

NATIONAL INSURANCE SCHEME



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COVERING THE NATION'S
WORKERS AND THEIR FAMILIES

2003
ANNUAL REPORT



**NATIONAL
INSURANCE SCHEME**

**2003
ANNUAL REPORT**



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NATIONAL INSURANCE SCHEME-GUYANA**

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OUR MISSION

To establish and maintain a system of Social Security through which enough income is secured to take the place of earnings when such are interrupted by sickness or accidents.

To provide for retirement through age, sudden death of a breadwinner and to meet exceptional expenses as those concerned with birth and death.

To ensure that monies collected which have to be used for future payments are invested in such a manner that the economy of the country would reap maximum benefit.



OUR VISION

2002 – 2006

To improve the organisation's performance through the commitment and involvement of all employees to fully satisfy agreed customer requirements through the continuous enhancement of the service, processes and people involved .



CONTENTS

	PAGE
LETTER OF TRANSMITTAL	11
INTRODUCTION	12
CHANGES MADE DURING 2003	13
PART 1	
REGISTRATION AND COMPLIANCE	14
Registration of new employers	14
Registration of employed persons	16
Self-employed registrants	19
Registration of voluntary contributors	20
BENEFITS:	20
LONG TERM BENEFITS BRANCH	20
Old Age Pension	20
Old Age Grant	22
Invalidity Pension	24
Invalidity Grant	26
Survivors' Pension	27
Survivors' Grant	29
Funeral Grant	30
SHORT TERM BENEFITS BRANCH	31
Sickness Benefit	31
Sickness Benefit Medical Care	34
Overseas Medical Care	36
Extended Medical Care	36
Maternity Allowance	36
Maternity Grant	37
INDUSTRIAL BENEFITS BRANCH	39
Injury Benefit	39
Injury Benefit Medical Care	42
Overseas Medical Care	44
Disablement Pension	44
Disablement Grant	48
Industrial Death Pension	51
MEDICAL ADJUDICATION OF CLAIMS	55
Industrial cases referred to Medical Board	55
Non-Industrial cases referred to Medical Board	56



Medical Treatment Abroad	56
Visits by nurses	56
Appeals to tribunal	57
ESTABLISHMENT AND ORGANISATION	57
Staffing	57
Training	58

PART 2

INCOME AND EXPENDITURE	59
Income	59
Expenditure	60
National Insurance Fund	61
AUDITED ACCOUNTS	64

PART 3

STATISTICAL ANNEX	85
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TABLES IN TEXT

TABLE	DESCRIPTION	PAGE
1	NUMBER OF EMPLOYED REGISTRANTS BETWEEN AGES 16 & 59 YEARS BY AGE-GROUP AND SEX-2003	16
2	NUMBER OF EMPLOYEES (AGE 16-59 YEARS) REGISTERED ANNUALLY AND AVERAGE AGE: 1999-2003	17
3	NUMBER OF SELF-EMPLOYED REGISTRANTS: 1999-2003	20
4	NUMBER OF OLD AGE PENSIONS GRANTED BY AGE-GROUP, EMPLOYMENT STATUS AND SEX-2003	21
5	MOVEMENT OF OLD AGE PENSIONS-2003	22
6	NUMBER OF OLD AGE LUMP SUM PAYMENTS BY SEX OF RECIPIENT AND AVERAGE AMOUNT PAID -2003	23
7	OLD AGE LUMP SUM PAYMENTS AND NUMBER OF PAID AND CREDITED CONTRIBUTIONS-2003	23
8	NUMBER OF OLD AGE GRANTS PAID BY EMPLOYMENT STATUS OF RECIPIENTS AND AVERAGE AMOUNT: 1999-2003	24
9	NUMBER OF INVALIDITY PENSIONS AWARDED BY SEX AND AVERAGE AMOUNTS: 1999-2003	25
10	MOVEMENT OF INVALIDITY PENSIONS-2003	26
11	INVALIDITY GRANTS AWARDED BY SEX OF RECIPIENTS AND AVERAGE AMOUNT: 1999-2003	27
12	MOVEMENT OF SURVIVORS' PENSIONS-2003	29
13	NUMBER OF FUNERAL CLAIMS PAID BY SEX, INSURED STATUS AND EMPLOYMENT CATEGORY-2003	30
14	NUMBER OF FUNERAL CLAIMS PAID: 1999-2003	31
15	NUMBER OF SICKNESS SPELLS PAID BY SEX, SECTOR AND AVERAGE DURATION-2003	33
16	NUMBER OF SICKNESS SPELLS PAID, AVERAGE DURATION AND PERCENTAGE ARISING FROM SUGAR SECTOR: 1999-2003	33
17	DISTRIBUTION OF PAID SICKNESS BENEFIT MEDICAL CARE CLAIMS BY SEX AND SECTOR-2003	34
18	PERCENTAGE DISTRIBUTION OF SICKNESS BENEFIT MEDICAL CARE EXPENDITURE BY TYPE OF CARE-2003	35
19	NUMBER OF MATERNITY ALLOWANCES PAID AND AVERAGE DURATION: 1999-2003	37
20	NUMBER OF MATERNITY GRANTS PAID BY AGE GROUP, EMPLOYMENT CATEGORY AND INSURED STATUS-2003	38
21	NUMBER OF INJURY SPELLS PAID BY REASON FOR TERMINATION, BENEFIT DAYS AND SEX-2003	40
22	NUMBER OF INJURY SPELLS PAID BY SEX AND SECTOR - 2003	40
23	NUMBER OF INJURY SPELLS PAID, PERCENTAGE ARISING FROM THE SUGAR SECTOR AND AVERAGE DURATION OF SPELLS: 1999-2003	41



TABLES IN TEXT (Cont'd)

TABLE	DESCRIPTION	PAGE
24	NUMBER OF INJURY BENEFIT MEDICAL CARE CLAIMS PAID BY SEX AND SECTOR-2003	42
25	INJURY BENEFIT MEDICAL CARE COST BY SECTOR AND TYPE OF CARE (PERCENTAGE-WISE)-2003	43
26	PERCENTAGE DISTRIBUTION OF INJURY BENEFIT MEDICAL CARE COST-2003	43
27	DISABLEMENT PENSIONS BY PERCENTAGE OF DISABILITY, SECTOR AND SEX-2003	45
28	NUMBER OF DISABLEMENT PENSIONS BY NATURE OF DISABILITY AND LOCATION OF INJURY-2003	46
29	NUMBER OF DISABLEMENT PENSIONS AWARDED ANNUALLY: 1999-2003	47
30	MOVEMENT OF DISABLEMENT PENSIONS-2003	48
31	NUMBER OF DISABLEMENT GRANTS PAID BY SEX AND SECTOR-2003	49
32	NUMBER OF DISABLEMENT GRANTS PAID BY NATURE OF DISABILITY AND LOCATION OF INJURY-2003	50
33	NUMBER OF DISABLEMENT GRANTS PAID BY PERCENTAGE OF DISABILITY, SEX AND SECTOR-2003	51
34	NUMBER OF INDUSTRIAL DEATHS BY NATURE OF INJURY AND CAUSE OF ACCIDENT-2003	52
35	MOVEMENT OF INDUSTRIAL DEATH PENSIONS-2003	53
36	CASES PLACED BEFORE MEDICAL BOARD (INDUSTRIAL): 1999-2003	55
37	VISITS MADE BY NURSES/SICK VISITORS: 1999-2003	57



LETTER OF TRANSMITTAL

March 1, 2006

The Honourable Minister of Finance
Mr. S. Kowlessar
Ministry of Finance
Main & Urquhart Streets
Georgetown

Dear Sir,

I have the honour of submitting to you the Annual Report of the activities of the National Insurance Board together with the Income and Expenditure Account and the Balance Sheet as certified by the External Auditors for the year 2003.

During the year under review, the Insurable Earnings Ceiling was adjusted in accordance with the increase in the Public Service Minimum Wage. Hence, the ceiling was increased from \$80,180 per month to \$84,189 per month from 1st January 2003.

The Minimum Rate payable for Old Age and Invalidity Pensions was increased from \$10,450 per month to \$10,972 per month from 1st January 2003.

Total income for the year was \$6,927M, which represents a decrease of approximately 3.9% when compared with the previous year.

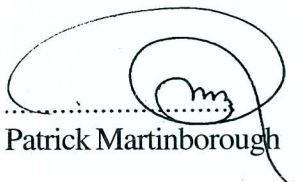
The amount paid out in respect of Benefits during the year was \$4,758M. This amount was 6.3% more than that which was paid during 2002.

Total Expenditure for the year was \$5,732M.

The excess of income over expenditure was therefore \$1,195M.

At the end of the year the National Insurance Fund stood at G\$22,433M.

Yours Sincerely
NATIONAL INSURANCE - GUYANA



Patrick Martinborough



INTRODUCTION

The 35th Annual Report of the National Insurance Board - Guyana is presented hereunder in accordance with Section 36 1(a) of the National Insurance and Social Security Act, Chapter 36:01 of the Laws of Guyana.

The Report summarises the activities of the Board during the year 2003 and also highlights certain trends that have developed over the past years.

The Report is divided into three parts

Part 1 relates the activities of the Scheme with particular reference to insured persons and benefit claims;

Part 2 gives an account of the financial state of the Scheme and the National Insurance Fund;

Part 3 presents a collection of Statistical Tables that may be useful in the analysis of Part 1.



CHANGES MADE DURING 2003

- (1) The minimum rate for Old Age and Invalidity Pensions was increased by 5%, which resulted in an increase in the minimum pension from \$10,450 to \$10,972 per month, effective 1st January 2003.
- (2) All Old Age, Invalidity, Survivors, Disablement and Death Pensions that were in payment as at 31st December 2002 were increased by 5% from 1st January 2003.
- (3) The amount payable as Funeral Grant was increased by 10% from \$9,664 to \$10,630 as of January 1st 2003.
- (4) The limit on reimbursement for Sickness Benefit Medical Care cost was increased from \$801,800 to \$841,890 per case, effective January 1st.
- (5) Effective January 1st, the Insurable Earnings Ceiling was increased from \$80,180 to \$84,189 per month and \$18,503 to \$19,428 per week.



REGISTRATION AND COMPLIANCE

REGISTRATION OF NEW EMPLOYERS

Three hundred and thirty-four new employers registered with the Scheme during 2003. Of this amount, 309 or approximately 92% were small-scale employers, that is, each employed no more than 10 persons. Twenty or approximately 6% employed between 11 and 50 persons while 5 or approximately 2% employed between 51 and 100 persons.

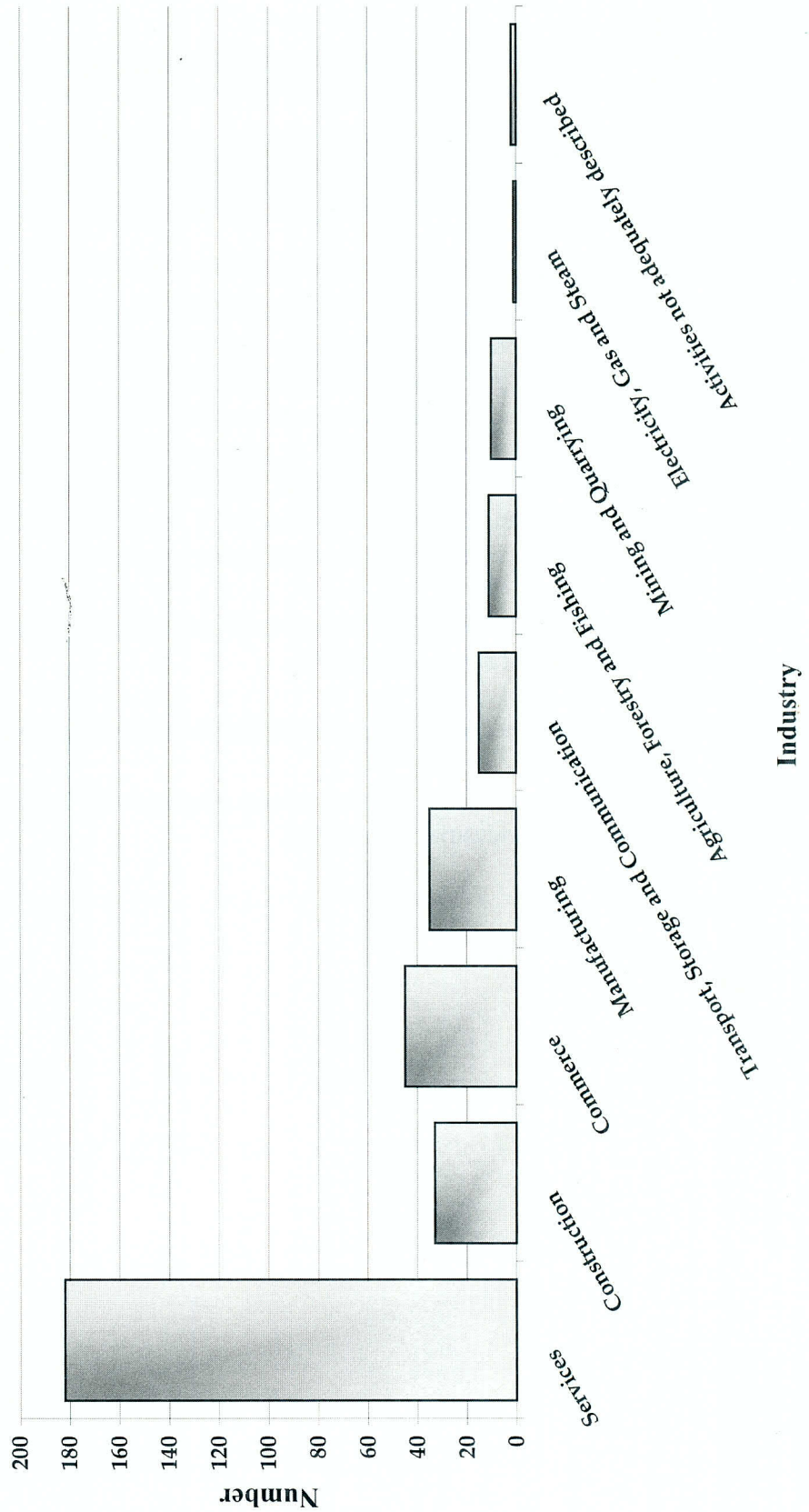
An analysis by Industry revealed that the "Services" Sector accounted for 182 or approximately 54% of the new registrants with 71 or approximately 21% entering "Personal Services". The "Construction" Sector accounted for 33 or approximately 10% of the new registrants, the "Commerce" Sector accounted for 45 or approximately 13% and the "Manufacturing" Sector accounted for 35 or approximately 10%. The "Transport, Storage and Communication" Sectors absorbed 15 or approximately 4% of the new registrants, while 11 or approximately 3% were absorbed into the "Agriculture, Forestry and Fishing" Sector, 10 or approximately 3% were absorbed into the "Mining and Quarrying" Sector and 1 in the "Electricity, Gas and Steam" Sector. In addition, there were 2 employers who entered into activities not adequately described.

Three hundred and nine new employers registered with the Scheme during 2002. The total for 2003 represents, therefore, an increase of approximately 8%.

The cumulative total number of Employers registered with the Scheme as at 31.12.2003 was 23,950.

Table A in the Annex shows the distribution of new employers by Industry and Size. Figure 1 overleaf gives a graphical illustration of the industrial distribution.

**FIGURE I
NUMBER OF EMPLOYERS BY INDUSTRY
2003**





REGISTRATION OF EMPLOYED PERSONS

A total of 7,653 employed persons were registered during the year under review. Of this total, 4,248 or approximately 55% were males and 3,405 or approximately 45% were females.

An analysis by marital status reveals that 6,421 or approximately 84% of the new registrants were single, 634 or approximately 8% were married and the remaining 598 or approximately 8% were either widowed, divorced, separated or in common law relationships.

