



**EQUAL  
OPPORTUNITY  
TRIBUNAL**  
Trinidad & Tobago



**Annual Report 2013**

## **VISION / MISSION**

The Equal Opportunity Tribunal is a superior court of record established pursuant to the Equal Opportunity Act, 2000 as amended by Act No. 5 of 2001. Apart from the jurisdiction and powers conferred on it by the Act; it also has all powers inherent in such a court.

The work of the Tribunal is to resolve matters referred to it by the Equal Opportunity Commission (EOC) pursuant to section 39 (2) of the Act. In the resolution of matters the Tribunal is empowered to administer a wide range of remedies including the making of orders, declarations and awards of compensation as it thinks fit.

In its adjudicative function it is the mission of the Tribunal to engage in this function in a fair just reasonable manner; taking in to account the law, evidence, rules of practice and procedure and all relevant circumstances that may impact on the matters before it.

In addition, the Tribunal aims 'to provide an accountable Court System in which timelines and efficiency are the hall marks, while still protecting integrity, equality and accessibility, and attracting trust and confidence ■

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EQUAL OPPORTUNITY TRIBUNAL TRINIDAD AND TOBAGO

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## CHAIRMAN'S REMARKS

### 1.0 Brief Overview of the Tribunal

1.1 The Equal Opportunity Tribunal (the Tribunal) is a Superior Court of record established pursuant to Section 41 of the Equal Opportunity Act, 2000, as amended by Act No. 5 of 2001 (the Act). In addition to the Jurisdiction and Powers conferred upon it by the Act, the Tribunal also possess all the powers inherent in such a court. However, the Act's constitutionality was challenged right up to the Privy Council and one of the questions for the consideration of the Board in **SURATT and OTHERS -v- THE ATTORNEY GENERAL PC Appeal No. 84 of 2006** was whether the powers of the Tribunal would be exercised by persons enjoying exactly the same protection as High Court Judges; in order to conform with the decision of the Board in **Hinds -v- The Queen (1977) AC 196, 221** where it was stated that "It is implicit in all constitutions on the Westminster model that the judicial power of the state be exercised by a judiciary whose independence from all local pressure by Parliament or by the Executive is guaranteed in the manner contemplated by this constitution".

1.2 In dealing with this separation of powers issue in **SURATT** the Board drew a direct comparison with the Tax Appeal Board and the Equal Opportunity Tribunal (EOT) and found that the Tax Appeal Board was indeed an independent Tribunal. The main issue was whether the EOT was unconstitutional by taking away the jurisdiction of the High Court.



His Honour Mr. Rajmanlal Joseph - Chairman

1.3 The Board ruled that because of the structure of the EOT and the fact that it is chaired by a judge with status similar to that of a High Court Judge and corresponding to that of the Tax Appeal Board, the majority found that the EOT was indeed a constitutional and independent Tribunal which did not infringe on the jurisdiction of the High Court.

1.4 As noted by the Board the Tribunal is headed by a Chairman who is a Judge with a status equal to that of a High Court Judge and is appointed by His Excellency the President of the Republic of Trinidad and Tobago, acting in accordance with the advice of the Judicial and Legal Service Commission.

In addition, Sections 104 to 107 of the Constitution shall apply to the appointment of the Chairman. The current Chairman was appointed by the President on February 4, 2009.

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## Chairman's Remarks Continued

1.5 The other members of the Tribunal who are to perform an integral part of the decision making process, are two (2) Lay Assessors who shall be appointed by the President from among such persons as appear to the President to be qualified by virtue of their knowledge of or experience in law, religion, race relation, gender affairs, employment issues, education, culture, economics, social welfare or human rights and who have served in either of those fields for a period of not less than ten years or who has served in a combination of these fields which in the aggregate is not less than ten years.

1.6 To date however, no Lay Assessor has been appointed to the Tribunal, notwithstanding several written communications to those responsible. The last response from the office of the Honourable Attorney General was by letter dated August 9, 2012 in which he stated that "pursuant to Cabinet Minute No. 162 of 19 January 2012, Cabinet agreed to the appointment of two persons as lay assessors to the Equal Opportunity Tribunal, subject to the following steps being completed;

1. The office of the lay assessor being declared pensionable;
2. The Salaries Review Commission (SRC) to determine the salary and other conditions of service of the office of the lay assessors; and
3. The Report of the SRC being approved by the Cabinet".

The said letter then went on to state "that the offices of lay assessor have been declared by the President pursuant to the Pensions Act, Chap. 23:52 to be pensionable offices with effect from 27 March 2012 (by Legal Notice No. 45 dated 2012 of 23 March 2012)"

Since then, it has been over one year and nothing else has been done to ensure that the Tribunal has the full complement of its members in order to deal with the trial of matters.

