody starts to teach primary school children and gets about \$1 000? Our young people around the streets are saying they would not even work for \$1 000 a month. What respect do they have for people who go out to work for this kind of money? Unfortunately they are not well trained and it is going to continue like this until we decide we are going to start salaries that are going to make people who have the ability... There are a lot of people out there who would have stuck to teaching. I know this is a fact. There are a lot of potentially good teachers who would have stuck to teaching had the salaries been better because they do have to go to the same supermarkets, they do have to pay the same mortgages, they do have to do all the things that other people in the society are doing.

Now, professionalism is a very important thing. Are teachers professionals or are they not? I thought about the whole question of incentives and we are going to seriously have to think about that. All of a sudden psychologists are telling us, and even the layman in the street now walks around saying that the problem which is not entirely true, the problem with the society, the problem with our boys is that there are too many women teaching out there. That is unresearched. But even if we agree with them, are they now giving any incentives to bring even part-time and this is happening in other parts of the world, to bring men and bring other professionals, to bring a greater balance, to have part-time male teachers teach these children. When I look at the whole question of special teachers, and that I find interesting because the special grade teacher is to me one of the most important teachers in our system, the teacher of art, the teacher of craft, the teacher of physical education. We have got ourselves so skewed to the purely academic that we treat these teachers as though they are just fringes on the system. They are just there but we do not have any great respect for the very teachers nor for the subjects.

Imagine in a society like this where we are telling more and more people to go out and be self-employed but we treat people who are teaching arts and needle craft and physical education and all that, saying they are special, and give them about \$2 000 a month. I feel this thing is so insulting and I think people in the teaching profession should rise up about this. Whenever teachers get up and talk about salaries and decide they are going to withhold their labour everyone is so astounded, teachers are letting down the children. Teachers are letting down the morals almost. This is not good enough. And I am wondering what is the rationale really to say a qualified teacher. This is somebody who has been specially trained, who has gone through

Erdiston, who has done the official subjects, psychology, methods of teaching and all of this, this qualified teacher who has spent 10, 15 years in service gets \$2 000. Do you know the young people are there laughing at us.

I remember I was teaching at even a place like Community College and when you see the money teachers earned. People will not teach and yet we put so much out there. I have great respect for the people who go through this and feel that they are doing something for society but if we continue with this and nobody even gets up and says, enough is enough, where are we going?

Now, the entry of just over \$1 000. You reach a qualified teacher, somebody who has gone through all the professional training, \$2 000. I even question this whole thing of Grade 1 and Grade 2 Head teacher. Why is there any difference between a Head teacher in a primary school if there are 300 or 400. There is a difference between Grade 1 and Grade 2. You look around and see a Graduate teacher. Why are we perpetuating things that are self-defeating and stupid? Teachers are not getting paid commensurate to the responsibilities they have in the society, commensurate to the kind of work and challenges they have to face in this society. I think this is so insulting that we are going to have to be very serious about what we mean by education, by teaching by professionalism and by what is happening out in the streets.

I think the young people out there, while they are seeing, what they are seeing have no respect for the people who say they are teachers when they know what salaries they get. I have heard students, even at Community College level, they knew what we got up there, say they would never teach and this is the society that values education, that boasts of education, and I really do not buy that thing about they are not committed. They have to pay their mortgages. They have to go to the supermarkets. There is no question about commitment and I know many people who have a sense of commitment but who know they cannot make it in this society on these salaries.

I lament the fact that the women are always at the end of these low wages, trained people. Whether they are shop workers or they are teachers, women keep getting nothing for their labour. I think today in 1998 this is a disgrace. Teachers have to be paid commensurate with their responsibilities, with their professionalism, with every true sense of the work of teachers in society.

I am happy for them that they get this little extra money. Poor things that they are they are glad to get a few pennies any time but this I can say with great sadness really is disappointing to me. Thank you.
4.20 p.m.

Mr. Deputy President, although I sympathise with some of Senator Davis' comments and though I recognise that teachers are not paid as highly as some other professions, and in some instances, not what they deserve, it is true that we have regarded teaching, if the Archdeacon Senator would forgive me for saying, more as a vocation and perhaps in that respect we have not always been as militant as we might have been.

I am somewhat worried, however, by a comment that Senator Davis made about children not respecting teachers because they cannot drive a car. They are not able to afford a car. Mr. Deputy President, I started teaching for \$26.00 a month. I walked or rode a bicycle. There are many other teachers...

Mr. DEPUTY PRESIDENT: I would like other Senators to allow the Senator to speak. There is too much noise in the Chamber.

SENATOR THE HON. Miss O. P. SYMMONDS: Thank you, Mr. Deputy President. I know that times have changed, but there are certain virtues that are timeless and absolute. I think that dedication and commitment are among those. There are people who enter a profession, not because they are dedicated, not because it is so uplifting, not because of service, but solely for monetary compensation. I do not quarrel with them. But if you undertake to do a job, and you know from the inception what it is going to pay, then you should do it to the best of your ability. That is professionalism, whether it be in 1998 or 2098. If we are trying to instil certain values in children, we cannot instil in them – I do not even know what to call it, I cannot call it a virtue, I cannot call it a quality – but bring them up to be so materialistic that they only look at the bottom line when it comes to jobs.

I would also like to point out that teachers are better paid today than they have been. I myself belong to a Union and I am proud of it – the Barbados Secondary Teachers' Union – and I am a Trustee of BSTU too. They have fought for increases in salaries and they will continue to do the best they can for their members. But what I am saying is that although teachers do not get the credit always that they deserve, nor even the status or recognition that they deserve, yet they are still better off and we must continue to fight for better conditions. Because sometimes better conditions are even more important than salaries alone.

I also want to touch on the question of women and women teachers. I think it is far more important, Mr. Deputy President, to have people who can instil discipline, who are caring but firm. I do not think that this

question of male authority figures that is always being raised is that important. Look around and you will see that there are many, many people in our community today, who have been raised by mothers and we know of that famous book, "My mother who fathered me." They have not grown up to be effeminate and failures. They are very outstanding and distinguished. Therefore, I think one has to be realistic about the fact that there are more women in the service, just as there are more women in nursing.

As a matter of fact I think perhaps society is better off for that and I am not being a feminist when I say that. I think that we have to realise that since there are many more options today, that there are many men particularly who are not going to go into teaching even if and when you raise salaries. There are some people who lack the patience for instance, for teaching, however brilliant they may be.

Therefore, I am not saying that I disagree with Senator Davis when she said that teachers deserve the highest enumeration possible in the light of what is expected of them and of the problems that they face today. I very much hope that they will continue to have increases commensurate with their qualifications and with the many problems they have to face, motivation, violence and all sorts of things today. At the same time, I think that we must compliment the Unions which have negotiated for these salaries and the Government for the increases. I do not think they are anything to sneer at and I take pleasure in supporting the Resolution, Mr. Deputy President.

SUSPENSION

SENATOR THE HON. R. R. FARLEY: Mr. Deputy President, I beg to move that this Sitting be suspended until 4.50 p.m. today.

The question was put to the Senate and agreed to and Mr. DEPUTY PRESIDENT suspended the Sitting accordingly.
4.30 p.m.

RESUMPTION

Mr. PRESIDENT: This Sitting is resumed.

SENATOR J. D. E. BOYCE: Mr. President, I was almost caught unawares just now and it almost slipped me that I needed to make a contribution especially regarding the subject of teachers and I want to commend first of all Senator Davis for a sterling contribution and representation for the plight of teachers in Barbados and I think she very well put the case for a teacher who as she was clear to point out was so badly underpaid in true respects especially relative to other employed persons in Barbados.

I think that any commitment by the Barbados Labour Party Government to address this situation and we saw there was some agreement on the Government side to the points being made by Senator Davis, which I think would therefore have represented if not a commitment, certainly an acknowledgment that something does need addressing. There is absolutely nothing wrong with Government recognising that there is a problem. If we do not recognise that we have a problem when we start to encounter the kind of difficulties that will not allow us to reach resolution... The solution to any problem starts first with recognising what the problem is all about. Indeed, in spite of the defence being put by Senator Symmonds, I want to agree with the predominant position of Senator Davis, that the teachers' pay, and I am in the very fortunate and unfortunate position, fortunate in that I can speak with authority on the position of teachers and unfortunate in that because she is a teacher I know of the difficulties and the hardship which from time to time she has to encounter in her profession. Of course, I refer to the fact that my wife is a teacher and I know very well therefore the experiences teachers have and especially today.

I know very well about the kind of problems that the teachers encounter today and we need to examine the dangers which they can encounter from time to time. The sessions which we spend sometimes discussing the kind of encounters that occur at our schools today really drive fear into my heart and I must agree with maybe one thing that Senator Symmonds referred to and that was the resolve and determination of teachers because some of the things she says that she is prepared to do I often wonder if faced with the same situation if I would be prepared to take the same action.

We read with horror, and I believe most Honourable Senators would have read with horror, the plight of this poor teacher in St. Lucia in the Vieux Fort area who was attacked with a cutlass only yesterday or the day before.

We do not want to discuss these issues but, as I say, we have to if we are going to recognise the problem. In looking at the teachers' pay and looking at the kind of dangers and the increasing dangers which the teachers have to encounter because of a breakdown in our society in respect to the behaviour of our young people and our young students, the disregard for law and order, we feel firmly on this Side, Sir, that that disregard lies a lot with the breakdown of the Barbadian family unit.

Society in Barbados is replete with examples and that extended control of mother, grandmother, aunt, *etc.* does not apply to the young people of today and the accustomed discipline which Barbados would have been privy to in days

gone by when most of the Honourable Senators would have been school children themselves, that accustomed discipline is not forthcoming today in the kind of quantity or to the extent which we would want to see.

The teacher has to be armed and I do not mean literally now, Sir, to combat these kinds of challenges and, of course, one way to arm a person is to pay them well and pay them commensurate with the hazards. Although I have never advocated it, it has been a long-standing tradition in human resource management to acknowledge that where there is danger applied to any task one usually applies some kind of additional recompense and it goes under the name of hazard allowance.

I hear voices talking about combat pay and all of these names would have been used from time to time to describe a kind of package which would allow one to face the dangers that you face in today's real world.

Although we speak specifically today of teaching, it is not the unique preserve of the teacher the kind of dangers that we are referring to.

Indeed, Sir, the incidence of the temporary teacher in Barbados is still too prevalent. As recently as last year we had a situation where some hundred or more temporary teachers did not know where they were going to be teaching and the school term had passed. Sir, this is a situation which does not lend comfort in one's profession and these, mostly young, because we find invariably the temporary teacher is made up of young Barbadian boys and girls who would have completed their 'A' levels at the Community College or wherever and are making that step before they either go into the professional training at Erdiston College or if they are good enough to gain entrance to the University of the West Indies.

So we need as a country and as a Government to pay very close attention to the plea that Senator Davis so eloquently put which I now stand and repeat and reinforce with the full weight and support of the organisation which I represent in this Honourable Chamber, the Democratic Labour Party. When we call for the Government of Barbados to have another look at the remuneration package of our teachers and I can add many other professions to that in truth especially if you want to look at nurses and police but we are dealing with teachers in this Resolution.

Mr. PRESIDENT: I thought another Senator was the principal spokesperson for nurses.

SENATOR J. D. E. BOYCE: From time to time, Sir, we need to support each other on this Side because numbers do count. Sir, the teachers therefore need to have that extra voice especially given a situation where in the public

domain their representatives are oftentimes scrutinised and criticised and aligned rather than with the intention or the purpose which these representatives seek to defend but are aligned to political organisations for easy comment of the relevant ministers. I think this is regretful.

This contributes to the climate of almost pressure which can come to bear at times of negotiations and no doubt the members of the teachers' unions in Barbados would have during these negotiations made their position absolutely clear to the Minister of the Public Service and his team and I am sure he will be able to indicate to us the kind of comments which they had to make about the pressures they have had to bear in executing their jobs for the children of this country and for us the parents, into whose care we leave our children on a daily basis.

Sir, we therefore have got to stop being blinded so often. In this Chamber we have the good fortune of having right amongst us Senator Forde who is the Parliamentary Secretary for Education. I am sure she has taken copious notes and will ensure that the voices for progress by way of teacher development, teacher remuneration and the voices of progress for these causes will be heard and will be recorded effectively in the Ministry which she seeks to represent so well being herself from an organisation which at one time worked assiduously to represent the plight of the teachers themselves. We look forward to this kind of change being on the front burner of the policies of the Ministry of Education.

5.00 p.m.

Over the next couple of days as the Estimates debates descend upon us in the Other Place, I will be listening with keen ears to the policies which would have been informed by contributions as she might have heard this evening. Indeed when it comes our turn to deal with this matter in this Chamber specifically we would probably get the chance to hear it firsthand.

I make no bones about supporting the position of Senator Davis. They are, indeed, a set of workers who have to endure much and into whose care all of our young people at some time or other are left. We need to ensure that we can continue to attract the kind of character, the 10-foot tall character as referred to by Senator Symmonds, into the teaching profession to ensure the best possible opportunities for our young people as they enter adulthood.

It is at that formative stage, as we are well aware, that the little mind is made up. Impressions are indelibly printed on the hard drive, so to speak, of our young children. We need to ensure that the impressions that are printed are positive ones, positive ones for positive change and for a positive and sustainable future of this great little island that we call our own, Barbados.

I want to lend my support very, very strongly to Senator Davis' contribution and want to ensure that this is one of the areas which I will urge my organisation, the Democratic Labour Party, to continue pressing for improvements in. Sometimes when I speak in here about special emphasis in different Ministries I know that those on that Side do not like to listen but I know exactly what I am talking about and there will come an opportunity when we will be able to debate that kind of special emphasis in totality. I believe that opportunity is getting nearer and nearer as the days pass and I look forward to that afternoon in this Honourable Chamber.

