

**ANTIGUA AND BARBUDA
CIVIL SERVICE ACT, 1984**

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[L.S.]

I Assent,

Wilfred Jacobs,
Governor-General.

27th December, 1984.

ANTIGUA AND BARBUDA

No. 24 of 1984.

An Act to provide for the establishment and classification of the Civil Service, the establishment of procedure for negotiation and consultation between the Government and members of the Civil Service, for the settlement of disputes, for other matters concerning the relationship between the Government and the Civil Service, and for other matters connected therewith.

[Gazetted 27th December, 1984.]

ENACTED by the Parliament of Antigua and Barbuda as follows-

1. This Act may be cited as the Civil Service Act, 1984, and comes into operation on a date to be fixed by the Minister by Notice published in the Gazette. Short title and commencement.

Part I

Preliminary

Interpretation.

2. In this Act-

"allowance" means compensation payable-

(i) in respect of a grade, or in respect of some office in a grade, by reason of duties of a special nature, or

(ii) for duties that a civil servant is required to perform in addition to the duties of his office;

"appropriate recognised association" means an association recognised by the Minister under section. 24 as the bargaining body for any class or classes of civil servants;

"Civil Service" means the Civil Service established under section 3 ;

"classification" means the assignment of an office to a grade in the Civil Service;

"Commission" means the Public Service Commission established and constituted under section 99 of the Constitution;

"dispute" means any matter respecting civil servants upon which agreement has not been reached between the Establishment Department and the appropriate recognised association and which is deemed to be a dispute under section 17 or section 18;

"pay" means the rate of pay assigned to an office in a grade by a Remuneration Order;

"remuneration" means pay and allowances; "Remuneration Order" means an Order made under section 4;

"Special Tribunal" means the Special Tribunal established under section 21;

Part II

Establishment and Structure of the Civil Service.

3. (1) The several public offices in the public service from time to time set out in the First Schedule are deemed to constitute the Civil Service of Antigua and Barbuda which is hereby established for the purposes of this Act.

(2) A public officer who holds a public office in the public service that by subsection (1) is deemed to be an office in the Civil Service shall be referred to as a Civil Servant.

(3) The Minister may, from time to time, by order published in the Gazette, add to, vary or amend the classification of offices in the Civil Service set out in the First Schedule.

Establishment of
Civil Service.
First Schedule.

First Schedule

4) The classification of offices in the Civil Service set out in the First Schedule, shall be the basis hereafter for any Classification Order made under this section.

First Schedule.

First Schedule.

(5) The classification titles of the offices set out in the classification of offices in the Civil Service in the First Schedule shall be observed in all records and communications of the Commission, the Audit Department, and the Ministry of Finance and in all departmental estimates and parliamentary returns and appropriations.

Orders.

4. (1) The Minister may by Order-

(a) determine the rates of pay of any office in the Civil Service classified in the First Schedule.

First Schedule.

(b) establish the allowances that may be paid in addition to pay;

(c) give effect to any agreement entered into between the Chief Establishment Officer on behalf of the Minister and the appropriate recognised association;

(d) give effect to an award made by the special Tribunal.

(2) Any order made in respect of the matters specified in paragraphs (a) and (b) of subsection (1) is referred to as a Remuneration Order.

Increments.

5. Except where the contrary is otherwise provided in a Remuneration Order, increases of pay that may be granted in respect of any office or any class in accordance with the Remuneration Order shall be annual but no increase of pay shall be made in respect of any office in a grade in which the civil servant performing the duties of such office has not completed a period of twelve months continuous duty in such office.

Part III

Terms and Conditions of Employment.

Tenure of office

6. A civil servant shall hold office subject to the provisions of the Constitution, this Act or any other written law and, unless some other period of employment is specified, for an indeterminate period.

Terms of
appointment.

7. A person who is appointed to an office in the Civil Service for a specified period shall cease to be a civil servant at the expiration of that period.

8. A civil servant who intends to resign his office in the Civil Service shall give such period of notice as may be prescribed by regulations.

9. A civil servant shall not be debarred from voting at any election if, under the laws governing that election, he has the right to vote.