An analysis by age shows that 117 of the registrants were under 16 years, 7,523 were between the ages of 16 years and 59 years, and 13 were 60 years or over. Of the 7,523 registrants between the ages of 16 years and 59 years, 4,168 or approximately 55% were males and 3,355 or approximately 45% were females.

Further, 5,858 or approximately 78% of the new entrants were in the age group (16 - 24) years, 1,340 or approximately 18% were in the age group (25 - 39) years and 256 or approximately 3% were in the age group (40 - 49) years. The age-group (50 - 59) years accounted for 77 or approximately 1% of the new registrants.

Table 1 below shows the number of Employed Registrants by age group and sex.

TABLE 1
NUMBER OF EMPLOYED REGISTRANTS BETWEEN AGES 16 & 59 YEARS
BY AGE-GROUP AND SEX
2003

AGE- GROUP	MALES	FEMALES	MALES & FEMALES
16 - 19	2032	1596	3628
20 - 24	1232	990	2222
25 - 29	397	284	681
30 - 34	206	194	400
35 - 39	136	123	259
40 - 44	74	79	153
45 - 49	53	50	103
50 - 54	32	35	67
55 - 59	6	4	10
TOTAL	4168	3355	7523

The Average Age of the male registrants was 22 years and that of the females, 23 years. The overall average age was 22 years.



Table B in the Annex shows the number of employed registrants by age group, sex and marital status.

An Industrial analysis shows that 3,209 or approximately 42% entered the “Services” Sector, 1,759 or approximately 23% entered the “Manufacturing” Sector and 1,185 or approximately 15% entered the “Commerce” Sector. In addition, the “Construction” Sector accounted for 556 or approximately 7% of the new registrants, the “Agriculture, Forestry and Fishing” Sector accounted for 393 or approximately 5% of the new registrants and the “Transportation, Storage and Communication” Sector accounted for 279 or approximately 4%. The remaining 272 or approximately 4% of the new registrants were absorbed in the “Mining and Quarrying”, “Electricity, Gas and Steam”, “Water and Sanitary Services” Sectors and in “Activities not adequately described”.

Table C in the Annex classifies the new registrants by Industry and Sex, while Figure II overleaf gives a graphical illustration of the Industrial Distribution.

During 2002, a total of 6,103 of the new registrants were between the ages of 16 years and 59 years. The 2003 total of 7,523 therefore represents an increase of approximately 23%.

The number of Employed Persons registered with the Scheme as at 31.12.2003 totaled 571,681. The active registrants as at 31.12.2003 were approximately 115,064.

The Table 2 below shows the number of new registrants between the ages of 16 and 59 years over the period 1999 - 2003.

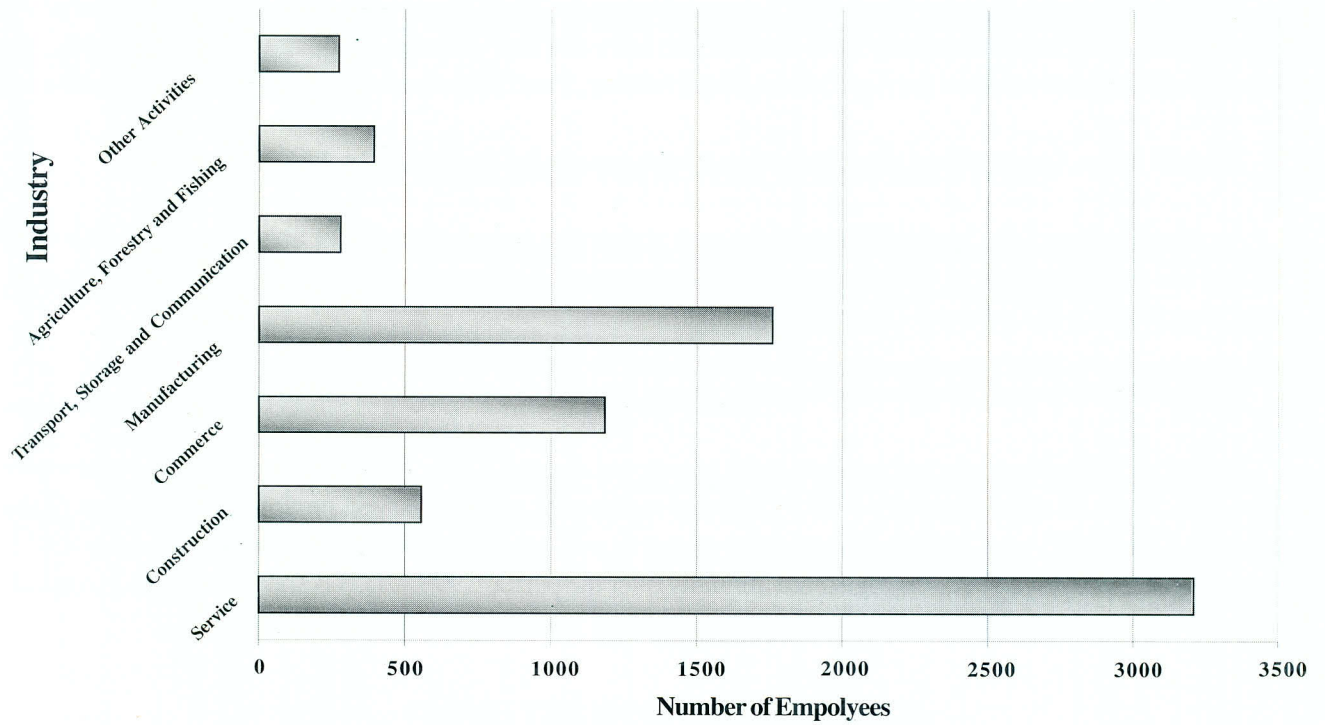
TABLE 2
NUMBER OF EMPLOYEES (AGE 16-59 YEARS) REGISTERED ANNUALLY
AND AVERAGE AGE
1999 - 2003

DESCRIPTION	1999	2000	2001	2002	2003
Males	4,987	4,277	3,649	3,413	4,168
Average Age	23	22	22	22	22
Females	3,734	3,000	2,993	2,690	3,355
Average Age	24	23	22	23	23
Males & Females	8,721	7,277	6,642	6,103	7,523
Average Age	24	22	22	22	22

The Table above exhibits a fluctuating trend in the number of persons registered over the period 1999 – 2003. The average age remained relatively stable over the last four (4) years.



**FIGURE II
NUMBER OF EMPOLYEES BY INDUSTRY
2003**





SELF-EMPLOYED REGISTRANTS

During the year under review, 313 self-employed Persons were registered. This total comprised 190 or approximately 61% males and 123 or approximately 39% females.

An analysis by age shows that the age-group (16-30) years accounted for 139 or approximately 44% of the Registrants, the age-group (31-45) years accounted for 137 or approximately 44%, and the age-group (46-60) years accounted for 37 or approximately 12%.

The average age of the male registrants was 32 years and that of the females, 35 years. The overall average age was 34 years.

The distribution by Industry shows that 8 or approximately 2% of the newly registered persons entered the "Services" Sector, 301 or approximately 96% entered into activities that were not adequately described, while one (1) each of the new entrants entered the Agriculture, Metal Mining, Food Manufacturing and Construction industries.

Table D in the Annex shows the distribution of self-employed registrants by Industry and Sex.

An examination of the Marital Status of the new registrants reveals that 141 or approximately 45% were married and 143 or approximately 47% were single. The remaining 29 or approximately 9% were either Widowed, Divorced, Separated or in Common-Law relationships.

Table E in the Annex classifies the new registrants by age-group, sex and marital status.

A total of 349 self-employed persons were registered during 2002. The 2003 figure of 313 represents therefore a decrease of approximately 10%. The total number of self-employed persons registered with the Scheme as at 31.12.2003 was 26,015. The number of active self-employed persons was approximately 8,843. The number of self-employed persons registered annually over the period 1999–2003 is shown in Table 3 overleaf.



TABLE 3
NUMBER OF SELF-EMPLOYED REGISTRANTS
1999 - 2003

DESCRIPTION	1999	2000	2001	2002	2003
Males	487	290	220	220	190
Females	289	142	112	129	123
Males & Females	776	432	332	349	313

The Table above exhibits a fluctuating trend in the number of self-employed Persons registered annually during the period 1999 –2003.

REGISTRATION OF VOLUNTARY CONTRIBUTORS

Persons who had paid or had had paid on their behalf at least 100 contributions during the course of their employment can seek permission to continue contributing to the Scheme on a voluntary basis.

No applications for registration as Voluntary Contributors were received during 2003. None of the previously registered Voluntary Contributors were active during the year.

The number of persons who were issued Certificates of Voluntary Insurance from the inception of the Scheme to the end of 2003 therefore remained at 732.

BENEFITS

LONG TERM BENEFITS BRANCH

OLD AGE PENSION

A total of 1,561 Old Age Pensions were awarded during 2003. Of this amount 1,097 or approximately 70% were awarded to males, and 464 or approximately 30% were awarded to females.

An analysis of the new Pensioners by Employment Category reveals that 1,480 or approximately 95% were Employed Persons, while 81 or approximately 5% were self-employed Persons. A further breakdown shows that of the 1,480 Employed Persons, 1,036 were males and 444 were females. Likewise, there were 61 self-employed males and 20 self-employed females who received an Old Age Pension.

The ages of the new Pensioners ranged from 60 years to 64 years. 1,546 or approximately 99% of the pensioners were 60 years old. This is shown in Table 4 overleaf.



TABLE 4
NUMBER OF OLD AGE PENSIONS GRANTED BY AGE-GROUP,
EMPLOYMENT STATUS AND SEX
2003

AGE GROUP	EMPLOYED			SELF-EMPLOYED			BOTH CATEGORIES		
	MALES	FEMALES	MALES & FEMALES	MALES	FEMALES	MALES & FEMALES	MALES	FEMALES	MALES & FEMALES
60 - 64	1036	444	1,480	61	20	81	1,097	464	1,561
65 - 69	-	-	-	-	-	-	-	-	-
TOTAL	1,036	444	1,480	61	20	81	1,097	464	1,561

The average age of the new Pensioners was 60 years and their average monthly rate of pension was \$14,109.00.

An examination of the contribution status shows that the new Pensioners qualified with an average of 1,021 contributions, of which approximately 97% were paid by or on behalf of the Pensioner, and approximately 3% were credited. The credited contributions were awarded in accordance with the Regulations which stipulate the award of age credits to persons aged 35 years or over at the commencement of the Scheme, who had paid over 90 Contributions during the first three years of existence of the Scheme, and the award of retirement credits to persons whose contribution life would have been shortened due to the reduction of the retirement age from 65 years to 60 years.

The males were awarded Pensions on an average of 1,040 contributions and the females, on an average of 978 contributions. Approximately 3% of the average contributions of males and 3% of the average contributions of the females were credited contributions.

The number of Old Age Pensions awarded by age, sex and contributions paid and credited, is shown in **Table F** in the Annex.

During 2002, a total of 1,367 Old Age Pensions were awarded. The 2003 total therefore, represent an increase of approximately 14%.

At the beginning of the year, 22,929 Old Age Pensions were in payment, at an average rate of \$11,499.00. During the year, 1,561 Pensions were awarded and 848 were terminated due to the death of the recipients. At the end of the year therefore, there were 23,642 Pensions in payment at an average rate of \$11,420.00

The movement of Old Age Pensions is shown in Table 5 overleaf.



TABLE 5
MOVEMENT OF OLD AGE PENSIONS
2003

DESCRIPTION	MALES	FEMALES	MALES & FEMALES	AVERAGE MONTHLY RATE (\$)
Pensions in payment at the beginning of the year	17,757	5,172	22,929	11,499.00*
Pensions granted during the year.	1,097	464	1,561	14,109.00
Pensions terminated during the year	724	124	848	18,511.00
Pensions in payment as at 31-12-2003	18,130	5,512	23,642	11,420.00

*Adjusted figure

Table G in the Annex shows the number of Old Age Pensions as at 31.12.2003, by Age, Employment Status and Sex.

OLD AGE GRANT

Seven hundred and ninety-four Old Age Grants were paid during 2003. The recipients were 517 males and 277 females.

The average amount paid to the males was \$24,862.00 and to the females, \$87,453.00. The overall average was \$46,698.

Table 6 overleaf shows the number of Old Age lump-sum Payments by sex of recipients and average amount paid.



TABLE 6
NUMBER OF OLD AGE LUMP-SUM PAYMENTS BY SEX
OF RECIPIENT AND AVERAGE AMOUNT PAID
2003

DESCRIPTION	MALES	FEMALES	MALES & FEMALES
Number of persons	517	277	794
Percentage	35	65	100
Average Amount (\$)	24,862.00	87,453.00	46,698.00

An analysis of the contribution spread reveals that the males qualified for the Grant with an average of 458 contributions, while the females qualified with an average of 439. Overall, the recipients qualified with an average of 452 paid and credited contributions. This is shown in Table 7 below.

TABLE 7
OLD AGE LUMP-SUM PAYMENTS AND NUMBER OF PAID
AND CREDITED CONTRIBUTIONS
2003

DESCRIPTION	MALES	FEMALES	MALES & FEMALES
No. Of Recipients	517	277	794
Total Contributions paid & credited	236,980	121,556	358,536
Average per insured person	458	439	452

The ages of the recipients ranged from 60 years to 92 years, with the age-group (60-65) years accounting for 628 or approximately 79%. The age of the self-employed ranged from 60 years to 76 years. The overall average age was 63 years.

The number of Old Age Grants awarded by age, sex and employment status of recipients is shown in **Table H** in the Annex.

During 2002, 255 Old Age Grants were awarded. The 2003 total of 794 represents therefore an increase of approximately 211% by comparison.



Table 8 below shows the number of Old Age Grants awarded by employment status of recipients and the average amount paid for the period 1999 to 2003

TABLE 8
NUMBER OF OLD AGE GRANTS PAID BY EMPLOYMENT
STATUS OF RECIPIENTS AND AVERAGE AMOUNT
1999 - 2003

DESCRIPTION	1999	2000	2001	2002	2003
Employed	504	591	508	212	665
Self-Employed	43	75	108	43	129
TOTAL	547	666	616	255	794
Average Amount (\$)	13,404	18,069.44	17,994.99	23,142	46,698

The Table above exhibits an overall increasing trend in both the number of Old Age Grants awarded over the period under consideration, and the average amount paid.

INVALIDITY PENSION

A total of 179 Invalidity Pensions were awarded during 2003. The recipients were 139 males and 40 females with 9 of the male and 1 of the female recipients originating from the self-employed category.

An age analysis shows that 64 or approximately 36% of the recipients were in the age-group (55-59) years, 53 or approximately 30% were in the age-group (50-54) years and 28 or approximately 16% were in the age-group (45-49) years. Further, 21 or approximately 12% of the Pensioners were in the age-group (40-44) years and 9 or approximately 5% were in the age-group (30-34) years. The age groups (35-39) and (25-29) years accounted for 2 each or 1% each of the total Pensioners.

The average age of both the male and female recipients was 50 years.

An examination of the contribution status shows that the recipients qualified with an average of 1,003 contributions of which approximately 74% were paid and 26% were credited. The males were awarded the pension with an average of 1,031 contributions of which 75% were paid, while the females qualified with an average of 904 contributions of which approximately 70% were paid.

The average monthly Pension was \$14,524.00.



Table 9 below shows the number of Invalidity Pensions awarded annually over the period 1999 – 2003.

TABLE 9
NUMBER OF INVALIDITY PENSIONS AWARDED BY SEX
AND AVERAGE AMOUNTS
1999-2003

DESCRIPTION	1999	2000	2001	2002	2003
Males	191	175	204	136	139
Females	55	38	53	31	40
Males & Females	246	213	257	167	179
AVERAGE AMOUNTS (\$)	9,024.00	11,437.00	12,488.00	12,788.00	14,524.00

The Table above displays a fluctuating trend in the number of Pensions awarded annually and a steady increase in the average monthly amount.