I am grateful to you.

SENATOR Miss J. C. ODLE: Mr. President, I rise just to make a few brief comments. I would want to suggest that some of the comments made from the Other Side one would believe that this amendment, the Civil Establishment Order for Teachers had gone through without discussion first with trade unions. It is written right here that the adjustments resulted from discussions with the trade unions so this Administration just did not come forward and throw this out and decide that this is how it is going to be done.

The teachers for whom we speak today and in such glowing terms as Senator Davis, Senator Forde and Senator Symmonds did have representatives on those unions so I do not believe for a moment that they would have come to this decision without agreement from those parties, so let us not forget that this is before us as part of an agreement with the trade unions.

Mr. President, I also along the way heard comments about hazard allowance, combat allowance and words to that effect. I would not want to see that happen because what are we saying? That our teachers are now going to be down in the trenches? In real terms, our teachers are there to teach and to be caring, yes, but not to give the caring that parents are failing to provide.

Constantly as I sit here and discuss with other Senators on this Side, particularly the ones to my right and the ones to my left, what comes first the chicken or the egg? We can constantly hear how the children are so bad and there are more teachers and the students are looking toward women and therefore – I would not want to say that we should blame women for the plight of young persons and students of today. I say that if the women did not do a herculean task as we have done over the years things would be a lot worse. But the question continues to be posed about the responsibility of males.

I would want to suggest that we understand and we know the problems exist. We know there has been an absence of responsibility and discipline in the family

situation which has definitely been showing itself when the children come out in the road and when they come to school because just today as I was coming from the country and I passed one of the secondary schools, at least three instances caused me to want to put on the brakes on the car and get out and say something. I was on my way to this Honourable Chamber and I did not think, Mr. President, you would have approved of a late arrival, but nevertheless, a consciousness has arisen.

There were three occasions. Some students were out of school. I stopped when I saw them all out and I asked: "How come you are all out at this time?" They explained what the problem was and I said: "Okay." A little further down the road there were some students, and there was a female in uniform with her head tied in a green rag holding the hands of what is commonly called a rude boy, pants down near the bottom, ragged and the hip-hop walk. His head was tied too. He was not in uniform. I watched them as I passed in the car in the rearview mirror. Well, they let go the hands so that was a plus. I believe the non-verbal message come through very passionately. Then just outside here in Palmetto Square there was another young girl with her belt below her stomach – I do not know if that is convention – and she was rubbing her stomach as she went along. She was wearing lipstick.

Mr. President, all of these incidences speak to the lack of discipline, I do not want to say in the schools, but in the society at large. I do not feel it is the exclusive responsibility of teachers to have to remedy this situation. I would not want to suggest that we could even consider adding any kind of other responsibilities on the plate of teachers to specifically address with how we discipline the children in school or how we monitor their behaviour or how they interact with other children.

Senator Symmonds made the point – and I cannot quote because I cannot remember the exact words she used – that it was somewhat of a vocation. You do it because you feel you have something to impart in terms of knowledge, upliftment and progress for the young people, you go out to serve or even older people because there are adult students as well.

I am very much supportive of the fact that we are able to provide these raises at this time because it is just the beginning. As was said already, I do not want to be repetitive, but Senator Boyce spoke about ensuring that the Democratic Labour Party would continue to support the statements that Senator Davis made with respect to improvement and so on. But the Democratic Labour Party cut the salaries, Mr. President, so what now is he talking about increases when they come to office again. That is not a quote because he did not use those exact words but he said his organisation at some point in the very distant future.

That is like going back and coming forward, or coming forward to go backwards, I do not know which is coming first. The point remains that I do not think the Opposition really has a case to put with respect to that right now but I am very happy that the Opposition is going to vote with us on this one.

In conclusion, I would just like to say those few words because we cannot look to the level of salary if it is going to be hinged on discipline, that is to say, we can pay X dollars if you are able to discipline the children better and so on. Salary increases will come time and time again as long as the administration of the day is in a position to do so.

Mr. President, I also want to suggest that the parental responsibility – and again this Administration has taken steps toward that. They are even teaching parents how to parent and in that will come discipline as well, but the problem rests with every individual in this country, not only the teachers, not only us parliamentarians in here or the parents but every single right thinking individual must take some responsibility for their own child and by child I mean the child in the home and the child in the surrounding. We have to move away from the materialism. Senator Forde talked to me earlier when we were in church earlier this week on Monday and one member of the school choir had on a shirt and she and I had to say that it could fit either one of the two of us and we are large. This young man was about one third of either one of our sizes. Clearly, an indication that nobody is monitoring. It was not a uniform, so where is the discipline.

5.10 p.m.

Asides.

SENATOR Miss J. C. ODLE: I am nothing to do with style. I, like anybody else like style and fashion but Mr. President, we all know that there is a time and place for everything and if I come in here with my bosom cut down to my navel, that would be out of place for this Chamber.

Asides.

SENATOR Miss J. C. ODLE: Do not tell me about style when it comes to discipline and uniform. The responsibility rests in the home whether it may be mother, grandmother, father, grandfather or whoever. We have to begin to take stock because the way school children carry themselves is deplorable in many instances. Not all of them because we have some excellent young people who carry themselves on the street very, very well but the one or two in between....

Asides.

SENATOR Miss J. C. ODLE: If it is one, it is too many because that one may well end up on a street corner

because we all know that you are judged first and foremost by how you carry yourself on the street. You are going to be marked and marked for life. And if you are marked for life, it means that you are not going to get work and if you cannot get work you are going to feel that you have to go and break somebody's place to get what you want. I do not think that the discipline and the cost of the salary should be linked. I just want to come back on track with that.

Mr. President, I am definitely happy to support this and commend the Government for bringing these increases at this time and look forward to more increase as this Administration seeks to expand the comfort zone of a majority of people in this country and that one day we all will be able to say, well, I am really satisfied with this salary. We all know that the more we get, the more we need because the more we get we know the quality of living that we establish for ourselves will increase.

I want us to stop and take stock and check out the materialism, determine if it is the way forward and if it is the way we want to go forward.

Thank you, Mr. President.

SENATOR N. A. LYNCH: Mr. President, thank you very much for giving me this opportunity.

Let me first begin, Sir, in a very, very partisan way to say that my commendations go to the Government, to the people of Barbados, to the civil servants and to the unions particularly for, at this stage, coming to this agreement in a very, very non-hostile way. I think that it speaks phantoms for the climate of negotiation in Barbados and it speaks phantoms for the confidence that the public service has in the administration of this Government.

Sir, on a personal note. I served as a teacher myself for some four years in this country and I feel very proud today to stand here as an ex-teacher although I believe that once you are a teacher, you are always a teacher and to say that teachers must be proud of the settlement. This was not a unilateral thing. The teachers union whether they are partisan or not, whether there have been problems in the past or not, sat with the Government and came to these resolutions.

Sir, it also speaks phantoms for the concept of confidence in the Government. In the past, I think that we have had a relationship with the unions which was rather antagonistic. We have been able to go pass that and come to these resolutions in a sensible state.

Sir, let me say this, the present economic climate of Barbados is one that allows for these increases and not increases in lump sums or large sums. I think the basis of the argument has got to be the progression in which we are

taking the country in terms of development. I want say, Sir, that the qualitative and quantitative improvements that the Government is making – do not let us just focus on any one particular sector or part of the civil service – the qualitative and quantitative steps that the Government is taking to improve the profession, in my opinion, and are more important at this time, than any one sided argument based only on salary.

I take Senator Davis' point and I believe that civil servants in this country should be paid better than they are presently paid. Given the economic climate you cannot pick out one set of workers, teachers as apposed to policemen and say for example that because of their importance to the society and some assessment based on personal feeling that....

Asides.

SENATOR N. A. LYNCH: I can identify with that in some measure, but it would be difficult especially in the civil service where there is a mass of people at a certain level to be able to say that one person should be paid a lot better than another person.

It would be interesting if we look at some of the changes that have been made. If you look at the fixing of schools, if you look at the whole concept of EduTech and the White Paper being translated into practical terms, things like Diagnostic Testing, the concept of parents being involved in their childrens' education and child-centering the education process. I think those are the kinds of qualitative changes that make the environment for the teacher a lot better. I believe that a teacher is more interested, for example, in owning a house than he is in owning a car.

At the end of the day, I do not believe that any quick fix method to the concept of restoring respect to the teaching profession will come through any absolute increase in any salary. I think it has to be a holistic approach to developing the concept where we respect the teaching profession in Barbados. I believe that Senator Davis' argument is a good argument but I believe that it holds for every single person within the civil service at all levels. It does not make an argument only for teachers.

I would have thought, however, Sir, that rather than placing teachers alone in some kind of concept that we would be looking at teachers salaries in an objective way in these areas. How do teachers' salaries compare with other professions, with people who are equal within the society? Whether it be in the public sector or private sector. That is one of the concepts.

A man or woman who comes into the teaching profession with 4 'O' levels, I understand the basis for him

to deal with children in their formative years, and the importance that he or she plays. But you cannot pay that person and amass a number of them out of sync with what is in existence within other professions within the society. It would be almost impossible. Why is a teacher, within this context more important than a nurse?

Asides.

SENATOR N. A. LYNCH: I would think that you would have to compare all of them equally on some basis. I would have thought that if our teachers are being paid, say out of sync with how teachers are paid in the other parts of the developing world broadly, or even in the region, I could understand saying that. At this stage, I think that our teachers are very well paid.

I would also like to make this point. A person who has 4 'O' levels who comes into the teaching profession is basically no more than a clerk within the civil service. Although they have all of these responsibilities, you cannot pay them out of sync. I understand the point that Senator Davis is making and I would like to see them paid more too however I would like to see all those people charged with responsibilities within the civil service for looking after things, being paid equally and constantly moving up higher. I do not think, however, that you could single out that particular set, even though I understand the importance, I do not think you can single them out.

Sir, we need to also attract the best brains to the teaching professions as we need to attract them to all the other professions. At the same time, I do not think that salary alone is going to be the deciding factor in bringing them into this profession. I believe that you need to look at the whole environment in which these teachers are placed.

In that regard there are some very recent statements that have gone past a lot of people in Barbados which I have heard no comment on. Things that the Minister of Education said, for example, that Barbados will not abolish the 11-plus examination. Concepts that create again that qualitative environment which is fundamental to the teaching profession and making the teaching profession more attractive. Jamaica has abolished it and Barbados at this time, does not need, within our present climate to abolish it.

She also talked about the concept of zoning and that Barbados did not need to move to full zoning at this time either because geographically we are not situated in a way that we will be able to deal with full zoning. Even partial

zoning in itself gives another incentive for a graduate teacher or any other teacher for that matter because you are now getting children who are better. You are being able to teach children now who are a little bit higher up the ladder rather than creaming off all the good ones and sending them to one school and turning around and giving all of the ones who are not really sound at the 11-plus stage into ones school for a graduate to teacher to teach or any other teacher because of the motivational factor. The whole concept is fixing that entire environment in which teachers will want to be attracted and will go forward.

5.20 p.m.

I also, Sir, warn the people of Barbados to be wary of those who come with shallow manifesto pledges as they relate to the civil service or to the public service after they were the ones who dealt with them in another way. I am not one who will follow anyone down any road for people who continue to dream. I would have thought too that another argument that we need to look at within the concept of the teaching profession has to be the gender bias that exists within the teaching profession especially at the primary stage.

Given our present social climate and the fact that we have identified that our men are in trouble, I would think that we need to look at correcting the concept of how many women we have in the teaching profession, particularly at the primary level, and looking to find some mechanism for attracting more men to teaching, particularly when we know that a lot of these one-parent households are pushing out men who cannot even be men because all of their role models have been women. I would have thought that one of the arguments that we would be putting forward in terms of correcting the climate in which we live is fixing the gender balance that exists between the teaching profession, particularly at the primary level. There are ways and means of finding motivational ways to do it.

I am also concerned that we are not extending the whole concept of teaching into some form of social mentoring within communities for example that a child, particularly a male child who cannot see a man in a household, would be looking at dealing with him outside of the normal hours of 9 to 3 or whatever it is and looking at a concept of bringing some form of mentoring to children who are deprived of that kind of environment.

These are the kinds of issues that I believe are going to add to the fixing of salaries, to the fixing of the entire climate within which the teaching profession operates.

I am one who will not be lead anywhere or carried anywhere by any Democratic Labour Party in any promises.

There are those of us who dream and will continue to dream in perpetuity. There are others who dream and live to realise our dreams. The Barbados Labour Party is living a dream of fixing Barbados. Do not let any dreamer tell about what they would like to do or what they would have liked to do or what they will do in the future. They will continue to dream while we continue to fix Barbados. I am grateful to you, Sir.

HIS HONOUR SENATOR C. L. BOLDEN: Mr. President, I had no intention of getting involved in this debate but the things I am hearing here today have really shocked me and I want to say this that in this particular chamber there are at least 4 members who belong to CTUSAB.

I represent an organisation and I negotiate for a body of people in salary negotiations. I want to tell Senator Boyce this, that when a union or a group of members sit down to negotiate with their employers they negotiate salaries, terms and conditions. CTUSAB negotiated for all the persons who are being dealt with here today and I have not heard of any disagreement between the teachers and their employers and I think it is rather dangerous for politicians to create situations to get political mileage when the persons themselves do not create it. You are using people as your fodder in your political mill and it is not correct and the Senator, I have told him over and over again he should look at the history of his institution that he keeps talking about because the Democratic Labour Party had an opportunity of reclassification of salaries in the civil service and they picked out certain persons to give them top salaries against others. To come in here now and talk about picking out teachers out of a bunch is utter foolishness. Nurses got nothing. Teachers got nothing. I do not want to get personal because I would tell him a lot of things about those who had to negotiate from his political party.