1.7 Another significant delay in getting matters before the Tribunal was the excessively long time it took to get a Registrar appointed. The significance of this office holder is recognised by the Act, in particular Section 41(5) states: "There shall be appointed for the purpose of assisting the Tribunal in the performance of its functions a Registrar and such other officers and staff as the President thinks fit". It shall be noted that the current Registrar was only appointed by the Judicial and Legal Services Commission on September 27, 2011 and assumed duties on November 1, 2011. Hence, during this period (almost 3yrs) when there was no Registrar no matter could be accepted for filing by the Registry and therefore could not engage the attention of the Tribunal.

1.8 Furthermore, one could only truly appreciate the significance of this officeholder in examining his functions as prescribed by the Act. For instance, a summons signed by the Registrar of the Tribunal has the same force and effect as any formal process capable of being issued in any action taken in the High Court for enforcing the attendance of witnesses and compelling the production of documents (S. 44(5)).

1.9 In addition, compensation, damages or fines are upon a certificate issued by the Registrar stating that the amounts specified therein are due and payable under an order or award of the Tribunal

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Chairman's Remarks Continued

by the person for whose benefit the order or award for such compensation or damages was made or, in the case of an order for a fine, by the Registrar and the certificate of the Registrar is conclusive evidence of the matters specified therein (S. 48(2) ).

**2.0** To be sure, upon filing of the aforesaid certificate in the Registry of the High Court of Justice, the order or award shall as from the date of filing be of the same force and effect and proceedings may be taken thereon and the order or award may be enforced as if it had been a judgement originally obtained or entered upon the date of filing in the High Court of Justice (S. 48(3) ).

2.1 The process of having a Registrar appointed was long and arduous to say the least, as I had done the basic job description for this officeholder and the Lay Assessors and submitted same on July 29, 2009 to the office of the Attorney General. These documents were again resubmitted on November 1, 2010, and as mentioned above the Registrar was finally appointed by the JLSC on September 27, 2011. And to date, no lay assessor has been appointed; thus, it would appear once again that members of the public (for whose benefit this institution was created) with matters before the Tribunal would have to wait an indeterminate period of time before their matters are listed for trial due to inordinate bureaucratic delays and inertia.

2.2 However, notwithstanding the problems associated with getting critical officeholders appointed to the Tribunal; it would be remiss of me not to mention the

wonderful support given by the Honourable Minister of Finance, Senator the Honourable Larry Howai in granting our request for our own budget and head of expenditure. I wrote to him with our request on July 9, 2012 and received his expeditious positive response on September 14, 2012 whereby the Tribunal was granted its own Head of Expenditure (Head 75).

2.3 Moreover, I would like to publicly extend the Tribunal's thanks and appreciation for the admirable support and effective responses to our request of the Service Commissions Department in particular its Director Mrs. Joseph and her Deputy Ms. Seerattan – concerning our public service staff issues

2.4 Rules of Practice and Procedure – these rules were drafted since 2010 in accordance with Section 44(8) of the Act but cannot be sent to His Excellency the President of the Republic of Trinidad and Tobago as the Tribunal is still to have its full complement of members. Hence, the non- appointment of the lay assessors has compromised these rules from coming into effect.

2.5 Finally, I wish to inform the public that but for the non-appointment of critical officeholders to the Tribunal there would be no delays in effectively dealing with matters before it; once these appointment are made the Tribunal shall efficiently and effectively discharge its functions as set out in the law ■



Rajmanlal Joseph - *Chairman*  
Equal Opportunity Tribunal Trinidad and Tobago

**MATTERS BEFORE THE TRIBUNAL:**

Of the five (5) matters currently engaging the attention of the Tribunal; that is to say:

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**EOT No. 0001 of 2012**  
**Ramoutar -v- DPA & Attorney General**

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**EOT No. 0002 of 2012**  
**Salandy -v- Petrotrin**

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**EOT No. 0005 of 2012**  
**Noel -v- Auditor General of T&T**

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**EOT No. 0001 of 2013**  
**Hosein -v- Caroni (1975) Ltd**

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**EOT No. 0002 of 2013**  
**Edwards -v- Petrotrin**

It should be noted that directions have been given in the first four and they are all awaiting trial dates, but the said dates cannot be fixed due to the non-appointment of the Lay Assessors. Had at least one lay assessor been appointed these four matters would have been heard and determined already. The last matter was only filed at the Registry on September 23, 2013 and is listed for directions hearing on November 7th, 2013 ■



Mr. Narendra Lalbeharry - Registrar

## Narendra Lalbeharry

Mr. Lalbeharry was admitted to practice in Trinidad and Tobago in 2004. He has obtained his LLB from the University of London with second class honours in 2000 and obtained his Legal Practice Course Certificate in 2003 from the University of Wolverhampton. Mr. Lalbeharry began a practice in the field of public law with particular reference to discrimination law. In 2009 he was appointed as Head Legal of the Equal Opportunity Commission and in September 2011 he was appointed as Registrar of the Equal Opportunity Tribunal. In July of 2011 Mr. Lalbeharry obtained his LLM from the University of Wolverhampton ■

## REGISTRAR'S REPORT BACKGROUND

### 3.1 HISTORY

The Equal Opportunity Act No. 69 of 2000 (the Act) was passed by the Parliament of Trinidad and Tobago and assented to on the 20th of October 2000. This act was created to combat and make illegal certain types of discriminatory conduct. Its purpose as set out in the preamble of the Act is to "prohibit certain kinds of discrimination, to promote equality of opportunity between persons of different status, to establish an Equal Opportunity Commission and an Equal Opportunity Tribunal..." Part VIII created and established an Equal Opportunity Tribunal which shall essentially hear and adjudicate on matters of alleged discriminatory conduct. The Tribunal by S. 41 of the Act shall be a superior court of record.