At the beginning of the year, there were 1,970 Pensioners on stream consisting of 1,520 males and 450 females. During the year, 179 Pensions were awarded and 184 were terminated. Of the amount terminated, 115 were due to the Pensioners' attainment of age 60 years and 69 were due to death of the Pensioners. At the end of the year therefore, there were 1,965 Pensioners on stream comprising 1,515 males and 450 females.

Table 10 overleaf shows the Movement of Invalidity Pensions.



TABLE 10
MOVEMENT OF INVALIDITY PENSIONS
2003

DESCRIPTION	MALES	FEMALES	MALES & FEMALES	AVERAGE MONTHLY RATE (\$)
Pensions in payment at the beginning of year	1,520	450	1,970	12,315.00
Pensions in Payment during the year	139	31	179	14,524.00
Pensions terminated during the year by:				
(a) Death	54	15	69	13,115.00
(b) Attaining age 60	90	25	115	12,418.00
Pensions in payment as at 31.12.2003	1,515	450	1,965	12,482.00

The number of Invalidation Pensions paid by age, sex and contributions paid and credited is shown in **Table I** in the Annex.

INVALIDITY GRANT

17 Invalidation Grants were awarded during 2003. The awardees were 13 males and 4 females.

The ages of the male recipients ranged from 25 to 59 years and the females from 32 to 52 years. The average age of the males was 43 years and that of the females, 45 years. The overall average age was 44 years.

The recipients qualified with an average of 213 paid and credited Contributions.

10 Invalidation Grants were awarded during 2002. The 2003 figure represents therefore an increase of approximately 70%.

Table 11 overleaf shows the number of Invalidation Grants awarded over the period 1999 to 2003.



TABLE 11
INVALIDITY GRANTS AWARDED BY SEX OF RECIPIENTS
AND AVERAGE AMOUNTS
1999-2003

DESCRIPTION	1999	2000	2001	2002	2003
Males	12	13	10	5	13
Females	3	6	5	5	4
Males & Females	15	19	15	10	17
Average Amounts (\$)	17,118.00	18,257.00	17,249.00	28,508.00	22,830.00

The Table above exhibits a fluctuating trend in the number of Grants awarded over the period 1999 to 2003.

Table J in the Annex gives the number of Invalidity Grants awarded by age, sex, number of contributions (paid and credited) and amount paid.

SURVIVORS' PENSION

During 2003, 675 Survivors' Pensions were awarded. The recipients were 570 widows who qualified because they were 45 years or over, 93 widows who had children of the deceased in their care and 12 orphans.

Additionally, 39 awards of Annuity Payments were shared among 53 other dependants. The recipients were all children of the deceased insured persons.

The age analysis of the recipients of the Survivors' Pension shows that the ages of the widows who had children of the deceased in their care ranged from 18 years to 44 years. Their average age was 36 years. The age range of the widows who were 45 years or over was 45 years to 93 years. Their average age was 59 years. The ages of the Orphans ranged from 2 years to 57 years. Their average age was 18 years. Three (3) of the Orphans received the benefit on the grounds of being Invalids. Their ages were 43, 47 and 57 years.

The Widows who had children of the deceased in their care had 250 children among them. The ages of the children ranged from below 1 year to 18 years, with the exception of 1 child who was 32 years old and suffered from physical disabilities. The average age of the children was approximately 11 years.

The widows, who qualified for the Pension because they had children of the deceased in their care, received an average rate of \$9,023.00, while the widows who qualified because they were 45 years of age or over



received an average monthly pension of \$6,945.00 and the Orphans received an average monthly pension of \$3,978.00.

At the beginning of the year, there were 8,448 Pensions in payment to 6,888 widows who were 45 years or over, 1,505 widows who had children of the deceased in their care, 45 Orphans and 10 Widowers.

During the year, 675 Pensions were awarded and 135 Pensions were terminated. Of the total terminated, 110 were due to the death of the recipients, 19 Widows were recipients of either Old Age or Invalidity Pension, 5 Orphans attained the age-limit for the receipt of the benefit and 1 widow had remarried.

Additionally, 6 Pensions were altered due to either the attainment of the age-limit of the children who were included in the benefit, or the widows who had died or remarried.

At the end of the year therefore, there were 8,988 Pensions in payment to 7,335 Widows who were 45 years of age or over, 1,593 Widows who had children of the deceased in their care, 50 Orphans and 10 Widowers.

The Movement of Survivors' Pensions is shown in Table 12 overleaf.



TABLE 12
MOVEMENT OF SURVIVORS' PENSIONS
2003

DESCRIPTION	WIDOWS OVER 45 YRS.		WIDOWS WITH CARE OF CHILDREN		ORPHANS		WIDOWERS		TOTAL	
	No.OF CASES	AVERAGE RATE (\$)	No.OF CASES	AVERAGE RATE (\$)	No.OF CASES	AVERAGE RATE (\$)	No.OF CASES	AVERAGE RATE (\$)	No.OF CASES	AVERAGE RATE (\$)
Pensions in payment at the beginning of the year	6,888	* 6,051	1,505	*7,923	45	*4,422	10	*7,838	8,448	*6,375
Pensions granted during the year	570	* 6,945	93	9,023	12	3,978	-	-	675	7,179
Pensions terminated by										
(a) Death	106	5,418	2	6774	2	1,742	-	-	110	5,376
(b) Receipt of Old Age/ Invalidation Pension	17	5,930	2	5486	-	-	-	-	19	5,883
(c) Attaining Age 16/18	-	-	-	-	5	5820	-	-	5	5,820
(d) Impediment to Marriage	-	-	1	6967	-	-	-	-	1	6,967
Alternations	-	-	6	4238	-	-	-	-	6	4,238
Pensions in payment as at 31.12.2003	7,335	6,130	1,593	7,977	50	4,283	10	7,838	8,988	6,448

*Adjusted figures

SURVIVORS' GRANT

There were 57 awards of Survivors' Grants during 2003. The awards were made in respect of 39 males and 18 females.

The ages of the deceased ranged from 27 years to 84 years. Their average age was approximately 45 years.

The recipients of the benefit included 38 widows, 8 of whom qualified for the benefit because they were 45 years of age or over, 9 because they had children of the deceased and 21 were dependent widows under 45 years of age. The remaining grants were awarded to other dependants of the deceased insured persons and included 15 children.

The ages of the widows ranged from 21 years to 65 years. Their average age was approximately 40 years.



A total of 43 children were included in the benefit payment. Their ages ranged from below 1 year to 16 years. Their average age was approximately 9 years.

The amounts paid out as Grants ranged from \$286.00 to \$470,696.00. The average amount paid was \$90,888.00.

During 2002, 63 Survivors' Grants were awarded. The 2003 total therefore, represent a decrease of approximately 9.5%.

FUNERAL GRANT

During 2003, 1,464 claims for Funeral Benefit were processed. Of this amount, 14 were not paid and 1,450 were paid.

Of the 14 cases which were not paid, 10 were submitted late, 2 did not satisfy the contribution requirement for the receipt of the benefit, and 2 did not provide sufficient information for the claim to be processed.

Of the 1,450 claims which were paid, 1,137 or approximately 78% were related to males and 313 or approximately 22% were related to females.

The distribution of the claims by employment category shows that 1,333 or approximately 92% were in respect of employed persons and 117 or approximately 8% were in respect of Self-employed Persons. Of the 1,333 claims paid in the employed category, 1,237 were on behalf of persons who were directly insured and 96 were on behalf of persons whose spouses were insured. Similarly, in the self-employed category, 107 of the deceased were directly insured and 10 were the spouses of insured persons. This is shown in Table 13 below.

**TABLE 13
NUMBER OF FUNERAL CLAIMS PAID BY SEX, INSURED STATUS
AND EMPLOYMENT CATEGORY
2003**

DESCRIPTION	EMPLOYED		SELF-EMPLOYED		BOTH CATEGORIES
	DIRECTLY INSURED	SPOUSE INSURED	DIRECTLY INSURED	SPOUSE INSURED	
Males	1,027	13	94	3	1,137
Females	210	83	13	7	313
Males & Females	1,237	96	107	10	1,450



An age analysis of the deceased shows that 43 or approximately 3% were in the age-group (16 -30) years, 108 or approximately 7% were in the age group (31-40) years and 184 or approximately 13% were in group (41-50) years. Additionally, 262 or approximately 18% were in the age-group (51-60) years and 853 or approximately 59% were over 60 years. The average age of the deceased persons was 63 years.

Table L in the Annex shows the number of Funeral Benefit claims paid by age group, employment category, sex and insured status.

The average amount paid as Funeral Benefit was \$10,359.00.

The number of Funeral claims paid in 2002 was 1,313. The amount paid in 2003 represents therefore an increase of approximately 10%. Table 14 below shows the number of Funeral Claims paid during the period 1999 – 2003.

TABLE 14
NUMBER OF FUNERAL CLAIMS PAID
1999-2003

YEAR	DIRECTLY INSURED	SPOUSE INSURED	BOTH CATEGORIES
1999	1,245	118	1,363
2000	1,189	133	1,322
2001	1,118	335	1,453
2002	1,193	120	1,313
2003	1,344	106	1,450

The Table above shows an overall fluctuating trend in the number of Funeral Claims paid during the period.

SHORT TERM BENEFITS BRANCH

SICKNESS BENEFIT

During 2003, 25,801 Claims for Sickness Benefit were processed. Of this amount 13,490 were not paid and 12,311 were paid.

Of the 13,490 claims which were not paid, 6,248 or approximately 46% were spells of less than 4 days duration, 4,576 or approximately 34% of the claimants were fully paid by their Employers, 120 or approximately



1% of the claimants provided insufficient information for the processing of their claims, 1,485 or approximately 11% did not satisfy the qualifying conditions for the receipt of the benefit and 158 or approximately 1% submitted duplicate claims. Of the remaining 903 claims, 197 submitted their claims late, 196 had received payment for the maximum period of 26 weeks, 402 were over the age for the receipt of the benefit, and 73 submitted invalid medical certificates. In addition, 35 claimants submitted invalid claims.

Of the 12,311 claims, which were paid, 7,629 or approximately 62% were in respect of males and 4,682 or approximately 38% were in respect of females.

In addition, 11,532 or approximately 94% of the awardees were employed and 779 or approximately 6% were self-employed Persons.

An age analysis revealed that 6,968 or approximately 57% were in the age-group (21-40) years, 5,059 or approximately 41% were in the age-group (41-60) years, while the remaining 284 or approximately 2% were in the age-group (16-20) years.

The ages of the recipients ranged from 16 years to 60 years. The average age of the male recipients was 38 years and that of the females, 37 years. The overall average age was 38 years.

Table M in the Annex classifies the number of sickness spells paid by age Group, employment status and sex.

An analysis of the spells paid by Sector shows that 3,339 or approximately 27% of the spells arose from workers in the Sugar Sector while 8,972 or approximately 73% arose from workers in the other industries combined.

An analysis of the spells paid by diagnosis revealed that 2,370 or approximately 19% were due to conditions such as accidents, poisoning and violence, 2,563 or approximately 21% were due to conditions such as Epilepsy, diseases of the Nerves and Urinary System and 1,508 or approximately 12% were due to diseases of the Respiratory System. Diseases of and injury to the Eye and diseases of the Veins and Heart accounted for 1,103 and 828 or approximately 9% and 7% respectively of the spells paid, while complications of Pregnancy accounted for 428 or approximately 3%.

The entire classification of Sickness Spells by Diagnosis and Sector is given in **Table N** in the Annex.

The average duration of the spells paid was approximately 9 benefit days. The average duration of spells in the Sugar Sector was 12 Benefit Days and in the other industries combined, 8 benefit days. The average duration of spells paid to the males was 10 benefit days and to the females, 8 benefit days. This is shown in Table 15 overleaf.



TABLE 15
NUMBER OF SICKNESS SPELLS PAID BY SEX,
SECTOR AND AVERAGE DURATION
2003

DESCRIPTION	SUGAR		NON-SUGAR		BOTH SECTORS	
	NUMBER	AVERAGE DURATION	NUMBER	AVERAGE DURATION	NUMBER	AVERAGE DURATION
Males	3,018	12	4,611	9	7,629	10
Females	321	11	4,361	8	4,682	8
TOTAL	3,339	12	8,972	8	12,311	9

A total of 12,896 spells were paid during 2002. The 2003 total of 12,311 represents a decrease of approximately 5% by comparison.

Table 16 below shows the average duration of spells and the percentage arising from the Sugar Sector during the period 1999 - 2003.

TABLE 16
NUMBER OF SICKNESS SPELLS PAID, AVERAGE DURATION AND
PERCENTAGE ARISING FROM SUGAR SECTOR
1999-2003

DESCRIPTION	1999	2000	2001	2002	2003
Spells arising from					
Males	7,676	8,294	8,014	7,914	7,629
Females	5,112	5,483	5,576	4,982	4,682
Males and Females	12,788	13,777	13,590	12,896	12,311
Average duration (Benefit days)	11	10	11	12	9
Percentage Arising from Sugar Sector	20	20	16	19	27



The Table shows a fluctuating trend in the number of spells paid, the percentage arising from the Sugar Sector and the average duration.

SICKNESS BENEFIT MEDICAL CARE

A total of 17,812 claims for the reimbursement of Medical Expenses incurred through Sickness were paid during 2003. Of this total, 10,354 or approximately 58% were related to males and 7,458 or approximately 42% to females.

The Sugar Sector accounted for 3,627 or approximately 20% of the claims, and the other Industries combined accounted for 14,185 or approximately 80%.

Of the claims from the Sugar Sector, 3,049 or approximately 84% were from males and 578 or approximately 16% were from females. Correspondingly, the other Industries combined had 7,305 or approximately 51% males and 6,880 or approximately 49% females. Table 17 below gives the distribution of Sickness Benefit Medical Care claims by Sex and Sector.

TABLE 17
DISTRIBUTION OF PAID SICKNESS BENEFIT MEDICAL CARE CLAIMS
BY SEX AND SECTOR
2003

DESCRIPTION	SUGAR		NON-SUGAR		BOTH SECTORS	
	NO.	PERCENTAGE	NO.	PERCENTAGE	NO.	PERCENTAGE
MALES	3,049	84	7,305	51	10,354	58
FEMALES	578	16	6,880	49	7,458	42
MALES & FEMALES	3,627	100	14,185	100	17,812	100

The ages of the claimants ranged from 16 years to 59 years. The average age of the males was 40 years and that of the females, 38 years. The overall average age was approximately 39 years.

Table O in the Annex gives the distribution of Sickness Benefit Medical Care claims by Age Group, Sex and Sector.

An examination of the expenditure on Medical Care reveals that approximately 52% was expended on Out-patient care and approximately 48% on In patient care.

An analysis of the total reimbursement reveals that approximately 55% was in relation to Drugs and dressing, approximately 6% was in respect of Orthopic and Prosthetic Care, approximately 9% was in respect of Medical Examinations and approximately 5% for treatment. Further, approximately 7% and 2% were expended



on Specialist Care and Hospitalisation respectively. In addition, approximately 16% was in relation to miscellaneous expenses. This is shown in Table 18 below.

TABLE 18
PERCENTAGE DISTRIBUTION OF SICKNESS BENEFIT
MEDICAL CARE EXPENDITURE
BY TYPE OF CARE
2003

DESCRIPTION	HOSP.	MED. EXAM.	SPEC. CARE	DRUGS & DRESS.	TREAT -MENT	ORTH.& PROST. CARE	MISC.	TOTAL
In-Patient Care	2.3	3.4	3.7	22.6	0.9	-	14.9	47.8
Out-Patient Care	-	5.1	3.7	32.0	3.9	6.3	1.2	52.2
In and Out Patient Care	2.3	8.5	7.4	54.6	4.8	6.3	16	100

The distribution by Sector shows that approximately 4% of the reimbursement of expenses for In patient care arose from claimants in the Sugar Sector, while approximately 96% arose from claimants in the other Industries combined. Similarly, for Out patient care, approximately 14% of the expenses were reimbursed to claimants from the Sugar Sector and approximately 86% to claimants from the other Industries combined.