Mr. President, we have had an argument in this country for a long time and when the Senator talked about what I call the motor cars syndrome, I hate to think that the children in school are looking at teachers and do not recognise or respect teachers because teachers are not driving.

For me when I look around and I see people driving Mercedes I would say, I should be driving something more than a Mercedes. I cannot pitch myself that way. A person does what he wants and I do not believe that any one of us would be disrespected in the society because we do not drive a BMW or a Mercedes or what not.

Sir, we have had these fallacious arguments from the time I came into politics. At one time I heard people classify salaries and they said bank managers in Bridgetown earn more than the Prime Minister. But he chose to be Prime Minister. He accepted the salary that was being paid at the time. The other gentleman chose to be a bank manager. I do remember a debate in the other House when they talked about

Barclays Bank Manager living up in the Pine and how much more money he was drawing as a salary than the Prime Minister of this country. But that did not mean that overnight the Prime Minister could go and fix his salary above the Bank Manager's salary because he had the whole country to run.

We have got to look at it. Why don't we take out the police and say the police protect us at night? The moment you do that the Fire Service will say, we work 48 hours a week, what about us going up there too? The same teachers you are talking about, why don't you ask what the Probation Officer gets so when you pick out the Police, the Probation Officer will say, I do just as valuable a job as you, so you have to put me up there now too.

I remember one Central Bank Governor making a report that Ministers of Government were poorly paid. They should be paid better. Do you know what the argument was? As soon as you pick out Ministers of Government you would have to pick out other members of the civil service. So we need to look at the society as a whole. We have structured salaries in this country and the moment you attempt to pull one out for special favours you will disrupt the whole society.

I would like to say that I believe that we have reached a standard of negotiating which can only be defined as maturity. I have had to negotiate for a group of people over the last 6 years and I can say this year both sides were very open. Negotiations were very amicable and I am saying now that it is wrong for any politician now to try to pull a group out to create disharmony in the society. That is what I have to say.

We must understand that high salaries will not give the results we are looking for. If you remember history, there was a man called Job who created the Apple Computer Company and when it was not doing good he got fired. Chief Executive Officers are paid high salaries and if they do not get results people are looking for, they get fired. What are you going to do? Pull teachers out, say you are going to give them high salaries and when we have the same kind of children walking our streets, fire all of them? That is all you are looking for. We must not, in my view, say because teachers are paid at a certain level that that is what is producing the sort of children we have on our streets today.

5.30 p.m.

Too many of us like to cast the blame for our faults on somebody else. We are too afraid to tell the parents and to tell society that we, as parents have let our children down. I say here today, one of our problems is that we have too many young mothers in our society and I can blame several Governments in my view. We encourage those young

mothers back into schools and then, as a teacher said to me, "when you let one of them back in we have lost control of that school for at least 18 months."

We have to ask ourselves the question, "where have we gone wrong?" I do not believe that all the increase in salary that you talk about will correct the situation we have today. It is no use anybody saying that teachers must be paid these extra salaries and that teachers will bring a different result. We have to ask the parents, "How many children today go to Sunday School?" We have several members of the religious organisations in here and I believe that Father Springer will tell us, in my day and his day whether you liked it or not, you had to go to Sunday School every Sunday. Today, children look at you and tell you "I don't go no place". This is where we have to start.

I saw a boy 17 years old about three weeks ago on a job site. I asked "what are you doing out here. Why are you not in school?" He said, "school ain't saying nothing and when I go school, no teacher couldn't tell me nothing. They had to refer me to Mr. Gittens." I said, "What did your mother say?" He said, "she can't tell me nothing." But then when I asked him what was the age of his mother, he told me his mother was 30 years old. Seventeen and thirteen make thirty.

The most recent addition to this Chamber would like to blame the Barbados Labour Party for all the ills in the society and he likes to say, "forget history, I am not dealing with that." But that is not the answer. I think that we should be much more responsible in what we are saying, because what we say is recorded in Hansard and people outside read it. I believe they would like to think that this is a responsible body and that we are not here spouting political hot air just to get some sort of recognition.

Mr. President, I would like to compliment the Government for the open way in which the negotiations were carried on. The negotiations were not dragged out as they used to be. I have heard no dissatisfaction on either Side and therefore I would believe that those who were benefiting under these increases are quite happy with the situation. They all are represented by individual Unions and I can say that the unions have reached a sense of maturity. They all understand what it is to have a stable society and they know that to ask for exorbitant raises would only disfigure the situation and create problems in the society.

We compliment the Union Leaders for this and we have to compliment the Members of the Union who have accepted their negotiators' decision and have supported it. Because, if you have been reading the newspaper, even after these figures were agreed upon, the negotiator said that we have to go back to our respective Union, put it to the Members and get confirmation thereof and we have not heard about any disagreement from the Members.

Therefore, we in this Chamber should accept fully that those persons are quite happy and contented with the situation that is now existing. If per chance they have differences, and as I understand it – and I know that there are still several aspects of the negotiations still to be carried on – but the greatest part is out of the way. That is, the increase in salaries which is based upon the general income in the country, so that we do not create a situation whereby we go back into the period of 1990-1994 when we had to send home people, *et cetera*.

The Senators should remember that in 1975 his political Party sent home teachers, left, right and centre. And thereafter sent home children 13 and 14 years old and had them in the streets. So he should be the last person to come in here talking about teachers and children, because his Party has a bad reputation when it comes to dealing with teachers and children in this country.

Thank you.

Mr. PRESIDENT: Senator Forde.

SENATOR Miss C. Y. FORDE: Thank you very much, Mr. President. I wish, Sir, to just dispel one or two things that I heard even though I know that Honourable Members have made very useful contributions in this particular respect.

I am of the firm belief, yes, we need more males in the educational system, but we need to educate our males generally, about their responsibility as fathers, uncles and good caring neighbours and everything else. That will help to give a better impact on the family life in Barbados.

Sir, in the Youth Affairs Department and in the Ministry in general, we are trying to set up programmes. We have started already and the programmes are ongoing, soliciting the support of all individuals in this society in membership programmes to go into the various communities and schools to tithe their time through story telling and many other various ways to help to give back something to Barbados.

We all have benefitted by the assistance of neighbours, wonderful teachers, social workers and others in this community and that is a part of the effort for us to give back some of what we have received to help to build our country.

I agree with the inclusion of more males in the system and I want to say how proud I am today. We started the nursery education project with the Parent Volunteer Programme and one male has come forward. That speaks volumes as to what is happening, because few men ever get involved in that early stage of pupils' development.

At present, Sir, there is a teacher at one of our nursery schools who is an excellent male teacher and he is responsible in playing the father role there in art, drama and numerous other areas and we welcome that kind of situation. I do not share the view that a bigger salary will make a better product of the teacher or the child. I do not support that view at all.

Indeed, Sir, for all the years we have had wonderful Priests in our various communities and the Archdeacon will tell you that if a priest in Barbados received – I am speaking on the Anglican side – \$1,500 a month, he or she gets a lot. But priests have still to continue playing their role in instilling the good moral values in the children and in the people of this Barbados. I am saying that we cannot always add a dollar figure to whatever we are doing, if we really want to get the best results. I believe that the vocation, the commitment, the dedication and all those various things must still be there in the teaching system, because it is through teaching that, that direct impact is placed on our children and we need to foster them to help them to reach a better position in the schools.

5.40 p.m.

Sir, last September we put in 70 teachers for training, something that has not happened since 1991-92. That one particular teacher I made mention of in that nursery school is a graduate teacher. I am showing you that it is more than money. During that period that individual was able to complete his training at the University so he is receiving graduate salary but his biggest problem today is there is a policy in the Ministry of Education that if you have a degree you cannot go to Erdiston, you have to do the diploma in Education.

This teacher is upset and I agree with him because he feels that if he goes to Erdiston for the two-year course then he is better able to transfer knowledge and to be able to develop the most current methodologies in meeting the needs of individuals. So I am saying it is not money since he is getting graduate's salary and it would make no difference to what he is receiving but he wants to be able to better deliver quality education to our children.

Mr. President, I think we need to continue to draw that line or even bring it closer to the stage where our males doing a particular job should not be receiving a different salary from the females. I do not know what obtained in the past in teaching. I have heard that male teachers received a bigger salary than females but certainly in 1970 when I started at \$140 I got the impression that everybody was on par.

I would not want to see our males receiving more than our females when I know that a truly committed teacher is a teacher despite gender.

I agree with Senator Davis that the Grade 1 and Grade 2 must go. That is something that the Ministry has been looking at over the last year because a principal of a school receives a couple thousand less if that head teacher is at a Grade 1 level than the one who is at the Grade 2. I believe that they should be on the same level because they are carrying out the same service even though the number of students would be larger. Perhaps it might be like looking at the Community College which is a very large institution and the delivery that has to take place with that principal and the salary being different from that of a primary school teacher that might have a roll of just 400 or 500. You are talking thousands compared to hers but the salary is the same.

Mr. President, teachers are not so particularly interested in all that money even though they would welcome it. I support that anytime that we are looking at upgrading the salaries of our workers it should be packages being offered to all of them because I feel the police officers carrying out a similar role as teachers where they are interfacing with young people and helping to decrease some of that negativity that is coming forward when they see police officers coming around. The police need to continue to do that mentorship that they are involved in. They also do a very dangerous job.

I see fire officers, I see nurses and I want to say, Sir, that I am aware of many teachers, sometimes because of stress, sometimes because they have been teaching so long that they want to get a change and they prefer to go into the regular Government service but they cannot get their transfers simply because the salary they have been receiving is at a higher level. It has to be a lateral transfer – of a female executive officer and a senior personnel officer. They cannot come over as clerical officer because you would appreciate that clerical officers and stenotypists and persons of that category work sometimes for one and a half less than teachers in Barbados.

I welcome the suggestions for the upgrading of salaries but I think that the comments made by Senator Bolden were very wise in indicating that it was an agreement among the unions and the Government. I think that we should hold it at that. I am sure that whenever the economy is functioning at such a stage where other benefits can come we will be able to see an upgrading of salaries of all the individuals.

Mr. President, I am happy. I am a proud Barbadian today and I boast of it anywhere I go, whether it is in Barbados, in the trenches, wherever, or overseas that we are receiving perhaps whatever benefits Senator Boyce made mention of from VAT but the benefits are being ploughed back into this society because the programmes for poverty alleviation will help some of our children who are suffering in the school system due to lack of bus fare, lunch money or a house roof that might be falling in, or proper toilet facilities.

Once people can get better living conditions that helps to add to the self-esteem and to the delivery of whatever services they have to give back to Barbados. So we have spent millions in upgrading the schools and the teachers are happier about that than any increase at this time beyond what they are receiving in this particular proposal we are dealing with.

The supply of equipment for them to be able to meet the needs of the children adequately, the provision of training to help them upgrade their skills. The provision of incentives, the improvement of other services, health, transportation, the roads, welfare and I also mentioned waivers.

I feel, Sir, that we in Barbados at this time must continue to get better working conditions for all levels of people despite what level but as I said earlier any package we look at should include the excellent and proficient nurses that we have in our various hospitals and other institutions where they can continue to deliver quality service to the public of Barbados.

The high profile police officers who can walk stately on the streets of Barbados and people will look up to them as role models and not as the individuals we see on television who are only there making money and casting negative influences on our children. We feel that any package should also include our policemen where the relationships between locals and the officers can be developed to such a stage where we will not have to worry about calling them by the negative names that we hear individuals talk about or no one would have to be afraid of their presence in any environment.

The brilliant, conscientious teachers who will continue to instill the moral values and the standards that we would want to have continued in our schools so that our schools can become safer and better. In other words, more conducive to learning. I laud the efforts of teachers in Barbados for ensuring that the respect, honesty, good discipline, industry and so are instilled in our children and that is as a result of that dedication to the cause. We know that we have received much in Barbados in our educational system and through the services offered. We look forward to teachers and others even those among us, to continue to plough back some of what we received in this society so that we would be able to have to live better and safer lives.

Mr. President, I want to lend my support to this Bill and I trust that other individuals will give of their support so that we in Barbados can continue working in the community groups, in the churches and in the other schools and would be able to make Barbados that safer happy place for all of us Barbadians. Thank you.

SENATOR THE VENERABLE ARCHDEACON
J. L. SPRINGER: Mr. President, I did not intend to join the

debate but since so many Senators have invited me, I have just to say a few words. For me, Sir, it was a simple matter of supporting the Resolution because the work has been done as I see it and what we are called to do is to bring that decision into law as it were.

My position is based on my satisfaction that the work has been done by the trade unions and I myself having some form of connection with one of the unions and having great confidence and trust in the work that they have done. So I support the Resolution based on that fact that the unions acted – they thought in the best interest of those they serve and when the time comes that those whom they have served do not feel so I believe that the discussion will be reopened and the unions will do what they believe to be the best thing at that time.

Sir, there are 2 texts in the Good Book to which I would refer members and one that... – I can make the Holy Bible a document of the Senate, if necessary. The first one says that “a workman is worthy of his hire” and the second one says that he that preaches the word should live by it. The first one of course refers to the position taken by Senator Davis and those who take that line that it is important that people are paid in accordance with the work they have to do. Naturally, there has to be some way of assessing the nature of the work and the seriousness and the weight of the work in order to come up with what is best for them.

I understand that position very well and the point was being made for teachers by Senator Davis and others. However, Sir, I think it is important to say in the interest of those who took that line, particularly Senator Davis, that she was not saying not to do it for policemen and nurses and all the other people but she was speaking this time on behalf of the teachers and it ought to be seen in that light. I do not know if teachers are underpaid.

