

CHAPTER 384

STATUTORY BOARDS (PENSIONS)

ARRANGEMENT OF SECTIONS

SECTION

PART I

Preliminary

1. Short title.
2. Interpretation.

PART II

General

3. Grant of pensions, gratuities and other allowances.
- 3A. Act to apply to temporary officers.
4. Pensions, etc., to be charged on and paid out of funds voted by Parliament.
5. Payment of pensions.
6. Pensions, etc., not of right.
- 6A. Compensation and effect of payment.
7. Pension, etc., not assignable.
8. Compulsory retirement.
- 8A. Change in age of compulsory retirement.

SECTION

PART III

Circumstances in which pensions, gratuities and other allowances may be granted

9. Restrictions on grant of pensions, etc.
10. Conditions for grant of pensions, etc.
11. Gratuity where length of service does not qualify for pension.
- 11A. Gratuity after 5 years service.
12. Marriage gratuities to female officers.

PART IV

Determination of length of service of officers

13. Qualifying service.
14. Continuity of service.
15. Leave without salary.
16. Service in Her Majesty's Forces.
17. Service otherwise than in a pensionable office.
18. Officers on secondment.

PART V

Computation of pensions, gratuities and other allowances

19. Ordinary rate of pension.
20. Emoluments to be taken for computation of pensions, gratuities and other allowances.
21. Pension or gratuity on abolition or reorganisation of office.

SECTION

22. Pension, gratuity or other allowance to officer on retirement for inefficiency.
23. Pension to officer retiring on account of injuries.
24. Additional pension on retirement for infirmity to officers with more than 10 years service.
25. Gratuity where officer dies in service or after retirement.
26. Pension to dependants where officer killed on duty.

PART VI

Circumstances in which pensions, etc., may cease or be suspended

27. Liability of pensioners to be called on for further service.
28. *Repealed by 1989-9.*
29. *Repealed by 1989-9.*
30. Pensions or other allowances may cease on acceptance of certain appointments.
31. Suspension of pension or other allowances on re-employment.

PART VII

Supplementary

32. Gratuity and reduced pension.
- 32A. Abatement of pensions.
33. Application of Act.

FIRST SCHEDULE

SECOND SCHEDULE

THIRD SCHEDULE

CHAPTER 384

STATUTORY BOARDS (PENSIONS)

An Act to provide for the grant and payment of pensions and gratuities to persons employed in the service of certain Statutory Boards.

1969-32. 1982-45. 2004/66.
 1971-17. 1989-9. 2004-25.
 1972-19. 1990-33. 2007/88.
 1973-18. 1993-1. 2008/96.
 1974-46. 1996-23.
 1975-31. 1998-29.
 1978-41. 2000/23.
 1978/93. 2002/22.
 1979-16. 2002/95.

[1st September, 1969] Commence-
ment.

PART I

Preliminary

1. This Act may be cited as the *Statutory Boards (Pensions) Act*. Short title.
2. (1) For the purposes of this Act, Interpretation.
 "house allowance" includes the estimated value of free quarters but shall not exceed one-sixth of the salary attached to an officer's office; 1982-45.
- "Minister" means the Minister responsible for Establishments;
- "officer" means a person who has been employed in the service of a Board and has been the substantive holder on a wholetime basis of any office specified in the *First Schedule*; First Schedule.
- "pensionable emoluments" means,
 - (a) in respect of service under a Board, salary and any interim payment made pending a salaries or wages revision, wages, fees and house allowance, but does not include 1973-18.
 - (i) payment for overtime or any sum paid to an officer to cover travelling expenses, costs of office accommodation, assistance of deputies, clerical or other assistance, duty allowance;

s.2

1978-41. (ii) compensation in respect of the termination of a period of temporary service, paid out of moneys voted for the purpose by Parliament; or

(iii) any other emoluments whatever;

(b) in respect of the public service, emoluments which count for pension in accordance with the law or regulations in force in respect of such service;

"pensionable office" means,

First
Schedule.

(a) in respect of service under a Board, any office from time to time specified in the *First Schedule*; and

(b) in respect of the public service, any office which is for the time being a pensionable office under the law or regulations in force in respect of such service;

"qualifying service" means service which may be taken into account in determining whether an officer is eligible by length of service for a pension, gratuity or other allowance under this Act, but does not include a period of temporary service in respect of which compensation is paid, in respect of the termination of that service, out of money voted for the purpose by Parliament;

"salary" means the salary attached to a pensionable office or, where in determining the length of an officer's service under a Board a non-pensionable office is taken into account under section 17, the salary attached to that office;

1971-17.
Second
Schedule.

"scheduled authority or body" means an authority or body specified in the *Second Schedule*;

"service of a Board" includes service under a scheduled authority or body, or other body specified in the Ninth Schedule to the Local Government Act, 1958¹.

¹ Act 1958-55 has been repealed and this Schedule is not printed in these Laws, but the reference is retained for pension purposes.

- (2) The Minister may by order amend
- (a) the *First Schedule* by inserting therein or deleting therefrom any office on the establishment of a scheduled authority or body; First Schedule. 1971-17.
- (b) the *Second Schedule* by inserting therein or deleting therefrom any authority or body.

PART II

General

3. (1) A Board may, subject to this Act, grant pensions, gratuities and other allowances to officers who have been in the service of a Board. Grant of pensions, gratuities and other allowances. 1982-45.

(2) Any pension, gratuity or other allowance granted under this Act shall be computed in accordance with the provisions in force at the actual date of an officer's retirement or death, as the case may be.

3A. This Act applies, with the necessary modifications, to an officer who does not hold a substantive office but who is employed on a whole-time basis as it applies to an officer who holds a substantive office. Act to apply to temporary officers. 1998-29.

4. There shall be charged on and paid out of the moneys voted for that purpose by Parliament such sum of money as may from time to time be granted by way of pension, gratuity or other allowance pursuant to this Act. Pensions, etc., to be charged on and paid out of funds voted by Parliament.

5. (1) A Board in whose service an officer was employed immediately before the date of his retirement or death shall be responsible for the payment of any pension, gratuity or other allowance granted to or in respect of such officer. Payment of pensions.

- (2) Any
- (a) pension, gratuity or other allowance granted to the dependants of an officer who dies as a result of injuries received in the actual discharge of his duties; and

(b) additional pension, gratuity or other allowance granted on retirement to an officer in consequence of injuries received in the actual discharge of his duties, or of the abolition of his office or his compulsory retirement for the purpose of facilitating reorganisation,

shall be paid by the Board in whose service the officer was at the date of his death, injury, retirement on abolition of office or compulsory retirement, as the case may be.

Pensions,
etc., not of
right.

6. (1) An officer shall not have an absolute right to compensation for past services or to any pension, gratuity or other allowance; nor shall anything in this Act prevent an officer from being dismissed from the service of a Board at any time and without compensation.

1982-45.