The average amount reimbursed was \$11,092.

Of the 17,812 claims which were reimbursed, 11,476 had attached the payment of Sickness Benefit-replacement of income. The remaining 6,336 were reimbursed for medical expenses only.

The number of claims paid during 2002 was 17,511. The 2003 total of 17,812 therefore represents an increase of approximately 2% by comparison.



OVERSEAS MEDICAL CARE

A total of 193 claims were reimbursed for medical expenses incurred abroad. Of this total, 131 or approximately 68% were for males and 62 or approximately 32% were for females. The total amount reimbursed was \$54,808,130, of which \$39,308,102 was paid to males and \$15,500,028 was paid to females. The average amount paid was \$283,980.

EXTENDED MEDICAL CARE

Six thousand, five hundred and fifty nine claims were reimbursed for medical expenses under the Extended Medical Care Programme. The claims were made by or on behalf of Old Age and Invalidation Pensioners.

A total of 3,350 or approximately 51% of the claims were made in respect of Eye Care, 715 or approximately 11% in respect of Dental Care and 2,494 or approximately 38% for other types of Medical Care.

The average amount expended for Eye Care was \$11,065 and for Dental care, \$11,145. The overall average amount expended was \$10,944.

During 2002, 1,015 claims were paid. The number of claims paid during 2003 represents therefore an increase of approximately 546%.

MATERNITY ALLOWANCE

During 2003, 2,131 Maternity claims were paid to 2,080 employed and 51 self-employed women.

The age-distribution of the recipients shows that 102 or approximately 5% were in the age-group (16-20) years, 603 or approximately 28% were in the age-group (21-25) years, 685 or approximately 32% were in the age-group (26-30) years and 456 or approximately 21% were in the age group (31-35) years. Further, 232 or approximately 11% were in the age-group (36-40) years and 53 or approximately 2% in the age-group (41-49) years.

The ages of the recipients ranged from 17 years to 49 years and the average age was 29 years.

Table P in the Annex classifies the Maternity Allowances paid by age group, employment status and benefit days.



The distribution of cases paid by benefit days shows that, of the 2,110 cases which received normal maternity allowances, that is, payment up to a maximum of 13 benefit weeks, 818 or approximately 38% were paid for the full period of 13 weeks, 954 or approximately 45% were paid for periods ranging from 3 weeks to 12 weeks and 338 or approximately 16% were paid for periods ranging from 1 day to 18 days.

Twenty-one women were paid the extended maternity allowance, having developed complications as a result of their pregnancies. These recipients were paid for additional periods ranging from 1 week to 13 weeks.

The average amount of maternity allowance was \$50,546.00 and the average duration was 60 benefit days.

During 2002, 1,959 claims for maternity allowance were paid. The 2003 total of 2,131 represents therefore an increase of approximately 9%.

The number of cases paid annually, along with the average duration for the period 1999 to 2003, is shown in Table 19 below.

TABLE 19
NUMBER OF MATERNITY ALLOWANCES PAID
AND AVERAGE DURATION
1999-2003

DESCRIPTION	1999	2000	2001	2002	2003
Number of Cases	2,312	2,253	2,420	1,959	2,131
Average Duration (Benefit Days)	66	49	51	59	60

The Table above exhibits a fluctuating trend in both the number of cases paid and the average duration.

Table Q in the Annex shows the number of maternity allowances by the amount paid and benefit days.

MATERNITY GRANT

One thousand, eight hundred and thirty five claims for maternity grant were processed during 2003. Of this amount, 1,757 were paid and 78 were not paid.

An analysis of the claims, which were not paid reveals that 16 claimants submitted duplicate claims, 9 did not satisfy the contribution requirement for the receipt of the benefit and 53 submitted invalid claims.



Of the 1,757 Claims that were paid, 1,588 or approximately 90% were paid to claimants who qualified for the benefit in their own right and the remaining 169 or approximately 10% were paid to women whose spouses were insured and met the contribution requirement for the benefit.

The age analysis reveals that 31 or approximately 2% of the recipients were in the age-group (16-19) years, 460 or approximately 26% were in the age-group (20-24) years and 561 or approximately 32% were in the age group (25-29) years. Further, the age group (30-34) years accounted for 411 or approximately 23% of the recipients, the age group (35-39) years accounted for 200 or approximately 11%, and the age-group (40-44) years accounted for 84 or approximately 5%. Ten recipients were in the age-group (45 - 59) years.

The average age of the recipients was 29 years.

Table 20 below shows the number of maternity grants paid by age - group, employment category and insured status.

TABLE 20
NUMBER OF MATERNITY GRANTS PAID BY AGE-GROUP,
EMPLOYMENT CATEGORY AND INSURED STATUS
2003

AGE GROUP	EMPLOYED		SELF-EMPLOYED		BOTH CATEGORIES		TOTAL
	DIRECTLY INSURED	SPOUSE INSURED	DIRECTLY INSURED	SPOUSE INSURED	DIRECTLY INSURED	SPOUSE INSURED	
16 - 19	21	9	1	-	22	9	31
20 - 24	411	42	5	2	416	44	460
25 - 29	523	33	2	3	525	36	561
30 - 34	369	41	1	-	370	41	411
35 - 39	178	20	2	-	180	20	200
40 - 44	71	12	1	-	72	12	84
45 - 49	3	5	-	-	3	5	8
50 - 54	-	2	-	-	-	2	2
55 - 59	-	-	-	-	-	-	-
TOTAL	1,576	164	12	5	1,588	169	1,757

The rate of maternity grant is presently fixed at \$2,000.00

The recipients had among them 3,539 children under the age of eighteen years. An age distribution of these children shows that 1,772 or approximately 50% were under 1 year old, 686 or approximately 19% were between the ages of 1 year and 5 years, 684 or approximately 19% were between the ages of 6 years and 10 years and 397 or approximately 11% were over 10 years old.

During 2002, 1,590 maternity grants were paid. The 2003 total of 1,757 therefore represents an increase of approximately 10%.



INDUSTRIAL BENEFITS BRANCH

INJURY BENEFIT

A total of 2,155 claims for Injury Benefit were processed during 2003. Of this amount, 363 were disallowed and 1,792 were allowed.

An examination of the spells which were disallowed revealed that 120 or approximately 33% were related to claimants who were incapacitated for less than 4 days, 88 or approximately 24% were spells where the claimants were fully paid by their employers, 9 or approximately 2% did not provide sufficient information for the processing of the claim and 32 or approximately 9% were spells that had reached the limit for the benefit, that is, 26 weeks of payment. Further, 40 claimants submitted duplicate claims, 9 claims were in respect of injuries not arising out of the course of insurable employment, 11 submitted their claims late, 39 submitted invalid Medical Certificates and 15 claimants submitted invalid claims.

Of the 1,792 spells that were paid, 1,769 were terminated upon full recovery of the Insured Persons. The average duration of these spells was approximately 24 benefit days. The remaining 23 spells were terminated after the full payment period of 26 weeks. This is shown in Table 21 overleaf.



TABLE 21
NUMBER OF INJURY SPELLS PAID BY REASON FOR TERMINATION,
BENEFIT DAYS AND SEX
2003

REASON FOR TERMINATION	MALES		FEMALES		MALES & FEMALES	
	NUMBER OF CASES	BENEFIT DAYS	NUMBER OF CASES	BENEFIT DAYS	NUMBER OF CASES	BENEFIT DAYS
Recovery	1,681	37,126	88	1,882	1,769	39,008
Termination of Benefit after full 26 weeks period	21	3,276	2	312	23	3,588
Provisional Disablement	-	-	-	-	-	-
TOTAL	1,702	40,402	90	2,194	1,792	42,596

There were 1,702 male and 90 female recipients of the benefit.

The distribution by Sector reveals that 1,340 or approximately 75% of the spells originated from workers in the sugar sector and consisted of 1,295 males and 45 females. The remaining 452 or approximately 25% of the spells were from workers in the other Industries combined and consisted of 407 males and 45 females. See Table 22 below.

TABLE 22
NUMBER OF INJURY SPELLS PAID BY SEX AND SECTOR
2003

DESCRIPTION	SUGAR		NON-SUGAR		BOTH SECTORS	
	NUMBER OF CASES	%	NUMBER OF CASES	%	NUMBER OF CASES	%
Males	1,295	72	407	23	1,702	95
Females	45	2.5	45	2.5	90	5
Males & Females	1,340	74.5	452	25.5	1,792	100

An age analysis shows that 952 or approximately 53% of the paid spells were related to persons in the age-group (16-35) years and 834 or approximately 47% to the age-group (36-60) years. There were 5 persons who were over 60 years and 1 person below 16 years.



The average age of the male recipients was 35 years and that of the females, 39 years. The overall average age was 36 years.

Table R in the Annex gives the number of Injury cases paid by age-group and sex.

The average duration of the spells that were paid to males was 14 benefit days and that for the females, 16 benefit days. The overall average duration was 14 benefit days.

The number of Injury spells paid by benefit days, sector and sex is given in **Table S** in the Annex.

The average amount paid as Injury Benefit was approximately \$15,450.00.

A total of 1,661 Claims were paid during 2002. The 2003 total therefore represents an increase of approximately 8%.

The number of spells paid during the period 1999 to 2003, the percentage arising from the sugar sector and the average duration of these spells are shown in Table 23 below.

TABLE 23
NUMBER OF INJURY SPELLS PAID, PERCENTAGE ARISING FROM THE
SUGAR SECTOR AND AVERAGE DURATION OF SPELLS
1999-2003

DESCRIPTION	1999	2000	2001	2002	2003
Number of Spells	2,172	2,618	2,136	1,661	1,792
Percentage Arising from Sugar Sector	72	58	60	73	75
Average Duration (Benefit Days)	15	12	16	14	14

The Table above shows a fluctuating trend in the number of spells paid, and the percentage arising from the Sugar Sector, while the average duration showed a declining trend over the period 1999 to 2003.



INJURY BENEFIT MEDICAL CARE

Three thousand, and eighty claims for Injury Benefit Medical Care were paid during 2003. The recipients were 2,045 or approximately 66% males and 1,035 or approximately 34% females.

The distribution by Sector shows that 1,139 or approximately 37% of the claims were from the workers in the sugar sector and 1,941 or approximately 63% were from workers in the other Industries combined. Further analysis shows that the recipients from the sugar sector comprised 1,113 males and 26 females, while those from the other Industries combined consisted of 932 males and 1,009 females. This is shown in Table 24 below.

TABLE 24
NUMBER OF INJURY BENEFIT MEDICAL CARE CLAIMS
PAID BY SEX AND SECTOR
2003

DESCRIPTION	SUGAR		NON-SUGAR		BOTH SECTORS	
	NO.	PERCENTAGE	NO.	PERCENTAGE	NO.	PERCENTAGE
Males	1,113	36	932	30	2,045	66
Females	26	1	1,009	33	1,035	34
Males & Females	1,139	37	1,941	63	3,080	100

An age analysis shows that 3,044 or approximately 99% of the recipients were between the ages of 16 years and 60 years while 36 recipients were over 60 years of age. The average age of the male recipients was approximately 36 years and that of the females, 39 years. The overall average age was 37 years. **Table T** in the Annex shows the number of Injury Benefit Medical Care claims paid by age group, sector and sex.

An examination of the type of care extended shows that approximately 33% of the cost was related to In patient care and approximately 67% to Out patient care. Further, of the total expenditure, 16% was related to workers in the sugar sector who received Outpatient care and 52% to workers in the other Industries combined. Correspondingly, for In-patient care, 32% was related to workers in the other Industries combined. This is shown in Table 25 overleaf.

TABLE 25
INJURY BENEFIT MEDICAL CARE COST BY
SECTOR AND TYPE OF CARE
(PERCENTAGE-WISE)
2003

TYPE OF CARE	SUGAR	NON-SUGAR	BOTH SECTORS
In-Patient	-	32	32
Out-Patient	16	52	68
TOTAL	16	84	100

A further analysis shows that approximately 22% of the reimbursements were in respect of both drugs and dressing and specialist care, approximately 1% was for treatment and approximately 7% was for hospitalization. In addition, approximately 2% was for traveling and subsistence, 13% was for medical examinations and 31% was for other expenses. Further, expenses such as laboratory tests and x-rays were approximately 1% and fees to Medical Referees accounted for less than 1% of the total expenses. Table 26 below shows the percentage distribution of Injury Benefit Medical Care cost by the type of care given.

TABLE 26
PERCENTAGE DISTRIBUTION OF INJURY BENEFIT
MEDICAL CARE COST
2003

DESCRIPTION	Hosp.	Med. Exam.	Special Care	Treat-Ment	Drugs & Dressings	Sub. & Travel	Fees to Medical Referee	Other Expenses	TOTAL
In-Patient	7.45	1.32	9.25	0.25	8.66	-	-	5.69	32.62
Out-Patient	-	12	12.46	0.61	13.56	2.42	0.20	26.13	67.38
In and Out Patient	7.45	13.32	21.71	0.86	22.22	2.42	0.20	31.82	100

Of the claims paid, 2,883 or approximately 94% had attached the payment of Injury Benefit-Replacement of Income, while the remaining 197 were for Medical Expenses only.

During 2002, 2,607 claims for Injury Benefit Medical Care were paid. The 2003 total therefore represents an increase of approximately 18%.



OVERSEAS MEDICAL CARE

Nineteen claims, 17 from male insured persons and 2 from females, were reimbursed in 2003 for Injury Benefit Medical Care expenses incurred overseas. The total reimbursement amounted to \$11,076,332.

DISABLEMENT PENSION

During 2003, 62 Disablement Pensions were awarded to 55 males and 7 females.

The age distribution revealed that 13 pensioners were in the age-group (16-29) years, 26 were in the age-group (30-44) years, 21 were in the age-group (45-59) years and 2 were in the age-group (60-69) years.

The average age of both the males and females was 41 years.

The sugar sector accounted for 35 of the recipients, while the other Industries combined accounted for 27 recipients. The 35 recipients in the sugar sector comprised 33 males and 2 females, while those in the other Industries combined comprised 22 males and 5 female recipients.

An analysis by Percentage of Disability shows that 46 or approximately 74% of the pensioners were assessed at disabilities ranging from 20% to 40%, 9 or approximately 15% were assessed at disabilities ranging from 50% to 60% and 4 or approximately 6% were assessed at disabilities ranging from 70% to 90%. Further, 3 or approximately 5% were assessed at 100% disability. This is shown in Table 27 overleaf.



TABLE 27
DISABLEMENT PENSIONS BY PERCENTAGE OF DISABILITY,
SECTOR AND SEX
2003

PERCENTAGE OF DISABILITY	SUGAR			NON-SUGAR			BOTH SECTORS		
	MALES	FEMALES	TOTAL	MALES	FEMALES	TOTAL	MALES	FEMALES	TOTAL
20	16	1	17	7	1	8	23	2	25
30	8	-	5	5	1	6	13	1	14
40	4	1	2	2	-	2	6	1	7
50	4	-	4	3	-	3	7	-	7
60	-	-	-	1	1	2	1	1	2
70	-	-	-	1	-	1	1	-	1
80	1	-	1	-	-	-	1	-	1
90	-	-	-	2	-	2	2	-	2
100	-	-	-	1	2	3	1	2	3
TOTAL	33	2	35	22	5	27	55	7	62

The distribution by nature of disability reveals that 5 cases resulted from amputations, 13 from fractures, 5 from injuries to the eyes, 8 from sprains and strains and 2 each from cuts and lacerations and dislocations. Further, 3 cases resulted from burns and scalds and 7 from post traumatic paralysis of joints, limbs or other parts of the body and 3 from head injuries. The remaining 14 cases were as a result of other injuries.

