

**“YEAR OF PURPOSEFUL ECONOMIC ADJUSTMENT”**

**PUBLIC SERVICE MINISTRY**

**CIRCULAR NO. 5/1997**

**REFERENCE NO. PS: 22/0/3 VI**

FROM: Permanent Secretary,  
Public Service Ministry

TO: All Permanent Secretaries,  
Heads of Departments and  
Regional Executive Officers

**SUBJECT:**

Increase in Union Dues/Agency Fees – Guyana Public Service Union and National Union of Public Service Employees.

DATE: 1997-03-27

---

Public Service Management, Office of the President Circulars No. 3/1997 dated 1997-03-04 and No. 4/1997 dated 1997-03-10, set out the terms and conditions relevant to the deductions of increased union dues/agency fees from the salaries of Public Service employees with effect from 1<sup>st</sup> April, 1997, on behalf of the Guyana Public Service Union, and from 1<sup>st</sup> March, 1997, in favour of the National Union of Public Service Employees.

2. Following written representations made by the General Secretary, Guyana Trades Union Congress, and by the General Secretary, Guyana Public Service Union, it is necessary for the purpose of clarification, to amplify the contents of the Circulars, on the following points:
- (i) the charges for union dues/agency fees including increases thereof, are matters which are exclusively related to the Unions and their membership and are in no way influenced or authorized by the Government. As a consequence, the increased charges should not be seen as an imposition of, nor as being endorsed by the Government.
  - (ii) In this situation, members of the Union who are employees of the Public Service have the legal right to know of the recent increases in dues/fees as notified by the Unions, and to indicate consent for appropriate deductions to be made from their respective salaries, as were represented previously;
  - (iii) The circulars under reference seek to acknowledge and maintain the authority of the unions to increase their dues/fees as well as to preserve the inalienable right of the employees to be made fully aware of the increases and to agree to the intended salary deductions by Accounting Officers, who, otherwise would be culpable of arbitrarily reducing the employees' salaries which are actually the employees' property.
3. I trust that the above clarifies the matter fully. Please bring the contents of this circular and those referred to in paragraph 1 above to the attention of all the workers concerned.

R.Sivanand  
Permanent Secretary  
Office of the President