Civil Servants and voting.

10. (1 A civil servant is disqualified for membership of the Senate or the House of Representatives, or any local government body.

Civil servants and political activities.

(2) A civil servant may not-

(a) in any public place or in any document or any other medium of communication whether within Antigua and Barbuda or not, publish any information or expressions of opinion on matters of national or international political controversy;

No. 19 of 1975

(b) be a polling agent or counting agent under the Representation of the People Act or an election agent or an assistant to an election agent of a Parliamentary or local government candidate.

(3) The provisions of subsection 2(a) do not apply:-

(a) where a civil servant is acting in the execution of his official duties; or

(b) where the information or opinion is published in the course of a lecture or address, the subject matter of which is approved by the Minister to whose Ministry the civil servant is attached, made or given at an educational institution in the bona fide pursuit of the professional or vocational activities of the civil servant; or

(c) where the information or opinion is expressed in an article or other literary contribution, the subject matter of which is approved by the Minister to whose Ministry the civil servant is attached, to an approved journal or other periodical or document prepared in pursuit of the professional or vocational activities of the civil servant.

(4) In this section "publish" means to communicate the information or opinion to any other person whether by word or in writing and includes the broadcasting of word and pictures by wireless telegraphy, and in relation to any

writing means exhibiting in public or causing to be read or seen or showing or delivering or causing to be shown or , delivered in order that the writing may be read or seen by any person.

11. (1) Every civil servant who is appointed to an office after the commencement of this Act shall take and subscribe the oath or affirmation of allegiance set out in the Third Schedule.

Civil Servant. to
take oath.
Third Schedule.

(2) A civil servant who is-

- (a) the holder of an office specified in the Second Schedule or the secretary to the holder of an office specified in the Second Schedule;
- (b) a member of the staff of the Cabinet Secretariat;
- (c) the secretary to a Minister; or
- (d) a member of the staff of a service commission established by the Constitution;

shall take and subscribe the oath or affirmation of office and of secrecy set out in the Third Schedule

Third Schedule.

Part IV

Termination and Summary Dismissal.

12. The modes by which a civil servant may leave the Civil Service are as follows:-

Modes or leaving
Service.

- (a) on dismissal or removal on consequence of disciplinary proceedings;
- (b) on compulsory retirement;
- (c) on voluntary retirement;
- (d) on retirement for medical reasons;
- (e) on resignation;
- (f) on the expiry or other termination of an appointment for a specified period;
- (g) on the abolition of office;
- (h) in the case of a civil servant on probation, on the termination of appointment .

(i) on retirement in the public interest.

13. A civil servant may be summarily dismissed if-

Summary
Dismissal.

(a) he is absent from Antigua and Barbuda without permission;

(b) he has been adjudged bankrupt;

(c) he has been convicted by a Court of a crime involving dishonesty or any other crime which, in the opinion of the Commission is likely to bring the Civil Service into disrepute; but the civil servant shall not be dismissed under the provisions of this paragraph until the time within which he may be entitled to lodge an appeal against his conviction has expired and he has failed to lodge any such appeal.

Part V

The Establishment Department

14. (1) There is hereby established for the purposes of this Act a department to be called the Establishment Department, which shall be under the direction and control of the Minister.

Establishment
Department.

(2) The staff of the Establishment Department shall comprise of-

(a) the Chief Establishment Officer who shall be the Head of the Establishment Department; and

(b) such number of civil servants as may be assigned to the Establishment Department.

15.(1) The Department shall carry out such duties as are imposed on it by this Act and in addition shall have the following duties-

Powers and du-
ties.

(a) to maintain the classification of the offices in the Civil Service;

(b) to keep under review the remuneration payable to civil servants;

(c) to administer any regulations respecting the Civil Service;

(d) to provide for and establish procedures for consultation and negotiation between the Establishment Department and an appropriate recognised association in respect of-

- (i) the classification of officers;
- (ii) any grievances;
- (iii) remuneration; and
- (iv) the terms and condition of employment

(2) The Minister may from time to time make recommendations with regard to remuneration to be paid to civil servants.