The other text, however, refers to people like myself. It is suggesting that somehow or another out of preaching has to come the means of living. That brings us then to terms and conditions which should apply in the case of the decision that we are taking here based on what was negotiated by the unions, some of which we are told are still to be worked out. It is important that there are terms and conditions that are sufficiently meaningful as to cause the persons who already feel underpaid to feel that somebody really cares about their well-being.
5.50 p.m.

I think it is true to say that though a Clergyman has been called into his work by virtue of a vocation, that there are some terms and conditions, for example, housing and utilities. People do offer gifts because they are aware that the salaries are low and so there is that aspect of it that prevents one from constantly worrying about the low salary. Therefore, I would like to know that whatever the salaries

negotiated by the unions with Government that the conditions applied are meaningful to these teachers.

For example, I remember not so long ago just at the beginning of a term teachers were lamenting, I believe they were head teachers, that they were being suddenly moved from one school to another. I thought that though movement would be a good thing, to undertake that kind of activity at that time might not have been in the best interest of the children or the schools and, certainly, would not be comfortable for the teachers so there might need to be a condition of service that may be applied there. I know there is a condition that says the Minister has the right to move a teacher at any time because he or she is appointed as a teacher to the whole country...

Aside.

SENATOR THE VENERABLE ARCHDEACON J. L. SPRINGER:... or the Chief Education Officer has the authority to do that, but the question I am raising is this. Is it in the best interest of everybody, including the teacher, to take that kind of action? That is only one example which might not be the best one but suppose you look at promotions. How long does it take for this low paid teacher to be promoted and so become better off? Is it possible to be promoted within the school in which the person is teaching or does he or she have to be transferred to be promoted to a certain position? I know it used to be like that some time in the past where certain promotions could not be done within the context of the school in which the person was teaching.

These things I have not checked and they are probably not so anymore. I do not know. But the point I am making is that salary alone, and I think the Leader of the Senate has said this in his opening remarks, is not the only thing, although we would wish it to be equitable, but what is of equal importance are the terms and conditions that will go hand in hand with this salary. That would be an area in which the person could feel happy and feel that somebody cares.

Sir, I will end as I started that I support this Resolution based on the fact that I believe the unions negotiated in good faith, were advised by the people they serve and they sought at this time what was the best that was available for them for the people they serve and for the country at this time.

SENATOR THE HON. R. R. FARLEY: Mr. President, I beg to move that this Resolution do now pass.

The question was put to the Senate and agreed to.

ORDER NO. 4 – RESOLUTION TO APPROVE
THE INCREASED RATES OF PAY FOR
PUBLIC EMPLOYEES AND
CASUAL EMPLOYEES

SENATOR THE HON. R. R. FARLEY: Mr. President, this Resolution seeks the Senate's approval to grant the

increased rate by the unions for the class of workers, namely, public employees and casual employees.

I beg to move that this Resolution do now pass.

The question was put to the Senate and agreed to.

ORDER NO. 5 – RESOLUTION TO APPROVE
MINISTERS AND PARLIAMENTARY
SECRETARIES (REMUNERATION
AND ALLOWANCES)
ORDER, 1998

SENATOR THE HON. R. R. FARLEY: Mr. President, this Resolution seeks to grant the rate of approved pay increase to the Ministers and Parliamentary Secretaries.

I beg to move that this Resolution do now pass.

The question was put to the Senate and agreed to.

ORDER NO. 6 – RESOLUTION TO APPROVE THE
SENATE AND HOUSE OF ASSEMBLY
(REMUNERATION AND ALLOWANCES
OF MEMBERS) ORDER, 1998

SENATOR THE HON. R. R. FARLEY: Mr. President, this Resolution seeks to grant to Members of the House of Assembly and Members of the Honourable the Senate the same remuneration and allowances as have been granted in the general public service.

I beg to move that this Resolution do now pass.

SENATOR Mrs. P. E. RICKINSON: Mr. President, I support this Resolution but what I would like to call for are, in addition, research officers to be attached so that we can have the use of such officers to assist us in debating Resolutions and the Bills more intelligently. I sincerely hope that the time will come when we will have access to persons who can assist us with our research.

Thank you.

The question was put to the Senate and agreed to.

ORDER NO. 7 – RESOLUTION TO INCREASE THE
RATES OF SALARY AND ALLOWANCES
OF THE PERSONAL STAFF OF
THE PRIME MINISTER

SENATOR THE HON. R. R. FARLEY: Mr. President, this Resolution seeks to grant the pay increase accorded to the public officers to the Personal Staff of the Prime Minister as per this Resolution.

I beg to move that this Resolution do now pass.

The question was put to the Senate and agreed to.

ORDER NO. 8 – RESOLUTION TO APPROVE THE
INCREASE OF RATES OF SALARY AND
ALLOWANCES FOR PERSONAL
ASSISTANTS TO MINISTERS

SENATOR THE HON. R. R. FARLEY: Mr. President, approval of the Senate is sought in respect of the pay increase granted public officers to Personal Assistants to Ministers.

I beg to move that this Resolution do now pass.

The question was put to the Senate and agreed to.
6.00 p.m.

ORDER NO. 9 – RESOLUTION TO APPROVE THE
COMPULSORY ACQUISITION OF LAND AT
HOPE PLANTATION AND ORANGE HILL,
SAINT JAMES FOR HOUSING
DEVELOPMENT

SENATOR THE HON. R. R. FARLEY: Mr. President, the approval of the Honourable Senate is sought for this Resolution which seeks to acquire parcels of land as described in the Schedule for the purpose of housing. These parcels of land are located at Orange Hill and the Hope in St. James and these parcels of land as described in the Schedules basically form part of that larger area which has been identified for some housing development.

The developments which are proposed for that general area are very much in keeping with the physical development plan published in 1987 which had identified the general Orange Hill area as a still community which was capable of expansion. This acquisition included lands which surround this Orange Hill centre and detailed plans for the area have been drawn up by the Ministry of Housing and a number of these acquisitions which we have done surrounding that general area known as Orange Hill although the names which appeared on the documents which would come before the Honourable Senate would reflect the specific titles of the parcels of land which are to be developed.

This is really part of a drive to develop housing for that particular area. Like I said, this is in accordance with the physical development plan for Barbados. Basically, in terms of the larger area for development in that part of Barbados as approved by Town Planning and the other agencies which inform the physical development plan, we are really looking at a larger area of approximately some 70 acres which includes places like Dean Town, Waterhall, Lancaster and Hope. Again, as I said, around the general Orange Hill area which are contiguous to other existing development, for example, St. Silas Heights and other developments which are going on in that area which is extremely well suited for housing.

The critical importance of a development such as this is that although the Government has made great strides in terms of its provisions of opportunities for financing land purchase by middle to lower income groups, although we have gotten into a number of joint venture projects with private sector entities to provide housing for that group, it is still not the preferred target market for private sector developers who are developing housing projects on their own.

Projects which are proposing to offer house spots in the region of 3 000 to 4 000 square feet for example to provide for the lower income part of the market, are projects which will provide accommodation for persons who require an element of agricultural attachment to their land and the attractive projects with which we will become involved.

The Government, through the National Housing Corporation therefore has addressed itself to that task and much of the development which we are doing, not only in this area, but in other areas is meant to provide the opportunity for the lower and middle income potential house owner to be able to satisfy his desire and his potential for actually owning the lot that he is on. Again, financing a loan will not do it if there is no opportunity to buy that piece of property with the characteristics that one desires.

We are therefore pleased to be involved in the provision of this particular type of development. This land which is being added to that already acquired, in that general area will be all part of that larger development, like I said, for which the National Housing Corporation will be the executing agency and in due process of time as is required in these Resolutions, the Crown, having acquired the land will return to Parliament to have the land vested in the National Housing Corporation in order that they may have clear title and be able to execute the necessary housing project.

Mr. President, I beg to move that this Resolution do now pass.

The question was put to the Senate and agreed to.

SENATOR J. D. E. BOYCE: Mr. President, I will continue to comment on land acquisition Resolutions which come before this Chamber until I can see a pattern which would give me the comfort that we are getting somewhere in terms of the National Housing Corporation being able to meet the dire needs of the community Barbados in respect to land and in respect to housing.

Sir, I have said before and it bears repetition that until we have the required discussion on the whole question of where housing will go in Barbados over the next five or ten years or so, we will continue a programme of unstructured acquisition which will not necessary redound to the overall benefit especially of the ones we seek to assist.

Sir, this particular spot of land, is referred to as the Senate Leader stated, in the Schedules attached. I know whenever I say this in this Chamber, Honourable Senators tend to get on the defensive. I have visited this area on numerous occasions and I especially know of the work being done by way of a very special project in the case of the Fourth Schedule, that is, that property of Hope Investment Inc. situated at Hope Plantation in the parish in this island etc. An area of some 3.792 hectares.

Sir, we are talking here about a young Barbadian who has embarked on a project of a very special nature. I share his pain as an entrepreneur myself and I share his grief at having to surrender his hard work and indeed his dream. We have heard talk this afternoon about living dreams, about dreaming dreams and this young man was living a dream and his project has been brought to a crossroad by this stroke of the pen of the Government of Barbados, a power which lies in the State and a power which we are not seeking to necessarily take away from any government because I think that would in itself bring about further difficulties that we might not now encounter.
6.10 p.m.

But in discussion with this entrepreneur, I was saddened at the method of execution of the acquisition and I have made this point before and I think the public has got to be aware that on some occasions it is clear that land owners in this country are not being given a hearing by the authorities. I think this is unfair and I think that if there is not now an organ through which one can appeal to a Minister's decision in respect to an acquisition then I believe it is time for the establishment of some kind of tribunal which will assist Barbadians who are affected by acquisitions to at least have their case heard and to feel satisfied that the option open to the Government of the day is the only option.

This young man is certainly not satisfied that that was the only option but we know that in fairness this could be a selfish position and so I do not want to bring the particulars into the debate but I believe that we must acknowledge that we should be able to be heard in respect to these kinds of actions by our governments from time to time. They have not only occurred under this Administration so I want it to be made very clear. There are cases in history of acquisitions in which persons are not particularly pleased to this day and even the promise of fair payment for the land is not sufficient to satisfy that disruption which can occur.

Sir, the particular project which was being undertaken at the Hope was one which would have been of interest, I am sure, to Barbadians and even to the tourist industry because the young man was working on a project to develop a farm for exotic snails and other crustacean and although this brings extreme mirth to some Honourable Senators it is a project which the feasibility studies and indeed the actual

pilot project showed tremendous success. It does not bring this project owner any mirth whatsoever when the entire viability of the project is removed because of the acquisition of nearly 50% of the lands on which the exercise was to be undertaken. Not only 50% of the land, Sir, but the most suitable areas of the land, the flat lands in other words were taken.

This project, Sir, is not alone in Barbados and I enjoyed tremendously this exercise because it allows you to get to know so much more about what is being done and what is created by Barbadians and there are a few Barbadians very well who have been going into the business of rearing these exotic fish and other special crustacean especially as I said for the use in the exotic markets of our 5-star hotels and indeed in some cases for exportation.

So I think that the Honourable Senate must be made aware of the other side to the story so to speak of this particular acquisition and it must be made aware of the total dissatisfaction of this individual not in recognising the law but in the way in which he was treated in respect to his case being heard.

I believe, Sir, that we must do our part to urge the Administration of the Barbados Labour Party to make sure that wherever possible these kinds of considerations can come to bear when looking at the whole question of acquisitions.

Sir, it is especially unacceptable to Barbadians and this young man's case is especially strong given the public debate and discussion about the entire Orange Hill area and we heard the Senate Leader talk about the developments and the plans for that Orange Hill area. He talked about Dean Town and the adjacent areas, Sir. I recalled vividly the debate in this country when we had a situation where acquired lands in the same area, I believe in the very same area, were returned to the private sector after government had taken these lands ostensibly to carry out the same kind of housing development.

Sir, it gives fuel to the anger and the dissatisfaction of the Hope Investment Corporation in this case. Sir, I come down strongly on the side of this particular land owner, especially in the light of the debate and the activities which I just referred to.

This Administration, Sir, must be careful about sending different signals across the bow of this society. We have a society which is torn by certain disruptive forces already and if we feed this anger then we could be creating for ourselves a society which we will not be able to deal with and I do not want to see that day in Barbados. I would prefer to see a society develop where all Barbadians are satisfied or where the majority of Barbadians are satisfied that we, the

legislators of this country, are making consistent decisions which will ensure that their rights are always at the forefront, especially, Sir, in a society and an economic environment where entrepreneurship is being pushed and indeed the Honourable Leader of the Senate should be at the forefront of this kind of struggle because as Minister responsible for entrepreneurship he must be fully aware and seised of the particular facts relating to this project. And in an economic environment where, concession after concession, accommodation after accommodation is being made for foreign investors, how do we the Barbadian investor feel? How can we feel? What confidence can we have? What confidence can we reside with given this kind of apparent double standards, Sir?

6.20 p.m.

If we are encouraging entrepreneurship and investment in this country in order to achieve economic sustainability and all these buzz words which fall easily from the lips of the economic gurus of the Barbados Labour Party, we need, Sir, to ensure that the same benefits that accrue to the foreign investor, the same access that the foreign investor has to funds and land, that those same benefits must be made available for Barbadians. When we can demonstrate beyond a shadow of a doubt as was demonstrated in this case by this investor at Hope Investments, Sir, when we can demonstrate that we have in place a project which will be beneficial to the entire economic development of Barbados, then we must – I am not saying we should – be heard, or we stand, Sir, also judged by the particular investor and certainly by the thousands of Barbadians who read and listen carefully to the developments in this country.

Sir, I hope that Hope Investments will not lose heart entirely in the face of this tremendous setback, Sir, but alas in my discussions with him, I am not certain it is not too late. I believe that the Ministry of Housing had the opportunity to look further afield in the same area. They could even have looked back at Apes Hill again, Sir, in order to achieve their quantum in respect to the land acreage which they are after.