(2) Where it is established to the satisfaction of a Board that an officer has been guilty of negligence, irregularity or misconduct, the pension, gratuity or other allowance may be reduced or altogether withheld.

Compensa-
tion and
effect of
payment.
1978-41.

6A. (1) Where the temporary employment of a person is terminated after not less than 2 years of service, the Minister may, in any case he considers appropriate, authorise the payment of compensation to that person.

(2) Compensation referred to in subsection (1) is payable out of moneys voted for the purpose by Parliament.

(3) Where a period of temporary service in respect of which compensation is paid under this section is followed by a period of pensionable service, that temporary service shall not be taken into account as pensionable or qualifying service.

Pension,
etc., not
assignable.

7. A pension, gratuity or other allowance granted under this Act shall not be assignable or transferable except for the purpose of satisfying

(a) a debt due to a Board or to the Crown; or

- (b) an order of any court for the periodical payment of sums of money towards the maintenance of the wife or former wife or minor child of the officer to whom the pension, gratuity or other allowance has been granted,

and shall not be liable to be attached, sequestered or levied upon, for or in respect of any debt or claim whatever except a debt or claim due to a Board or to the Crown.

8. (1) A Board may require an officer in its service to retire at any time after he attains the age of 60 years. Compulsory retirement. 1982-45.

(2) Retirement shall be compulsory for every officer to whom this Act applies on attaining the age of 65 years.

(3) Notwithstanding subsections (1) and (2), retirement shall be compulsory for every officer who elected to have his pension, gratuity, or other allowance computed as if the *Parochial Employees Pension Act, 1944*¹ had not been repealed, on attaining the age of 70 years.

(4) Notwithstanding subsection (2), any person who, after 6th December, 1990, is appointed in the service of a Board to the office of general manager by whatever name called, shall retire on attaining the age of 60 years. 1990-33.

8A. (1) Notwithstanding section 8, retirement shall be compulsory for a person Change in age of compulsory retirement. 2004-25.

(a) who holds an office in the service of a Board, including the office of general manager, on 1st January, 2005;

(b) who is appointed to the service of a Board after 1st January, 2005,

where that person attains the age corresponding with the time period set out in the *Third Schedule*.

Third
Schedule.

¹ Act 1944-14, repealed by Local Government Act, 1958-55.

(2) Notwithstanding section 8, from 1st January, 2005 to 31st December, 2005, both dates being inclusive, retirement shall be compulsory for every person in the service of a Board who holds the office of general manager (by whatever name called) on attaining the age of 65 years.

(3) Nothing in this section shall be construed as preventing

- (a) an officer referred to in subsection (1)(a) or (2) from being entitled to retire and have his pension, gratuity or other allowance paid at any age at which he could have before 1st January, 2005;
- (b) a person referred to in subsection (1)(b) from being entitled to retire and have his pension, gratuity or other allowance paid at the age referred to in section 10.

PART III

Circumstances in which pensions, gratuities, and other allowances may be granted

Restrictions
on grant of
pensions,
etc.

9. Subject to sections 10 to 13, a pension, gratuity or other allowance shall not be granted under this Act to any officer

- (a) who has been in the service of a Board for less than 10 years; or
- (b) who has been dismissed from the service of a Board; or
- (c) in respect of service under a Board or any other service which may be taken into account for pension purposes for which any pension, gratuity or other allowance or compensation has been granted or awarded under any law other than this Act.

Conditions
for grant of
pensions,
etc.
1975-3.

10. (1) Subject to subsection (2), a pension, gratuity or other allowance shall not be granted under this Act

- (a) to any officer except on his retirement from the service

of a Board in one or other of the following cases, namely

- (i) on or after attaining the age of 60 years;
- (ii) on the abolition of his office;
- (iii) on the re-organisation of his office for any purpose;
- (iv) on removal on the ground of inefficiency as provided in this Act;
- (v) on medical evidence to the satisfaction of a Board 1982-45.
that he is incapable, by reason of any infirmity of mind or body, of discharging the duties of his office and that such infirmity is likely to be permanent and is not due to his own misconduct or gross negligence;
- (vi) on becoming unfit in the opinion of a Board for the 1982-45.
discharge of the duties of his office, although not suffering from any particular illness or infirmity likely to be permanent, if such unfitness is not attributable to his own misconduct or gross negligence, and if that Board considers that the 1982-45.
special circumstances of the case justify the grant to him of a pension, gratuity or other allowance, as the case may be; or

(b) in respect of the service of any officer except in the following cases, namely

- (i) on his death in the service of a Board; or
- (ii) on his death in the service of a Board as a result of injuries received in the actual discharge of his duty, without his own default and on account of circumstances specifically attributable to the nature of his duty.

(2) Subject to subsection (3), a pension, gratuity or other allowance under this Act may be granted to an officer who retires before attaining the age of 60 years, but payment thereof shall be suspended until 1975-31.

- (a) he has attained the age of 60 years or sooner dies; or
- (b) he has satisfied the Governor-General that he is incapacitated and his condition is likely to be permanent.

- (3) Subsection (2) applies only to those persons who
 - (a) left the service of a Board
 - (i) on or after the 30th November, 1966, and
 - (ii) before the 1st September, 1975; or
 - (b) retire from the service of a Board after the 1st September, 1975.¹

(4) Notwithstanding section 9 (a) and paragraph (a)(i) of subsection (1) and subject to subsection (5), an officer who leaves the service of a Board before he has attained the age of 60 years, whether or not he has been in the service of the Board or the public service for 10 years, is entitled to have his service treated as continuous if he is re-employed in either service for not less than 5 consecutive years and it is immaterial that his leaving such service or his re-employment occurred before these provisions came into operation.

(5) Subsection (4) does not apply to an officer who, before the 1st September, 1975 retired on or after attaining the age of 60 years.

Gratuity where length of service does not qualify for pension. 1989-9.

11. Every officer otherwise qualified for a pension under this Act who has not been in the service of a Board for 10 years may, on retirement, be granted a gratuity not exceeding 5 times the annual amount of the pension which, if there had not been a qualifying period, might have been granted to him under Part V.

Gratuity after 5 years service. 1989-9.

11A. (1) Notwithstanding any other provision of this Act and without affecting section 11, every officer otherwise qualified for a pension under this Act who has been in the service of a Board for more than 5 years but less than 10 years may, if he resigns before attaining the age of 60 years, be granted a gratuity not exceeding 5 times the annual amount of the pension, which, if there had not been a qualifying period, might have been granted to him under Part V.

(2) Subsection (1) only applies to officers who resign from the service of a Board after the 27th April, 1989.

Marriage gratuities to female officers.