Table 28 overleaf gives the number of disablement pensions awarded by nature of disability and location of injury.



TABLE 28
NUMBER OF DISABLEMENT PENSIONS BY NATURE OF DISABILITY
AND LOCATION OF INJURY
2003

NATURE OF DISABILITY	Head		Trunk	Upper Extremities		Lower Extremities	Injuries Not Specifically Located in any part of the Body	TOTAL
	Eyes	Others		Fingers	Others	Legs & Feet		
Cuts and Lacerations	-	-	-	2	-	-	-	2
Fractures	-	1	3	-	3	6	-	13
Injury to Eye	5	-	-	-	-	-	-	5
Amputations	-	-	-	4	1	-	-	5
Head Injuries	-	3	-	-	-	-	-	3
Sprains and Strains	-	-	8	-	-	-	-	8
Burns & Scalds	-	1	-	-	-	-	2	3
Post-Traumatic Paralysis of Limbs or Parts of the Body	-	-	2	-	3	2	-	7
Other Injuries	-	1	8	1	1	1	2	14
Dislocations	-	-	1	-	1	-	-	2
TOTAL	5	6	22	7	9	9	4	62

The Table above shows that 16 or approximately 26% of the disabilities were confined to the upper extremities, 22 or approximately 35% to the trunk, 9 or approximately 15% to the lower extremities and 11 or



approximately 18% were confined to the head. There were 4 cases where the disabilities were not specifically confined to any particular part of the body.

Twenty-six (26) cases resulted from persons falling, 3 from power driven means of transportation, 5 from falling objects and 4 from persons striking or coming into contact with objects. Further, 3 cases each resulted from flying objects, fire or explosions and power driven machinery. Two (2) cases were as a result of the use of cutlasses and 13 from other causes.

The Occupational analysis shows that 43 or approximately 69% of the awardees were Manual Workers, 6 or approximately 10% were Technical and Craft Workers, 10 or approximately 16% were Service workers and 3 were Clerical Workers.

The average monthly amount awarded was approximately \$9,194.00.

Table U in the Annex gives the number of disablement pensions awarded by nature of disability and total monthly amount.

A total of 71 disablement pensions were awarded during 2002. The 2003 total of 62 represents therefore a decrease of approximately 13%.

The number of disablement pensions awarded over the period 1999 - 2003 is shown in Table 29 below.

TABLE 29
NUMBER OF DISABLEMENT PENSIONS AWARDED ANNUALLY
1999-2003

SECTOR	1999	2000	2001	2002	2003
SUGAR	31	24	46	39	35
NON-SUGAR	37	30	38	32	27
BOTH SECTORS	68	54	84	71	62

The Table above displays a fluctuating trend in the number of Disablement Pensions awarded annually.

At the beginning of the year, there were 1,698 pensions in payment to 1,519 males and 179 females at an average monthly rate of \$2,712.

During the year, 62 pensions were awarded and 28 were terminated due to the death of the recipients.

At the end of the year therefore, there were 1,732 Pensions in payment to 1,549 males and 183 females at an average monthly rate of \$2,952.

Table 30 overleaf shows the movement of disablement pensions during 2003.



TABLE 30
MOVEMENT OF DISABLEMENT PENSIONS
2003

DESCRIPTION	MALES		FEMALES		TOTAL	
	NUMBER OF CASES	AVERAGE AMOUNT (\$)	NUMBER OF CASES	AVERAGE AMOUNT (\$)	NUMBER OF CASES	AVERAGE AMOUNT (\$)
Pensions in payment at the beginning of the year	1519	2,751.00	179	2,381.00	1698	2,712.00
Pensions granted during the year	55	9,244.00	7	8,803.00	62	9,194.00
Pensions terminated during the year	25	2,014.00	3	3,791.00	28	2,204.00
Pensions as at 31-12-2003	1549	2,993.00	183	2,604.00	1732	2,952.00

DISABLEMENT GRANT

During the year under review, 27 disablement grants were awarded to 26 males and 1 female.

The average age of the males was 32 years and the lone female was 32 years old.

The sugar sector accounted for 20 or approximately 74% of the recipients while the other industries combined accounted for 7 or approximately 26%. This is shown in Table 31 overleaf.



TABLE 31
NUMBER OF DISABLEMENT GRANTS PAID BY SEX AND SECTOR
2003

DESCRIPTION	SECTOR		BOTH SECTORS
	SUGAR	NON-SUGAR	
Males	19	7	26
Females	1	-	1
Total	20	7	27

An analysis by nature of injury shows that 9 awardees suffered from fractures, 11 from cuts and lacerations, 4 from post traumatic Ankylosis of joints, 2 suffered from sprains and strains and 1 from other injuries. See Table 32 overleaf.



TABLE 32
NUMBER OF DISABLEMENT GRANTS PAID BY NATURE OF DISABILITY
AND LOCATION OF INJURY
2003

Nature of Disability	LOCATION OF INJURY						Total	
	Head		Trunk & other Uro-Genital Organs	Upper Extremities		Lower Extremities		
	Eyes	Others		Fingers	Others	Legs & Feet		
Cuts & Lacerations	-	-	-	8	2	1	-	11
Dislocations	-	-	-	-	-	-	-	-
Fractures	-	-	1	2	2	4	-	9
Injury to Eye	-	-	-	-	-	-	-	-
Sprains & Strains	-	-	1	-	1	-	-	2
Post Traumatic Ankylosis of Joints	-	-	-	-	3	1	-	4
Other Injuries	-	-	-	1	-	-	-	1
TOTAL	-	-	2	11	8	6	-	27

The Table also shows that 19 of the awardees suffered from injuries that were confined to the upper extremities, 6 to the lower extremities and 2 to the trunk.

An analysis by cause of accident revealed that 8 of the injuries sustained resulted from persons falling, 2 from persons coming into contact with objects, 7 from the use of cutlasses and 1 from flying objects. Further, 2 each of the injuries resulted from the use of hand tools and power-driven means of transport, and 5 were as a result of other injuries.

The distribution by degree of disability shows that 9 persons were assessed at 10% disability, 4 at 5% disability, 2 at 14% disability and 2 at 12% disability. Further, 3 persons were assessed at 6% disability, 1 each at 2% disability, 3% disability, 7% disability, 8% disability and 11% disability and 2 at 9% disability. This is shown in Table 33 overleaf.

**TABLE 33
NUMBER OF DISABLEMENT GRANTS
PAID BY PERCENTAGE OF DISABILITY, SEX AND SECTOR
2003**

Percentage of Disability	SUGAR			NON-SUGAR			BOTH SECTORS		
	Males	Females	Total	Males	Females	Total	Males	Females	Total
2	1	-	1	-	-	-	1	-	1
3	1	-	1	-	-	-	1	-	1
4	-	-	-	-	-	-	-	-	-
5	3	-	3	1	-	1	4	-	4
6	1	-	1	2	-	2	3	-	3
7	1	-	1	-	-	-	1	-	1
8	1	-	1	-	-	-	1	-	1
9	1	1	2	-	-	-	1	1	2
10	6	-	6	3	-	3	9	-	9
11	-	-	-	1	-	1	1	-	1
12	2	-	2	-	-	-	2	-	2
13	-	-	-	-	-	-	-	-	-
14	2	-	2	-	-	-	2	-	2
TOTAL	19	1	20	7	-	7	26	1	27

The average amount paid as disablement grant was \$154,278.00.

During 2002, 48 disablement grants were awarded. The 2003 total represents a decrease of approximately 44%.

Table V in the Annex classifies the number of disablement grants paid by age-group, sex and amount paid.

INDUSTRIAL DEATH PENSION

Two (2) industrial death pensions were awarded during 2003.

The recipients were 2 widows who had the children of the deceased in their care.

The ages of the deceased were 29 years and 41 years. Their average age was 35 years.

The ages of the widows who had the children of the deceased in their care were 29 and 43 years. Their average age was 36 years. The ages of the children who were included in the benefit ranged from 1 year to 10 years. Their average age was approximately 5 years.



At the beginning of the year, there were 462 industrial death pensions in payment to 384 widows, 63 parents and 15 orphans.

During the year, 2 pensions were awarded at an average monthly rate of \$18,869.00. No pensions were terminated during the year.

At the end of the year therefore, there were 464 pensions in payment to 386 windows, 63 parents and 15 orphans. The movement of industrial death pensions is shown in Table 35 below.

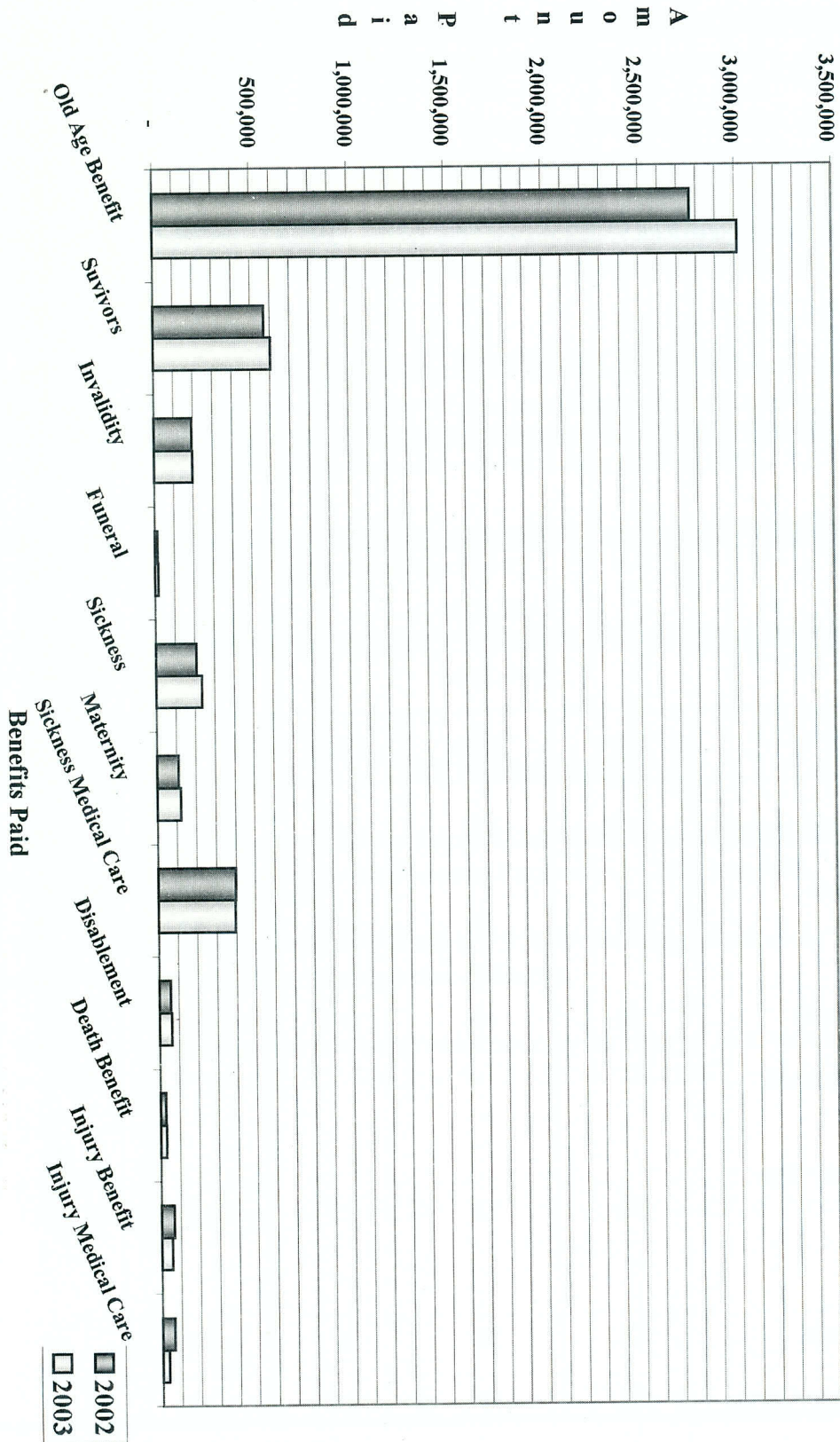
**TABLE 35
MOVEMENT OF INDUSTRIAL DEATH PENSIONS
2003**

DESCRIPTION	WIDOWS		PARENTS		ORPHANS		TOTAL	
	NO.	AVERAGE AMOUNT PAID (\$)	NO.	AVERAGE AMOUNT PAID (\$)	NO.	AVERAGE AMOUNT PAID (\$)	NO.	AVERAGE AMOUNT PAID (\$)
Pensions in payment at the beginning of the year	384	*7,742	63	*5,719	15	*3,792	462	*7,338
Pensions granted during the year	2	18,869	-	-	-	-	2	18,869
Pensions terminated during the year	-	-	-	-	-	-	-	-
Alterations	-	-	-	-	-	-	-	-
Pensions in payment as at 31-12-2003	386	8,185	63	5,719	15	3,792	462	7,753

Figure 111 overleaf allows a comparison of all benefits payments for the years 2002 and 2003.



**FIGURE III
BENEFITS PAYMENTS
2002 & 2003**





MEDICAL ADJUDICATION OF CLAIMS

During 2003, a total of 10,292 persons were seen by personnel of the Medical Department. Of this total, 397 were seen at Hospitals, 9,156 were seen in their homes and 739 were seen by the Medical Advisor of the Organization.

CASES REFERRED TO MEDICAL BOARD (INDUSTRIAL)

The Industrial Medical Board dealt with 158 cases during the year under review. This total comprised 76 new cases and 82 review cases, that is, cases that were previously placed before the Board but required follow up action.

The results of the determinations reveal that 48 persons were considered fit for work with permanent partial disability, 65 were referred for further treatment and 34 were considered completely fit for work. Further, 11 cases were not processed due to the absence of the claimants, and leave past fit-for-work date was accepted for 1 case.

The number of cases placed before the Industrial Medical Board during the period 1999 to 2003 is shown in Table 36 below.

**TABLE 36
CASES PLACED BEFORE MEDICAL BOARD (INDUSTRIAL)
1999-2003**

DESCRIPTION	1999	2000	2001	2002	2003
Number of Cases Boarded	120	147	126	145	158
Medical Treatment Recommended	21	43	57	60	65
Cases Awarded Disablement Benefit	50	42	38	46	48
Leave Past fit-for-work Date accepted	-	-	-	-	1
Medical Treatment Not Recommended	35	31	25	28	33
Cases Struck Off	-	-	-	-	-
Claimants' Absence	14	31	6	11	11
Percentage Genuine Cases	59	59	75	73	72

The Table above shows a declining trend in the number of genuine cases placed before the Medical Board during the period 1999 to 2000 and then fluctuates thereafter.



CASES REFERRED TO MEDICAL BOARD (NON-INDUSTRIAL)

During the year under review, 264 Non-Industrial cases were placed before the Medical Board. This total consisted of 215 new cases and 49 cases that were up for review.

The results of the determinations show that 67 persons were recommended for further treatment, of which 11 were referred for medical attention overseas. Further, 113 cases were disallowed, 31 were deemed invalids and 3 were recommended for a change in benefit. In addition, 36 cases were not processed due to the absence of the claimants and leave past fit-for-work date was accepted for 18 cases.

MEDICAL TREATMENT ABROAD

A total of 95 Insured Persons were given permission to seek medical treatment abroad and were reimbursed a maximum of 80% of their medical expenses subject to a ceiling of \$841,890.

The distribution by country of treatment reveals that 67 persons went to Trinidad, 16 to the United States of America, 9 to Barbados, 2 to England and 1 to Cuba.

The main reasons for overseas treatment were heart and kidney diseases, malignant conditions and various technical conditions.