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### 3.2 JURISDICTION

Decisions of the Tribunal in any proceedings are to be made and delivered by the chairman (s. 44(7) and the lay assessors are to assist the chairman in arriving at a decision. (s. 42(4)). The jurisdiction and powers of the Tribunal are exercisable by the chairman and at least one lay assessor (s. 44(1)). The Tribunal may (subject to the approval of the President of the Republic) make rules to govern the procedure and practice of the Tribunal, including costs (s. 44(8)).

The Tribunal being a superior court of record also has the power to fine a contemnor or commit him to prison for contempt. In the case of a superior court of record at least this power exists even where the contempt is not committed in the face of the court. The Tribunal

has jurisdiction to hear and determine complaints referred to it by the Commission, to require persons to attend for the purpose of giving evidence and producing documents and to make sure declarations, orders and awards of compensation as it thinks fit (s. 41 (4)). A summons signed by the Registrar for enforcing the attendance of a witness or the production of documents has the same effect as the formal process issued in the High Court (ss. 44(5), 45(3)).

The Tribunal has the same powers, rights and privileges as are vested in the High Court in relation to the attendance and examination of witnesses, the production and inspection of documents, the enforcement of its orders, “the entry on inspection of the property” (sic) and other matters necessary or proper for the exercise of its jurisdiction (s. 45(1)). Provision is made in section 48 for the recovery and enforcement of compensation and damages awarded by the Tribunal on the filing of a certificate of the Registrar as civil debts or as if they were High Court judgments. Fines are recoverable by the Registrar of the Tribunal, whose certificate is conclusive, and are paid into the Consolidated Fund (s. 48(2), (6)).

### 3.3 PROCEDURE

The Equal Opportunity Act 2000 created two organizations the Equal Opportunity Commission and Equal Opportunity Tribunal. In essence the Equal Opportunity Commission is set up as an administrative body with investigatory powers to be used in the investigations of complaints filed by members of the public. The Equal Opportunity Tribunal on the other hand is strictly a judicial body. However before a matter can be filed with the Equal Opportunity Tribunal it must have been investigated by the Equal Opportunity Commission. In fact only the Equal Opportunity Commission with the consent

of the complainant can file a claim before the Equal Opportunity Tribunal. Once filed and lodged with the registry of the Equal Opportunity Tribunal the matter becomes a Tribunal matter and subject to the relevant court procedures as apply in the High Court of Justice. An appeal lies from the Tribunal to the Court of Appeal, whether as of right or with leave, on grounds specified in section 50(2) of the Act, but subject to that the orders, awards, findings or decisions of the Tribunal in any matter may not be challenged, appealed against, reviewed, quashed or called in question on any account whatever and the Tribunal may not be subject to prohibition, mandamus or injunction in any tribunal on any account whatever (s. 50(1)) ■