12. Where a female officer, having held a pensionable office or offices in the service of a Board for not less than 5 years and having been confirmed in a pensionable office, retires from the

¹Being the date of the commencement of the Pensions (Miscellaneous Provisions) Act, 1975.

service of a Board on, or with a view to, marriage and is not otherwise eligible for the grant of any pension, gratuity or other allowance under this Act, she may be granted, on production within 6 months after her retirement, or within such longer period as the Board may in any particular case allow, of satisfactory evidence of her marriage, a gratuity not exceeding one-fourteenth of a month's pensionable emoluments for each completed month of her service under the Board or 1 year's pensionable emoluments, whichever is the less. 1982-45.

(2) Subsection (1) applies only to those female officers appointed to the service of a Board before the 23rd February, 1987. 1987-1.

PART IV

Determination of length of service of Officers

13. (1) Subject to this Part, the following provisions shall have effect for the purpose of determining the length of an officer's service under a Board. Qualifying service.

(2) Qualifying service shall be the inclusive period between the date on which an officer begins to draw salary in respect of service under a Board and the date of his leaving such service without deduction of any period during which he has been absent from leave.

(3) Where an officer has been transferred from a pensionable office in the public service to the service of a Board, the period during which he was in the public service shall be qualifying service and account shall accordingly be taken of that period.

14. (1) Subject to the following provisions of this Act, only continuous service shall be taken into account Continuity of service.

(a) as qualifying service, and 1982-45.

(b) for the purpose of computing the pension, gratuity or other allowance that may be granted under this Act to or in respect of an officer. 1975-31.

(2) A break in the service of an officer under a Board may be disregarded

(a) where the Board is satisfied that the break was caused by ill-health or injuries suffered by the officer in the performance of his duties in the service of the Board, or

THE LAWS OF BARBADOS

(b) where the break was caused by the abolition of his office or other temporary suspension of employment not arising from misconduct.

Leave without salary.

1982-45.

15. In determining the length of an officer's service under a Board for the purposes of this Act, account shall not be taken of any period during which an officer is absent from duty on leave without salary unless such leave is granted on grounds of public policy.

Service in Her Majesty's Forces.

16. Where an officer, during some period of his service under a Board, has been in the active list of the Royal Navy, the Army or the Royal Air Force, and pension contributions have been paid in respect of that period from the funds of Barbados or of the Government of any territory or of any authority mentioned in the *First Schedule* to the *Pensions Regulations, 1947*, such period shall not be taken into account in determining the length of an officer's service under a Board if the pension contributions have not been refunded.

Service otherwise than in a pensionable office.

1982-45.

17. (1) Subject to the following provisions of this Act, only service in a pensionable office shall be taken into account in determining the length of an officer's service under a Board.

(2) Where a period of service under a Board otherwise than in a pensionable office is immediately followed by service under a Board in a pensionable office in which the officer is confirmed, such period may be taken into account.

1982-45.

(3) Where an officer has been transferred from a pensionable office in which he has been confirmed to a non-pensionable office, his service in the non-pensionable office may be taken into account as if it were service in the pensionable office which he held immediately before such transfer and at the pensionable emoluments which were payable to him at the date of transfer.

(4) Any break in service which may be disregarded under section 14 may likewise be disregarded in determining for the purposes of subsection (1) whether one period of service immediately follows another period of service.

(5) For the purposes of sections 12, 21 and 23, where a period of service under a Board in a non-pensionable office is taken into account under this section, an officer shall be deemed to have

been holding a pensionable office during that period and to have been confirmed therein where any such period of service is taken into account under subsection (3).

(6) Where a period of service which is pensionable under the *Statutory Boards Casual Employees (Pensions) Act* is immediately followed by

- (a) service in a pensionable office, whether or not that person has been confirmed in the office; or
- (b) service in a non-pensionable office,

then that period shall be taken into account as pensionable service; but in any such case, section 12 of that Act shall apply for the purpose of determining the length of the employee's service as a casual employee.

18. (1) Where an officer is transferred or seconded to service with an approved employer, his rights to any pension, gratuity or other allowance for which he would have been eligible had he remained in the service of the approved employer shall be preserved.

Officers on
secondment.
1982-45.

(2) Where an officer is transferred or seconded from his office, some other person may be appointed to that office as if it were vacant; and any person so appointed shall be deemed to be the holder of the office and shall receive the emoluments of the office during the period of the officer's transfer or secondment.

(3) Where a public officer is seconded or temporarily transferred to a post in the service of an approved employer from a pensionable office within the meaning of section 2 of the *Pensions Act*, the period of service with the approved employer shall unless the Governor-General otherwise decides count for pension under that Act as if the officer had not been so seconded or temporarily transferred.

Cap. 25.

- (4) Where
- (a) a public officer is transferred to any post in the service of an approved employer; or
 - (b) any employee of an approved employer is transferred to a post in the public service,

Cap. 25. the *Pensions Act* applies to him as if his service with a Board were other
1947-20. public service within the meaning of that Act, and the *Pensions*
Sch. *Regulations, 1947* apply to him accordingly as if a Board were a
scheduled Government within the meaning of regulation 8(1) of those
regulations.

(5) This section applies *mutatis mutandis*

Cap. 30. (a) to a public employee within the meaning of the *Public*
Employees (Pensions) Act seconded or transferred to a post in
the service of an approved employer, and

(b) to an employee of an approved employer seconded or trans-
ferred to a post as a public employee.

(6) In this section "approved employer" means the Government and
any authority, body or agency approved by the Minister for the purposes
of a transfer or secondment.

PART V

Computation of pensions, gratuities and other allowances

Ordinary
rate of
pension.

19. (1) Subject to the following provisions of this Part, the amount
of pension which may be granted to an officer who on retirement is
qualified for the grant of a pension shall be determined in accordance
with the following provisions of this Act.

(2) Where an officer has served 10 years or more but under 11 years in the service of a Board, an annual pension of ten-sixtieths of the annual pensionable emoluments of his office may be granted.

(3) Where an officer has served 11 years or more but under 12 years in the service of a Board, an annual pension of eleven-sixtieths of the annual pensionable emoluments of his office may be granted.

(4) Where an officer has served 12 years or more but under 40 years in the service of a Board, to the annual pension as determined under subsection (3) an addition of one-sixtieth of the annual pensionable emoluments of his office may be made in respect of each additional year after the eleventh year of such service.

(5) Where an officer has served 40 years or more in the service of a Board, an annual pension of forty-sixtieths of the annual pensionable emoluments of his office may be granted.

20. (1) For the purpose of computing the amount of the pension, gratuity or other allowance which may be granted under this Act to or in respect of an officer, the following provisions of this Act shall have effect.

Emoluments to be taken for computation of pensions, gratuities and other allowances.