Indeed, as I have said in here before, in a situation where the reality is that we are predominantly dealing with unsatisfied levels in respect to land and housing in Barbados and where no young person, or old person for that matter, who has gone to the National Housing Corporation can relate a story of exuberance and success. But rather one of turnarounds, Sir, and constant “come again”. “Come back tomorrow.” “Phone me next week.” “We have no land space.” “We have no houses.” And yet, day after day we, you included, are tired of the number of acquisitions which we visit in this Chamber day after day.

Mr. PRESIDENT: You cannot speak for me, Senator.

SENATOR J. D. E. BOYCE: I withdraw including you in that assessment, Sir. I certainly am astounded by the

lack of effect in overcoming our housing and land situation in spite of the number of acquisitions that I have encountered, Sir, in my short period in this Honourable Chamber.

Sir, I would like to leave this debate with an exhortation to the Barbados Labour Party Administration that they must be mindful of the fact that if they are myopic and look only at the attainment of the illusive foreign dollar, at the same time presiding over a disillusioned, a disgruntled or dissatisfied Barbadian community, it will only be a matter of time whether it is this year or next year, when the people of Barbados have the opportunity to speak.

If they are not prepared to give defence to this kind of action, Sir, well then they must together ponder, very soberly, what the Barbadian population decision will be when that time comes in the very near future. I want to again repeat the very serious disruption of this entrepreneurial effort which this acquisition has occasioned. I would hope that some dialogue can be engaged, even at the level of the Minister responsible for Manufacture and this kind of development and it happens to be our Senate Leader. He is within ear shot and he can hear and I hope that he would indeed attempt to use his good office to make sure that this project gets back on stream, even if it has to be sited somewhere else and that that entrepreneurial spirit be again satisfied and kindled for the benefit of Barbados, Sir.

I am grateful to Your Honour.

Mr. PRESIDENT: Senator Murray.

SENATOR THE HON. G. S. H. MURRAY: Thank you, Mr. President. Sir, what I found particularly intriguing about the last speaker's contribution apart from the fact that it was rather tiresome, except for the pauses and intonation of the voices, I have heard it all before.

What I found particularly intriguing was that for one who, particularly when we are dealing with land acquisitions, likes to boast of having visited the area, except in this instance, and can tell you every tree, every rock, every crevice, every standpipe, *et cetera*, he was unwilling in this instance, to give any particulars. I found that very intriguing and I wonder why. Was it because he was afraid to talk about the small black man, poor black man, in this instance? That phrase is missing too, Sir. Was it because there are memories of previous occasions when much ado was made of this poor black man, only to find that the man was a major land owner and only to find that the man came in the newspaper a few days later and said all he wanted was a fair payment for his property. There was no deprivation. There was no political spite and malice afoot. I wonder why there were no particulars this time.

Sir, I do not understand why the last speaker is so concerned about making entreaties to the Barbados Labour Party to listen to people.

6.30 p.m.

Is it because his own Party does not listen to him? What I surely know and what the rest of Barbados knows from our performance over the last 2 years in particular was that this Government is not an adamant government. We do listen to the people, whether on VAT, whether on the casino gambling. We do not say "like it or lump it" to the society at large or to the poor, small, black man. That is only a lot of hot air which bears no resemblance to reality and the track record of the Barbados Labour Party.

I am tired, Sir, hearing the Honourable Senator thumping his chest and seeking to berate the Barbados Labour Party Government on the question of the provision of land for house spots. If only because if he can be tiresome to me, I can be tiresome to him and point out that what we are doing is trying to ride out a situation which was largely inherited from his government which built I think, 8 houses in 8 years. Some figure like that.

There were pent-up demands and we are seeking to satisfy that demand, but when you are dealing with a person's property which is protected by the Constitution, there is a clear process to go through in the acquisition of land. One does not seek to acquire land today and build on it tomorrow. There is a process which has to be gone through and one has to respect the law but the facts are that, as you can see by the activity at Pondsides and the activity in St. Peter and other areas, our housing programme is beginning to accelerate.

We have been seeking to put in place a land bank so that as we get going we have available land specifically identified for purposes and we can systematically and in a coherent and planned manner, erect houses, provide land, house spots, sites and services etc. It is all part of a precise programme and is not a hit and miss situation.

I do not understand how the Honourable Senator can go on seeking to create the impression time and time again, and he is not alone in this from his Party, that the Barbados Labour Party is hard at work selling out Barbados, letting Barbados be taken over by foreigners, foreign investors or whatever, a whole heap of emotive language.

That issue is going to be ventilated and hopefully discussed in a very structured manner where the facts can be brought out through public discussion on the initiative of a member on the Government's side and we are going to use that occasion to demonstrate that the facts do not bear out the impression that is deliberately being created.

Even more recently than that, Government has shown that it is not party to such a policy when on the receipt of reports that there was a possibility that certain lands could be used to deny persons access to the beach in Christ Church, the Prime Minister and a team of people visited and took decisions to acquire the land to ensure that that does not obtain in Christ Church near the San Remo Hotel and I think there is another one by Harts Gap where the same has been done. The same thing as you recently heard, is obtaining in St. Peter and in Sandy Lane to make sure that the traditional access to beach of Barbadians using the land will be protected by the Government for the long-term good of the community.

Therefore, Sir, my brief intervention is to state a number of salient facts to the Honourable Member and to say that despite his rhetoric the facts do not substantiate his case.

SENATOR Mrs. A. P. THOMPSON: Mr. President, I rise to speak on this Resolution and I do so resulting from a telephone call which I received this morning at 7.30 from a resident of Orange Hill, St. James.

Contrary to what Senator Murray has just said and to what the members of the Barbados Labour Party believe, the residents of Orange Hill and surrounding areas are not at all pleased or amused about what is taking place. Two weeks ago, when this matter first turned up in the newspaper that it was going to be debated, another fairly prominent resident of Orange Hill contacted me and sat and gave me quite some information on that whole area and the concerns of the residents.

I join Senator Boyce today in calling for a special committee or tribunal that can hear the concerns of citizens when Government is going through the process of acquiring their lands and where individuals believe that they have overriding interests which need to be considered. I accept as a citizen of this country that from time to time the Crown, the State, would find it necessary to acquire property in order to carry out developments for the betterment of all, but I respect that the individual who has made many sacrifices in order to acquire such property that that individual must be given some kind of hearing, and it is not fair to say that people are not disgruntled about this.

There is included in this acquisition a small farmer, a gentleman who in addition to having his home, has a lot associated with it, on which he is doing small farming and he too would be put out of business in addition to the entrepreneur who is developing for Barbados what we can consider to be a very rare form of business, something which we have not ventured into at all in this country.

I think the Members on the Government's Side must not get angry when concerns are raised on such matters. On

the last occasion that we had a compulsory acquisition before this Chamber I spoke, I reminded the Government and I want to remind it again today that it cannot be reasonable when in a general area which we are considering for relocation and development by the National Housing Corporation that this Government having compulsorily acquired some land and having had the use of that land changed, handed that land back to the original owner who has developed it and it is now being called Buccaneer Terrace, some specially developed area in this same general Orange Hill location.

I heard the Leader of Government Business say that this area is not attractive to private investors. How is that so when in the midst of this whole Orange Hill development is the Buccaneer Terrace?

SENATOR THE HON. R. R. FARLEY: Mr. President, I hate to interrupt the Honourable Member when she is making her eloquent contributions. However, just for the accuracy of the record, what I did indicate was that the whole area of the provision of small lots tends not to be attractive to private developers. I did not make any reference to the geographic area in question in relation to the provision of either private or small lots. Just for the accuracy of the record I would want to indicate that the Honourable Member is totally misrepresenting my contribution.

SENATOR Mrs. A. P. THOMPSON: As I accurately recall, Sir, on the occasion that we debated that particular matter the size given of those lots on which Eastern Development would place these houses fell well within this same range that we now say no longer attracts private developers and we were told that there were going to be houses similar to the ones built in the Mount St. George, where I was born, and Bibbys Lane which is in St. George North and that the houses would be in the range of \$55 000 to \$75 000, timber houses with concrete bathrooms and things of that nature.

So I cannot accept that Government has now to walk around Orange Hill and acquire the small lots because what one hears is that these are some small owners abutting and bounding on lands more or less of sundry small owners on two sides and that kind of thing.
6.40 p.m.

Why is it that we now have to go and acquire the lots of these small owners when we had the opportunity to hold onto that large lot and build all the houses that the National Housing Corporation wants for the people of Orange Hill, St. James. I have to be concerned about these things, Mr. President, because today I have the responsibility of being party to the passing of legislation in this country and regardless of what Members on the Government Side might say to me that a Democratic Labour Party Administration did at some time or another, I was not a member of any

Parliament and signatory to any such action, but as long as I am in this Senate and I see Resolutions and Bills coming before this Chamber which, in my humble opinion, are not reasonable at the time they are being brought, I shall speak out at all times.

I am saying to the Government of Barbados, and I am not being critical about any Barbados Labour Party, that we have to be concerned. Maybe the Government is not aware but let me say this. Last week Monday I went to visit a businessman and his wife who asked me to come and do some financial planning for them. We were discussing investments, mutual funds, and all other investments. She had a sizeable sum of money and she said to me: "You know what really hurts my heart? I was not thinking of mutual funds. I really wanted to buy two pieces of land for my two children and I was considering going into the North of Barbados to buy two pieces of land. But do you realise that the price of land in Barbados has gone up so high that I cannot now consider investing in two pieces of land as a form of investment for my children?" I have to be concerned.

I do not think we should fool ourselves that land ownership is not an issue in this country. I am pleased that the Government of Barbados in order for all of us, Bs, Ds, Ns and Rs, to be able to sleep comfortably in this country, has accepted the recommendation that a committee be formed to properly investigate what is happening in this country with land ownership. This is a matter which can breed serious social unrest in this country because for people of small developing countries like Barbados, the only major item which can be considered as wealth is a piece of land.

I agree with Senator Boyce. When a small person sees that only piece of land that he or she was holding onto as their piece of Barbados going from them, whether it be taken by Government or whether it is purchased by some other investor, be he local or foreign, that individual feels deprived. This is a matter which can escalate into a very serious social problem and it must not be ignored.

I am also making an appeal to the Government of Barbados. We have had so many acquisitions since I have been here over the last 3½ years and I am yet to see the housing construction going on to guarantee that people can get some houses to live in. Because although we hear a lot of talk about how much Government is going to do in housing, I do not know that the Government has built more than 24 houses yet. The latest report given has shown that there were no more than 24 individual houses constructed under the new Administration. This is not a criticism neither is it a comparative analysis. It is a statement made to say that for the number of compulsory acquisitions that have gone on in this country since 1994 I believe we should have achieved a

lot more in the area of housing development in Barbados, and there is a dire need for housing.

Yes, I am aware of the Pondside Development that is going on. I do not put these things down because I do not play partisan politics with things like housing, social and welfare programmes that cater to the needs of the deprived and the underprivileged in this country. I always support them, but I want to see the Government step up its activity in this area of housing. There are too many individuals out there who are walking around Barbados still looking for somewhere to rest their heads and it is a matter that needs to be seriously addressed.

Yes, we need to do something about the National Housing Corporation and the quality of service that is delivered to people. I think too many people are made to feel that they are begging alms when they go to certain Government departments. A part of this Public Sector Reform Programme must condition members of staff who deal with the public in areas of pressing need – which we must appreciate, to be more considerate. When the consumer interfaces with the individual who is delivering the service, the only thing the consumer can think about is his need and what the need is doing to him. This thing about consideration of how he interacts with the person who is delivering the service is not uppermost in his mind. Therefore, we must try to train the employees in the public service who are going to be dealing with these individuals. They need to develop a special type of mentality, a special caring type of disposition and more patience.

When I was trained in banking, one of the first things I was taught is this, not the usual, the customer is always right, but that everybody who comes before me has a problem and that my responsibility was to be a problem solver, and not everybody who presents a problem has the ability to rationalise how best to tell you about that problem but you need to have the ability to be patient and understanding while listening and trying to meet that person's needs and trying to provide a solution.

The National Housing Corporation is one of those departments of Government to which special attention must be paid. There are too many people who leave home going there feeling quite distraught, broken in spirit and who leave almost dead. This is not an attack at all on the staff of the National Housing Corporation. This is an appeal to Government to make sure that those individuals who are care deliverers – housing is an essential part of the comfort and peace of mind of the Barbadian as health services, as education and in the same way that we believe that our teachers, our nurses and doctors must be individuals of a special temperament, I think individuals who work in

departments like the National Housing Corporation, we must make sure that those individuals are also better equipped to deal with the public.

My appeal to Government is to get ahead with the work of providing the houses for these Barbadians, especially needy Barbadians, not to compulsorily acquire the lands of small landowners in this country if there is a large landowner in that same area or a surrounding area who can afford to give up that land for the same purpose.
6.50 p.m.

Let us be realistic about this. It is easier for that large land owner to go out there and acquire more lands in Barbados than for that small land owner to probably ever get another piece of land in this country.

This is why I think that Government's land use policy has to be viewed within the whole framework of national development and a philosophy of the empowerment of the disadvantaged of this country. A proper clearly thought-out philosophy of the empowerment of our people would say that to take away the lands of the smallest people in our community is to set those people back further than from whence they came.

We are at this stage in Barbados and I do not know if we recognise what is happening. We are dealing with our country in compartments and that is a serious thing. On one hand we can boast about how great we are doing in international investments but when we take that and fit it into an overall national picture, the growth realised from the international sector is causing significant deprivation in the local sector of our society. We are at the cross-roads and I almost feel as though we are sitting on a powder keg and I think the time has come for us to seriously look at what is happening in this country. I am not saying that it has happened yesterday. I am not that shortsighted or politically naive as others to say that. I am saying that over time we have developed a society in this country, or a community called Barbados that should begin to concern us all.