(3) The Minister shall, before making recommendations for remuneration under subsection (2)-

(a) consider the requirements of the Civil Service;

(b) take into account the rates of pay and other terms and conditions of employment prevailing in Antigua and Barbuda for similar work outside the civil service and the relationship of the duties of the various classes and grades within the civil service.

(4) Prior to formulating any recommendations under subsection (2), the Minister may require the Establishment Department to consult with representatives of the appropriate recognised association with respect to the matters specified in subsection (1) (c).

16. The Establishment Department shall, from time to time, consult with representatives of the appropriate recognised association with respect to the matters specified in section 15 at the request of such representatives or whenever in the opinion of the Minister such consultation is necessary or desirable.

Consultation with appropriate recognised association.

17 Where the Establishment Department consults and negotiates with representatives of the appropriate recognised association with respect to matters specified in section 15 at the request of such representatives, and the Establishment Department and the appropriate recognised association are, within twenty-one days of the commencement of such consultation and negotiations, or within such further period as may be agreed upon, unable to reach agreement on any matters, the Establishment Department or the appropriate recognised association shall report the matter on which no agreement has been reached to the Minister; and on such report being made a dispute shall be deemed to exist as to such matter.

Where no agreement reached on proposals of association.

18. (1) Where the Establishment Department before making proposals with respect to matters specified in section 15 does not consult with representatives of the appropriate recognised association, the Establishment Department shall submit the proposals to the appropriate recognised association for consideration and agreement.

Department to submit proposals to association for approval.

(2) Where the Establishment Department and the appropriate recognised association are, within twenty-one days of the submission of the proposals referred to in subsection (1) or within such further period as may be agreed upon, unable to reach agreement on any of the matters, the Establishment Department or the appropriate recognised association shall report the matter on which no agreement has been reached to the Minister; and on such report being made a dispute shall be deemed to exist as to such matter.

19. (1) Where the Establishment Department and the appropriate recognised association reach agreement on any of the matters specified in section 15 after consultation and negotiation in accordance with section 17 or section 18, the agreement shall be recorded in writing and, with the approval of the Minister, shall be signed by the Chief Establishment Officer on behalf of the Minister and by a person designated by the appropriate recognised association on behalf of the association.

Agreement reached with Department.

(2) Any agreement recorded and signed in accordance with subsection (1) shall be binding upon the Government and the civil servants to whom the agreement relates.

20. (1) Where a dispute is deemed to exist under section 17 or section 18, the Minister shall refer the dispute for settlement to the Special Tribunal within twenty-one days from the date on which the dispute was reported to him.

Disputes to be referred to Special Tribunal.

(2) Where the Minister fails to refer the dispute to the Special Tribunal within the time specified in subsection (1) the appropriate recognised association that is a party to the dispute shall do so within twenty-one days from the date of the expiration of the time specified in subsection (1).

(3) For the purpose of this Act the parties to a dispute are the Chief Establishment Officer and the appropriate recognised association of civil servants.

Part VI Special Tribunal

21. (1) There is established a Special Tribunal which consists of-

Special Tribunal established.

(a) the President of the Industrial Court who shall be the Chairman;

(b) a person selected by the Governor-General from a list of persons supplied by the Chief Establishment Officer; and

(c) a person selected by the Governor-General from a list of persons whose names were at the Governor-General's request, submitted to him by the appropriate recognised association.

(2) The Governor-General shall appoint the members of the Special Tribunal.

(3) The Special Tribunal shall hear and determine any dispute referred to it under section 20 and shall make an award on the dispute.

(4) An award made by the Special Tribunal shall be final.

(5) The Special Tribunal may provide its own procedure for the hearing and determination of any dispute referred to it.

(6) All matters brought before the Special Tribunal shall be determined by a majority of the members thereof.

(7) Every award of the Special Tribunal shall be signed by the members; and the Chairman shall transmit it to the Minister for implementation.

(8) In this section, "Industrial Court" means the Industrial Court established under section 4 of the Industrial Court Act, 1976.

No.4 of 1976.

22. (1) An award made by the Special Tribunal under section 21 shall be binding on the parties to the dispute and on all civil servants to whom the award relates and shall continue to be so binding for a period to be specified in the award, not being more than three years from the date upon which the award takes effect.

