



**Summary of Proceedings
Public Hearing**

*Joint Select Committee on Local Authorities, Service Commissions and Statutory Authorities
(including the THA)*

Held on Wednesday March 22nd, 2017

[10:09a.m. to 12: 34 p.m.]

Subject Matter: Inquiry into the Efficiency and Effectiveness of the Teaching Service Commission (TSC).

Objectives of the Inquiry

The objectives of the inquiry are:

- **To evaluate the performance of the Commission in executing its mandate;**
- **To determine whether the resources, systems and procedures of the Teaching Service Commission are sufficient to allow it to operate efficiently;**
- **To determine the challenges affecting the operations of the Commission and the possible solutions for alleviating these challenges.**

Venue: Arnold Thomasos Room (East), Level 6, and in the J. Hamilton Maurice Room, Mezzanine Floor, Level 2, Office of the Parliament, Tower D, the Port of Spain International Waterfront Centre, 1A Wrightson Road, Port of Spain.

Committee Members

The following Committee members were present:

- i. Mr. H. R. Ian Roach (Chairman)
- ii. Ms. Ramona Ramdial, MP (Vice-Chairman)
- iii. Mrs. Jennifer Baptiste-Primus

- iv. Mr. Nigel De Freitas
- v. Ms. Khadijah Ameen

Witnesses who Appeared

The following officials appeared before the Committee:

Teaching Service Commission

Dr. Fazal I. Ali	Chairman
Mrs. Elizabeth Crouch	Commissioner
Ms. Anastasius V. Creed	Director of Personnel Administration
Mr. Martel Waldron	Executive Director, HRM (TSC)
Ms. Natasha Seecharan	Legal Adviser

Ministry of Education

Mrs. Lenor Baptiste-Simmons	Permanent Secretary
Mrs. Sharon Ashman-John	Deputy Permanent Secretary
Mr. Ashram Deoraj	Director, School Supervision & Management Division
Mr. John Roopchan	Director, Curriculum Division
Ms. Kevlar Williams	Director, Human Resource
Ms. Margaret Lewis	Director, Human Resource
Ms. Donniss Bourne	Director, Human Resource

Key Issues Discussed

The following are the key subject areas/issued discussed during the hearing:

- i. The status of the revised Public Service Regulations (which was adopted by the Teaching Service);
- ii. The TSC proposed that amendments be made to the Education Act in tandem with the Public Service Regulations in order to address many of the issues affecting delinquent teachers in the system;
- iii. Whether the TSC has engaged in any stakeholder consultation with regards to a proposed new Education Act;
- iv. The reasons for the delays in the filling of vacancies in the positions of Principal, Vice-Principal, Head of Department and Dean;
- v. The fact that there is a surplus of teachers in certain subject areas such as social studies and a deficit in others such as Physical Education and Theatre Arts;
- vi. Currently there are 2,810 teachers on the Order of Merit list waiting placement in schools;

- vii. The failure of the MoE to implement the moratorium proposed by the TSC to fill the middle management positions in schools;
- viii. The existing issues associated with filling vacancies in the position of School Supervisors I and II;
- ix. Whether Principals have the power to make certain ad hoc appointments;
- x. The MoE provided the reason(s) why promotions and appointments are generally done according to seniority rather than meritocracy;
- xi. Recommendations to address the filling of middle management position pending the review of the Education Act and Regulations;
- xii. Inadequate staffing at the Legal Department, Ministry of Education;
- xiii. The failure of the Ministry of Education and the Teaching Service Commission to address the high level of absenteeism and tardiness within the teaching service;
- xiv. The procedure to treat with absenteeism and irregularity is not being adhered to by some Principals;
- xv. The recommendations proposed by the TSC to address absenteeism and irregularity;
- xvi. The procedure for treating with Teachers who have exhausted their Sick Leave and Casual Leave allowances;
- xvii. The approach used by the TSC to expedite interviews for teaching service positions;
- xviii. The circumstances surrounding the delay in upgrading of UTT teachers ;
- xix. The reason UTT graduates who have completed the Bridging Programme are waiting to be upgraded;
- xx. The need to inform the public of the subject areas in the teaching service that have a deficit of Teachers and those that are saturated;
- xxi. The need for the MoE to change / upgrade the system of recording the attendance/ punctuality of teachers;
- xxii. Whether CARICOM nationals are invited to apply for positions in the Teaching Service;
- xxiii. Whether UTT has revised its curriculum to ensure that it contents adequately satisfies the requirements to be employed as a Teacher;
- xxiv. The progress made on discussions between the MoE and the TSC regarding strategic policy matters;
- xxv. The policy of the MoE regarding provisions for the differently abled in schools;
- xxvi. The rationale for the requests made by the TSC for more powers;
- xxvii. Whether consideration has been given to modifying the county educational districts to have them reflect the distribution of municipal corporations;
- xxviii. The issue of understaffing and the resourcing at the Service Commission's Department;
- xxix. The implication of the Concordat on the current education system;
- xxx. The status of the TSC's Annual Reports for the years 2013 to 2016.

View the Hearing

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The hearing can be viewed on our YouTube channel via the following link:

<https://youtu.be/GogD2Im6ORw>

Contact the Committee's Secretary

You may contact the Committee's Secretary at jsclasasc@tparliament.org or 624-7275 Ext. [2283](#)

Committees Unit

March 29, 2017