

PART 4

ANNEX A

GUIDE FOR APPLICANTS

**OFFICE OF JUDGE OF THE
CARIBBEAN COURT OF JUSTICE**

OUTLINE OF TERMS AND CONDITIONS

1. General

The following is a summary of the basic terms and conditions of service.

2. Terms and Conditions

The emoluments of the Office of Judge are wholly exempt from the payment of income tax or any other tax.

2.1 Salary

A Judge of the Court is entitled to an annual salary of US\$120,000.

2.2. Housing

Rent free, fully furnished, super grade residence or at the option of the Commission, an allowance of US\$42,000.00 per annum in lieu of super grade housing.

2.3. Entertainment

Actual expenses incurred for official entertainment to be met from an official entertainment vote under the direction of the President.

2.4. Subsistence

A Judge shall be entitled to a daily subsistence allowance of US\$200.00 for each day on which he/she is on official duty in a country other than Trinidad and Tobago.

2.5. Transportation

A Judge will be provided with an official motor vehicle, of a quality to be determined by the Commission, fully maintained by the Court. A chauffeur will be assigned to the Office of Judge and his wages will be paid by the Court.

2.6. Telephone Facilities

The cost of telephone rental and such other charges as are related to official business shall be paid by the Court.

2.7. Internet Access

The cost of Internet Access shall be paid by the Court.

2.8. Travel Grant

At the end of every two years of service a travel grant for a Judge and his/her spouse will be paid in the sum of US\$8,500 each.

2.9. Vacation Leave

A Judge will be entitled to 42 days' vacation leave per annum. Leave cannot be accumulated in excess of 84 days.

2.10. Library Allowance

A Judge will be entitled to a library allowance of US\$2,000 per annum.

2.11. Medical Benefits

A Judge, spouse and unmarried children under the age of eighteen, will be entitled to free prescribed drugs and medical attention/treatment at health institutions approved by the Government of Trinidad and Tobago. In exceptional circumstances, the cost of medical attention/treatment in a country other than Trinidad and Tobago may be approved by the Regional Judicial and Legal Services Commission. The expenses of dental and optical treatment/services may be payable at the discretion of the Commission.

The Commission reserves the right to provide these benefits in whole or in part through a group medical insurance plan.

2.12. Tenure

The age of compulsory retirement is 72.

For the time being, there is a discretion in the Commission to extend a Judge's tenure with his or her consent to age 75.

2.13. Pension/Gratuity

Draft Pension Rules are now being considered by the Commission.

The following are the core superannuation benefits which now apply to a Judge who retires at age 72:

a	Less than 5 years' service	A gratuity of 20 percent of the pensionable emoluments at the time of retirement for every year of service
b	5 to 10 years' service	A monthly pension equivalent to two thirds of the monthly pensionable emoluments at the time of retirement
c	More than 10 years' service	A monthly pension equivalent to the monthly pensionable emoluments at the time of retirement

2.14 Education Grant

At the discretion of the Commission, a Judge shall be eligible to be considered for the payment of an Education Grant in respect of his or her children who require reasonable education facilities that are not available at his or her assigned duty station or where it is undesirable to interrupt the child's education which is being undertaken outside the assigned duty station at the time of recruitment.

The Grant, if and when awarded, shall apply to children (including step-children and legally adopted children) under the age of 23 years for whom a Judge is mainly responsible financially and who are in receipt of full education from the primary level up to the level of a first degree or a recognized professional qualification.

The Grant is payable on a refund basis i.e. by way of reimbursement and shall not exceed 75 per cent of the cost of tuition (including text books), and room and board up to a maximum total of US\$6,000.00 per year per child for a maximum of 2 children at any one time.

2.15 Maternity/Paternity Leave

Where applicable a Judge shall be entitled to twelve (12) weeks' maternity leave or six (6) weeks' paternity leave.

3. Code of Ethics

Upon appointment a Judge will be required to subscribe to the Code of Judicial Ethics of the Caribbean Court of Justice.