Awards to be binding on parties for fixed period.

(2) The Special Tribunal may at the request of any of the parties to an award review such award at any time after the expiry of the second year from the making of the award.

PART VII
Representation of Civil Servants

23. In this Part and in section 2-

Definitions.

"class" means the division into which an office is assigned by regulations made by the Minister under section 28, and includes any category or categories of offices assigned to a division;

"existing association" means the Public Service Association and any other trade union recognised as the bargaining body for any class or classes of public officers immediately before the commencement of this Act.

24. (1) Subject to any other written law to the contrary, every existing association may continue to represent any class or classes of public officers who are civil servants and, subject to the provision of this Act, shall be recognised by the Minister as the appropriate association for the purpose of consultation and negotiation in respect of any of the matters specified in section 15 and any other matters concerning civil servants, other than civil servants who are holders of offices specified in the Second Schedule.

Representation
of civil servants.

Second Schedule.

(2) Civil servants may form associations, and such associations shall, subject to this Act and the regulations, be recognised by the Minister as appropriate associations for consultation and negotiation in respect of any of the matters specified in section 15 and any other matters concerning civil servants.

(3) For the purpose of recognition by the Minister, an association formed pursuant to subsection (2) or, subject to subsection (1), an existing association, may be representative of any class or classes of civil servants, but may not be representative of any class or classes of civil servants, already represented by an appropriate recognised association; and an association formed pursuant to subsection (2) or an existing association may not admit to its membership a civil servant who is a member of an appropriate recognised association.

(4) The Minister shall withdraw recognition from an appropriate recognised association that fails to comply with any of the requirements of subsection (3).

(5) An association formed pursuant to subsection (2) may not be registered as a trade union.

25. The Minister may make regulations setting out the conditions to be satisfied and the procedure to be adopted for the recognition by the Minister of existing associations and of associations formed pursuant to section 24.

Regulations
governing
recognition.

26. A civil servant who holds an office specified in the Second Schedule shall, when so required by this Act or any regulations or administrative directions represent the Establishment Department in any consultation and negotiations "with his own recognised association of civil servants in respect of the matters specified in section 15.

Civil servant to represent Establishment Department. Second Schedule.

27. (1) Every association formed pursuant to section 24(2) and every existing association shall make rules providing for the good government of the association and for carrying out the objects of the association, and with respect to such rules, the following shall have effect:

Association to make rules.

(a) the rules shall contain provisions in respect of the several matters mentioned in the Fourth Schedule;

Fourth Schedule.

(b) a copy of the rules and every amendment thereto shall be delivered by the association to every civil servant who is a member of that association on demand or payment of the prescribed sum.

(2) The rules of the association shall be filed with the Registrar General.

(3) Amendments to rules of an association shall be filed with the Registrar General and shall have effect from that date unless some later date is specified from which they shall have effect.

PART VIII

GENERAL

28. (1) The Minister may make regulations prescribing all matters which are required or permitted to be prescribed, or which are necessary or convenient to be prescribed, for carrying out or giving effect to this Act, and in particular the following namely:-

Regulations (or Civil Service).

(a) for prescribing the terms and conditions of employment in the Civil Service;

(b) for prescribing allowances not being allowances that may be established by Order under section 4;

(c) for regulating the hours of attendances of civil servants and the keeping and signing of records of attendance or for prescribing other methods of recording attendance;

(d) for regulating the granting of leave to civil servants;

(e) for regulating the duties and the conduct of civil servants;

(f) for prescribing arrangements and procedures for providing, assisting in or co-ordinating staff development programmes; .

(g) for regulating generally the terms and conditions of temporary employment;

(h) for prescribing who, probationary period on first appointment and for the reduction of such period in appropriate cases.

29. The Minister may from time to time by Order add to, vary or amend the offices specified in the Second Schedule.

Procedure for amendment to Second Schedule.

30. A public officer who, immediately before the coming into operation of this Act holds or is acting in a public office that by section 3 is deemed to be an office in the Civil Service shall continue to hold or act in the like office in the Civil Service.

