

CHAPTER 384

STATUTORY BOARDS (PENSIONS) 1969-32

This Act came into operation on 1st September, 1969.

Amended by:

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

Law Revision Orders

The following Law Revision Order or Orders authorized the insertion and removal of pages as the case may be under the Law Revision Act Cap.2 now repealed:

1985	1997	2007
1991	1998	2008

Guide to symbols in historical notes:

- indicates an amendment made by an Act

/ indicates an amendment made by statutory instrument

CHAPTER 384

STATUTORY BOARDS (PENSIONS) 1969-32

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**BARBADOS****STATUTORY BOARDS (PENSIONS)
1969-32**

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

[Commencement: 1st September, 1969]

**PART I
PRELIMINARY****Short title**

1. This Act may be cited as the *Statutory Boards (Pensions) Act*.

Interpretation

- 2.(1) For the purposes of this Act,
“house allowance” includes the estimated value of free quarters but shall not exceed one-sixth of the salary attached to an officer’s office;
“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*;

“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
 - (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;
 - (ii) compensation in respect of the termination of a period of temporary service, paid out of moneys voted for the purpose by Parliament; or
[1978-41]
 - (iii) any other emoluments whatever;
[1973-18]
- (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,

- (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;

“scheduled authority or body” means an authority or body specified in the *Second Schedule*;
[1971-17]

“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, 1958*.

**[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;
[1971-17]

(b) the *Second Schedule* by inserting therein or deleting therefrom any authority or body.

[1982-45]

PART II GENERAL

Grant of pensions, gratuities and other allowances

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.

(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.

[1982-45]

Act to apply to temporary officers

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.

[1998-29]

Pensions, etc., to be charged on and paid out of funds voted by Parliament

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.

Payment of pensions

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.

(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.

(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.

[1982-45]

Compensation and effect of payment

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.

[1978-41]

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.

Compulsory retirement

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

(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** had not been repealed, on attaining the age of 70 years.

**[Act 1944-14, repealed by Local Government Act, 1958-55.]*

(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]

[1982-45]

Change in age of compulsory retirement

8A.(1) Notwithstanding section 8, retirement shall be compulsory for a person

- (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*.

(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.

[2004-25]

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.

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 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;
[1982-45]
 - (vi) on becoming unfit in the opinion of a Board for the 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 special circumstances of the case justify the grant to him of a pension, gratuity or other allowance, as the case may be; or
[1982-45]
- (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
 - (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.
- [1975-31]
- (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.*
- *[Being the date of the commencement of the Pensions (Miscellaneous Provisions) Act, 1975.]*
- (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.

[1975-3]

Gratuity where length of service does not qualify for pension

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.

[1989-9]

Gratuity after 5 years service

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.

[1989-9]

Marriage gratuities to female officers

12.(1) 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 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

Qualifying service

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.

(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.

Continuity of service

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

(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
 - (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

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.

[1982-45]

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

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.

[1982-45]

(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*, Cap. 383 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.

[1998-29]

Officers on secondment

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.

(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*, Cap. 25, 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.

(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,

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

[1947-20]

- (5) This section applies *mutatis mutandis*
- (a) to a public employee within the meaning of the *Public Employees (Pensions) Act*, Cap. 30 seconded or transferred to a post in the service of an approved employer, and
 - (b) to an employee of an approved employer seconded or transferred 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.

[1982-45]

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.

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

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.

(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.

[1996-23]

(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.

Pension or gratuity on abolition or re-organisation of office

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

- (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

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.

[1982-45]

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*,* 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.

**[Effective from 4th January, 1971.]*
[1972-19]

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

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.

(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.

(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.

(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.

[1982-45]

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.
- (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*,* or in any Act amending or replacing the same) are entitled to compensation under this Act.

[1982-45]

*[Act 1964-3 (see note to section 23 (4)).]

PART VI

CIRCUMSTANCES IN WHICH PENSION, ETC., MAY CEASE OR BE
SUSPENDED**Liability of pensioners to be called on for further service**

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 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]

[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.

[1982-45]

Suspension of pension or other allowances on reemployment

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.

[1975-31]

PART VII

SUPPLEMENTARY

Gratuity and reduced pension

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.

[1982-45]

(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.

(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.

[1979-16]

Abatement of pensions

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*, Cap. 47 (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.

(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.

[1998-29]

[1975-31]

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,* and

**[Being the date of the commencement of this Act.]*

(b) to every officer who, pursuant to section 9 of the *Child Care Board Act*, Cap. 381 or by virtue of the *Sanitation Service Authority Act*, Cap. 382, 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]

(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*,*1944 had not been repealed shall continue to have his pension, gratuity or other allowance so computed.

**[Act 1944-14 (see note to section 8(3)).]*

(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.