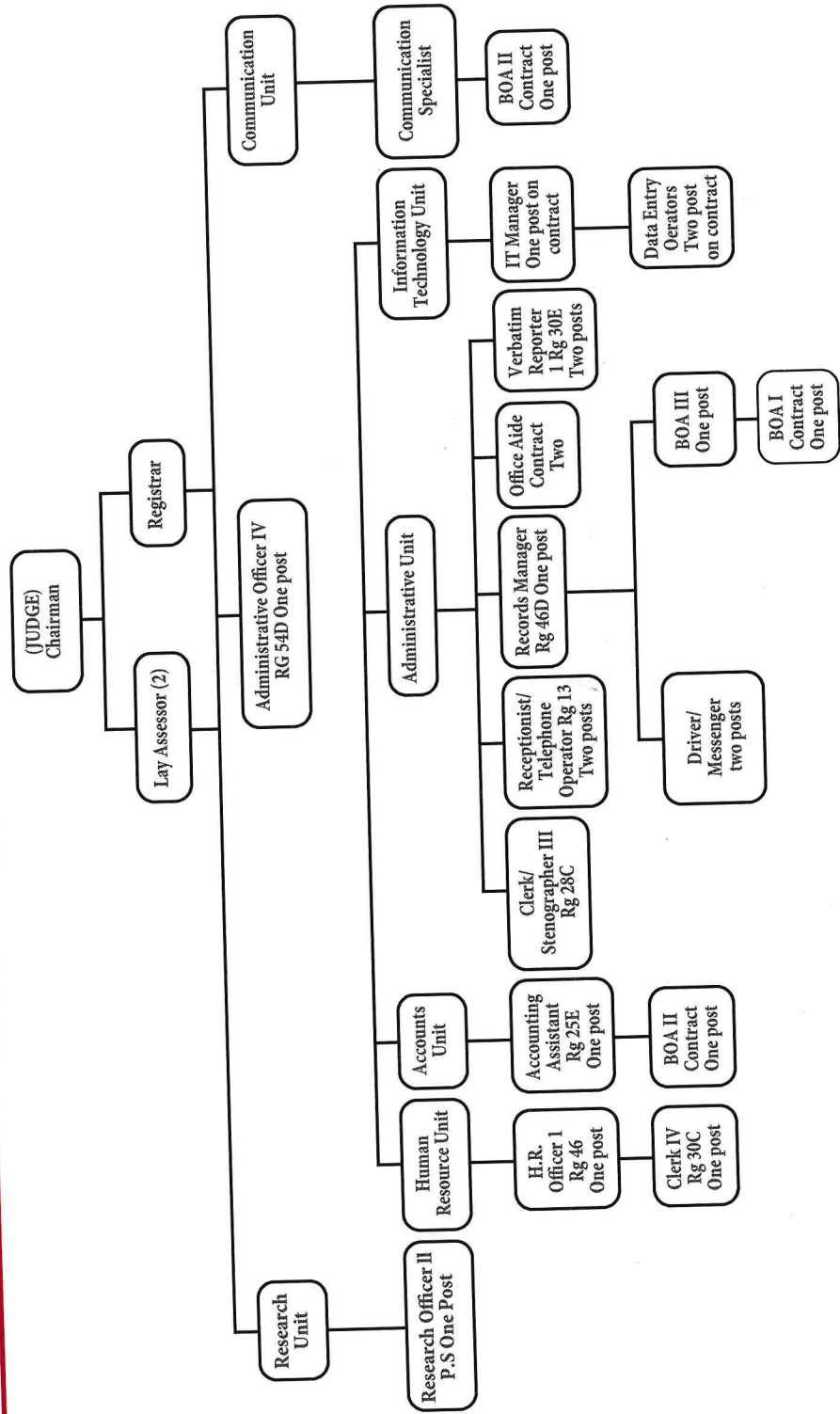
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## 3.4 COMPOSITION

The Tribunal comprises a chairman and registrar appointed by the JSC and two lay assessors. Decisions of the Tribunal in any proceedings are to be made and delivered by the chairman (s. 44(7)) and the lay assessors are to assist the chairman in arriving at a decision (s. 42(4)). The jurisdiction and powers of the Tribunal may (subject to the approval of the President of the Republic) make rules to govern the procedure and practice of the Tribunal, including costs (s. 44(8)).

## EXISTING ORGANISATIONAL STRUCTURE



## STAFF BIO

### MS. SANDRA ASHBY

Ms. Sandra Ashby is the acting Administrative Officer IV. She is responsible for the general administrative function of the Tribunal. Ms. Ashby has been a member of the public service for thirty-four years. She also holds a Certificate in Public Administration from the University of the West Indies.

### MR. KABIR RAMDATT

Mr. Kabir Ramdatt is employed as the Information Technology Manager of the Equal Opportunity Tribunal. He plans, directs and coordinates the development, implementation and operation of Information Systems and Technology Solutions.



### MR. RAIAZ HANIFF

Mr. Raiaz Haniff is the Accounting Assistant, Acting Clerk IV. He has been with the Tribunal for approximately three (3) years. He provides support in the areas of management, administration, procurement and accounts. He also provides judicial support to the Chairman of the Tribunal.

### MRS. CAROLINE MASCALL-BECKLES

Mrs. Caroline Mascall-Beckles is the acting Human Resource Officer I. She has been working with the Tribunal for one year and has been a member of the public service for over sixteen (16) years. She prepares performance appraisals, leave applications, annual training plans, recruits and hires potential employees for the tribunal.



### MS. ORIYOMI EASTMAN

Ms. Oriyomi Eastman is the acting Accounting Assistant who assists in the preparation of day to day accounting functions of the Tribunal. She has been a member of the public service for seven (7) years.



## STAFF BIO



**MRS. WENDY MARTIN-TORRES**

Mrs. Wendy Martin-Torres is a clerk/ stenographer I as well as the personal assistant to the Registrar of the Tribunal and has occupied this position for two (2) years. Mrs. Martin-Torres possesses a diploma in secretarial administration and a Certificate in Legal Studies.

**MS. JUDITH DE MATAS**

Ms. Judith De Matas is the Business Operations Assistant III who executes routine technical work in the fields of administration and support to the Chairman of the Tribunal. She has been employed with the Tribunal for four (4) years.