Existing Officers.

Savings.

31. For the avoidance of doubt it is hereby declared that nothing in this Act shall be construed as applying in relation to any matter for which specific provision is made in the Constitution in respect of any public officer.

32. (1) Any civil servant who acts, or any person who procures a civil servant to act, in contravention of section 10 is guilty of an offence and shall be liable on summary conviction to a fine not exceeding one thousand dollars and to imprisonment for a term not exceeding three months.

Penalties.

(2) A prosecution for the contravention of any provision of this Act shall not be instituted save by or with the consent of the Director of Public Prosecutions.

FIRST SCHEDULE

Sections 3 and 4

CLASSIFICATION A

SPECIAL GRADE

Chief Parliamentary Counsel
Deputy Manager of State Insurance Department Director of International Banks
General Manager of State Insurance Department Medical Adviser to Government
Project Implementation Officer
Solicitor General

GRADE A 1

Chief Establishment Officer Director of Audit
Industrial and Development Adviser Permanent Secretary
Secretary to the Cabinet

GRADE A 2

Deputy Financial Secretary Director of Social Security
Medical Superintendent of Holberton Hospital

GRADE A 3

Co-ordinating Officer
Director of Prices and Consumer Affairs Principal of State College
Senior Research and Industry Officer

GRADE A 4

Deputy Chief Education Officer Deputy Chief Establishment Officer Deputy Director of
Audit Superintendent of Aerodromes

GRADE A 5

Co-ordinator of Mathematics Teaching
Curriculum Development Officer
Senior Casualty Officer
Senior Education Officer
Co-ordinator of Science Teaching

GRADE A 6

Education Planning Officer House Officer

Medical Officer, (Casualty Department of Holberton Hospital)
Postmaster General
Principal Nursing Officer
Training Officer

GRADE A 7

GRADE A 8

Administrative Secretary of Health Institutions
Co-ordinator of Agricultural Projects
Headmaster/Headmistress of Secondary School
Vice-Principal of State College

Grade A 9

Clerk to Parliament
Dental Surgeon (with private practice)
Director of Sports
District Medical Officer (with private practice)
Establishment Officer
Extension Officer
Hospital Administrator
Manager of Operations (Public Information Department)
Manager of Tourist Department
Matron of Holberton Hospital
Medical Officer for Institutions
Medical Officer (with private practice) Medical Division
Principal Assistant Secretary
Operations Officer
Senior Statistician
Superintendent of Medical Benefits Scheme
Superintendent of Public Health Nurses
Veterinary Officer (with private practice)

Grade A 10

Head of Department of State College
Personal Aide to Prime Minister
Principal Health Educator
Supervisor of Schools Library Service

Grade A 11

Aide-de-Camp to the Governor-General
Auditor
Chief Community Development Officer

Chief Health Inspector
Deputy Accountant General
Deputy Collector of Customs
Deputy Commissioner of Inland Revenue
Deputy Director of Social Security
Deputy Labour Commissioner
Education Officer
Examinations Officer (Education)
Internal Auditor
Principal Administrative Officer
Registrar of Insurance
Senior Air Traffic Controller
Senior Assistant Secretary
Senior Forecaster
Supervisor of Family Life Education
Superintendent of Prison

Grade A 12

Principal Tutor, School of Nursing

Grade A 13

Cultural Development Officer
Deputy Postmaster-General
Specialist Supervisor (Education)

Grade A 14

Air Traffic Controller I
Assistant Chief Valuation Officer
Assistant Commissioner of Inland Revenue
Assistant Research and Industry Officer Assistant Secretary
Assistant Training Officer
Chief Librarian (Public Library)
Registrar of State College Statistician

Grade A 15

Agricultural Engineer
Agricultural Officer (Plant Protection)
Agricultural Officer (Research)
Assistant Auditor
Assistant Extension Officer
Assistant Government Chemist
Chemical Analyst

