



INDUSTRIAL COURT OF TRINIDAD AND TOBAGO
OFFICE OF ECONOMIC AND INDUSTRIAL RESEARCH

**AN ANALYSIS OF WAGES AND SALARIES
EXTRACTED FROM COLLECTIVE AGREEMENTS
REGISTERED IN 2016**

2016

COPYRIGHT

All rights reserved. No part of this publication may be re-produced, stored on a retrieval system or transmitted, in any form by means electronic, mechanical, photocopying, recording, or otherwise, without the prior written permission of the Director, Office of Economic and Industrial Research.

Warning: The performance of an un-authorized act in relation to a copyright work may result in both civil claim for *damages and criminal prosecution*.

For information on this publication, contact:

Director, Office of Economic and Industrial Research

Industrial Court of Trinidad and Tobago

Cor. Queen & St. Vincent Streets

Port of Spain

Trinidad & Tobago, W.I.

Tel: 1-868-225-4288 ext 2304

Fax: 1-868-623-6179

Email: feedback@industrialcourt.org.tt

Website: www.industrialcourt.org.tt

TABLE OF CONTENTS

	PAGE
ACRONYMS AND ABBREVIATIONS	iii
SECTION 1: INTRODUCTION / SUMMARY	1
SECTION 2: LIST OF COLLECTIVE AGREEMENTS REGISTERED IN 2016	7
SECTION 3: ANALYSIS OF PERCENTAGE INCREASES IN PAY AS PER REGISTERED COLLECTIVE AGREEMENTS, 2016	13
SECTION 4: ACTUAL PERCENTAGE INCREASES IN PAY BY SUB-SECTOR	16
SECTION 5: SCHEDULE OF PAY PER SUB-SECTOR AND JOB CLASSIFICATION	30
▪ Central and Local Government	31
▪ Chemicals and Non-Metallic Minerals	35
▪ Construction	38
▪ Distribution	41
▪ Educational and Cultural Community Services	47
▪ Finance, Insurance, Real Estate and Business Services	54
▪ Food Processors and Drink	84
▪ Miscellaneous Manufacturing	104
▪ Petroleum and Other Mining Industries	110
▪ Printing, Publishing and Paper Converters	116
▪ Transportation, Communication and Storage	122

ACRONYMS AND ABBREVIATIONS

ATGWTU	All Trinidad General Workers' Trade Union
AWU	Amalgamated Workers' Union
BIGWU	Banking, Insurance and General Workers' Union
BU	Bargaining Unit
CA	Collective Agreement
CGWTU	Contractors and General Workers' Trade Union
EPA	Estate Police Association
I.C.T.	Information and Communications Technology
INCRE.	Increments
NUGFW	National Union of Government and Federated Workers
OWTU	Oilfields Workers' Trade Union
PSA	Public Services Association
Reg No.	Registration Number
ST CA	Special Tribunal Collective Agreement
SWWTU	Seamen and Waterfront Workers' Trade Union
TIWU	Transport and Industrial Workers' Union
WEF	With Effect From

SECTION 1:
INTRODUCTION/SUMMARY

ANALYSIS OF DATA AND TRENDS

For the year 2016, a total of forty-three (43) Collective Agreements were registered at the Industrial Court. The majority, forty-two (42), of these Agreements were negotiated for three (3) year bargaining periods spanning 2005-2018, with the exception of one (1) which was for a five (5) year period. An analysis of the data from forty (40)¹ of the forty-three (43) registered Collective Agreements revealed that the highest pay increase of twenty-five per cent (**25%**) was recorded in the *Petroleum and Other Mining Industries Sub-Sector*. In particular, the wage increase of twenty-five per cent (25%) for the bargaining period 2012-2014 was negotiated on behalf of hourly, weekly rated employees by one company in that Sub-Sector.

A comparison of the highest pay increases of registered Collective Agreements in the two (2) previous years, 2014 and 2015 showed that the highest pay increase in **2015** was twenty-six per cent (**26%**) in the *Distribution Sub-Sector*. This increase was negotiated on behalf of monthly paid employees for the bargaining period 2011-2013. The highest wage increase of 25% in 2016, represented a minimal decrease compared with the 26% in 2015. In **2014**, however, the highest pay increase which was somewhat lower at nineteen per cent (**19%**) was found in the *Finance, Insurance, Real Estate and Business Service Sub-sector*, negotiated on behalf of monthly paid employees for the bargaining period 2010-2012.