(2) Where an officer was neither wholly nor in part paid fees or commission which may be taken into account for the purpose of computing the pension which may be granted to him as the substantive holder of any office or offices held by him at any time within the period of 3 years immediately preceding the date of his retirement, then

- (a) in the case of any such officer who for a period of at least 3 years immediately preceding the date of his retirement was employed by a Board in the same office or offices, the annual pensionable emoluments enjoyed by him at that date as the substantive holder of such office or offices shall be taken;
- (b) in the case of any such officer who at any time during the period of 3 years immediately preceding the date of his retirement was transferred from one office to another in the service of a Board, without any change in pensionable emoluments other than the grant of any scale increment, the emoluments to be taken shall be the annual pensionable emoluments enjoyed by him at the date of his retirement in respect of the office then held by him;

- (c) in all other cases where any such officer was employed by a Board for a period of at least 3 years immediately preceding the date of his retirement, the emoluments to be taken shall be the average of the annual pensionable emoluments enjoyed by him as the substantive holder of the office or offices held by him in the service of the Board during such period of 3 years:

Provided that where any such officer retires within 3 years of his promotion to a higher class or grade, he shall have the option of claiming either a pension computed in accordance with paragraph (b) or a pension computed on the pensionable emoluments he would have been receiving had he not been so promoted;

- (d) in the case of any such officer who at any time during the period of 3 years immediately preceding the date of his retirement was transferred from the service of one Board to the service of another Board without any change in pensionable emoluments other than the grant of any scale increment, the emoluments to be taken shall be the annual pensionable emoluments enjoyed by him at the date of his retirement in respect of the office then held by him;
- (e) in all other cases where any such officer within the period of 3 years immediately preceding the date of his retirement was transferred from the service of one Board to the service of another, the emoluments to be taken shall be the average of the annual pensionable emoluments enjoyed by him as the substantive holder of the office or offices held by him during such period of 3 years.

(3) Where an officer was, either wholly or in part, paid fees or commission which may be taken into account for the purpose of computing the pension which may be granted to him as the substantive holder of any office or offices held by him at any time within the period of 3 years immediately preceding the date of his retirement, the emoluments to be taken shall be the average net annual profits derived by him in respect of the office or offices so held by him during such period.

(4) For the purpose of determining the pensionable emoluments of an officer under this section, account shall be taken of emoluments earned by an officer who has acted in a higher post, including a temporary post

- (a) for a continuous period of 36 months immediately preceding the date of his retirement; or
- (b) for not less than 36 months within the 5 years of his service immediately preceding the date of his retirement.

(5) Notwithstanding subsection (4), in determining the pensionable emoluments of an officer who has acted in a higher post for less than 36 months within the 5 years of his service immediately preceding his retirement and is appointed to a higher post before his retirement, the emoluments earned by that officer who has so acted shall be taken into account.

21. (1) Where an officer retires from the service of a Board in the circumstances described in sub-paragraph (ii) or (iii) of paragraph (a) of section 10 before attaining the age of sixty years, and without refusing to accept other suitable employment in the service of the Board, then, subject to subsection (2), the following addition may be made to his pension by way of compensation, that is to say

Pension or gratuity on abolition or re-organisation of office.

- (a) in the case of service under a Board for more than twenty years, ten-sixtieths of his annual pensionable emoluments;
- (b) in the case of service under a Board for more than fifteen but not more than twenty years, seven-sixtieths of his annual pensionable emoluments;
- (c) in the case of service under a Board for more than ten but not more than fifteen years, five-sixtieths of his annual pensionable emoluments.

(2) An officer's pension together with any addition provided for in subsection (1) shall not in any case exceed

- (a) the maximum of two-thirds of his highest annual pensionable emoluments; and
- (b) the pension for which he would have been eligible if he had continued to hold the office held by him at the date of his retirement and retired on reaching the age of sixty years having received all increments for which he would have been eligible by that date.

(3) Where an officer retires from the service of a Board in the circumstances described in sub-paragraph (ii) or (iii) of paragraph (a) of section 10, before attaining the age of sixty years and without refusing to accept other suitable employment in such service and he is not entitled to a pension under this Act by reason only that he has not been in the service of a Board for ten years or more, then, if he has been the substantive holder of an office in the service of a Board for a period of at least three years immediately preceding the date of his retirement, there may be granted to him a gratuity not exceeding one-and-a-half month's pensionable emoluments for each completed year of his service under the Board.

Pension, gratuity or other allowance to officer on retirement for inefficiency. 1982-45.

22. Where an officer is removed from his office on the ground of his inability to discharge efficiently the duties thereof, and a pension, gratuity or other allowance cannot otherwise be granted to him under this Act, then the Board, with the approval of the Minister, may, if it considers it justifiable having regard to all the circumstances of the case, subject to and in accordance with section 23, grant such pension, gratuity or other allowance as it thinks just and proper.

Pension to officer retiring on account of injuries.

23. (1) Subject to subsection (4), where an officer has been injured

- (a) in the actual discharge of his duties; and
- (b) without his own default; and
- (c) in circumstances specifically attributable to the nature of his duties,

and his retirement is thereby necessitated or materially accelerated, any pension granted to him under this Act may be increased in proportion to the extent of his injury by one or other of the additional allowances specified in subsection (2).

(2) Where an officer's capacity to contribute to his support is

- (a) slightly impaired, five-sixtieths;
- (b) impaired, ten-sixtieths;
- (c) materially impaired, fifteen-sixtieths; and
- (d) totally destroyed, twenty-sixtieths,

of his annual pensionable emoluments at the date on which the infirmity was suffered may be added to his pension as an additional allowance:

Provided that

- (a) in no case shall any such allowance together with an officer's pension exceed fifty-sixtieths of his annual pensionable emoluments at the date on which the infirmity was suffered; and
- (b) any such allowance may, if the Board thinks fit, be reduced to such an extent as the Board thinks reasonable where the infirmity is not the cause or sole cause of retirement.

1982-45.

(3) Subject to subsection (4), where an officer has been

injured in the circumstances described in subsection (1) and his retirement is thereby necessitated or materially accelerated, and he is not entitled to a pension under this Act by reason only that he has not been in the service of a Board for 10 years or more, then, if he has been employed in the service of a Board for a period of at least 3 years immediately preceding the date of his retirement, he may be granted

- (a) a pension of such number of sixtieths of his annual pensionable emoluments at the date of his retirement as are equivalent to the number of years he has served in the service of a Board; and
- (b) in accordance with subsection (2), one or other of the additional allowances provided for in that subsection.

(4) Where an officer has received compensation under the *Workmen's Compensation Act*, or any benefit under paragraph (a) or (b) of section 21 (2) of the *National Insurance and Social Security Act*,¹ the additional pension payable to him under subsections (1) to (3), shall be reduced by the amount of such compensation or benefit he has received. 1972-19.

24. (1) Where an officer retires from the service of a Board in the circumstances described in sub-paragraphs (v) and (vi) of paragraph (a) of section 10 and at the date of his retirement he has completed more than 10 years but less than 20 years in the service of a Board, he may be granted, in addition to any other pension which may be granted to him under this Act, an additional pension at the rate of one-sixtieth of his annual pensionable emoluments for each year by which his service under the Board falls short of 20 years.