VISITS BY NURSES

A total of 10,316 visits were made by Nurses / Sick Visitors of the Medical Department during 2003. Of this total, 10,146 were made to the homes of Insured Persons and 170 to hospitals.

The number of persons seen amounted to 9,156 of which approximately 76% were pensioners and approximately 24% were claimants or prospective claimants.

Table 37 overleaf shows the number of visits made by the Nurses / Sick Visitors during the period 1999 to 2003.



TABLE 37
VISITS MADE BY NURSES/SICK VISITORS
1999 – 2003

DESCRIPTION	1999	2000	2001	2002	2003
Number of visits	18,628	13,168	4,327	12,894	10,316

The Table above shows a decreasing trend in the number of visits made during the period 1999 to 2001 and then fluctuates.

APPEALS TO TRIBUNAL

During 2003, there were 965 appeals for processing. Of this total, 460 were brought forward from 2002 and 505 were received during 2003. Twelve appeals were withdrawn during the year.

Old age benefit accounted for 656 or approximately 68% of the appeals and Sickness Benefit accounted for 161 or approximately 17%.

The Appeals Tribunal adjudicated on 162 appeals, of which 25 were allowed, 85 disallowed and 52 adjourned. Further, the General Manager reviewed and allowed 263 appeals.

At the end of the year therefore, there were 580 appeals outstanding.

ESTABLISHMENT AND ORGANISATION

STAFFING

At the beginning of the year, the Organization had in its employ 548 Staff, consisting of 499 permanent and 49 temporary employees.

During the year, 41 persons, comprising 10 permanent and 31 temporary employees were recruited. There were 47 exits, consisting of 33 persons from the permanent category and 14 from the temporary category. In addition, 13 temporary employees were appointed to permanent positions.

A breakdown of the exits from the permanent category shows that 22 persons had resigned, 5 had their services terminated, 2 were dismissed and 4 retired.

At the end of the year therefore, there were 542 employees on roll, of which 489 were permanent and 53 were temporary.



TRAINING

During 2003, a total of 48 training programmes were mounted for employees of the Scheme, of which 25 were internal training programmes and 23 were external courses sponsored by agencies within the country. This resulted in 368 employee exposures through internal programmes, and 57 employee exposures through external programmes.

The internal programmes comprised training sessions in areas of Employees Orientation, Enhancing the image of National Insurance Scheme, Constructive Discipline, Leadership and Decision-making, the processing of claims, among others.

The external programmes comprised exposures in the areas of Occupational Safety and Health in the Office, Health Seminars, Computer Software, Human Relations and Personal Development among others. These courses were sponsored mainly by The Guyana Training Agency, Ministry of Foreign Trade, University of Guyana Center for Information Technology, Guyana Nurses Association, The Institute of Distance and Continuing Education and the Ministry of Labour, Human Services and Social Security.

Fourteen (14) employees reported that they had concluded studies at the University of Guyana during the year. A breakdown of the awards received shows that 7 persons were awarded the Diploma in Public Management, 2 the Diploma Accountancy, 2 the Bachelor of Science Degree in Public Management, and 1 was awarded a Bachelor of Science Degree in Social Work. Further, 1 each was awarded a Bachelor of Law (LLB) and a Bachelor of Science Degree in Computer Science.

Ten (10) Lecture / discussion sessions were held for employers and employees from the Private and Public Sector on matters pertaining to National Insurance Regulations and Procedures. A total of 130 persons attended these sessions.



Part 2

INCOME AND EXPENDITURE

INCOME

Income received from all sources during 2003 amounted to approximately **\$6,927M**. This amount was made up as follows:

		G \$ 000
CONTRIBUTIONS	-	5,746,950
INVESTMENT INCOME	-	1,158,613
OTHER INCOME	-	21,294
		<hr/> \$ 6,926,857 <hr/>

The income was distributed among the three (3) Benefit Branches as follows: -

DESCRIPTION	LONG TERM	SHORT TERM	INDUSTRIAL	TOTAL
Contributions	3,976,889	1,051,692	718,369	5,746,950
Investment Income	862,935	112,501	183,177	1,158,613
Other Income	7,098	7,098	7,098	21,294
TOTAL	4,846,922	1,171,291	908,644	6,926,857

* Figures in G \$ 000

During 2002, the total income received was approximately **\$7,210M**. The income for 2003 therefore, represents a decrease of approximately **3.9%**.

The income received during 2002 and 2003, is compared overleaf.



DESCRIPTION	YEAR		PERCENTAGE INCREASE
	2002	2003	
Contributions	5,544,283	5,746,950	3.7
Investment Income	1,574,900	1,158,613	-26.4
Gain on Disposal of Investment	-	-	-
Other Income	90,728	21,294	-76.5
TOTAL	7,209,911	6,926,857	3.9

* Figures in G \$ 000

EXPENDITURE

Total Expenditure during 2003 amounted to approximately **\$5,732M**. Of this amount, approximately **\$4,758M** was expended on Benefit Payments and approximately **\$974M** on Administrative Expenses.

An analysis of the Benefit Payments shows that the Long Term Branch accounted for **\$3,828M** or approximately **80%** of the total Benefit Expenditure, with Old Age Benefit accounting for **\$3,014M**. The Short Term Branch accounted for **\$751M** or approximately **16%**, while the Industrial Benefit Branch accounted for **\$179M** or approximately **3.8%** of the amount expended on Benefit Payments.

The Table below shows the distribution of Benefit Expenditure among the three (3) Branches.

BENEFIT BRANCH	AMOUNTS (\$ 000)	PERCENTAGE OF BENEFIT EXPENDITURE	PERCENTAGE OF TOTAL EXPENDITURE
LONG TERM	3,828,305	80	67
SHORT TERM	750,788	16	13
INDUSTRIAL	178,934	4	3
TOTAL	4,758,027	100	83

The Table also shows that the Long Term Benefit Branch accounted for approximately **67%** of the total Expenditure, the Short Term Branch approximately **13%**, and the Industrial Branch approximately **3%**.



The amounts expended on benefits during 2002 and 2003 are compared in the Table below.

BENEFIT BRANCH	AMOUNT EXPENDED DURING		PERCENTAGE INCREASE
	2002	2003	
LONG TERM	3,544,111	3,828,305	8
SHORT TERM	714,906	750,788	5
INDUSTRIAL	216,344	178,934	-17.3
TOTAL	4,475,316	4,758,027	6.3

* Figures in G \$ 000

The table above shows an increase of approximately 6% in total Benefit Payments between the years 2002 and 2003.

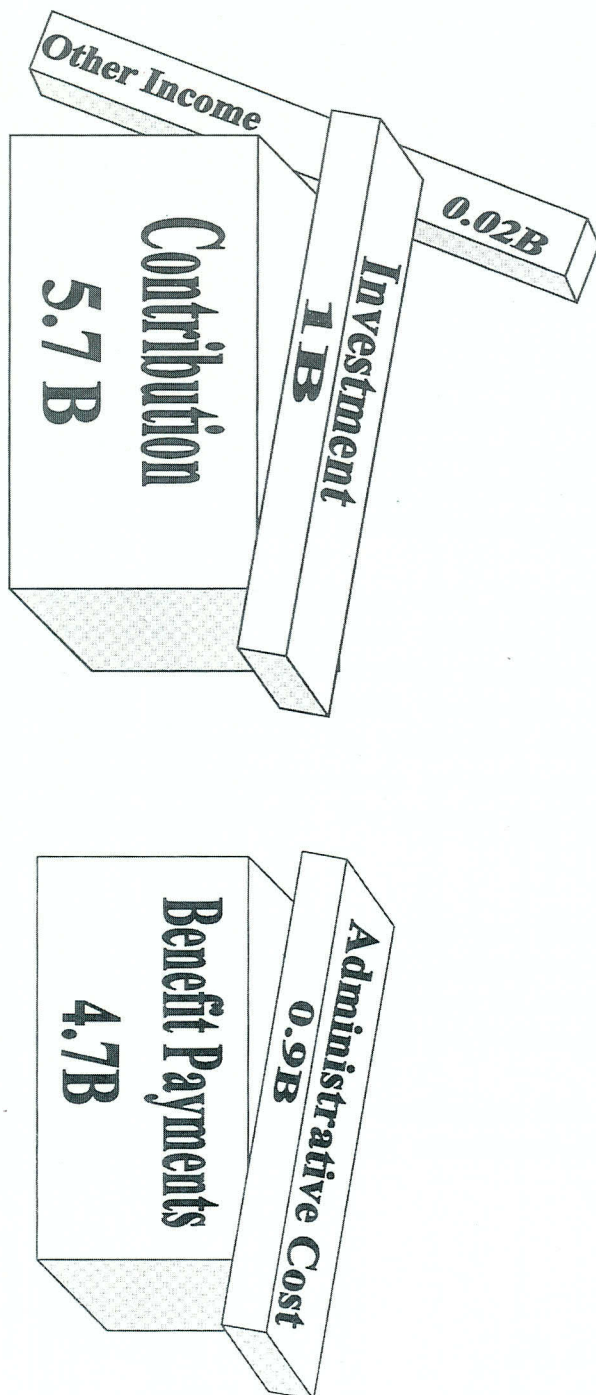
Administrative Expenses amounted to approximately \$974M. This represents an increase of approximately 17.5% over the 2002 total of approximately \$829M.

NATIONAL INSURANCE FUND

At the beginning of the year, the National Insurance Fund was \$21,343M. Income received during the year totaled \$6,927M, while Expenses amounted to \$5,732M. The Fund therefore realised a surplus of \$1,195M which, when added to the Fund at the beginning of the year, amounted to \$22,433M.

The Fund as at 31.12.2003 was represented as follows:

	\$ 000
Fixed Assets valued at	731,694
Investments valued at	21,014,578
Net current assets valued at	687,015
Deferred receivable (interest)	-
	<hr/>
National Insurance Fund	<u>\$22,433,287</u>



INCOME AND EXPENDITURE

FIGURE IV

2003



NATIONAL INSURANCE SCHEME

FINANCIAL STATEMENTS

31st DECEMBER 2003

INDEX

<u>Contents</u>	<u>Pages No.</u>
Auditor's Report	64
Income and Expenditure Account	65
Statement of Changes in Reserves	66
Balance sheet	67
Cash Flow Statement	68
Notes on the Accounts	69-84



REPORT OF THE AUDITORS
TO THE MINISTER OF FINANCE
THROUGH THE BOARD OF DIRECTORS
OF THE NATIONAL INSURANCE SCHEME
ON THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2003

We have audited the accompanying balance sheet of the National Insurance Scheme as at 31 December 2003 and the related income statement, statement of changes in reserves and statement of cash flows for the year then ended as set out on pages 2 to 21. These financial statements are the responsibility of the Scheme's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We have conducted our audit in accordance with International Standards on Auditing. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements give a true and fair view, in all material respects, of the financial position of the Scheme at 31 December 2003 and of the results of its operations and cash flows for the year then ended in accordance with the International Financial Reporting Standards and comply with the National Insurance Act.

Without qualifying our opinion, we wish to emphasise that the Scheme is in the process of reviewing and implementing the Actuaries' recommendations as stated in Note 12 to the financial statements.

DeLoitte & Touche
DELOITTE & TOUCHE
CHARTERED ACCOUNTANTS

77 Brickdam,
Stabroek, Georgetown,
Guyana

October 31, 2005



NATIONAL INSURANCE SCHEME
INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2003

	Note	Pensions G\$000	Short-term benefits G\$000	Industrial benefits G\$000	2003 Total G\$000	2002 Total G\$000
Income						
Contributions		3,976,889	1,051,692	718,369	5,746,950	5,544,283
Investment income		862,935	112,501	183,177	1,158,613	1,574,900
Other income		7,098	7,098	7,098	21,294	90,728
Total income		4,846,922	1,171,291	908,644	6,926,857	7,209,911
Expenditure						
Old age benefit		2,991,411	-	-	2,991,411	2,751,268
Old age grant		22,135	-	-	22,135	16,848
Survivors benefit		602,338	-	-	602,338	568,556
Invalidity pension		196,342	-	-	196,342	192,763
Invalidity grant	3	3	-	-	3	1,073
Funeral benefit		16,076	-	-	16,076	13,603
Sickness benefit		-	235,863	-	235,863	207,752
Maternity benefit		-	120,145	-	120,145	109,263
Medical care sickness		-	394,780	-	394,780	397,891
Disablement benefit		-	-	62,047	62,047	57,863
Death benefit		-	-	29,988	29,988	27,509
Injury benefit		-	-	54,520	54,520	67,247
Medical care - injury benefit		-	-	32,379	32,379	63,725
Administrative expenses	3	3,828,305	750,788	178,934	4,758,027	4,475,361
		682,064	194,875	97,438	974,377	829,236
Total expenditure		4,510,369	945,663	276,372	5,732,404	5,304,597
Excess of income over expenditure		336,553	225,628	632,272	1,194,453	1,905,314

"The accompanying notes form an integral part of these financial statements".



NATIONAL INSURANCE SCHEME
STATEMENT OF CHANGES IN RESERVES
FOR THE YEAR ENDED 31 DECEMBER 2003

	Pension reserve	Short term reserve	Industrial reserve	Fixed asset reevaluation reserve	Investment reevaluation reserve	Total
	G\$ 000	G\$ 000	G\$ 000	G\$ 000	G\$ 000	G\$ 000
Balance at 31 December 2001	15,078,070	894,972	2,750,993	563,568	281,622	19,569,225
Excess income over expenditure	915,296	317,016	673,002	-	-	1,905,314
Fair value adjustment	-	-	-	-	(131,451)	(131,451)
Balance at 31 December 2002	15,993,366	1,211,988	3,423,995	563,568	150,171	21,343,088
Excess income over expenditure	336,553	225,628	632,272	-	-	1,194,453
Fair value adjustment	-	-	-	-	(104,254)	(104,254)
Balance at 31 December 2003	<u>16,329,919</u>	<u>1,437,616</u>	<u>4,056,267</u>	<u>563,568</u>	<u>45,917</u>	<u>22,433,287</u>

"The accompanying notes form an integral part of these financial statements"



NATIONAL INSURANCE SCHEME



BALANCE SHEET

AT 31 DECEMBER 2003

	<u>Notes</u>	<u>2003</u>	<u>2002</u>
		G\$000	G\$000
ASSETS			
Non current assets			
Fixed assets	4	731,694	721,804
Investments			
Treasury bills	5	10,296,565	12,664,987
Others	5	<u>10,718,013</u>	<u>7,222,340</u>
		<u>21,746,272</u>	<u>20,609,131</u>
Current assets			
Stocks	6	20,016	19,267
Accrued income		546,036	589,394
Sundry debtors and prepayments	7	141,067	144,994
Cash at bank		149,538	126,649
Cash on hand		<u>26,677</u>	<u>28,448</u>
		<u>883,334</u>	<u>908,752</u>
TOTAL ASSETS		<u><u>22,629,606</u></u>	<u><u>21,517,883</u></u>
EQUITY AND LIABILITIES			
Reserves			
Pension reserve	8(a)	16,329,919	15,993,366
Short term reserve	8(b)	1,437,616	1,211,988
Industrial reserve	8(c)	4,056,267	3,423,995
Fixed assets revaluation reserve	4 (b)	563,568	563,568
Investment revaluation reserve	9	<u>45,917</u>	<u>150,171</u>
		<u>22,433,287</u>	<u>21,343,088</u>
Current liabilities			
Unpaid benefits	11	115,190	155,248
Sundry creditors and accruals	10	<u>81,129</u>	<u>19,547</u>
		<u>196,319</u>	<u>174,795</u>
TOTAL EQUITY AND LIABILITIES		<u><u>22,629,606</u></u>	<u><u>21,517,883</u></u>

These financial statements were approved by the Board of Directors on 31-10-03

On behalf of the Board:

 Director
 Director

"The accompanying notes form an integral part of these financial statements".