**MS. FRANSEL ROOPCHAND**

Ms. Roopchand is the Business Operations Assistant II working with the Tribunal for one year. She performs various administrative support duties, office management functions and planning of events.

**MS. URVASHI RAMSAWAK**

Ms. Urvashi Ramsawak is the Business Operations Assistant II at the Tribunal. She performs a variety of clerical and administrative support functions and holds a degree in Human Resources Management from the University of the West Indies.



## STAFF BIO



### MRS. NADIA KHAN

Mrs. Nadia Khan is a Business Operations Assistant I at the Tribunal. She performs a variety of clerical and administrative support functions.

### MS. VICTORIA BENICOURT

Ms. Victoria Benicourt is the telephone receptionist/ telephone operator who has been with the Tribunal for four (4) years.

### MS. ARLETTE AMPSON-WILSON

Ms. Arlette Ampson-Wilson is one of the telephone operators for the Tribunal. She also performs the duties of a Court Customer Service Representative. Ms. Ampson-Wilson has been employed with the Tribunal for four (4) years.



### MR. WILLIAM WALLACE

Mr. William Wallace has been employed at the Tribunal for three (3) years. He is an office-aide who also works in the court as an usher.

### MR. RANDY CHARLES

Mr. Randy Charles is an office-aide who works in the court as an usher and has been employed with the Tribunal for four (4) years.



## STAFF BIO



**MS. KAREN JOHN**

Ms. Karen John is the hospitality attendant employed with the Tribunal for the past four years. She provides hospitality services in a professional and courteous manner to the Chairman, Registrar and at functions hosted at the Tribunal.

**MR. MARCUS MAYERS**

Mr. Marcus Mayers is the driver of the Tribunal and also performs courier duties.



**MR. RAVI SINGH**

Mr. Ravi Singh is the personal chauffeur for the Chairman and assists in courier duties for the Tribunal.



**NAVEETA SEETAL**

The EOT commenced its Intern Programme during the period May 2013 to August 2013. Our first intern was Ms Seetal, who is a student at the University of the West Indies pursuing a BSc in Accounting. She assisted and was exposed to several areas of the EOT including Accounting, Communications and IT