In my field and having to mix with people everyday and to talk about their very personal and private lives, I get to hear a lot of things that others do not hear because I have to ask people very intimate information in order to help them to plan their future. I must say that for the first time I can say that I realise that Barbadians are very, very concerned about their Barbados and are asking the question again, is it always going to be ours or how much of Barbados is going to belong to us and for how long?

We must not fool ourselves about this. It is a bothersome concern for me. I am not pointing fingers at a Barbados Labour Party. I am saying this as a concerned

Barbadian, who is sitting in a Parliament of this country presiding with fellow Senators over very serious matters which affect the future of generations of Barbadians. If I fail today to lend my voice, to raise my concerns in an area which could haunt me in the future and could haunt my offspring in the future, then maybe I am better off dead.

Asides.

SENATOR Mrs. A. P. THOMPSON: Therefore, Mr. President, this is a very solemn plea. I am not making any fun. This is not any political cheap rhetoric. That is not a part of me. This is a genuine concern emanating from the views of a number of Barbadians who seem to be carrying a very heavy heart about where we are going.

I visit Jamaica quite often and there is a picture of Jamaica which I have painted in my mind that I do not want to see in Barbados. I drive through Jamaica and I see all these houses literally cluttered together, the homes of very poor people. Then I go into an area that looks like Hollywood, the rich and the famous. Then I think to myself, we wonder why there is always violence, why there is always social unrest and why this country cannot settle down and be reconstructed. I do not want this to happen to my Barbados. But, it is creeping on us.

I am sure that the Opposition of this country is a responsible Opposition and I do not see the Opposition Democratic Labour Party backing away from its responsibility to Barbadians to make sure that we can at this time seize and hold on to our Barbados. We have to start to measure what are the real gains and we have to see gains beyond foreign exchange, beyond dollars and cents. We have to start to associate gains not only with the present quality of life of our people but what inheritance are we going to leave behind for future generations. I really want to see us as a Parliament of this country address these matters seriously.

This has concerned me quite a bit Mr. President and even though we are dealing with a small area of Barbados, Orange Hill in St. James, I do not like the signals that are coming out week after week as we deal with these acquisitions. The time has come to take stock.

Thank you, Sir.

SENATOR Mrs. P. E. RICKINSON: Mr. President, I really want to support this Resolution because I am one of those people who feel that a Government has a responsibility to acquire land for those persons who cannot afford to purchase it. The masses of the population in this country are poor and the majority of them really cannot afford the prices

that people are asking so the Government is going to have to intervene and acquire land and as I read, give 100% mortgages for people to own a piece of land.

Mr. President, I sincerely hope that in the process of trying to acquire land so that the masses can have access to land and housing of their own that the small land owner is not being crushed.
7.00 p.m.

Mr. President, if these are small land owners who are about to get into different types of investment I would hope that the Government would try to relocate them and find alternative sites for them. If it is an entrepreneur or a farmer who is a small land owner, it has been done before. We did it with the acquisition of land by Harrison's Cave when land was acquired and the person was more or less relocated to some extent.

But, Mr. President, what concerns me, listening to the debate, is the fact that Government has moved to set up a committee to examine land ownership in Barbados. I fully support that and I think all haste should be made to get on with the job of letting us know what exactly is happening about land ownership so that decisions could be made and we could be educated in which direction we are going regarding the use of land.

Now, if it is the case that a committee is being set up what is the haste of acquiring this land? Is it not possible to wait until the committee has been established and done its work and then go ahead or is it very urgent to acquire this land for a pressing need to relocate persons who must be relocated or who must be given accommodation immediately and cannot afford to wait until the outcome of the examination by the committee? This I would like to know because let us face it, Mr. President, there is great concern over what is happening to land.

I know some people who have returned from Canada and who have been trying to look for and buy land and resettle here and they are alarmed at the price that people are asking for old homes, \$1 million etc. that need a lot of money to repair. They cannot believe that these are the prices that are being asked for these properties. When one hears this type of thing one wonders.

Even though the Government is trying to amass large quantities of land would it not be better to wait until the outcome of this committee or is it a long term solution? Is this committee going to take a long time? If not I would suggest that we set up a committee that will concentrate very quickly on the land use policy so that we would be able to get the results.

I am going to support this Resolution because I do believe it is the Government's responsibility to provide land for the masses of people in this country and we know what the hourly rates of some of our people are. We have just finished passing Resolutions and it is not very much money, Mr. President, and those are the types of people for whom land has to be acquired so that they can own a home or rent a piece of land from the Government.

In another breadth, Mr. President, also there are some people who are renting house spots and they have been asked to move. They are also looking for spots to rent. Some of them have told me they are having grave difficulty with getting such spots from the National Housing Corporation.

Now, I am not so sure what the policy is and what one has to do but judging from the amount of land resolutions we have passed here these people should not be having such grave difficulty trying to get a spot of land to rent unless the land owners have not been paid for the land that has been acquired.

I do not know what the hold-up is, Mr. President, but there is a hold up some where and one needs to look into it to see if one could get the flow of the distribution of land going a bit faster than the present pace.

Now, Mr. President, a word or two about persons in the service industries. It has been said many times that we need to expose them to what is known as the social graces, that service is not servitude.

Mr. PRESIDENT: Senator, I do not think your present remarks have anything to do with the Resolution except of course you could convince me they do.

SENATOR Mrs. P. E. RICKINSON: They do not, Mr. President. I think what I will do with the next Resolution, it will relate to that, so I will support this Resolution and then return. Thank you, Mr. President.

SENATOR THE HON. R. R. FARLEY: Mr. President, I rise on the conclusion of debate on this Resolution to make a few comments, particularly in regard to the speech made by Senator Thompson.

Senator Thompson treated us to a well polished repeat of her philosophical presentation on land use and disparity between what she sets up as the big man and the small man and so on. Like the creative person that she is she added one view point which I totally support and that is that there is room for improvement in terms of the customer relations focus of the National Housing Corporation and not only at the National Housing Corporation but there is definitely room for improvement in all of the areas of Government where there is significant client interface.

7.10 p.m.

Senator Murray has dubbed 1998 as the year of customer service. At the end of the year, we would like to be in a position to praise him for giving a turn-around. But I myself, like to go out and pay my bills of government or do other transactions of Government myself, and check to see what is the real situation in respect of paying water bills, paying this, paying that and so on. I am not always happy and particularly when one has to make inquiries via the telephone. So there is work to be done and I am sure that the National Housing Corporation management will be only too happy to respond to the concerns raised. But apart from that point the rest of the speech was like setting up some tin cans on a fence to practice shooting. There is no known aggressor or attacker but you shoot down these cans, and to make the game more interesting, you put a person's face on the can, so that you can practice aggression as well. That is what his speech was about.

The Senator spoke about Barbados sitting on a powder keg. Well the only powder keg there is, is the one that the Senator might have brought in and even then if you have powder kegs they are only dangerous...

Mr. PRESIDENT: Senator, a powder keg would not be allowed in this Chamber.

Asides.

SENATOR THE HON. R. R. FARLEY: I thank you for your kindness, Mr. President.

But Barbados would not be sitting on a powder keg other than that of the Senator's making and even then a powder keg is only dangerous when someone draws a match to it. What has been happening with respect to this question of land use, land distribution, land price, and land ownership in Barbados is that a number of persons, Senator Thompson included and Senator Boyce, have been acting as both the fuse, the match and the powder keg.

They are the ones who have been taking matters and blowing them out of all proportions and giving persons who are less informed on these matters than themselves, the impression that they are being deliberately disadvantaged and so on.

Senator Thompson as the great financial adviser that she is, and I respect her highly for her talents in that regard. In fact perhaps some day, I would get her to advise me on some of my personal finances, but where I draw the line however, is that the same Senator Thompson who advised those individuals, one of whom has returned from overseas and had some money to invest and she spoke to her about mutual funds. But the lady indicated a prior inclination to

buying two parcels of land in the north of the island and she was concerned about the price and so on.

What would Senator Thompson's advice have been to that same lady if that lady had returned to Barbados in possession of two parcels of land in the north that her mother or father or somebody had left for her and that lady decided that she wanted to liquidate her assets. She wanted to convert this into cash. Senator Thompson, as the great financial adviser that she is, and the true professional in that area, would have been one of the persons advising that lady to ask \$1 million and \$2 million and the highest possible price.

Asides.

SENATOR THE HON. R. R. FARLEY: The reality of the situation is that people will view the matter of land pricing and property values entirely differently depending on whether they are the vendor or the purchaser. The same person who wants to get into a particular location and wants the land at dirt cheap price, is the same person, whom if they were selling that land, would be arguing all kinds of reasons why the land should be highly valued.

That is why I say, Mr. President, that it is pure sensationalism on the part of the majority of these persons who are involved in this land debate to talk about how the price of this land is working against Barbadians and so on, as if some of these same Barbadians who are selling their lands at these prices, as if someone had put a gun to their head and made them do it.

But, this suggestion that these properties here involved are disadvantaging small persons was even stretched beyond all reasonableness. Senator Thompson in reading from the schedule noted that the land were abutting and abounding other lands of other small holders. But the land, if it is abutting and abounding that is not the land in question. So because they are small holders abutting and abounding a piece of land does not mean that the land itself in question is owned by small holders.

You could have a million and one small people who own land abutting and abounding the land of the same Colonel Drax which, whom as you know, was the same man whilst in the company of Errol Barrow, Barrow on one horse and Colonel Drax on the other was advised that if the Government of Barbados touches your land, sue them. Don't let them take away your land. Do not rob poor Mr. Drax of his land.

But I am saying to you that to stretch the debate and to suggest that because the schedule says that the property abuts and abounds...

Aside.

SENATOR THE HON. R. R. FARLEY: I lived in Bairds Village, small holders, and Bairds Village was abutting and abounding or "butt and bounding" to use the proper Barbadian term, Fairview on one hand and Drax Hall on another. But it does not mean that anybody in Bairds Village was any large property owner. So that the point was really being stretched to suggest that because the schedule says that the land that is being acquired abuts and abounds other small holdings that we are in fact acquiring a small holding and the goodly Senator knows much better than that.

Senator Thompson also attempted to make the point that there was no housing activity going on and we are not getting on with the programme. I would just like to clarify a few points. Senator Rickinson also raised a question and it is perhaps more for Senator Rickinson's enlightenment that I would stress that point, because I am sure Senator Thompson is very much aware of these matters.

The Parliament can only proceed along the course that the law permits. If it is one thing that the Parliament cannot do is to be lawless. You cannot be a law maker and a law breaker at the same time. The land is acquired on behalf of the Crown. You will notice that even in this Order Paper there are resolutions relating to vesting of land in National Housing Corporation and these would have been lands which the Crown would have acquired earlier in this same session of this Senate. In order for the National Housing Corporation to be able to carry out the works which are required before the land can be sold, leased, rented or whatever, it needs to get the land vested in it.

So the acquisition goes through its own process of time. The vesting of the land in the National Housing Corporation goes through its own process and then, of course, the Government is not exempt from acquiring planning permission from the Town Planning Department. My colleague, Senator Bolden has very eloquently on several occasions indicated some of the areas where there is room for considerable improvement in the operations of the Town Planning Department in order to allow developers, government included, to be able to obtain speedy planning permissions.

Even some small works, sometimes Government wants to add a toilet for a pensioner and they need Town Planning permission. Sometimes the relevant government department experiences grave difficulty and extreme delays and the utmost annoyance in trying to get Town Planning permission to put water-borne facilities on the home of a pensioner. You can imagine that as a developer seeking to develop a major development the Government will obviously have to go through this whole business of Town Planning permission in addition to that.

7.20 p.m.

After Town Planning permission is received, then before you can put people to live there, infrastructural work has to be done, installation of electricity, installation of water, construction of roads and, therefore, when one looks at the time between the acquisition of land and the completion of a housing development those are the very practical and necessary steps that have to be taken.

In spite of that, let me go to the record and we will soon get the updated version. This is a document of the Honourable Senate, having been laid in here some time back, the National Housing Corporation Report for the year 1996-97.

Senator Thompson attempted to suggest that there had been no housing activity in Barbados since we have been in office. Just for this year alone, this Report says for example that in terms of the sites and services programme some 1 060 lots have been readied and the sites and services are an integral part of the programme of the National Housing Corporation.

There are many persons who are interested in renting land and getting into the traditional deals with the lumber yards to trust their lumber and pay for it and at the end of the day it is their house. When they catch themselves they will buy the land from the National Housing Corporation and they have been able to get house lots for rent.

In addition, there is a standing commitment which the Government is in the process of fulfilling. There are a number of persons who are affected by the 1990 change in the Tenancies Freehold Purchase Act which changed the definition of a tenancy and left a number of persons in no-man's land.

There was a commitment on the part of the Ministry of Housing to find alternative locations for those persons because the landlords, of course, moved swiftly to get them off the land. There are still a few remaining back-log cases in that regard for which we have been able to use these sites and services to accommodate. There are also a number of persons who were in Zone 1 areas, some in squatting arrangements, some on other arrangements who were really on the brink of the channels into our aquifers who had to be relocated. Others in flood prone areas had to be relocated and there has been that movement in those sites and services areas.

There has also been during 1996-97 a number of rentals of houses. I will not go into the numbers now. I mentioned house spots already. The sale of property – over 70 properties were conveyed during that particular year; 279 lots were conveyed in addition to which part of the provision of housing in this country relates to the provision of funding and in terms of General Workers' Fund we not only increased the limits but the number of persons who

were able to gain access to the money which was tied up in the Housing Credit Fund and not being used.