Additional pension on retirement for infirmity to officers with more than ten years' service.

(2) In the case of an officer whose service under a Board would, if he had continued to hold the same office which he held at the date of his retirement until 5 years after the retiring age, have been a period shorter than 20 years, subsection (1) shall have effect as if for the last reference therein to 20 years there was substituted a reference to that shorter period.

¹ Effective from 4th January, 1971.

(3) An additional pension shall not be granted under subsection (1) or (2) to any officer to whom any pension, gratuity or other allowance on account of infirmity is granted in accordance with section 23.

(4) For the purposes of this section, the expression "retiring age" means the age of 60 years.

Gratuity where officer dies in service or after retirement.

25. (1) Where an officer holding a pensionable office who is not on probation or agreement, or an officer holding a non-pensionable office to which he has been transferred from a pensionable office in which he has been confirmed, dies while in the service of a Board, the Board may, with the approval of the Minister, grant to his legal personal representative a gratuity of an amount not exceeding either his annual pensionable emoluments or his commuted pension gratuity, if any, whichever is the greater.

(2) For the purposes of this section, the expression "commuted pension gratuity" means the gratuity, if any, which might have been granted to an officer under section 32 if he had retired at the date of his death in the circumstances described in sub-paragraph (v) of paragraph (a) of section 10 and had elected a gratuity and reduced pension.

1982-45.

(3) Where any such officer to whom a pension, gratuity or other allowance has been granted under this Act dies after retirement from the service of a Board and the sums paid or payable to him at his death on account of any pension, gratuity or other allowance in respect of any service under a Board are less than the amount of the annual pensionable emoluments enjoyed by him at the date of his retirement, the Board may, with the approval of the Minister, grant to his legal personal representative a gratuity equal to the deficiency.

Pensions to dependants where officer killed on duty.

26. (1) Where an officer dies in the service of a Board in the circumstances described in sub-paragraph (ii) of paragraph (b) of section 10, then, in addition to the grant, if any, made to his personal representative under section 25, the Board may, with the approval of the Minister, subject to subsection (2), grant

(a) if the deceased officer leaves a widow, a pension to her

- while unmarried and of good character, at a rate not exceeding ten-sixtieths of his annual pensionable emoluments at the date of the injury, or one hundred dollars a year, whichever is the greater;
- (b) if the deceased officer leaves a widow to whom a pension is granted under paragraph (a) and a child or children, a pension in respect of each child, until such child attains the age of eighteen years, of an amount not exceeding one-eighth of the pension provided for in paragraph (a);
 - (c) if the deceased officer leaves a child or children, but does not leave a widow or a pension is not granted to the widow, a pension in respect of each child, until such child attains the age of eighteen years, of double the amount provided for in paragraph (b);
 - (d) if the deceased officer leaves a child or children and a widow to whom a pension is granted under paragraph (a) and the widow subsequently dies, a pension in respect of each child from the date of the death of the widow until such child attains the age of eighteen years, of double the amount provided for in paragraph (b);
 - (e) if the deceased officer does not leave a widow, or if a pension is not granted to the widow, and if his mother was wholly or mainly dependent on him for support, a pension to the mother, while of good character and without adequate means of support, of an amount not exceeding the pension which might have been granted to his widow;
 - (f) if the deceased officer does not have a widow or mother, or if a pension is not granted to his widow or mother, and if his father was wholly or mainly dependent on him for his support, a pension to the father, while of good character and without adequate means of support, of an amount not exceeding the pension which might have been granted to his widow;
 - (g) if the deceased officer does not have a child or children who is or are eligible for a pension under this section, and if his brother or sister was wholly or mainly dependent on him for support, a pension to any brother or sister, while of good character and without adequate means of support, of an amount not exceeding the

pension which might have been granted under paragraphs (b) and (c).

(2) A pension shall not, at any time, be payable under subsection (1) in respect of more than 6 children.

1982-45.

(3) In the case of a pension granted under paragraph (e) of subsection (1), if the mother is a widow at the time of the grant and subsequently remarries, such pension shall cease as from the date of the re-marriage; and if it appears to the Board at any time that the mother is adequately provided with other means of support, such pension shall cease from such date as the Board with the approval of the Minister, may determine.

(4) A pension granted to a female child under subsection (1) shall cease upon her marriage under the age of 18 years.

(5) For the purpose of this section, the expression "child" includes a step-child and a posthumous child

(6) This section shall not apply in the case of the death of any officer, if his dependants (as defined in the *Workmen's Compensation Act, 1963*,¹ or in any Act amending or replacing the same) are entitled to compensation under this Act.

PART VI

Circumstances in which pension, etc., may cease or be suspended

Liability of pensioners to be called on for further service.
1982-45.

27. (1) Every pension granted under this Act shall be subject to the conditions that unless or until an officer attains the age of 60 years, he may, if physically fit for service under a Board, be called upon by the Board to accept an office in the

¹ Act 1964-3 (see note to section 23 (4)).

service of a Board not less in value than the office which he held at the date of his retirement.

(2) Where pursuant to subsection (1) a pensioner is called upon to accept an office in the service of a Board of a value not less than that prescribed in subsection (1) and he declines to accept such office, the payment of his pension may be suspended by the Board acting in its discretion until he attains the age of 60 years. 1982-45.

28. Repealed by 1989-9.

29. Repealed by 1989-9.

Pensions or other allowances may cease on acceptance of certain appointments.

30. Where any such person to whom a pension or other allowance has been granted under this Act otherwise than under section 26 becomes either

(a) a director of any company the principal part of whose

business is in any way directly concerned with any Board paying or contributing to his pension; or

- (b) an officer or servant employed in Barbados by any such company,

without the prior permission of any such Board in writing, such pension or other allowance shall cease if a Board so directs: but a Board, on being satisfied that the person in respect of whose pension or other allowance any such direction has been given has ceased to be a director of any such company or to be employed as an officer or servant of such company in Barbados, may give directions for the restoration of such pension or other allowance, with retrospective effect, if it thinks fit, to such date as it may specify, and the pension or other allowance shall be restored in accordance with any such directions.

31. (1) Where any officer to whom a pension or other allowance has been granted under this Act is appointed to another office in the service of a Board, the payment of his pension or other allowance may, with his consent, be suspended during the period of his re-employment.

(2) Nothing shall operate to prevent any retirement benefit previously paid to an officer who has re-entered the service of a Board or the public service from being deducted from any benefit payable to him on attaining the age of 60 years.

PART VII

Supplementary

32. (1) Any officer to whom a pension is granted under this Act may, at his option exercisable as in this section provided, be paid in lieu of such pension a pension at the rate of three-fourths of such pension together with a gratuity equal to twelve and one-half times the amount of the reduction so made.

(2) The option referred to in subsection (1) shall be exercisable not later than the day immediately preceding the date of such officer's retirement: but if the officer fails to exercise the option prior to the day preceding the date of his retirement, a Board may, if it appears to it

equitable in all the circumstances so to do, allow him to exercise the option at any time between that date and the actual date of the award of pension under this Act.