The modal pay increase for Collective Agreements registered in **2016** was twelve per cent (**12%**). Nine (9) or 22.5% of the firms from several industries, including *Food Processors and Drink and Transportation, Communication and Storage* negotiated 12% for a three (3) year bargaining period, on behalf of monthly and hourly rated employees. By way of comparison, for the years **2015** and **2014**, the modal pay increase with regard to Collective Agreements registered in those years was **12%** and **9%**, respectively.

¹ Three (3) of the registered Collective Agreements negotiated varying pay increases and therefore were excluded from the analysis. The registration numbers of these Agreements were CA 21; CA 22 and CA 30.

INTRODUCTION/SUMMARY

Table 1.1 illustrates other high pay settlements per Collective Agreements registered in 2016:

Percentage Pay Increase	Number Of Collective Agreements	% Out Of 40	Sub-Sector	Three (3) Year Bargaining Period	Bargaining Unit
18	One	2.5%	Petroleum and Other Mining Industries	2015 - 2017	Hourly
17	One	2.5%	Miscellaneous Manufacturing	2014 - 2017	Hourly
15	Two	5%	Finance, Insurance, Real Estate and Business Service Food Processors and Drink	2007 - 2010 2015 - 2018	Hourly Daily
14	Three	7.5%	Central and Local Government Finance, Insurance, Real Estate and Business Service Printing, Publishing and Paper Converters	2011 - 2013 2015 - 2017 2013 - 2015	Monthly Monthly Weekly & Monthly
13	Six	13%	Finance, Insurance, Real Estate and Business Service Food Processors and Drink Printing, Publishing and Paper Converters	2013 - 2015 2012 - 2014 2014 - 2016 2014 - 2016 2014 - 2016 2014 - 2016	Weekly Monthly Weekly Monthly Monthly Hourly

Furthermore, as shown in **Table 1.2**, for Collective Agreements registered in 2016, the lowest percentage pay increases were negotiated in *Central and Local Government* and *Finance, Insurance, Real Estate and Business Service* Sub-sectors, 5% and 0% respectively. In comparison, in 2015 the lowest pay increases came from the *Personal Services*, 5% and *Petroleum and Other Mining Industries* Sub-sectors 7% and 8%.

INTRODUCTION/SUMMARY

Table 1.2: The lowest pay increases recorded per Collective Agreements registered in 2016:

Percentage Pay Increase	Number Of Collective Agreements	% Out Of 40	Sub-Sector	Three (3) Year Bargaining Period	Bargaining Unit
5	One	2.5%	Central and Local Government	2008 - 2010	Monthly
0	Two	5%	Finance, Insurance, Real Estate and Business Service	2010 - 2013 2011 - 2015	Hourly Rated Estate Police Do

The findings reveal that notwithstanding the very high and the very low pay increases of twenty-five per cent (**25%**) and zero per cent (**0%**) respectively negotiated in 2016 by the odd one or two companies, the modal pay increase remained a conservative twelve per cent (**12%**) in both 2015 and 2016. This shows that the state of the economy may have been an overarching consideration in the collective bargaining process of the parties in determining pay increases.

The following is an analysis of percentage increases in wages and salaries extracted from Collective Agreements registered at the Industrial Court in the year 2016.

METHODOLOGY

The companies with collective agreements registered in 2016 were categorized by Sub-Sector/ Industry and further grouped by bargaining period.

There is a presentation of data as follows:

- (a) By percentage increases in pay, the outcome of the collective bargaining process.
- (b) By jobs and their actual pay rates per company and respective bargaining period.

The percentage pay increases were analyzed per sub-sector as follows:

- (a) Average yearly percentage increases in pay per bargaining period.
- (b) Total average yearly percentage increases in pay.
- (c) The range of average yearly percentage increases in pay.
- (d) Median and mode of annual percentage increases in pay.

The International Standard Classification of the Central Statistical Office was used to classify the companies by Sub-sector.

The Sub-sectors are as follows:

- i. Central and Local Government
- ii. Chemicals and Non-Metallic Minerals
- iii. Construction
- iv. Distribution
- v. Educational and Cultural Community Services
- vi. Finance, Insurance, Real Estate and Business Services

INTRODUCTION/SUMMARY

- vii. Food Processors and Drink
- viii. Miscellaneous Manufacturing
- ix. Petroleum and Other Mining Industries
- x. Printing, Publishing and Paper Converters
- xi. Transportation, Communication and Storage

**Office of Economic and Industrial Research
Industrial Court of Trinidad and Tobago**

August 2017