Senator Thompson's contribution I believe by now has been set in the proper context and I hope that my contribution to this debate has set the record straight and put the matter of Government policy in respect to acquisition of land in its proper context.

I beg to move that this Resolution do now pass.

The question was put and agreed to.

ORDER NO. 10 – RESOLUTION TO APPROVE THE
VESTING OF LAND AT LOWER BURNEYS,
ST. MICHAEL IN THE NATIONAL
HOUSING CORPORATION

SENATOR THE HON. R. R. FARLEY: Mr. President, the Resolution before us seeks Senate's approval for the vesting of land in the National Housing Corporation. The matter of the acquisition of land at Lower Burneys, St. Michael was debated earlier in this session of the Senate and the next step in that process in order to move the process further along is the vesting of that property in the National Housing Corporation.

The area in question is some 12.6 hectares of land at Lower Burneys in St. Michael. It has been approved for housing development by the National Housing Corporation and will provide some 271 lots including recreational space for general community use as well as discussions going on with a church which has purchased land in the area for use and this would go a long way towards the achievement of Government's housing programme which we have spoken to so clearly in other debates in this Honourable Senate.

I beg to move, Sir, that this Resolution do now pass.

SENATOR J. D. E. BOYCE: Mr. President, I must take this opportunity to put on proper record some of the comments which were alluded to by the Honourable Leader of the Senate not too long ago. This vesting of land in Lower Burneys.

Mr. PRESIDENT: This is a separate Resolution.

SENATOR J. D. E. BOYCE: Yes, Sir. I am referring to the Lower Burneys Resolution and his introduction to the Resolution.

Mr. PRESIDENT: That is not what I understood you to say.

SENATOR J. D. E. BOYCE: I am sorry about that, Sir. In introducing this Resolution, the Senator was careful to point out that the Resolution seeks to vest the land at Lower Burneys in the National Housing Corporation. I think this is

an opportunity for us to look quickly at at least one aspect of the operation of the National Housing Corporation which on this Side we want to bring to these discussions and debates in here.

The reality is that the Government's housing programme as being carried out by the Barbados Labour Party is not the record of glory that the Honourable Senate Leader would like us to believe.

I want to quote from the National Housing Corporation Report, the 24th Annual Report for the financial year 1996-97. I want to refer specifically to the sites and services programme and the comments about the status of the different sites and lots which are presently in the hands of the National Housing Corporation and the progress which is being reported.

In St. Philip at the Crane – 35 lots...

Mr. PRESIDENT: Senator, I am interested to see how you will connect this with the Lower Burneys Resolution. You are starting in St. Philip.

SENATOR J. D. E. BOYCE: Sir, I am hoping beyond hope that the Lower Burneys land after this land has been vested would be made ready for use by Barbadians with more haste than the record indicates other lands vested in the National Housing Corporation have been made ready.

Indeed, Sir the kind of completion which the Honourable Senate Leader would have us believe is taking place would allow one to use the lands for the purposes of camp sites to pitch tents or something of that order because as I started to indicate, in most cases, the preparation of land is not complete. The ones that are not in the hands of the Town and Country Planning at the very initial stages have not even been granted permission in terms of the development.

There are many others, Sir, which are reporting suspension of work. Others are reporting completion only of road works and nothing of the infrastructure that must accompany the development of the land at Lower Burneys or anywhere that the National Housing Corporation acquires or has land vested for the purposes of its carrying out its mandate.

7.30 p.m.

Sir, I do not believe that the Honourable Senator should come in here and try to give the impression that the Democratic Labour Party Senators when they make statements to the fact that the National Housing Corporation is not fulfilling its mandate that we are not truthful. We are reading the same documents and the same information that he is reading and it is wrong to want to give the impression that we are not speaking honestly and truthfully about the records.

Mr. PRESIDENT: I am not aware that suggestion was made.

SENATOR J. D. E. BOYCE: That we are not speaking accurately about the records of the National Housing Corporation.

Mr. PRESIDENT: You are confusing two debates. This is a separate debate and I would wish you to confine your remarks to the particular Resolution that is before us.

SENATOR J. D. E. BOYCE: Sir, I therefore want to accompany this debate on the vesting of the land at Lower Burneys with a clear statement that the record of the National Housing Corporation in respect of progressing its sites and services programme does not lend one to a state of confidence as to how quickly this land at Lower Burneys can be ready for use by the people of Barbados.

A perusal of the document, Sir, will give clear support to the conclusion which the public out there has come to in respect of the service provided by the Ministry of Housing through its agent, the National Housing Corporation. The Honourable Minister should be assuring this Chamber that he would do all within his power to make sure that this record is improved and not give comfort that is not supported by the real facts as we can see them put in this National Housing Report.

I trust that the vesting of the lands in the National Housing Corporation at Lower Burneys and as the National Housing Corporation goes about its business over the next couple of years and, indeed, we are well aware of the movement of the National Housing Corporation offices. They have now temporarily been located at Roebuck Street. I trust that this new accommodation will allow them to expedite more of their work in respect of preparation of lands for adequate use by our citizens. Indeed, we are also aware of the fact that they will be concentrating too on the construction of their own property. I hope this will not cause a deflection of resources so that the work of preparation of these lands, like the lands at Lower Burneys, will fall behind.

Sir, I urge the Barbados Labour Party Administration, therefore, to take heed from the voice of the people, if they do not want to take heed from the voices of the Senators in here, the people who constantly complain to them too about their inability to have their needs fulfilled in respect to owning or renting land and even less likely, given the present circumstances, the possibility of finding a house or a place to live. We need as a body to pay urgent attention to these matters.

The records of the National Housing Corporation over recent time do not support some public utterances by the Government of the Barbados Labour Party which would have us believe that they are adequately meeting the housing needs of Barbadians. I go by the record and not by the utterances of the Ministers of the Barbados Labour Party

Administration, and the record does not support progress. It supports the fact that we are not satisfying the needs of our people in respect of land and housing. Therefore, even in passing this Resolution for the vesting of the lands at Lower Burneys, St. Michael in the National Housing Corporation, I am cautioned by the records before me. I am cautioned too by what I hear from the unsatisfied needs of our Barbadian people in this regard.

I am grateful to you, Sir.

Mr. PRESIDENT: Just before you speak, Senator Rickinson, I just wish to make the point for other Senators who may wish to make a contribution that this is really not a continuation of any matter which came before the Senate today. It is a separate and distinct Resolution.
7.40 p.m.

SENATOR Mrs. P. E. RICKINSON: Mr. President, I am supporting the Resolution to approve the vesting of land at Lower Burney, St. Michael in the National Housing Corporation. After we have passed this Resolution, Mr. President, it means that the National Housing Corporation is going to have this land and it is going to be for distribution to the public. Mr. President, I am not so sure what the structure of the National Housing Corporation is, I am not sure if they have enough staff in order to facilitate the quick distribution of this land that is going to be vested in this corporation.

What I am asking, Mr. President, is that every effort be made to make sure that the machinery is set up for the swift movement and the swift implementation of the Resolution whereby, when it is given to the National Housing Corporation, it will be available for them to rent out to persons who are disadvantaged.

Mr. President, I feel maybe what is needed is an education programme to tell the public how to go about getting this land because they are not very satisfied that they can get access to the different types of land that have been vested in the National Housing Corporation. Mr. President, what I would also like to contribute to this debate is that the National Housing Corporation should seek the services of some persons who can start giving a programme on what is known as social graces so that when they deal with the public, the public would not feel that they are being slighted. There are ways and means of giving service and we need to feel that service is not servitude.

Some of the public dealing with the National Housing Corporation, some of them, not all because there are many people who are pleased with the National Housing Corporation and who have no problems whatsoever but there are others who are having great difficulties and I am not so sure what the reasons are. However, I would like to support the Resolution and wish the National Housing Corporation

full speed and success in making these lands available to the people of Barbados.

Thank you.

HIS HONOUR SENATOR C. L. BOLDEN: Mr. President, it is clear that Members are particularly worried about the slow pace in which the National Housing Corporation is able to deliver to the public.

I once remembered the late Errol Barrow saying in the Other Place that if you know what you are doing, if you know you are within the parameters that are required by the Town and Country Planning, you do not have to wait for the Town and Country Planning certificate because all the town planner can do is to ask you to justify that you are within those parameters.

I know many of the commercial buildings in Barbados have begun construction long before they have had Town and Country Planning permission and then they apply for retention. It might be better for Government either to increase the staff in the Town and Country Planning Division or to create a section of the Town and Country Planning Division who would deal exclusively with these kinds of arrangements and these kinds of developments whereby preliminary permission can be granted so that the National Housing Corporation can get on with the work and deliver the house spots for the houses etc. and on completion ask for retention. I think that National Housing Corporation has been operating for so long that their officers should fully know the requirements of the Town and Country Planning Department and there should be no problem with that.

Another thing that worries me here, Mr. President, with this particular development is that we are creating a completely new town in the Haggatt Hall area. As it stands now, every day there are traffic blocks around the roundabout at Bussa. I live in Haggatt Hall and I am not ashamed to confess that I now leave home by 6.15 a.m or 6.20 a.m. to get into Bridgetown and I have to leave Bridgetown at 3.50 p.m. to get out otherwise if I leave after that I could spend an hour or so getting through between Ilaro Court and the Bussa roundabout.

It seems to me that we are going to have to look at the road structures in that area again. What is happening now is that vehicles coming from the St. Philip area are now going through Cutting Road and are using a housing development to cut back on to the Haggatt Hall road and to get back into the City. They are beginning to widen the Neils Road coming up from Belle Gully but I think that they are going to have to do more than that because the more houses that are established in that area, the greater the congestion is going to be.

It raises another point. The Democratic Labour Party went ahead and built Sherbourne in that same area...

Asides.

HIS HONOUR SENATOR C. L. BOLDEN: It is not finished yet but I do not believe that they gave any consideration to traffic or parking and every time there is a function at Sherbourne you might as well say, get out early and come in late. You are completely boxed in, everybody in the area is completely boxed in.

Therefore, Mr. President, I would like those in authority to have a careful look at the whole structure of that area, the Lower Burneys, Haggatt Hall, St. Barnabas, the whole area and see how they can relieve the traffic and at the same time I would like for the National Housing Corporation and the Town and Country Planning to get together and look to see how best they can expedite these applications. We have to transfer the property from the Government into the National Housing Corporation and we will be building up as we say we want to build a land bank, but that bank is not going to be as effective as it should be in delivering to those who are in need unless we can get it off as soon as possible.

I know there are numerous applications at National Housing Corporation and those applications increase annually. We are a living society and as more people come of age, everybody wants to have their own home because Barbadians are home lovers, they love their own homes. I think that this is one of the few countries where we have little or no leasehold properties. In England and all over the place, people are contented to lease house. We also do not like to live on top of each other. We have had to change the houses in the Pine which used to be two-family houses, one on top of the next and you get all kinds of confusions and disputes between people living over each other. We like to live in our own individual homes.

It means that we are going to be pressured more and more to provide more house spots and more housing for our society. It is a culture which we have and I do not believe that anybody can ask Barbadians to change that culture.

Therefore, the National Housing Corporation, the Government and the Town and Country Planning should get together as quickly as possible and make it possible to deliver these lots whether they are individual lots, whether they are sites and services, whether they are starter homes, whatever they might be; I think it is in the Government's interest to get these things moving as soon as possible.

I support the Resolution.

SENATOR THE HON. R. R. FARLEY: Mr. President, I beg to move that this Resolution do now pass.

The question was put to the Senate and agreed to.

ORDER NO. 11 – THE POST OFFICE (VALIDATION OF RATES OF POSTAGE) BILL, 1998

SENATOR THE HON. R. R. FARLEY: Mr. President, this Bill before us is seeking our approval for the validation of a number of rates effective 1st January, 1998. The background to this matter, Mr. President, is that virtually all of the rates in relation to the charges made by the post office for services were approved for an increase. In fact the Cabinet had approved, back in November, 1997, the new postal rates. These rates were set for introduction as at January 1, 1998. The necessary regulations were made as is required under the relevant legislation and they were published. However, the regulations were not gazetted before the January 1 date and therefore, Sir, it has become necessary in order to ensure that the increased postage rates which were collected after January 1, 1998 be validated by way of this particular bit of legislation.

7.50 p.m.

Basically the legislation as is indicated sets out in the standard drafting format the relevant date which is January, 1 from which the new rates were charged and the copies of the Regulations, I believe, have been circulated to Honourable Members. It is really a technical Bill which seeks to validate rates which were collected before the Regulations were finally gazetted which would have made them applicable. Basically the details of the increase were announced by way of the media and this Bill basically, Mr. President, seeks to validate those moneys which were collected by way of increased rates.

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

SENATOR Mrs. A. P. THOMPSON: Mr. President, I am not going to detain this Senate Chamber but I sit here a bit struck, because I remember when we first came to this Senate and the Senate was asked to validate the actions of the former Administration we were told, never will this Senate have to deal with a matter which seeks to validate the actions of a Government, especially when you deal with the financial resources of the people of Barbados. And I would not believe that Senator Farley would expect me ...

SENATOR THE HON. G. S. H. MURRAY: Sir, I am not sure if this is a point of order. You will have to guide me. I am mortified by that accusation and therefore I am seeking some clarification from the Honourable Member who could have said that because I would like to be assured as to who said that.

SENATOR Mrs. A. P. THOMPSON: Mr. President, I repeat. Members of this Honourable Senate were told that never would we have to, under this Administration, be validating the actions of a Government. That this Government would not be caught implementing measures and then coming to this Senate and have them validated.

Now, all I would want to say at this stage...

SENATOR THE HON. R. R. FARLEY: Sir, I hate to interrupt the Honourable Member. She is really in full flight today. But, Mr. President, I am just asking the Honourable Member, as is the convention in our Parliamentary practice, and when one is purporting to quote so extensively on Honourable Members that we would like to have the relevant reference so that we ourselves could be enlightened. So, could the Honourable Member please supply the adequate reference?