Chief Officer (Prison)
Co-ordinator, Industrial Development
Cotton Officer
Economist
Fisheries Officer
Forecaster
Foreign Service Officer (Graduate)
Graduate Assistant (Agriculture)
Horticulturist
Lands Officer
Librarian (Graduate)
Livestock Officer
Protocol Research Officer (Graduate)
Research Officer
Social Welfare Officer (Graduate)
Standardization Co-ordinator
Superintendent of Mental Hospital
Trade and Industrialization Officer

Grade A 16

Chief Medical Laboratory Technologist
Lecturer at State College
Secondary School Assistant Graduate

Grade A 17

Deputy Matron of Holberton Hospital
Deputy Superintendent of Public Health Nurses
Matron (Charge Nurse) at Mental Hospital
Senior Tutor at State College

Grade A 18

Accountant (Treasury)
Administrative Cadet (Graduate)
Assistant Postmaster
Chief Pharmacist
Head Teacher
Housing Executive Officer
Inspector of Customs

Grade A 19

Agricultural Assistant 1
Assistant Fisheries Officer

Departmental Sister
Dietician at Holberton Hospital
Drug Supply and Control Officer (Health)
Family Nurse Practitioner
Matron (Charge Nurse) at Fiennes Institute
Night Supervisor (Holberton Hospital)
Nurse Anaesthetist
Protocol Officer
Registrar of Co-operatives
Senior Price Control Officer
Sister Tutor (Holberton Hospital)

Grade A 20

Handicraft Organiser
Liquid Waste and Complaints Officer
Meat and Other Foods Inspector
Port Health Inspector
Principal of Boy's Training School
Slaughterhouse Supervisor
Specialist Teacher
Teacher in Charge (School of the Deaf)
Teacher in Charge (Adele School)
Tutor at State College

Grade A 21

Senior Employment Officer, (Labour Division)
Senior Labour Inspections Officer
Senior Labour Relations Officer
Senior Labour Statistical Officer

Grade A 22

Health Educator
Principal Prison Officer

Grade A 23

Air Traffic Controller II
Assistant Lands Officer
Community Development Officer
Examiner of Accounts I
Hospital Steward
Medical Records Supervisor (Holberton Hospital)

Meteorological Officer I
Property Valuation Officer
Senior Chemistry and Food Laboratory Technologist
Senior Executive Officer
Senior Medical Laboratory Technologist
Senior Pharmacist
Senior Preventive Officer (Customs)
Senior Revenue Officer
Senior Sports Assistant
Statistical Officer I

Grade A 24

Community Nutrition Officer
Community Psychiatric Nurse
Deputy Matron (Mental Hospital)
Public Health Nurse

Grade A 25

Agricultural Assistant II
Assistant Superintendent (Mental Hospital)
Physiotherapist

Grade A 26

Head Bailiff
Home Sister (Warden)
Matron (Leper Home)
Price Control Officer
Senior Public Health Inspector
Vector Control Officer
Ward Sister

Grade A 27

Assistant Teacher
Instructor at State College

Grade A 28

Clinic Nurse I
District Nurse/Midwife I
Relieving Officer/Master, Fiennes Institute

Staff Nurse I

Grade A 29

Broadcasting Officer
Collections Officer I
Comptroller (Governor-General's Office)
Examiner of Accounts II
Executive Officer
Food Service Supervisor
Housekeeper at Holberton Hospital
Master (Leper Home)
Personnel Officer (C.B.H.)
Preventive Officer (Customs)
Registrar of Industrial Court
Revenue Officer
Senior Postal Inspector
Senior Prison Officer
Statistical Officer II

Grade A 30

Agricultural Assistant III
Animal Health Assistant
Chemistry and Food Laboratory Technologist
Community Development Field Officer
Field Officer (Central Board of Health)
Medical Laboratory Technologist
Pharmacist
Public Health Inspector I
Senior Price Control Inspector
Sports Assistant
Stores and Transport Officer (Central Board of Health)

Grade A 31

Air Traffic Controller III
School Dental Auxiliary

Grade A 32

Meteorological Officer II

Grade A 33

Accommodations Officer

Clinic Nurse II
District Nurse/Midwife II
Postal Sorter
School Attendance and School Meals Officer
Staff Nurse II
Supervisor of Stores

Grade A 34

Employment Officer (Labour Division)
Labour Inspections Officer
Labour Relations Officer
Labour Statistical Officer