(3) Where an officer has exercised the option, his decision shall be irrevocable so far as concerns any pension to be granted to him under this Act.

1979-16. (4) Notwithstanding subsection (1), the Minister may, where an officer referred to in that subsection fails to exercise his option in accordance with subsection (2), grant a gratuity and a reduced pension as provided in subsection (1) as if the officer had exercised his option.

Abatement of pensions. 1975-31. Cap. 47. **32A.** (1) Subject to subsection (2), an officer to whom this section applies and to whom a pension may be paid under this Act shall have that pension reduced by the amount of the pension payable to him under the *National Insurance and Social Security Act* (in this section referred to as "the national insurance pension").

(2) The reduction referred to in subsection (1) shall not

(a) take effect until the date on which the national insurance pension becomes payable; or

(b) apply in relation to any gratuity payable to the officer under this Act.

(3) This section applies to an officer who enters the service of a Board after the appointed day.

1998-29. (4) This section shall not apply to an officer who was employed as a casual employee before 1st November, 1975.

1998-29. (5) For the purposes of this section "appointed day" means such day as the Minister responsible for Establishments, by notice published in the *Official Gazette*, appoints.

Application of Act. **33.** (1) This Act shall apply

(a) to every officer first appointed to the service of a Board on or after the 1st September, 1969,¹ and

¹ Being the date of the commencement of this Act.

(b) to every officer who, pursuant to section 9 of the *Child Care Board Act* or by virtue of the *Sanitation Service Authority Act*, as the case may be, was transferred to or became employed in the service of a Board and at the date of such transfer or employment has not attained the age of 65 years.

1974-46.
Cap. 381.
Cap. 382.

(2) Notwithstanding subsection (1), any officer to whom paragraph (b) of subsection (1) applies and who elected to have his pension, gratuity or other allowance computed as if the *Parochial Employees Pension Act*,¹ 1944 had not been repealed shall continue to have his pension, gratuity or other allowance so computed.

(3) Notwithstanding anything contained in this section, an officer who has elected to have his pension, gratuity or other allowance computed as if the *Parochial Employees Pension Act* had not been repealed may, at his option exercisable as provided for in section 32, be paid, in lieu of any pension for which he was eligible at 1st September, 1969 or for which he may become eligible pursuant to subsection (2), a pension at the rate of three-fourths of such pension together with a gratuity equal to twelve and one-half times the amount of the reduction so made.

¹ Act 1944-14 (see note to section 8(3)).

2000/23.
2002/22.
2002/95.
2004/66.
2007/88.

FIRST SCHEDULE

(Section 2(1))

PENSIONABLE OFFICES

2007/88. 1. *Barbados Accreditation Council*

Accreditation Officer
Administrative Officer
Assistant Accountant
Clerical Officer
Clerk/Typist
Driver/Messenger
Executive Director
Executive Secretary
Information Officer
Maid

2. ¹*Barbados Agricultural Development and Marketing Corporation*

Accountant
Accounts Clerk
Administrative Officer II
Artisan I
Assistant Extension Officer
Attendant
Butcher
Cashier II
Cashier I
Chief Executive Officer
Chief Extension Officer
Clerical Officer
Clerk/Typist
Corporate Secretary
Customs Clerk
Deputy Chief Executive Officer
Director of Engineering
Driver
Driver/Messenger
Driver/Operator

¹Effective from 1st September, 1993

Executive Secretary
Extension Officer
Food Development Officer
Food Promotion Aide
General Worker
Ginnery Assistant
Irrigation Assistant
Manager
Marketing Officer
Meat Room Assistant
Messenger
Personnel Officer I
Porter/Cutter
Porter
Porter/Cleaner
Secretary
Security Assistant
Security Officer
Security Supervisor
Senior Accountant
Senior Accounts Clerk
Senior Clerk
Senior Irrigation Assistant
Senior Supervisor
Stenographer/Typist
Supervisor
Survey Officer
Water Marshal
Welder

3. *Barbados International Business Promotion Corporation*
(also known as Invest Barbados)

2007/88.

Accountant
Accounts Clerk
Administrative Officer/Board Secretary
Business Development Officer
Chief Executive Officer
Data Entry Clerk
Director (Divisional)
Driver/Messenger
Executive Secretary
Facilitation Officer
Human Resources Officer

Maid
Manager (Divisional)
Manager, Business Facilitation
Manager, Corporate Communications
Manager, Finance and Administration
Manager, Human Resources
Manager, Information Technology
Office Manager
Receptionist/Typist
Registry Clerk
Research Officer
Secretary I
Senior Business Development Officer
Senior Registry Clerk
Senior Research Officer
Systems Administrator

4. *Barbados Investment and Development Corporation*

Accounts Clerk
Assistant Accountant
Assistant Certification Officer
Assistant Research Officer
Business Development Officer
Certification Officer
Chief Accountant
Chief Executive Officer
Clerical Officer
Clerk/Typist
Computer Systems Administrator
Corporate Administrative Officer
Deputy Chief Executive Officer
Design Adviser
Divisional Director
Executive Secretary
Handyman
Information Specialist
Legal Officer
Maid
Manager
Messenger/Driver
Personnel Officer

Receptionist
Relief Watchman
Research & Planning Officer
Secretary I
Secretary II
Security Officer
Senior Accounts Clerk
Watchman

5. *Barbados Tourism Authority*

Accounts Assistant
Accounts Officer
Administrative Assistant
Administrator
Communications Specialist
Customer Adviser
Director Marketing and Sales - Europe
Director Marketing and Sales - North America
District Sales Manager
Executive Officer, North America
Executive Secretary
Human Resource Development Executive
Human Resource Development Manager
Internal Services Assistant
Internal Services Officer
Librarian
Manager, Accounts
Manager, Internal Services
Manager, Information Technology
Manager, Public Relations and Customer Service
Manager, Project Coordination
Manager, Quality Assurance
Manager, Research & Development
Marketing Executive
Marketing Services Manager
Messenger
Network Support
President
Quality Assurance Consultant
Receptionist
Regional Sales Manager

Registry Assistant
 Registry Officer
 Research Analyst
 Sales and Administrative Officer
 Secretary
 Senior Customer Adviser
 Statistical Assistant
 Steelband Player
 Vice President, Finance and Corporate Affairs
 Vice President, Marketing and Sales
 Watchman

6. *Barbados Vocational Training Board*

2002/22.	Accountant Assistant Accountant Assistant Director of Training Clerical Officer
2008/96.	Clerk Typist Curriculum Development Officer Demonstrator Director of Training Driver/Messenger General Worker Inspector/Guidance Counsellor Instructor/Training Officer Maid
2008/96.	Painter
2008/96.	Placement Officer Placement Officer/Guidance Counsellor
2008/96.	Project Administrator
2008/96.	Receptionist Related Subjects Teacher Research Officer
2008/96.	Secretary/Executive Secretary
2008/96.	Senior Executive Officer Small Business Tutor Stenographer/Typist Supervisor
2008/96.	Supervisor (Construction)
2008/96.	Supervisor (Evening Programme)
2008/96.	Systems Network Administrator
2008/96.	Training Officer Watchman