FIRST SCHEDULE*(Section 2(1))****PENSIONABLE OFFICES*****1. *Barbados Accreditation Council***

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

2. *Barbados Agricultural Development and Marketing Corporation**

**[Effective from 1st September, 1993]*

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
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)

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*

Accountant
Assistant Accountant
Assistant Director of Training
Clerical Officer
Clerk Typist
Curriculum Development Officer
Demonstrator
Director of Training
Driver/Messenger
General Worker
Inspector/Guidance Counsellor
Instructor/Training Officer
Maid
Painter

Placement Officer
Placement Officer/Guidance Counsellor
Project Administrator
Receptionist
Related Subjects Teacher
Research Officer
Secretary/Executive Secretary
Senior Executive Officer
Small Business Tutor
Stenographer/Typist
Supervisor
Supervisor (Construction)
Supervisor (Evening Programme)
Systems Network Administrator
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. *Community Legal Services Commission**

**[Effective from 1st November, 1981]*

Accountant
 Clerical Officer
 Maid/Messenger
 Means Officer
 Secretary

9. *Fair Trading Commission*

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
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
Supervisor
Team Leader
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. *National Council on Substance Abuse**

**[Effective from 1st March, 1996]*

Accountant
Administrative Officer
Community Programme Officer
Deputy Manager

Driver/Technician
Drug Education Officer
Maid
Manager
Programme Officer
Research and Information Officer
Secretary

13. *National Cultural Foundation*

Accountant
Board Secretary
Business Development Officer
Chief Executive Officer
Chief Cultural Officer
Clerk
Clerk/Typist
Corporate Communications Specialist
Cultural Officer
Driver/Messenger
Executive Officer
Festival and Events Planner
Finance Officer
General Worker
Light Technician

Maid
Manager Administration
Marketing Officer
Receptionist
Research Officer
Security Officer
Sound Technician
Secretary
Stenographer
Storekeeper/Technician
Supervisor
Supervisor, Plant and Equipment
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. *National Productivity Council**

**[Effective from 12th September, 1996]*

Accounting Officer
Chief Economist
Driver/Messenger
Economist
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
Director
General Worker
Groundsman
Maid
Messenger
Receptionist
Relief Watchman
Secretary
Security Guard
Senior Clerk
Senior Coach
Senior Executive Officer
Senior Groundsman
Senior Technical Officer
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

Technical Supervisor

Technician I

Watchman

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*

Accountant

Administrative Assistant/Board Secretary

Administrative Manager

Assistant Accountant

Clerical Officer

Clerk/Typist

Credit Officer

Finance Manager

Guidance Officer

Internal Auditor

Loans Manager

Loans Officer

Office Assistant

Office Attendant

Receptionist/Typist

Senior Collection Officer
Technical Support Specialist

20. *Technical and Vocational Education and Training Council**

**[Effective from 6th December, 1993]*

Accountant
Clerk/Typist
Driver/Messenger
Executive Director
Executive Secretary
General Worker
Manager, Employment and Training Fund
Senior Technical Officer
Technical Officer

21. *Urban Development Commission*

Accountant
Administrative Officer I
Assistant Accountant
Business Development Officer
Chief Project Officer
Chief Technical Assistant
Clerical Officer
Clerk/Typist
Director

Driver
Labourer
Loan Officer
Maid
Messenger
Office Manager
Principal Legal Assistant
Project Manager
Public Relations Officer
Receptionist/Typist
Research Investigator
Secretary
Security Guard
Senior Clerk
Senior Project Officer
Senior Research Investigator
Store Keeper
Technical Assistant
Technical Officer
Technical Officer II
Welfare Officer

[2000/23; 2002/22; 2002/95; 2004/66; 2007/88; 2008/96]

SECOND SCHEDULE*(Section 2(1))***SCHEDULED AUTHORITIES OR BODIES**

1. The Barbados Accreditation Council (established by the *Barbados Accreditation Council Act*, Cap. 38A).
2. The Barbados Agricultural Development and Marketing Corporation (established by the *Barbados Agricultural Development and Marketing Corporation Act*, Cap. 254).
3. The Barbados International Business Promotion Corporation, also known as Invest Barbados, (established by the *Barbados International Business Promotion Corporation Act*, Cap. 340A).
4. The Barbados Investment and Development Corporation (established by the *Barbados Investment and Development Corporation Act*, Cap. 340).
5. The Barbados Tourism Authority (established by the *Barbados Tourism Authority Act*, Cap. 342).
6. The Barbados Vocational Training Board (established by the *Occupational Training Act*, Cap. 42).
7. The Child Care Board (established by the *Child Care Board Act*, Cap. 381).
8. The Community Legal Services Commission (established by the *Community Legal Services Act*, Cap. 112A).
9. The Fair Trading Commission (established by the *Fair Trading Commission Act*, Cap. 326B.)

[2004/66]

10. The National Assistance Board (established by the *National Assistance Board Act*, Cap. 48).
11. The National Conservation Commission (established by the *National Conservation Commission Act*, Cap. 393).
12. The National Council on Substance Abuse (established by the *National Council on Substance Abuse Act*, Cap. 46).
13. The National Cultural Foundation (established by the *National Cultural Foundation Act*, Cap. 380B).
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*, Cap. 54A).
[2002/22]
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).

[2002/23]

THIRD SCHEDULE*(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

[2004-25]