NATIONAL INSURANCE SCHEME
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2003

	<u>2003</u>	<u>2002</u>
	G\$000	G\$000
Operating activities		
Excess of income over expenditure	1,194,453	1,905,314
Depreciation	36,391	39,356
Loss on disposal of fixed assets	52	1,447
Decrease in debtors and prepayments	47,285	265,607
Increase/(decrease) in creditors and accruals	21,524	(40,542)
(Increase)/decrease in stationery and stores	(749)	2,071
	<u>1,298,956</u>	<u>2,173,253</u>
Investing activities		
Purchase of fixed assets	(46,333)	(30,348)
Proceeds from sale of fixed assets	1	1,734
Increase in fixed deposits and securities	(14,999,905)	(16,621,930)
Proceeds from sale/maturity of fixed deposits and securities	13,768,399	14,644,501
	<u>(1,277,838)</u>	<u>(2,006,043)</u>
Net cash provided by operating activities		
Net cash used in investing activities		
Net increase in cash and cash equivalents	21,118	167,210
Cash and cash equivalents at beginning of year	155,097	(12,113)
Cash and cash equivalents at end of year	<u>176,215</u>	<u>155,097</u>
Cash and cash equivalents		
Cash at bank	149,538	126,649
Cash on hand	26,677	28,448
	<u>176,215</u>	<u>155,097</u>

"The accompanying notes form an integral part of these financial statements"



NATIONAL INSURANCE SCHEME

NOTES ON THE ACCOUNTS

1. Incorporation and activities

The National Insurance Scheme came into existence by an Act of Parliament in September 1969.

The purpose of this Scheme is to establish a system of National Insurance and Social Security providing pensionary payments by way of old age benefits, invalidity benefits, survivors' benefits, sickness, maternity and funeral benefits.

Number of employees

The average number of employees of the Scheme was 540 (2002 - 545).

Number of contributors

The average number of contributors to the Scheme was:

	<u>2003</u>	<u>2002</u>
Self employed	8,843	10,002
Employed	115,064	120,531

2. Significant accounting policies

(a) The financial statements have been prepared under the historical cost convention as modified for the revaluation of land and buildings and investments as stated in Notes 4 (b) and 5 and conform with International Financial Reporting Standards adopted by the Institute of Chartered Accountants of Guyana.

(b) The National Insurance Scheme is not funded by the Central Government.

(c) Revenue recognition

(1) Contributions

Employers' and employees' contributions are recognized as contribution income only when received. All other income is accounted for on an accrual basis.



NATIONAL INSURANCE SCHEME

NOTES ON THE ACCOUNTS

2. Significant accounting policies – cont'd

(c) Revenue recognition – cont'd

(1) Contributions (cont'd)

Contributions represent income from employed and self-employed. Contributions were collected at the rate of 12% of earnings.

The total contributions received were allocated in 2003 and 2002 as follows:-

i)	Pension benefits	-	69.2%
ii)	Short term benefits	-	18.3%
iii)	Industrial benefits	-	12.5%

(2) Investment income:

The total annual income from investments was distributed in 2003 and 2002 among the benefit branches as follows:-

i)	Pensions	-	74.48%
ii)	Short term benefits	-	9.71%
iii)	Industrial benefits	-	15.81%

(3) Other income:

All other income to the fund which cannot be identified with any specific branch is distributed among the three branches in equal parts.

(d) Expenditure

Benefits:

These include benefits paid for the year as well as claims processed and admitted at 31 December.



NATIONAL INSURANCE SCHEME

NOTES ON THE ACCOUNTS

2. Significant accounting policies – cont'd

(d) Expenditure – cont'd

Administrative expenditure:

Administrative expenditure of the fund is distributed in 2003 and 2002 among the benefit branches based on actuarial recommendation as follows:-

i)	Pensions	-	70%
ii)	Short term benefits	-	20%
iii)	Industrial benefits	-	10%

(e) Property, plant and equipment

Land and buildings are stated in the balance sheet at their revalued amounts, being the fair value at the date of revaluation, less any subsequent accumulated depreciation. Revaluations are performed with sufficient regularity such that the carrying amount does not differ materially from that which would be determined using fair values at the balance sheet date.

Depreciation on buildings, computer equipment, telephone equipment and motor vehicles is charged so as to write off the cost or valuation of fixed assets over their estimated useful lives, using the straight line method at the rates specified below:

Buildings	-	2%
Computer equipment	-	25%
Telephone equipment	-	25%
Motor vehicles	-	25%

Depreciation of other fixed assets is charged so as to reduce the asset to its residual value using the reducing balance method at the rates specified below:

Furniture and fittings	-	10%
Office equipment	-	10% - 25%
Motor vessel	-	25%

A full year's depreciation is charged in the year of acquisition and no depreciation is charged in the year of disposal.



NATIONAL INSURANCE SCHEME

NOTES ON THE ACCOUNTS

Significant accounting policies – cont'd

(f) Stationery and stores

Stationery and stores are valued at the lower of cost and net realizable value using the first-in-first out method.

(g) Foreign currencies

Transactions in currencies other than Guyana dollars are recorded at a predetermined rate of exchange. At Balance sheet date, monetary assets and liabilities that are denominated in foreign currencies are retranslated at the rate on the balance sheet date. Non-monetary assets and liabilities carried at fair value that are denominated in foreign currencies are translated at the rate prevailing at the date when the fair value was determined. Gains and losses arising on retranslation are included in the income statement for the period, except for exchange differences arising on non-monetary assets and liabilities where the changes in fair value are recognized directly to equity.

(h) Investments

From 2002 investments are recognized in the financial statements to comply with International Financial Reporting Standards No. 39 – Financial Instruments – Recognition and measurement.

The Scheme's investments have been classified as "available for sale financial assets", "investments held to maturity" and "originated loans".

"Available for sale" investments are initially recognized at cost and adjusted to fair value (market value) at subsequent periods.

Gains or losses on "available for sale financial assets" are recognized through the statement of reserves until the asset is sold or otherwise disposed, at which time previously recognized gains or losses are transferred to the statement of income for that period.

"Investments held to maturity" and "originated loans" are carried at cost. Any gain or loss on these investments is recognized in the statement of income when the asset is derecognized or impaired.



NATIONAL INSURANCE SCHEME

NOTES ON THE ACCOUNTS

2. Significant accounting policies – cont'd

(i) Reserves

The Scheme provides for the payment of benefits in three categories: Pension, Short-term and Industrial.

Pension Reserve, Short-term Reserve and Industrial Reserve are provided for as required by the National Insurance Act.



NATIONAL INSURANCE SCHEME

NOTES ON THE ACCOUNTS

3 Administrative expenses

	<u>2003</u>	<u>2002</u>
	G\$000	G\$000
Directors' fees	595	995
Employment costs	543,318	507,962
Gratuities and pensions	27,514	24,739
Depreciation	36,391	39,356
Finance charges	3,947	3,574
Repairs and maintenance	23,853	2,162
Security	75,729	65,792
Other administrative cost	<u>263,030</u>	<u>184,656</u>
	<u>974,377</u>	<u>829,236</u>



NATIONAL INSURANCE SCHEME
NOTES ON THE ACCOUNTS

Fixed assets

	Land and buildings G\$000	Furniture, fixtures and fittings G\$000	Office equipment G\$000	Motor vehicles G\$000	Motor vessel G\$000	Total G\$000
Cost/valuation						
At 1 January 2003	672,949	26,659	309,161	40,423	604	1,049,796
Additions	15,647	4,385	24,301	2,000.00	-	46,333
Disposals	-	(143)	-	-	-	(143)
At 31 December 2003	688,596	30,901	333,462	42,423	604	1,095,986
Comprising:						
Valuation	651,622	-	-	-	-	651,622
Cost	36,974	30,901	333,462	42,423	604	444,364
Depreciation	688,596	30,901	333,462	42,423	604	1,095,986
At 1 January 2003	25,119	11,905	255,169	35,219	580	327,992
Charge for the year	12,391	1,909	18,235	3,850	6	36,391
Write back on disposals	-	(91)	-	-	-	(91)
At 31 December 2003	37,510	13,723	273,404	39,069	586	364,292
Net book values:						
At 31 December 2003	651,086	17,178	60,058	3,354	18	731,694
At 31 December 2002	647,830	14,754	53,992	5,204	24	721,804

Note: (a) No values were taken in the accounts in respect of State owned land on which National Insurance buildings are located.

(b) Land and buildings were revalued by Mr. D.A. Patterson, A.A. Chief Valuation Officer as at 31 December 1990. The surplus arising on the revaluation was credited to fixed asset revaluation reserve. On 31 December 2000 land and buildings were revalued by H.B. Curtis, FRICS Chartered Valuation Surveyor. The surplus arising on the revaluation was credited to the fixed asset revaluation reserve.

(c) At 31 December 2003, had the land and building been carried at historical cost less accumulated depreciation, their carrying amount would have been approximately G\$121.332 million.



NATIONAL INSURANCE SCHEME

NOTES ON THE ACCOUNTS

5 Investments

	2003		2002	
	<u>Fair value</u>	<u>Cost</u>	<u>Fair value</u>	<u>Cost</u>
	G\$000	G\$000	G\$000	G\$000
Treasury bills	<u>10,296,565</u>	<u>10,296,565</u>	<u>12,664,987</u>	<u>12,664,987</u>
Others				
Held to maturity	9,325,726	9,325,726	5,576,684	5,576,684
Available for sale	525,022	479,105	629,276	479,105
Originated loans				
- Laparkan Holdings Limited (a)	147,928	147,928	247,660	247,660
- Caribbean Community Secretariat (b)	<u>719,337</u>	<u>719,337</u>	<u>768,720</u>	<u>768,720</u>
	<u>10,718,013</u>	<u>10,672,096</u>	<u>7,222,340</u>	<u>7,072,165^c</u>

(a) Laparkan Holdings Limited	2003			2002
	<u>Loan (i)</u>	<u>Loan (ii)</u>	<u>Total</u>	<u>Total</u>
	G\$ 000	G\$ 000	G\$ 000	G\$ 000
At 1 January	66,695	180,965	247,660	255,979
Draw down	100,000	-	100,000	225,000
Repayment	<u>(18,767)</u>	<u>(180,965)</u>	<u>(199,732)</u>	<u>(233,319)</u>
At 31 December	<u>147,928</u>	<u>-</u>	<u>147,928</u>	<u>247,660</u>

Note (a)

(i) During the year three loans totalling G\$100,000,000 were granted to Laparkan Holdings Limited to facilitate major expansion of its hire purchase programme. The terms of the loans required them to be repaid over a period of 24 months for each draw down with interest at the rate of 17.08% on the declining balance.

(ii) This loan was repaid in 2003.



NATIONAL INSURANCE SCHEME

NOTES ON THE ACCOUNTS

5 Investments - cont'd

Note (b)

A loan of US\$4M was granted to the Government of Guyana for the purpose of building the Caricom Secretariat Headquarters at Liliendaal, East Coast Demerara.

This loan is to be repaid in US dollars over a period of 25 years with principal and interest payments being made semi-annually and at the following interest rates:

(a) 4% per annum for the first 15 years, and

(b) 5% per annum for the next ten years.

The agreement catered for a grace period of 2.2 years with 47 equal principal instalments. It also caters for semi-annual interest repayments.

Note (c)

The following investments were in excess of 5% of total assets:

	G\$ 000
Treasury bills - Government of Guyana - varying rates of 4.7% to 8.2%	10,296,565
Demerara Bank Limited - fixed deposit - varying rates of 5.3% to 7.0%	3,222,626
Clico - EFPA - varying rates of 5% to 5.5%	2,130,000
Citizens Bank Limited - fixed deposit - varying rates of 4.25% to 4.5%	<u>1,468,000</u>

Note (d)

Profit on disposal of investment

	<u>Disposal</u> G\$ 000	<u>Profit</u> G\$ 000
Demerara Bank Limited	200,000	6,139
Bank of Nova Scotia	654,296	32,894
Treasury bills	<u>12,664,987</u>	<u>765,263</u>

2003

G\$ 000

2002

G\$ 000

6 Stocks

Stationery	18,567	18,510
Medical Supplies	<u>1,449</u>	<u>757</u>
	<u>20,016</u>	<u>19,267</u>

7 Sundry debtors and prepayments

Sundry debtors	153,631	158,125
Provision for bad debts	<u>(16,035)</u>	<u>(14,591)</u>
	137,596	143,534
Prepayments	<u>3,471</u>	<u>1,460</u>
	<u>141,067</u>	<u>144,994</u>



NATIONAL INSURANCE SCHEME

NOTES ON THE ACCOUNTS

8(a) Pension Reserve

	<u>2003</u> G\$000	<u>2002</u> G\$000
At 1 January	15,993,366	15,078,070
Excess income over expenditure	<u>336,553</u>	<u>915,296</u>
At 31 December	<u>16,329,919</u>	<u>15,993,366</u>

This reserve is for the payment of pension benefits as required by the National Insurance Act.

8(b) Short term reserve

	<u>2003</u> G\$000	<u>2002</u> G\$000
At 1 January	1,211,988	894,972
Excess income over expenditure	<u>225,628</u>	<u>317,016</u>
At 31 December	<u>1,437,616</u>	<u>1,211,988</u>

This reserve is for the payment of short-term benefits as required by the National Insurance Act.

8(c) Industrial reserve

	<u>2003</u> G\$000	<u>2002</u> G\$000
At 1 January	3,423,995	2,750,993
Excess income over expenditure	<u>632,272</u>	<u>673,002</u>
At 31 December	<u>4,056,267</u>	<u>3,423,995</u>

This reserve is for the payment of industrial benefits as required by the National Insurance Act.



NATIONAL INSURANCE SCHEME

NOTES ON THE ACCOUNTS

9 Investment revaluation reserve

	<u>2003</u> G\$000	<u>2002</u> G\$000
At 1 January	150,171	281,622
Fair value adjustment	<u>(104,254)</u>	<u>(131,451)</u>
At 31 December	<u>45,917</u>	<u>150,171</u>

This represents the cumulative fair value adjustments of investments held.

10 Sundry creditors and accruals

	<u>2003</u> G\$000	<u>2002</u> G\$000
Sundry creditors	10,575	(17,460)
Accrued expenses	<u>70,554</u>	<u>37,007</u>
	<u>81,129</u>	<u>19,547</u>

11 Unpaid benefits

Pension	81,509	118,910
Short term	29,205	22,968
Industrial	<u>4,476</u>	<u>13,370</u>
	<u>115,190</u>	<u>155,248</u>



NATIONAL INSURANCE SCHEME

NOTES ON THE ACCOUNTS

12. Actuarial review

Section 37 of the National Insurance Act, requires that an actuarial review of the National Insurance Scheme be conducted at least every five years. The sixth review was conducted as at 31 December 2001, three years after the previous review.

The key results of the Intermediate scenario projections are:

- The ageing of the general population will have a major impact on the ratio of workers to retirees. It is projected that the number of NIS contributors for each pensioner will fall from 4.4 in 2001 to 1.9 in 2062.
- Annual expenditure is projected to exceed the year's contribution income once again beginning in 2006.
- Reserves are expected to begin decreasing in 2013, when total expenditure will exceed total income for the first time. Nine years later, in 2022, reserves are projected to become exhausted.
- The pay-as-you-go-rate, or the rate required to produce just enough contribution income to meet expenditure if there is no Fund, will increase from 10.8 per cent in 2001 to 17.2 per cent in 2022. This rate will increase gradually to almost 29 per cent in 2062.
- The constant contribution rate beginning in 2003 that would make the present value of contributions equal to the present value of expenditure through 2062 is 18.8 per cent.

The actuarial report as at 31 December 2001 made the following recommendations for the future viability of the Scheme.