7. *Child Care Board*

Accountant
Assistant Accountant
Assistant Houseparent
Assistant Manager, Nightengale Complex
Assistant Supervisor
Attendant
Child Care Officer
Clerical Officer
Clerk/Typist
Cook
Co-ordinator
Deputy Director
Director
Driver/Messenger
General Worker
General Worker/Maid
Houseparent I
Houseparent II
Maintenance Officer
Manager, Administration
Manager, Nightengale Complex
Messenger
Nursery Assistant
Peripatetic Houseparent
Personnel Officer
Pre-School Educator
Psychologist
Receptionist/Clerk
Registry Clerk
Seamstress
Secretary
Secretary to the Board
Security Guard
Senior Child Care Officer
Senior Clerk
Stenographer/Typist
Stock Clerk
Supervisor
Supplies Officer
Visiting Medical Officer
Watchman

-
8. ²*Community Legal Services Commission*
- 2004/66. Accountant
Clerical Officer
Maid/Messenger
Means Officer
Secretary
- 2004/66. 9. *Fair Trading Commission*
- 2007/88. Accounting Assistant
Accounts Clerk
Administrative Assistant
Chief Economist
Consumer Protection Officer
Documentalist
Economist
Education Officer
Executive Secretary
Financial Analyst
Help Bureau Officer
Human Resource Officer
Natural Gas/Electricity Analyst
Office Attendant/Messenger
Office Helper
Officer Manager
Professional Accountant
Receptionist/Typist
Research Assistant
Research Officer
Senior Clerk
Senior Legal Officer/Legal Officer
Stenographer/Typist
Systems Administrator
Telecommunications Analyst
Utility Analyst (water sector)
10. *National Assistance Board*
- Accountant
Administrative Assistant
Administrative Officer

² Effective from 1st November, 1981

Assistant Director	
Clerical Officer	
Clerk/Typist	
Cook	
Director	
Driver	
Full Time Home Helper	
Handyman	
Housekeeper's Assistant	
Maid	
Matron	
Occupational Therapist	
Officer-in-Charge	
Part-time Home Helper	
Receptionist/Clerk	
Recreational Officer	
Secretary	
Senior Clerk	
Senior Welfare Officer	
Senior Warden	
Senior Supervisor	
Store Keeper	2002/22.
Supervisor	
Team Leader	2002/22.
Technical Officer	
Visiting Medical Officer	
Watchman	
Warden	

11. *National Conservation Commission*

(a) *General*

Accountant
 Artisan
 Artisan Foreman
 Assistant Accountant
 Assistant Maintenance Supervisor
 Assistant General Manager
 Assistant Storeroom Keeper
 Assistant Superintendent of Works
 Board Secretary
 Caretaker

Chief Gardener
Chief Lifeguard
Chief of Rangers
Clerical Officer
Clerk/Typist
Deputy General Manager
Deputy Maintenance Supervisor
Draughtsman
Driver
Driver/Messenger
Electrician
Executive Officer
Executive Secretary
Finance Officer
Foreman
General Manager
General Worker
Hospitality Hostess
Human Resources Manager
Internal Auditor
Lawnmower Operator
Lifeguard
Lifeguard Instructor
Lifeguard/Supervisor
Maid
Manager, Folkestone
Mechanic
Messenger
Park Naturalist
Plumber
Ranger
Ranger/Warden
Receptionist
Secretary
Senior Accountant
Senior Clerk
Senior Executive Officer
Senior Field Superintendent
Senior Internal Auditor
Senior Lifeguard
Senior Park Naturalist
Senior Ranger
Senior Storekeeper
Senior Superintendent

Special Projects Officer
 Stenographer
 Storeroom Keeper
 Stores Assistant
 Superintendent
 Supervisor
 Supervisor of Rangers
 Superintendent of Works
 Technical Assistant
 Technical Officer
 Tour Guide
 Tractor Operator
 Watchman
 Welder
 Welder/Fitter

(b) *Harrison Cave*

Assistant Manager
 Maintenance Supervisor
 Manager
 Management Assistant
 Tram Driver

12. ³*National Council on Substance Abuse*

Accountant
 Administrative Officer
 Community Programme Officer 2002/22.
 Deputy Manager
 Driver/Technician
 Drug Education Officer
 Maid
 Manager
 Programme Officer
 Research and Information Officer 2002/22.
 Secretary

13. *National Cultural Foundation*

Accountant
 Board Secretary 2004/66.
 Business Development Officer

³ Effective from 1st March, 1996

	Chief Executive Officer
	Chief Cultural Officer
	Clerk
	Clerk/Typist
	Corporate Communications Specialist
	Cultural Officer
	Driver/Messenger
2002/22.	Executive Officer
2008/96.	Festival and Events Planner
	Finance Officer
	General Worker
	Light Technician
	Maid
2002/22.	Manager Administration
	Marketing Officer
2004/66.	Receptionist
	Research Officer
	Security Officer
	Sound Technician
	Secretary
	Stenographer
	Storekeeper/Technician
	Supervisor
	Supervisor, Plant and Equipment
2002/22.	Technical Officer

14. *National Petroleum Corporation*

Administrative Officer I
 Chief Productivity Officer
 Director
 Economist I/Economist II
 Maid
 Receptionist/Typist
 Research Assistant
 Secretary
 Senior Clerk

15. ⁴*National Productivity Council*

Accounting Officer
 Chief Economist
 Driver/Messenger
 Economist

⁴ Effective from 12th September, 1996

Executive Director
 Maid
 Manager Administration
 Productivity Officer
 Receptionist/Typist
 Secretary
 Senior Clerk
 Senior Productivity Officer
 Senior Training Officer
 Stenographer/Typist
 Training Officer

16. *National Sports Council*

Accountant
 Assistant Accountant
 Assistant Director
 Caretaker
 Caretaker/Groundsman
 Caretaker/Watchman
 Carpenter
 Cleaner
 Clerical Officer
 Clerk/Typist
 Coach
 Deputy Director of Sports 2002/22.
 Director
 General Worker
 Groundsman
 Maid
 Messenger
 Receptionist
 Relief Watchman
 Secretary
 Security Guard
 Senior Clerk
 Senior Coach
 Senior Executive Officer
 Senior Groundsman
 Senior Technical Officer 2002/22.
 Session Coach
 Stenographer/Typist
 Superintendent, National Stadium
 Superintendent of Works
 Supervisor
 Technical Officer