Matron (State College)

Grade A 35

Dental Hygienist
Matron (Prison)
Prison Corporal

Grade A 36

Chief Bailiff
Chief Nursing Attendant (Mental Hospital)
Chief Petty Officer
Market Supervisor
Medical Secretary
Nursing Assistant
Senior Clerk
Senior Customs Officer
Sports Coach

Grade A 37

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Grade A 38

Senior Bailiff

Grade A 39

Laboratory Assistant

Grade A 40

Broadcasting Assistant
Fisheries Cadet
Processing Assistant (Chemistry and Food Technology Division)

Grade A 41

Probationary/Uncertificated Teacher I

Grade A 42

Collecting Officer
Postal Inspector
Research Assistant

Grade A 43

Collections Officer II
Public Health Inspector II
Statistical Officer III
Statistical Trainee

Grade A 44

Health Inspector (Barbuda)
Prison Officer
Storekeeper I

Grade A 45

Freight Officer
Senior Customs Guard

GRADE A 46

Air Traffic Control Assistant
Trainee Medical Laboratory Technologist
Trainee Radiographer

GRADE A 47

Caretaker of Clarence House
Customs Officer
Leprosy Inspector
Meteorological Officer III
Mortuary Attendant

Nursing Aide I
Nursing Attendant I (Mental Hospital)
Petty Officer Class I
Sewerage Plant Operator
Supervisor of Orderlies
Timekeeper (Central Board of Health)
Transport Officer

GRADE A 48

Admitting Officer
Junior Clerk
Lands Inspectors

Medical Records Clerk
Public Health Inspector III
Statistical Officer IV

GRADE A 49

Pharmaceutical Assistant
Agricultural Assistant IV

GRADE A 50

Customs Guard
Postman I

GRADE A 51

Junior Bailiff

GRADE A 52

Assistant Supervisor of Orderlies
Community Health Aide
Darkroom Assistant
Foreman (Privy System)
Nursing Aide II
Nursing Attendant II (Mental Hospital)
Petty Officer Class II
Postman II
Probationary/Vncertificated Teacher II
Security Guard (Public Library)
Ward Attendant (Holberton Hospital)

GRADE A 53

Clerical Assistant

GRADE A 54

Storekeeper II

GRADE A 55

Telephone Operator

GRADE A 56

Laboratory Attendant

Nursing Aide III

Nursing Attendant III (Mental Hospital)

Orderly

GRADE A 57

Office Attendant (Fisheries)

Petty Officer Class III

Street Supervisor

GRADE A 58

Domestic Aide

CLASSIFICATION

GRADE B 1

Chief Medical Officer

Director of Economic Planning

Director of Public Prosecutions

Director of Public Works

Financial Secretary

GRADE B 2

Accountant General

Budget Director

Chief Architect

Chief Chemist

Chief Education Officer
Collector of Customs
Commissioner of Inland Revenue
Director of Agriculture
Industrialization Commissioner
Inspector of Banks
Trade Commissioner

GRADE B 3

Anaesthetist Consultant
Chief Magistrate

Chief Veterinary Officer (with private practice)
Obstetrician and Gynaecologist Consultant
Ophthalmologist Consultant
Paediatrician Consultant
Parliamentary Counsel
Pathologist
Physician Consultant
Psychiatrist Consultant
Radiologist
Senior Crown Counsel
Surgeon Specialist

GRADE B 4

Architect
Crown Counsel I
Crown Solicitor
Engineer I
Income Tax & Inland Revenue Adviser
Labour Commissioner
Magistrate
Registrar and Provost Marshall
Superintendent of International Insurance
Supervisor of International Banks

GRADE B 5

Anaesthetist (with private practice)
Chief Statistician
Crown Counsel II
Director of Meteorological Services

GRADE B 6

Senior Economist

GRADE B 7

Assistant Registrar
Chief Surveyor
Chief Valuation Officer

GRADE B 8

Director of Vocational Education
Pharmacologist

GRADE B 9

Engineer II
Quantity Surveyor

CLASSIFICATION C

GRADE C 1

Assistant Chief Surveyor
Superintendent of Printing Office
Superintendent of Works

