

Guyana Public Service Union

“RIGHTS AT WORK – ENDING POVERTY & INEQUALITY”

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PRESIDENT **Patrick M. Yarde**

GENERAL SECRETARY(ag) **Deborah Murphy**



Established 8th June, 1923.

IN REPLYING PLEASE QUOTE DATE
HEREOF AND No. **PSU: 109/31/16**

July 29, 2011

**His Excellency
Dr. Bharrat Jagdeo
President of the Cooperative Republic of Guyana
Office of the President
New Garden Street,
Bourda
GEORGETOWN**

Dear Mr. President,

Re: Recognition of the Performance of Staff of the Guyana Revenue Authority

The Guyana Public Service Union (GPSU) has noted, with appreciation, the Government’s effort to recognize the functional operations of, and services provided by, the Guyana Revenue Authority (GRA), through the leadership of its Commissioner General, Khurshid Sattaur, who, as a result, received the prestigious *Cacique Crown of Honour, in May 2011*. Indeed, the Union has since sent a letter of congratulation to Mr. Sattaur, commending him on this signal achievement. In his response to the Union, Mr. Sattaur said that he was humbled by the recognition and expressed profound gratitude to the staff who contributed immeasurably to his attaining the award.

Like the Commissioner General, the Union acknowledges the collective hard work of the GRA staff in general that has led to increasingly higher yearly output. This is particularly evident over the last five years, as can be gleaned from Table 1 below.

Table 1: Guyana Revenue Authority Revenue Collection, 2006-10
(\$ billions)

	2010	2009	2008	2007	2006
Budget	94.1	86.4	78.2	60.8	54.3
Actual	100.8	89.1	79.1	77.3	58.5
Increase	6.7	2.7	0.9	16.5	4.2
% Increase	7.1	3.1	1.2	27.1	7.7

Source: Budget Speeches, 2006-11

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In each of the years 2006-10, revenue surpassed the target, with the largest increase above the target, 27.1 percent, occurring in 2007. For the five-year period, the average increase in revenue above the target was almost 10 percent, which must be recognized as an outstanding performance by the staff, given the extremely challenging conditions within which they operate. The Union has written to the Minister of Finance repeatedly, recommending that productive performance by public employees be rewarded with a tangible gesture. That apart, you would recall that you had agreed to organize a team of persons who would be tasked with examining such a feature of recognition. Further, the Union understood your administration to be favourably disposed to extending such an arrangement to the staff of Guyana Revenue Authority.

The Union, therefore, would like to propose, once again, the establishment and implementation of an incentive scheme. The objective of the scheme will be to recognize the productive performance of staff, and to reward them appropriately for their effort. In the specific case of the GRA staff, since the GPSU has been making this recommendation for approximately five years now, the Union would like to offer the following proposals for consideration:

- A retroactive bonus be paid to the staff, equivalent to one month's salary for each year of the five years under review;
- One month's salary for each subsequent year, beginning in 2011, when agreed targets are achieved.

The Union takes this opportunity to alert you that it will be presenting proposals for upgrading the salaries and benefits of the staff of GRA in due course. As you are aware, the premise of these proposals is that integral to improved workers' efficiency and effectiveness is their sharing in the productivity gains of the organization. The Union holds firmly to this view since it serves to motivate employees by raising their disposable income and, consequently, their living standards; strengthen employees' commitment; improve labour-management relations; and maintain corporate viability.

The Union contends that the success or failure of the proposed incentive arrangement would depend on a number of factors, in particular, the role played by the collective bargaining process. As such, the Union is requesting a meeting with you to discuss the ideas expressed above.

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President of the Cooperative Republic of Guyana
Office of the President**

July 29, 2011

The Union is thankful for your interest in 'productive staff performance' (as exemplified in the yearly bonus to staff of the Disciplined Services) and looks forward to your support for our proposals.

Sincerely,

.....
Ms. Patricia Went
f/ President/CEO

Cc: Dr. Ashni Singh
Minister of Finance
Ministry of Finance

Mr. Clive Roopchand
Chairman
Guyana Revenue Authority Board

Mr. Kurshid Sattaur
Commissioner General
Guyana Revenue Authority