Tractor Operator
Truck Driver
Van Driver
Watchman

17. *Rural Development Commission*

Administrative Officer
Assistant Accountant
Clerical Officer
Clerk/Typist
Director, Rural Affairs
Junior Field Officer
Maid
Messenger
Messenger/Driver
Projects Officer
Secretary
Senior Accountant
Senior Field Officer
Technical Officer
2002/95. Technical Supervisor
Technician I
Watchman
2002/95. Welfare

18. *Sanitation Service Authority*

(a) *General*

Accountant
Assistant Accountant
Clerical Officer
Clerk/Typist
Deputy Manager (Administration)
Deputy Manager (Operations)
Executive Officer
Executive Secretary
Financial Controller
Maid
Manager
Manager (Engineering)
Messenger
Personnel Officer
Secretary
Security Guard

Senior Accountant
Senior Clerk
Stenographer
Technical Officer

(b) *Sanitation Services*

Area Superintendent
Artisan
Caretaker/Cleaner
Commercial Inspector
Commercial Supervisor
Drain Supervisor
Driver/Handyman
Driver/Operator
Driver/Supervisor
General Cleaner
General Labourer
General Labourer (Painter)
Lorry Loader
Security Guard
Senior Artisan
Street Cleaner
Supervisor
Tool Room Attendant
Traxcavator Operator
Watchman
Yardman

(c) *Mechanical Services*

Assistant Foreman
Automotive Electrician
Electrician
Fuel Pump Attendant
Lubricator
Mason
Plumber
Mechanic
Senior Mechanic
Shredder Operator
Storekeeper
Transport Superintendent
Tyre Repairman
Welder

(d) Pulverization Plant

Assistant Plant Superintendent
 Cesspool Emptier Labourer
 Clerk/Weighmaster
 Electrician
 Flushing/Cesspool Emptier Operator
 Plant Operator
 Plant Superintendent

(e) Cemeteries

Assistant Superintendent
 Grave Digger/Gardener
 Superintendent
 Supervisor

19. *Student Revolving Loan Fund Management Committee*

2008/96. Accountant
 2002/22. Administrative Assistant/Board Secretary
 Administrative Manager
 Assistant Accountant
 Clerical Officer
 Clerk/Typist
 2002/22. Credit Officer
 2008/96. Finance Manager
 2008/96. Guidance Officer
 2008/96. Internal Auditor
 2008/96. Loans Manager
 Loans Officer
 2008/96. Office Assistant
 2008/96. Office Attendant
 2008/96. Receptionist/Typist
 2008/96. Senior Collection Officer
 2008/96. Technical Support Specialist

2002/22. 20. *⁵Technical and Vocational Education and Training Council*

Accountant
 Clerk/Typist
 Driver/Messenger
 Executive Director

⁵ Effective from 6th December, 1993

Executive Secretary
 General Worker
 Manager, Employment and Training Fund
 Senior Technical Officer
 Technical Officer

21. *Urban Development Commission*

Accountant	
Administrative Officer I	2007/88.
Assistant Accountant	2007/88.
Business Development Officer	2007/88.
Chief Project Officer	2007/88.
Chief Technical Assistant	2002/22.
Clerical Officer	
Clerk/Typist	
Director	
Driver	2002/95.
Labourer	2002/95.
Loan Officer	2002/22.
Maid	
Messenger	
Office Manager	
Principal Legal Assistant	2007/88.
Project Manager	2007/88.
Public Relations Officer	
Receptionist/Typist	
Research Investigator	
Secretary	
Security Guard	2007/88.
Senior Clerk	
Senior Project Officer	
Senior Research Investigator	
Store Keeper	2002/95.
Technical Assistant	2002/22.
Technical Officer	2007/88.
Technical Officer II	
Welfare Officer	2002/95.

2002/23.

SECOND SCHEDULE

(Section 2(1))

SCHEDULED AUTHORITIES OR BODIES

- | | | |
|------------------------|-----|---|
| Cap. 38A | 1. | The Barbados Accreditation Council (established by the <i>Barbados Accreditation Council Act</i>). |
| Cap. 254. | 2. | The Barbados Agricultural Development and Marketing Corporation (established by the <i>Barbados Agricultural Development and Marketing Corporation Act</i>). |
| Cap. 340A. | 3. | The Barbados International Business Promotion Corporation, also known as Invest Barbados, (established by the <i>Barbados International Business Promotion Corporation Act</i>). |
| Cap. 340. | 4. | The Barbados Investment and Development Corporation (established by the <i>Barbados Investment and Development Corporation Act</i>). |
| Cap. 342. | 5. | The Barbados Tourism Authority (established by the <i>Barbados Tourism Authority Act</i>). |
| Cap. 42. | 6. | The Barbados Vocational Training Board (established by the <i>Occupational Training Act</i>). |
| Cap. 381. | 7. | The Child Care Board (established by the <i>Child Care Board Act</i>). |
| Cap. 112A. | 8. | The Community Legal Services Commission (established by the <i>Community Legal Services Act</i>). |
| Cap. 326B.
2004/66. | 9. | The Fair Trading Commission (established by the <i>Fair Trading Commission Act</i> .) |
| Cap. 48. | 10. | The National Assistance Board (established by the <i>National Assistance Board Act</i>). |
| Cap. 393. | 11. | The National Conservation Commission (established by the <i>National Conservation Commission Act</i>). |
| Cap. 46. | 12. | The National Council on Substance Abuse (established by the <i>National Council on Substance Abuse Act</i>). |
| Cap. 380B. | 13. | The National Cultural Foundation (established by the <i>National Cultural Foundation Act</i>). |

-
14. The National Petroleum Corporation (established by the *National Petroleum Corporation Act*). Cap. 280.
 15. The National Productivity Council (established by the *National Productivity Council Act*). Cap. 350A.
 16. The National Sports Council (established by the *National Sports Council Act*). Cap. 48A.
 17. The Rural Development Commission (established by the *Rural Development Commission Act*). Cap. 238.
 18. The Sanitation Service Authority (established by the *Sanitation Service Authority Act*). Cap. 382.
 19. The Student Revolving Loan Fund Management Committee (established by the *Student Revolving Loan Fund Act*). 2002/22.
Cap. 54A.
 20. The Technical and Vocational Education and Training Council (established by the *Technical and Vocational Education and Training Council Act*). Cap. 43.
 21. The Urban Development Commission (established by the *Urban Development Commission Act*). Cap. 241.

THIRD SCHEDULE

2004-25.

(Section 8A)

Compulsory Age of Retirement

<i>Time Period</i>	<i>Age</i>
1st January, 2006 to 31st December, 2009 (inclusive)	65 ½ years
1st January, 2010 to 31st December, 2013 (inclusive)	66 years
1st January, 2014 to 31st December, 2017 (inclusive)	66 ½ years
1st January, 2018 and thereafter	67 years

THE LAWS OF BARBADOS

Printed by the Government Printer, Bay Street, St. Michael
by the authority of the Government of Barbados