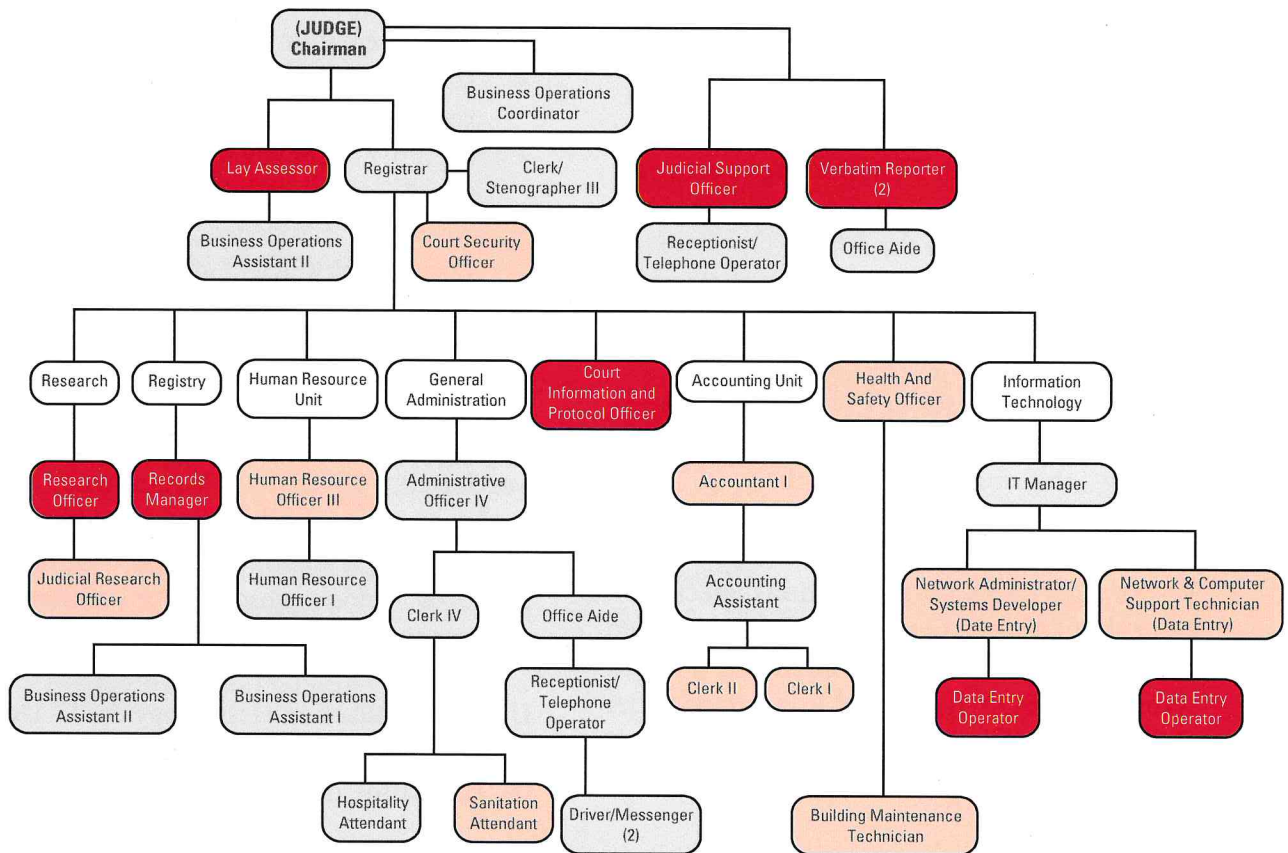


## RESTRUCTURING OF THE EQUAL OPPORTUNITY TRIBUNAL (EOT)

Prior to obtaining its own Head of Expenditure the Tribunal obtained financial support from the Ministry of the Attorney General. The EOT also shared personnel with the Equal Opportunity Commission (EOC). However since obtaining its Head of Expenditure it became necessary to restructure the existing interim organisational structure. For this reason the registrar EOT prepared a draft note setting out the new organizational structure which was sent to PMCD Ministry of Public Administration for advice. The draft cabinet note is currently with PMCD. The following is the proposed organizational setting out the changes to the existing structure.

- Human Resource - It is proposed the HR unit will include one HRO II and an HRO I
- Court Unit – It is proposed a JSO to be appointed
- Accounting Unit – It is proposed the Accounting Unit will comprise of an Accountant I, Accounting Assistant, 2 clerk II and I clerk I.
- Building Maintenance Unit – It is proposed that this unit will comprise a Health and Safety Officer, Sanitation Attendant and a Building Maintenance Technician.
- IT Unit – It is proposed that this unit will comprise of an IT Manager, a Network Administrator/Systems Developer and Network and Computer Support Technician ■

## PROPOSED ORGANIZATIONAL STRUCTURE



**POSITIONS**

○ Filled    ○ Requested    ● Vacant

## DEVELOPMENTS DURING THE FINANCIAL YEAR 2012/13 AT THE EQUAL OPPORTUNITY TRIBUNAL

### HUMAN RESOURCE

From October 1st 2012 the EOT essentially started performing all HR related functions after obtaining its own Head of Expenditure. This service was previously performed by the HR Unit of the Ministry of the Attorney General. The HR unit of the EOT as of October 1st 2012 comprised of one HRO I and subsequently from May 2013 a BOA II was added to assist in the HR related functions which include the following:

- (1) Recruiting contract staff
- (2) Request staff from service commission and seeking delegated approval
- (3) Processing of performance appraisal reports
- (4) Training and Developments of staff
- (5) Pension leave and gratuity
- (6) Processing of vacation leave, sick leave, no pay leave
- (7) Preparation of staff contracts
- (8) Leasing with PMCD for restructuring exercise
- (9) Regulation of the EAP
- (10) Perform IHRIS functions relating to EOT staff

### FILLING OF STAFF VACANCIES

During the period September 2012 to September 2013 the EOT coordinated interviews for the position of BOA I, BOA II, IT Manager and Communications Specialists. In or about May 2013 the Tribunal was pleased to welcome four (4) staff members Urvashi Ramsawak, BOA II, Fransel Roopchand BOA II and Nadia Khan BOA I and Kabir Ramdatt IT Manager

### IT DEPARTMENT

“Technology driven.... service oriented” is the slogan adopted by the IT Department of the EOT as we move forward to achieve the mission and vision of the Tribunal.

Since May 1st 2013 to present the IT Department of the Equal Opportunity Tribunal achieved a number of significant milestones which includes:

- Procurement and purchase of new client computers for all departments within the Tribunal
- Procurement and purchase of Servers and networking equipment for the entire business operations of the Tribunal
- Migrated all services which was in the past physically hosted at the Equal Opportunity Commission onto equipment purchased for the Equal Opportunity Tribunal.
- Implementation of Firewall security.
- Implementation of PBX services – to reduce telephone calls cost.
- Securing of eot.gov.tt domain which is now used to have emails hosted as e.g. jdoe@eot.gov.tt.
- Acquiring an independent Internet connection.
- Ensuring an efficient and effective delivery of IT service to all users of the network
- Rebuilding and restructuring of the EOT website which is to be hosted as www.eot.gov.tt

Additionally the IT Department recently purchased additional equipment to be deployed across the Tribunal in order to build and develop a state of the art computerized platform upon which sophisticated 21st century court technology will be deployed.

