

## **BEST PRACTICES FOR TRINIDAD AND TOBAGO**

1. **Institution:** The names of the institutions that are implementing the best practice:

The institutions that will be implementing the best practice are:

- The Ministry of Finance
- The Ministry of Planning and Development

2. **Title:** The name of the best practice, the topic it covers, and the subject of the Convention to which it is related:

Standardizing pension of Prime Ministers in accordance with **Article III (1) of the Convention-** Preventative Measures (Standards of conduct for the correct, honourable, and proper fulfillment of public functions) and **Article III (3) of the Convention-** Preventative Measures (Instruction to government personnel to ensure proper understanding of their responsibilities and the ethical rules governing their activities.)

3. **Description of the best practice:** Include a brief description and summary of the best practice, as well as the reason why it should be considered a best practice, expressly referring to its sustainability:

**The Prime Minister's Pension (Amendment) Act, 2025** is **Act No. 4 of 2025** (herein after referred to as **Act No.4**) was introduced in the House of Representatives as a Bill on the 18 June 2025. The bill was passed both in the House of Representatives and the Senate and was assented to on the 11 July 2025. **Act No.4** is operable law within Trinidad and Tobago.

This Act seeks to amend the **Prime Minister's Pension Act, Chap. 2:51** to require a person to serve at least one year as Prime Minister in order to qualify for a Prime Minister's pension. The provisions of this Act are considered a best practice as it seeks to standardize the application of a pension to the Office of the Prime Minister.

- **Section 5 (S.5)** introduces a requirement that a person must serve as Prime Minister for at least one year from the date of appointment in order to be eligible to receive a pension.
- **S.6** stipulates the instances in which The Prime Minister's pension is payable in the case of a person who served as Prime Minister by introducing a system where the pension will be calculated based on the length of service according to a tiered structure.

4. Reasons/Importance: Reasons for pursuing best practice should be given. A description should be made of the situation in place before the adoption of the best practice and identification of the problem or problems it is to address:

A person who held the post of Prime Minister for a period less than one year, was eligible to receive the same pension as a person who had served for a full Ministerial term of 5 years or more. Both persons would have been entitled to the same substantive lifetime pension. This lacuna in the law highlights the issue of fairness in salaries and pensions of high-level elected public officials.

As such, the provisions of **The Prime Minister's Pension (Amendment) Act, 2025** are important attempts to create a standardized pension structure which aligns with standards of conduct for the correct, honourable, and proper fulfillment of public functions in addition to providing a clear and transparent manner for the Prime Minister to earn a justifiable and proportionate pension that is allocated on the basis of service.

5. Approach: What was the proposed design and methodology for applying the best practice? What was considered in its design and methodology? Were other countries' experience taken into account? Was a model law taken into account?

Consideration was given to existing legislation in other jurisdictions such as: **The Pensions and Gratuities, Parliamentary and Special Offices Act, Chap. 322** in Antigua and Barbuda and **The Prime Minister's Pension Act, Chap.12** of The Bahamas.

6. Implementation: How is the best practice being implemented? What were the human and financial resources needed for its implementation?

The Act has been assented to and proclaimed which makes it operable law.

7. Outcome: What is the end result or expected end result of implementing the best practice? What are the benefits and/or success stories? Have they addressed the problems originally identified as necessitating a best practice to be implemented? What has been its impact?

The Act creates a standardized pension structure which aligns with standards of conduct for the correct, honorable, and proper fulfillment of public functions. Government personnel particularly, a high-level public officer such as a Prime Minister, carrying out their responsibilities in a manner that is ethical, increases public perception of transparency and accountability in government activities.

8. Potential for technical cooperation: Can the best practice be adapted and used by other countries? Is it possible to provide technical assistance to other countries in implementing the best practice? Provide the point of contact for the entity that can facilitate the technical assistance.

This practice can be adapted and used by other countries. Provision of technical assistance may be possible based upon specific requests.

9. Follow-up: Who or what groups will monitor the practice's implementation? How will its implementation be monitored? Will there be a Follow-up Report?

Not applicable.

10. Lessons: What are some of the lessons learned in implementing the Best Practice? What are the challenges in implementing the best practice?

The lesson learnt in implementing this Best Practice is that standardizing pensions of high-level public officers enhances transparency and accountability.

11. Documentation: Where can further information be found regarding the best practice (e.g., Internet links)?

**The Prime Minister's Pension (Amendment) Act, 2025**

<https://www.ttparliament.org/wp-content/uploads/2025/07/a2025-04.pdf>

12. Contact: Who can be contacted for further information?

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