Mr. PRESIDENT: Senator Thompson, if I could help I would suggest that you rephrase your submission to say that it is your recollection or it was your understanding. I think that would be the way around it except you can point to the specific debate. If other Senators have a difficulty with remembering I would suggest that might be the way and I do not think it would damage the point you are trying to make.

SENATOR Mrs. A. P. THOMPSON: Mr. President, I thought I said, as I recall. The matter of quoting is now being stated by Members of the Government Side. When I am quoting, I say "I quote" and those words never came from my lips this afternoon, Sir. I am sure other Honourable Members would recall there was thumping when those statements were made. All I want to say at this time to those exuberant Members of the Government Side, is welcome to the real world of the public service.

SENATOR Mrs. P. E. RICKINSON: Mr. President, just a short contribution to this. I will support the Resolution although it is embarrassing. It is embarrassing that it has to be backdated and we are talking in terms of giving people productivity bonuses. Now, this is where it makes a mockery of productivity bonus and then you bring a Resolution and all rates of postage paid and received by the Postmaster from the 2nd day of January 1998 shall be deemed to have been lawfully paid and received. This is March 11. Sir. What is the productivity bonus for. That is a point we need to look at when we are talking about these various bonuses and how we are giving out the bonuses to people who work in the public service.

HIS HONOUR SENATOR C. L. BOLDEN: Mr. President, I want to make a different contribution on this matter. I do recall the Ministry responsible for the Post Office making several announcements in respect of the Post Office and its improved service. I am happy to see that we have taken this progressive move but I think a lot more has got to be done in the Post Office in the various negotiations connected with the Post Office.

We have introduced a Priority Mail Service and it is strange that when you go to the Post Office to post a package priority mail you are told to throw it in an ordinary letter box like any other parcel or piece of mail and there is nothing to mark it saying "Priority Mail". I think that is a matter which has to be urgently attended to because when you are getting mail out of the United States you have a sticker on it marked "Priority Mail" and it is delivered priority mail from the United States. On the other hand priority mail from Barbados takes 10 to 12 days to be delivered in the United States or even longer.

Now, I know part of the problem and I would think that we have to seek reciprocity in our mail service and in many other services dealing with the United States. There is a system called "Mail Accounting" and when I was Minister responsible I suggested to the Post Office that they set up a special external mail accounting system and this is the only way you are going to remedy what the United States is doing to us.

Now if I post a package from here to the United States, all my information tells me that that package goes off to the United States, but it is not delivered. It is held in various post offices in the United States and that is where the 10 to 12 days come in. A package coming from the United States to Barbados is delivered the next day, so you have a package in two days.
8.00 p.m.

I have spoken to the Post Master General and he told me that they had several discussions with the US Postal Services about the delay in mail from Barbados going to the United States. The United States has a strange habit. They do not post anything out of the United States except on a United States Airline. I think we have to be positive about this. We have to tell the United States that we sat down and agreed on a particular service to be done in a particular way and if they do not keep their end of the bargain, we are not going to keep our end of the bargain. I think that is what has to be done.

It is no use going to the Post Office, paying the value of Priority Mail or First Class Mail or Express Mail, thinking that my mail will be delivered within two days and my mail takes 10 days, as if I had pushed it in an ordinary mail box. At the same time, the man in the United States could post his Priority Mail and it would be delivered to me within two days. There must be some sort of reciprocity.

I heard recently the Minister announced that they are putting in a tracking system. I hope that this tracking system will reveal flaws in the system on the United States side and that we will be able to do something about it. I am saying

openly that any time I post mail "Priority Mail" from Barbados to the United States and it is not delivered within two days, I should be made to be refunded my money. I think that should be done. They should be made to refund us the money and charge it as an ordinary post.

They say they are going to compete with DHL, Federal Express and all those express services, but if you are going to declare an express service, let it be an express service. But do not frustrate your customers here that when they tell somebody in the United States that the parcel will arrive in two, three days and ten days later they get a call saying that it did not arrive and when they go to the Post office, they are told that the parcel left the very same night. I do not believe that is well enough and bear in mind, this is not the Minister's business. Everybody likes to blame the Minister.

There is something called the UPU – The Universal Postal Union. I think those in the Post Office should take it up with UPU of the way the United States has been treating express and priority mail from Barbados.

Thank you, Mr. President.

SENATOR THE HON. R. R. FARLEY: Mr. President, I beg to move that this Bill be read a second time.

The question was put to the Senate and agreed to.

On the motion of SENATOR THE HON. R. R. FARLEY the Senate resolved itself into Committee on the Bill, HIS HONOUR SENATOR C. L. BOLDEN in the Chair.

COMMITTEE

Mr. CHAIRMAN: The Senate is in Committee.

Clauses 1 and 2 were called and passed.

On the motion of SENATOR THE HON. R. R. FARLEY, Mr. CHAIRMAN reported to HIS HONOUR THE PRESIDENT, the passing of one Bill in Committee and Mr. President resumed the Chair and reported accordingly.

On the separate motions of SENATOR THE HON. R. R. FARLEY the Bill was read a third time and passed.

ADJOURNMENT

SENATOR THE HON. R. R. FARLEY: Mr. President, I rise to move the adjournment of the Senate. Just to attend to some housekeeping matters, first of all, dinner is served downstairs. We have cleared the majority of items coming to us from the Other Place except for two Resolutions which I propose to do just prior to the start of the Estimates.

The Other Place proposed to debate the Estimates starting on Monday next week and proceeding for the entire week. I am proposing that we will deal with the Appropriation Bill to which the Estimates is a schedule attached, starting on Monday, 23rd of March, 1998 at 11.00 a.m. and that we will proceed on that until it comes to its logical conclusion which should be a few days after that. Members should therefore be prepared to be present for the entire long session on those first few days of that week starting Monday, 23rd March.

Mr. President, I therefore beg to move that the Honourable Senate do now adjourn until Monday, 23rd March, 1998 at 11.00 a.m.

The question that the Senate do now adjourn until Monday 23rd March, 1998 at 11.00 a.m. was put to the Senate and agreed to and Mr. PRESIDENT adjourned the Senate accordingly.
8.10 p.m.

CONTENTS

PRESENTATION OF PAPERS

SENATOR THE HON. R. R. FARLEY 1

1. Instruments adopted by the International Labour Conference at its 83rd Session held in Geneva on June 20, 1996.
2. The Duties, Taxes and Other Payments (Exemption) (No. 2) Order, 1998.
3. The Duties, Taxes and Other Payments (Exemption) (No. 3) Order, 1998.
4. The Duties, Taxes and Other Payments (Exemption) (No. 4) Order, 1998.
5. Ombudsman (Salary) Order, 1998.
6. The Judges (Salaries) Order, 1998.
7. The Barbados Estimates of Revenue and Expenditure 1998-99 and Schedules of Personal Emoluments.
8. Ministers and Parliamentary Secretaries (Remuneration and Allowances) Order, 1998.
9. The Senate and House of Assembly (Remuneration and Allowances of Members) Order, 1998.
10. Parliament (Administration) (Salary) Order, 1998.
11. Severance Payments (Fund Contribution) (Amendment) Regulations, 1997.
12. The Civil Establishment (General) (Amendment) Order, 1998.
13. The Civil Establishment (Teachers) (Amendment) Order, 1998.
14. The Civil Establishment (Part-time Officers) Order, 1998.
15. Post Office (Overseas Letter Post) (Amendment) Regulations, 1998.
16. Post Office (Private Letter Box) (Amendment) Regulations, 1998.
17. Post Office (Inland Letter Post) (Amendment) Regulations, 1998.

18. Post Office (Franking Postage Meter Machines) (Amendment) Regulations, 1998.

19. Post Office (Miscellaneous Services) (Amendment) Regulations, 1998.

20. Post Office (International Express Mail Service) (Rates) (Amendment) Regulations, 1998.

21. Post Office (Postage Paid) Regulations, 1998.

22. Post Office (Local Express Mail Service) Regulations, 1998.

23. Post Office (Domestic Business Reply) Regulations, 1998.

MOTIONS RELATING TO THE BUSINESS OF THE SENATE

Suspension of Standing Order No. 45(2) for the remainder of the day's Sitting.

SENATOR THE HON. R. R. FARLEY 2

INTRODUCTION OF BILLS

SENATOR THE HON. R. R. FARLEY 2

1. Resolution to approve the compulsory acquisition of land at Lancaster Plantation, St. James and Blackmans Plantation, St. Joseph for housing development.
2. Resolution to approve the lease of land at Brandons, St. Michael to Colin Seale for the operation of a bar and restaurant.

OBITUARY SPEECHES

SENATOR THE HON. R. R. FARLEY 2

Senator the Hon. R. R. Farley paid tribute to the late Sir Arnott Cato, a former President of the Senate of Barbados and extended condolences to the family of the deceased.

Senator Mrs. A. P. Thompson, 5; Senator the Hon. Miss O. P. Symmonds, 5; Senator Mrs. P. E. Rickinson, 6; Senator the Hon. G. S. H. Murray, 7; Mr. President, 7.

PUBLIC BUSINESS

ORDER NO. 1 - THE CIVIL ESTABLISHMENT
(GENERAL) (AMENDMENT) ORDER, 1998 . . . 9

Senator the Hon. R. R. Farley, 9, 28; Senator Mrs. A. P. Thompson, 13; Senator the Hon. G. S. H. Murray, 16; Senator J. D. E. Boyce, 20; Senator Miss C. Y. Forde, 23; Senator Mrs. P. E. Rickinson, 25.

ORDER NO. 2 - THE CIVIL ESTABLISHMENT
(PART-TIME OFFICERS) ORDER, 1998 28

Senator the Hon. R. R. Farley, 28.

ORDER NO. 3 - THE CIVIL ESTABLISHMENT
(TEACHERS) (AMENDMENT) ORDER,
1998 28

Senator the Hon. R. R. Farley, 28; Senator Mrs. P. E. Rickinson, 28; Senator Dr. V. J. Davis, 29; Senator the Hon. Miss O. P. Symmonds, 31; Senator J. D. E. Boyce, 31; Senator Miss J. C. Odle, 33; Senator N. A. Lynch, 35; His Honour Senator C. L. Bolden, 37; Senator Miss C. Y. Forde, 38; Senator the Venerable Archdeacon J. L. Springer, 40.

ORDER NO. 4 - RESOLUTION TO APPROVE THE
PAYMENT OF INCREASED WAGES OF
PUBLIC AND CASUAL EMPLOYEES. 41

Senator the Hon. R. R. Farley, 41.

ORDER NO. 5 - MINISTERS AND PARLIAMEN-
TARY SECRETARIES (REMUNERATION
AND ALLOWANCES) ORDER, 1998 41

Senator the Hon. R. R. Farley, 41.

ORDER NO. 6 - THE SENATE AND HOUSE OF
ASSEMBLY (REMUNERATION AND
ALLOWANCES OF MEMBERS) ORDER,
1998 41

Senator the Hon. R. R. Farley, 41; Senator Mrs. P. E. Rickinson, 41.

ORDER NO. 7 - RESOLUTION TO APPROVE THE
RATES OF SALARIES AND ALLOWANCES
APPLICABLE TO THE POST OF PERSONAL
ASSISTANT TO THE PRIME MINISTER,
THE PRESS SECRETARY OR PRESS
OFFICER AND EXECUTIVE PERSONAL
SECRETARY 41

Senator the Hon. R. R. Farley, 41.

ORDER NO. 8 - RESOLUTION TO APPROVE
THE INCREASE RATES OF SALARY
AND ALLOWANCES FOR PERSONAL
ASSISTANTS TO MINISTERS 42

Senator the Hon. R. R. Farley, 42.

ORDER NO. 9 - RESOLUTION TO APPROVE THE
COMPULSORY ACQUISITION OF LAND
SITUATE AT THE HOPE PLANTATION AND
ORANGE HILL, ST. JAMES FOR HOUSING
DEVELOPMENT 42

Senator the Hon. R. R. Farley, 42; Senator J. D. E. Boyce, 42; Senator the Hon. G. S. H. Murray, 42; Senator Mrs. A. P. Thompson, 43, 45; Senator Mrs. P. E. Rickinson, 48.

ORDER NO. 10 - RESOLUTION TO APPROVE
THE VESTING IN THE NATIONAL HOUSING
CORPORATION OF LAND SITUATE AT
LOWER BURNEYS, ST. MICHAEL. 51

Senator the Hon. R. R. Farley, 51, 54; Senator J. D. E. Boyce, 51; Senator Mrs. P. E. Rickinson, 53; His Honour Senator C. L. Bolden, 53.

ORDER NO. 11 - THE POST OFFICE
(VALIDATION OF RATES OF POSTAGE)
BILL, 1998 54

Senator the Hon. R. R. Farley, 54, 56; Senator Mrs. A. P. Thompson, 54; Senator Mrs. P. E. Rickinson, 55; His Honour Senator C. L. Bolden, 55.

SUSPENSIONS 13, 31

ADJOURNMENT 56

Senator the Hon. R. R. Farley, 56.

SPEAKERS IN THIS ISSUE

BOLDEN, His Honour Senator C. L.
BOYCE, Senator J. D. E.
DAVIS, Senator Dr. V. J.
FARLEY, Senator the Honourable R. R.
FORDE, Senator Miss C. Y.
LYNCH, Senator N. A.
MURRAY, Senator the Honourable G. S. H.
ODLE, Senator Miss J. C.
RICKINSON, Senator Mrs. P. E.
SPRINGER, Senator the Venerable Archdeacon, J. L.
SYMMONDS, Senator the Honourable Miss O. P.
THOMPSON, Senator Mrs. A. P.