Using virtualization technology the IT Department guarantees all users of the network a 99.9% uptime on all services. Coupled with a

fully integrated document management system within the work flow of the EOT, service to the court clients will be second to none and unmatched in the region. The IT Department also envision up to date and continuous training for all staff members by employing in house computer based training thereby reducing training costs for staff ■

## ACCOUNTING

Upon obtaining our Head of Expenditure from October 1st 2012 the EOT began performing its own sub accounting function separate and apart from the Ministry of the Attorney General who presently performed this service from October 1st 2012. The EOT Accounting unit comprised of the Registrar and an Accounting Assistant and a BOA II. The following functions were now performed by the EOT:

1. Preparation of the other charges vouchers and payment of all invoices.
2. Maintaining vote book
3. Pay sheet
4. Increments
5. Gratuity
6. Requests for releases
7. Application for credits
8. Preparation of budgetary estimates
9. Maintenance of all Registers
10. Payment of NIS and PAYE
11. Distribution of cheques
12. Perform IHRIS functions for Equal Opportunity Tribunal staff

The Tribunal was allocated the sum of four million one hundred and thirty four thousand seven hundred and forty dollars. (\$4,134,740.00) to facilitate both operational and developmental projects for the fiscal year 2012-2013. This allocation was utilized as follows:

- Fulfilling all salary obligations for staff
- Securing and maintaining suitable security arrangements
- Purchase of necessary IT equipment for staff and the Tribunal
- Initiation of the Tribunal internship programme
- Training for Tribunal staff

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## HEAD 75 EQUAL OPPORTUNITY TRIBUNAL STATUS OF VOTE - Financial Year October 2012 - September 2013 as at 31/08/2013

SUB HEAD/ITEM/SUB ITEM	Original provision	Supplementary Provision	Amended Provision	Expenditure to date	Total Amount Released	Balance of Provision
<b>01 - PERSONNEL EXPENDITURE</b>						
<b>001 - General Administration</b>	424,000	-	424,000	303,107	385,000	120,893
01 Salaries and C.O.L.A.	3,000	-	3,000	-	-	3,000
03 Overtime	24,000	-	24,000	22,678	26,978	1,322
05 Gov't Contribution to N.I.S.	593,400	-	593,400	346,150	398,550	247,250
23 Salaries - Direct Charges	311,000	-	311,000	173,644	197,335	137,356
24 Allowances-Direct Charges	12,000	-	12,000	6,370	7,712	5,630
27 Gov't Contrin to Grp Hlth Ins-Monthly Paid Officers	23,000	-	23,000	10,525	13,700	12,475
31 Gov't Contribution to N.I.S.- Direct Charges	1,390,400	-	1,390,400	862,474	1,029,275	527,926
Total Item						
<b>Total Sub-Head</b>	<b>1,390,400</b>	<b>-</b>	<b>1,390,400</b>	<b>862,474</b>	<b>1,029,275</b>	<b>527,926</b>
<b>02 - GOODS AND SERVICES</b>						
<b>001 - General Administration</b>	90,840	-	90,840	61,510	67,900	29,330
01 Travelling	2,430	-	2,430	-	-	2,430
03 Uniforms	112,380	-	112,380	62,089	78,000	50,291
05 Telephones	4,680	(4,000)	680	-	-	680
09 Rent - Equipment	56,190	-	56,190	24,917	49,950	31,273
10 Office Stationery & Supplies	93,650	(20,000)	73,650	10,989	73,650	62,661
11 Books and Periodicals	9,360	32,000	41,360	37,500	41,360	3,860
12 Materials and Supplies	18,730	-	18,730	14,266	18,730	4,464
13 Maintenance of Vehicles						

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SUB HEAD/ITEM/SUB ITEM	Original provision	Supplementary Provision	Amended Provision	Expenditure to date	Total Amount Released	Balance of Provision
<b>02 - GOODS AND SERVICES</b>						
<b>001 - General Administration</b>						
15 Repairs/M'tce - Equipment	9,360	-	9,360	-	4,000	9,360
16 Contract Employment	658,400	(19,500)	638,900	359,543	440,840	279,357
17 Training	93,650	77,700	171,350	162,054	171,350	9,296
19 Official Entertainment	10,000	-	10,000	5,360	10,000	4,640
21 Repairs/M'tce - Building	4,680	-	4,680	345	3,000	4,335
22 Short Term Employment	-	19,500	19,500	11,726	16,500	7,774
23 Fees	46,820	(40,000)	6,820	-	1,000	6,820
27 Official Overseas Travel	200,000	-	200,000	130,275	200,000	69,725
28 Other Contracted Services	26,220	-	26,220	17,835	26,220	8,385
36 Extraordinary Expenditure	14,050	-	14,050	-	-	14,050
37 Janitorial Services	93,650	(87,700)	5,950	-	5,950	5,950
43 Security Services	84,280	50,000	134,280	104,880	134,280	29,400
57 Postage	1,400	-	1,400	-	1,000	1,400
58 Medical Expenses	11,240	-	11,240	4,175	10,000	7,065
60 Travelling - Direct Charges	73,050	-	73,050	45,500	52,000	27,550
62 Promotions, Publicity, Printing	93,650	-	93,650	23,162	93,650	70,488
65 Expenses of Cab.- Apptd Bodies	-	-	-	-	-	-
66 Hosting of Conferences, etc	46,820	-	46,820	34,634	79,000	12,186
98 Overseas Travel Facilities (Direct Charges)	67,500	-	67,500	67,500	67,500	-
99 Employee Assistance Programme	9,360	(8,000)	1,360	-	1,360	1,360
<b>Total Item</b>	<b>1,932,390</b>	<b>-</b>	<b>1,932,390</b>	<b>1,178,260</b>	<b>1,647,240</b>	<b>754,130</b>
<b>Total Sub-Head</b>	<b>1,932,390</b>	<b>-</b>	<b>1,932,390</b>	<b>1,178,260</b>	<b>1,647,240</b>	<b>754,130</b>