GRADE C 2

Electronics Technician I
Senior Radiographer
Senior Surveyor

GRADE C 3

Assistant Superintendent (Printing Office)
Court Recorder (Stenographer)
Draughtsman I
Electrical Technician I
Engineer III
Surveyor
Workshop Supervisor

GRADE C 4

Electrical Inspector

Electronics Technician II
Radiographer

GRADE C 5

Electrical Technician II
Inspector of Works
Quarry Superintendent
Stenographer I
Technician I (Printing Office)

GRADE C 6

Assistant Surveyor I
Blaster
Draughtsman II
Orthopaedic Technician
Senior Mechanic
Senior Engineering Assistant

GRADE C 7

Mechanic
Stenographer II

GRADE C 8

Assistant Surveyor II
Draughtsman III
Engineering Cadet
Field Officer (Design & Control)
Foreman of Works
Key Punch Operator I
Labour Foreman
Technician II (Printing Office)
Typist I

GRADE C 9

Draughtsman IV

GRADE C 10

Assistant Blaster

Butler Class I
Stenographer III
Trainee Electronics Technician
Trainee Orthopaedic Technician
Wheelwright Carpenter

GRADE C 11

Key Punch Operator II
Technician III (Printing Office)
Typist II

GRADE C 12

Butler Class II
Cook I
Laundry Foreman

GRADE C 13

Cook II
Seamstress

GRADE C 14

Typist III

SECOND SCHEDULE

Sections 24, 26.

Accountant General
Assistant Secretary
Chief Establishment Officer
Chief Technical Officer
Collector of Customs
Commissioner of Inland Revenue
Deputy Chief Technical Officer
Deputy Heads of Departments
Heads of Departments
Chief Statistician
Permanent Secretary
Principal Assistant Secretary
Senior Assistant Secretary

THIRD SCHEDULE

Section 11

OATH OR AFFIRMATION OF ALLEGIANCE

I..... do swear (or solemnly affirm and declare) that I will be faithful and bear true allegiance to Her Majesty Queen Elizabeth the Second, Her Heirs and Successors, according to law.

So help me God! (to be omitted in affirmation)

OATH (OR AFFIRMATION) OF OFFICE AND SECRECY

I, (A.B.) solemnly and sincerely swear (or affirm and declare) that I will faithfully and honestly fulfil the duties that devolve upon me by reason of my employment in the Civil Service and that I will not, without due authority in that behalf, in any manner whatsoever publish or communicate any facts or information being facts or expressions of opinion based on such facts that come to my knowledge by reason of such employment.

So help me God! (to be omitted in affirmation.)

FOURTH SCHEDULE

section 27

MATTERS TO BE PROVIDED FOR IN THE RULES OF AN ASSOCIATION FORMED PRUSUANT TO SECTION 24(2) OF THE ACT AND OF AN EXISTING ASSOCIATION.

1. The name of the Association and the place of meeting for its business.
2. The whole of the objects which the Association is to be established, the purposes for which its funds shall be applicable, and the conditions under which any member may become entitled to any benefit assured thereby, and the fines and forfeitures to be imposed on any member of the Association.
3. The manner of making, altering, amending, and rescinding rules.
4. A provision for the appointment and removal of a general committee of management, of a trustee, treasurer, and other officers.
5. A provision for the investment of the funds, and for an annual or periodical audit of accounts.
6. The inspection of the books and names of members of the Association by every person having an interest in its funds.
7. The manner of dissolution.

8. The protection of voting rights of members of the Association and the general conduct of elections.
9. The powers, duties and functions of the Executive Committee of the Association.
10. Disputes between members of the Association and the Executive Committee thereof.
11. A prohibition against admission of membership with respect to a civil servant who is a member of an appropriate recognised association.

Passed the House of Representatives
this 6th day of December, 1984.

C. L. Murray,
Speaker.

L. A. Dowe,
Clerk to the House of Representatives.

Passed the Senate this 19th
day of December, 1984.

B. T. Carrott,
President.

L. A. Dowe,
Clerk to the Senate.

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