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SUB HEAD/ITEM/SUB ITEM	Original provision	Supplementary Provision	Amended Provision	Expenditure to date	Total Amount Released	Balance of Provision
<b>03 - MINOR EQUIPMENT PURCHASES</b>						
<b>001 - General Administration</b>						
01 Vehicles (Replacement)	374,600	(59,150)	315,450	-	-	315,450
02 Office Equipment	374,600	59,150	433,750	88,288	433,750	345,462
03 Furniture and Furnishings	44,020	-	44,020	17,285	17,300	26,735
04 Other Minor Equipment	18,730	-	18,730	15,291	15,325	3,439
<b>Total Item</b>	<b>811,950</b>	<b>-</b>	<b>811,950</b>	<b>120,864</b>	<b>466,375</b>	<b>691,086</b>
<b>Total Sub-Head</b>	<b>811,950</b>	<b>-</b>	<b>811,950</b>	<b>120,864</b>	<b>466,375</b>	<b>691,086</b>
<b>Total Ministry</b>	<b>4,134,740</b>	<b>-</b>	<b>4,134,740</b>	<b>2,161,598</b>	<b>3,142,890</b>	<b>1,973,142</b>

# Annual Report 2013

EQUAL OPPORTUNITY TRIBUNAL TRINIDAD AND TOBAGO

## EOT 2013 EVENTS

Being the Equal Opportunity Tribunal and in keeping with the Equal Opportunity Act we celebrate all religious and other public holidays making sure all staff is included and a sense of togetherness and camaraderie is instilled.

This past year was also filled with new events which together brought treasured memories to both staff and other invited participants. Detailed hereunder are some of the activities which took place.



### Annual 20/20 Cricket Match

The cricket match took place in March at the National Cricket Centre in Balmain Couva. The Tribunal was pitted against the Equal Opportunity Commission and even though we were defeated the staff really showed great teamwork. Those who were not on the field participating in the actual match were on the sidelines cheering on their co-workers



### End of Law Term Retreat

The retreat was held at a private ranch in Maracas/St Joseph where the surroundings are serene and tranquil. The staff was encouraged to relax and engage in open discussion as well as cooking meal together. Thus creating a family like atmosphere among members of staff



### First Annual Sports and Family

Our First Annual Sports and Family day was on the 29th of September 2013. It took place at a venue rich in history, the Lopinot Historical Complex. The fun began at 10:00 am. There were traditional games, a riveting game of 20/20 cricket and for the kids the ever popular, bouncy castle. The staff along with their families came out and enjoyed themselves immensely. This event further solidified the tight bond among members of staff.

We hope that the New Year will bring even more activities that will continue to inspire and develop staff relationships that would promote and enhance the performance and image of the Equal Opportunity Tribunal ■

## RELOCATION OF THE EOT

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By Cabinet Minute 3279-2012/13 Cabinet agreed for the lease of a building at No. 157 Narine Street, Chaguanas for use by the EOT. This relocation comes from a mandate that the Equal Opportunity Tribunal and Commission be centrally located so that all persons may have access to these institutions

## CONCLUSION

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The period under review October 1, 2012 to September 30, 2013 was a time of tremendous challenges for the Tribunal since the non- appointment of critical members of the Tribunal precluded it from performing its statutory and institutional mandate; that is, to hear and determine matters referred to it by the Equal Opportunity Commission in accordance with Section 39(2) of the Act. However, once the existing deficiency is corrected and even if one lay assessor is appointed, the Act makes it permissible for the Chairman and at least one Lay Assessor to deal with trials (S. 44(1) ).

It is the undertaking of the Chairman, Registrar and staff of the Tribunal that proper delivery of service to the public that use the service of the Tribunal shall be the norm once the deficiency hereinabove is corrected. And it is expected that we shall fulfill our mission of providing “an accountable court system in which timeliness and efficiency are the hallmarks, while still protecting integrity, equality and accessibility, and attracting trust and confidence” ■



**EQUAL  
OPPORTUNITY  
TRIBUNAL**  
Trinidad & Tobago

Equal Opportunity Tribunal  
2nd Floor Ceramic (Trinidad) Ltd  
# 37 Wrightson Road, Port of Spain  
Tel: 1-868-624-5354 • Fax: 1-868-624-3755