These are provided under three main categories relating to benefit provisions, financial sustainability and governance and other considerations. They are summarized as follows:



NATIONAL INSURANCE SCHEME

NOTES ON THE ACCOUNTS

12. Actuarial review – cont'd

Recommendations related to benefit provisions:

- (i) Increase the funeral and maternity grants to levels that are consistent with explicit financial objectives. For the funeral grant, the rate should be at least G\$15,000. For the maternity grant, the objective could be 50 per cent of the cost of a normal delivery in private facilities, or G\$7,500. The amounts of both grants should also be related to the minimum pension so that they are adjusted in line with pension increases.
- (ii) Increase the reference period for the average pensionable salary calculation to the average of the best insurable earnings for at least the last 10 years.
- (iii) Increase the minimum pension payable to widows and widowers from 50 per cent of the minimum old-age pension to the same rate as for old-age and invalidity pensions. Consideration should also be given to allow the payment of the combined old-age pension and survivor's pension to entitled widow(er)s, instead of only the higher of the two.
- (iv) Review the provisions governing the payment of survivors' benefits. The eligibility conditions for widowers should be changed and made the same as those for widows. Consideration may also be given to allowing for the payment of a benefit to more than two children and the payment to children where one parent is still alive.
- (v) Consider providing Sickness Benefit Medical Care (SBMC) to all pensioners.
- (vi) Consider reducing the number of weekly contributions required to qualify for a pension from 750 to 500.
- (vii) Consider amending the eligibility conditions for sickness benefits to allow seasonal workers to qualify.

Recommendations related to financial considerations:

- (viii) Adopt a funding objective and rule and a policy on future contribution rate increases that will bring long-term sustainability as part of a deliberate and comprehensive review of the NIS' benefits, future financing, administration and investment strategies. The schedule of contribution rates adopted should be the subject of future actuarial reviews that will assess it in line with the adopted funding objective and rule.



NATIONAL INSURANCE SCHEME

NOTES ON THE ACCOUNTS

12. Actuarial review – cont'd

Recommendations related to financial considerations – cont'd:

- (ix) Adopt an investment policy statement.
- (x) Increase the diversification of assets by reducing the proportion of investments held in treasury bills and possibly investing some of the funds overseas following the recommendations of an investigation committee on the matter.

Recommendations related to administration and other aspects:

- (xi) Continue to seek ways of reducing administrative costs with a 5-10 and 15-20 year objectives to reach a maximum level of 1 per cent of insurable earnings.
- (xii) Provide to all past and current contributors annual contribution statements that indicate past contributions, their benefit eligibility status and what, if any, additional contributions are required to qualify for certain benefits.
- (xiii) Initiate extensive public information campaigns to obtain ideas on practical ways of ensuring that NIS remains adequately funded indefinitely and public support exists.

The Board of Directors of the National Insurance Scheme is in the process of reviewing and implementing the above actuaries' recommendations.

13. Capital commitments

	<u>2003</u>	<u>2002</u>
	G\$000	G\$000
Expenditure authorized by the Directors but not contracted for	4,000	20,000
	=====	=====



NATIONAL INSURANCE SCHEME

NOTES ON THE ACCOUNTS

14. Financial risk management

(a) Price risk

i) Foreign currency risk

The Scheme is exposed to foreign currency risk due to fluctuations in exchange rates on balances that are denominated in foreign currencies. The Scheme's exposure to foreign currency risk is minimal.

The equivalent Guyana dollar value of assets in Eastern Caribbean dollars is shown below.

	<u>2003</u> G\$ 000	<u>2002</u> G\$ 000
Assets	21,477 =====	21,477 =====

ii) Interest rate risk

Interest rate risk is the risk that the value of financial instruments will fluctuate due to changes in market interest rates. The Scheme's exposure to interest rate risk is minimal.

The effective interest rates for monetary financial instruments are shown below :-

	<u>2003</u> %	<u>2002</u> %
Loans	17.08	17.08
Bonds	5.00 - 11.00	5.25 - 5.50
Deposits at banks	4.30 - 7.00	3.75 - 5.50
Treasury bills	4.72 - 8.17	4.01 - 4.91
Cash at bank	-	-

iii) Market risk

Market risk is the risk that the value of financial instruments will fluctuate as a result of changes in market prices whether those changes are caused by factors specific to the individual security or its issuer or factors affecting all securities traded in the market. The Scheme's exposure to market risk arises from its local and foreign securities.

Management continually identifies, evaluates, underwrites and diversifies risk in order to minimize the total cost of carrying such risk.



NATIONAL INSURANCE SCHEME

NOTES ON THE ACCOUNTS

14. Financial risk management – cont'd

(b) Credit risk

The Scheme faces credit risk in respect of its receivables and cash and cash equivalents. However, this risk is controlled by close monitoring of these assets by the Scheme. The maximum credit risk faced by the Scheme is the balance reflected in the financial statements.

(c) Liquidity risk

Liquidity risk is the risk that the Scheme will encounter difficulty in raising funds to meet its commitments associated with financial instruments.

The Scheme manages its liquidity risk by maintaining an appropriate level of resources in liquid or near liquid form.

The following table shows the distribution of assets and liabilities by maturity:

As at 31 December 2003

	<u>1 to 12</u> <u>months</u> G\$ 000	<u>over 12</u> <u>months</u> G\$ 000	<u>Total</u> G\$ 000
Assets	21,104,611	793,301	21,897,912
Liabilities	(196,319)	-	(196,319)
	<u>20,908,292</u>	<u>793,301</u>	<u>21,701,593</u>

As at 31 December 2002

Assets	19,205,882	1,590,197	20,796,079
Liabilities	(174,795)	-	(174,795)
	<u>19,031,087</u>	<u>1,590,197</u>	<u>20,621,284</u>

This should be read in conjunction with Note 12.

15. The Scheme is exempted from all forms of taxation.

16. Pending litigations

There are several pending litigations against the Scheme, the outcome of which cannot be determined at this stage.

**PART 3****TABLES IN ANNEX**

TABLE	DESCRIPTION	PAGE
A	NUMBER OF EMPLOYERS REGISTERED BY INDUSTRY AND SIZE – 2003	87
B	NUMBER OF EMPLOYED REGISTRANTS BY AGE-GROUP, SEX AND MARITAL STATUS – 2003	88
C	NUMBER OF EMPLOYED REGISTRANTS BY INDUSTRY AND SEX – 2003	89
D	NUMBER OF SELF-EMPLOYED REGISTRANTS BY INDUSTRY AND SEX – 2003	90
E	NUMBER OF SELF-EMPLOYED REGISTRANTS BY AGE-GROUP, SEX AND MARITAL STATUS – 2003	91
F	NUMBER OF OLD AGE PENSIONS AWARDED BY AGE, SEX AND CONTRIBUTIONS (PAID AND CREDITED) – 2003	92
G	NUMBER OF OLD AGE PENSIONERS ON STREAM BY AGE, EMPLOYMENT STATUS AND SEX AS AT 31.12.2003	93
H	NUMBER OF OLD AGE GRANTS AWARDED BY AGE, SEX AND EMPLOYMENT STATUS – 2003	94
I	NUMBER OF INVALIDITY PENSIONS GRANTED BY AGE, SEX AND NUMBER OF CONTRIBUTIONS (PAID AND CREDITED) – 2003	95
J	NUMBER OF INVALIDITY GRANTS AWARDED BY AGE, SEX, NUMBER OF CONTRIBUTIONS (PAID AND CREDITED) AND AMOUNT PAID – 2003	96
K	NUMBER OF SURVIVORS' PENSIONS BY AGE- GROUP AND CONDITION OF AWARD – 2003	97
L	NUMBER OF FUNERAL CLAIMS PAID BY AGE GROUP, EMPLOYMENT CATEGORY, SEX AND INSURED STATUS OF THE DECEASED – 2003	98



TABLES IN ANNEX (Cont'd)

TABLE	DESCRIPTION	PAGE
M	NUMBER OF SICKNESS SPELLS PAID BY AGE-GROUP, EMPLOYMENT CATEGORY AND SEX OF RECIPIENTS – 2003	99
N	NUMBER OF SICKNESS SPELLS PAID BY DIAGNOSIS AND SECTOR – 2003	100
O	NUMBER OF SICKNESS BENEFIT MEDICAL CARE CLAIMS PAID BY AGE -GROUP, SECTOR AND SEX – 2003	102
P	NUMBER OF MATERNITY ALLOWANCES PAID BY AGE-GROUP, EMPLOYMENT STATUS AND BENEFIT DAYS – 2003	103
Q	NUMBER OF MATERNITY ALLOWANCES PAID BY BENEFIT DAYS AND AMOUNT - 2003	104
R	NUMBER OF INJURY SPELLS PAID BY AGE-GROUP AND SEX - 2003	105
S	NUMBER OF INJURY BENEFIT CASES PAID BY BENEFIT DAYS, SEX AND SECTOR – 2003	106
T	NUMBER OF INJURY BENEFIT MEDICAL CARE CLAIMS PAID BY AGE-GROUP, SECTOR AND SEX - 2003	107
U	NUMBER OF DISABLEMENT PENSIONS BY NATURE OF DISABILITY AND AMOUNT PAID - 2003	108
V	NUMBER OF DISABLEMENT GRANTS BY AGE- GROUP, SEX AND AMOUNT PAID – 2003	109
W	ANALYSIS OF INDUSTRIAL DEATHS BY CONDITION OF AWARD AND NATURE OF INJURY – 2003	110



TABLE A
NUMBER OF EMPLOYERS REGISTERED BY INDUSTRY AND SIZE
2003

CODE	INDUSTRY	NUMBER OF EMPLOYEES					TOTAL
		1-5	6-10	11-20	21-50	51-100	
01	Agriculture & Livestock Production	2	1	-	1	-	4
02	Forestry & Logging	2	-	2	1	-	5
03	Hunting, Trapping and Game Propagation	-	1	-	-	-	1
04	Fishing	1	-	-	-	-	1
12	Metal Mining	4	3	-	-	-	7
14	Stone Quarrying, Clay and Sand Pit	1	-	-	-	-	1
19	Non-Metalic Mining and Quarrying	2	-	-	-	-	2
20	Food Manufacturing Industries	2	1	-	-	-	3
23	Manufacturing of Textiles	1	1	-	-	-	2
26	Manufacture of Furniture and Fixtures	5	-	-	-	-	5
28	Printing, Publishing and allied Industries	2	1	-	-	-	3
30	Manufacture of Rubber Products	-	-	1	-	-	1
31	Manufacture of Chemicals and Chemical Products	1	1	-	-	-	2
33	Manufacture of Non-Metalic Mineral Products	1	-	-	-	-	1
34	Basic Metal Industries	3	-	-	-	1	4
35	Manufacture of Metal Products, (except machinery and transport equipment)	1	-	-	-	-	1
36	Manufacture of Machinery (except Electrical Machinery)	2	1	-	-	-	3
37	Manufacture of Electrical Machinery, Apparatus, Appliance and Supplies	2	-	-	-	-	2
38	Manufacture of Transport and Equipment	7	-	-	-	-	7
39	Miscellaneous Manufacturing Industries	-	1	-	-	-	1
40	Construction	23	7	1	2	-	33
51	Supply of Electricity, Gas & Steam	1	-	-	-	-	1
61	Wholesale and Retail Trade	29	6	2	-	1	38
62	Banks and Other Financial Institutions	4	-	-	-	-	4
63	Insurance	2	-	-	-	-	2
64	Real Estate	1	-	-	-	-	1
71	Transport	12	2	-	-	-	14
72	Storage & Ware Housing	1	-	-	-	-	1
82	Community and Business Service	83	16	4	4	3	110
83	Recreation Services	1	-	-	-	-	1
84	Personal Services	65	4	2	-	-	71
90	Activities not Adequately described	2	-	-	-	-	2
TOTAL		263	46	12	8	5	334



TABLE B
NUMBER OF EMPLOYED REGISTRANTS BY AGE GROUP, SEX AND MARITAL STATUS
2003

AGE GROUP	MALES						FEMALES						MALES & FEMALES						
	MARRIED	SINGLE	WID.	DIV.	SEP.	COMMON LAW	MARRIED	SINGLE	WID.	DIV.	SEP.	COMMON LAW	MARRIED	SINGLE	WID.	DIV.	SEP.	COMMON LAW	TOTAL
Under 16	-	72	-	-	1	-	.	44	-	-	-	.	44	116	-	-	-	-	117
16 - 19	10	2,006	-	-	1	15	19	1,560	1	-	1	15	29	3,566	1	-	2	30	3,628
20 - 24	56	1,076	2	2	-	96	63	872	2	1	2	50	119	1,948	4	3	2	146	2,222
25 - 29	80	234	-	1	1	81	59	397	2	1	3	48	139	405	2	2	4	129	681
30 - 34	64	78	-	-	1	63	45	95	5	5	3	41	109	173	5	5	4	104	400
35 - 39	54	52	1	1	-	28	35	136	5	1	5	23	89	106	6	2	5	51	259
40 - 44	32	26	1	4	-	11	21	33	6	5	3	11	53	59	7	9	3	22	153
45 - 49	30	14	2	1	-	6	21	11	5	4	1	8	51	25	7	5	1	14	103
50 - 54	20	7	-	1	-	4	12	12	6	2	1	2	32	19	6	3	1	6	67
55 - 59	3	1	1	1	-	-	2	1	1	-	.	-	5	2	2	1	-	-	10
60 & Over	4	2	1	-	-	-	4	-	2	-	-	-	8	2	3	-	-	-	13
TOTAL	363	3,568	8	11	4	304	4,248	281	2,853	35	19	199	3,405	6,421	43	30	23	502	7,653



TABLE C
NUMBER OF EMPLOYED REGISTRANTS BY
INDUSTRY AND SEX
2003

CODE	INDUSTRY	MALES	FEMALES	TOTAL
01	Agriculture & Livestock Production	73	32	105
01A	Sugar Cane Planting & Harvesting	43	2	45
01B	Rice Planting & Harvesting	3	2	5
02	Forestry & Logging	83	5	88
3	Hunting, Trapping and game propagation	-	7	7
04	Fishing	55	88	143
11	Bauxite Mining	4	-	4
12	Metal Mining	27	5	32
13	Crude Petroleum and Natural Gas	2	2	4
14	Stone Quarrying, Clay and Sand Pits	1	-	1
19	Non- Metallic Mining & Quarrying	24	1	25
20	Food Manufacturing Industries	179	96	275
20A	Sugar Milling	486	25	511
20B	Rice Milling	55	15	70
21	Beverage Industries	133	55	188
23	Textile Manufacturing	7	6	13
24	Manufacture of Footwear & other Wearing Apparel	16	69	85
25	Manufacture of Wood and Cork	222	63	285
26	Manufacture of Furniture and Fixtures	59	14	73
27	Manufacture of Paper and Paper Products	12	1	13
28	Printing, Publishing and Allied Industries	4	8	12
31	Manufacture of Chemicals and Chemical products	16	12	28
33	Manufacture of non-metallic mineral products	7	1	8
34	Basic Metal Industries	7	2	9
35	Manufacture of Metal Products except machinery and transport equipment	14	12	26
36	Manufacture of Machinery (except Electrical Machinery)	11	2	13
37	Manufacture of Electrical Machinery, Apparatus, Appliances & Supplies	8	1	9
38	Manufacture of Transport Equipment	25	2	27
39	Miscellaneous Manufacturing Industries	81	33	114
40	Construction	449	107	556
51	Supply of Electricity, Gas and Steam	36	12	48
52	Water and Sanitary Services	9	4	13
61	Wholesale and Retail Trade	505	532	1,037
62	Banks and other Financial Institutions	34	41	75
63	Insurance	25	47	72
64	Real Estate	1	-	1
71	Transport	108	32	140
72	Storage and Warehousing	2	1	3
73	Communication	53	83	136
81	Government Services	131	300	431
82	Community & Business Services	1,011	1,291	2,302
83	Recreational Services	4	21	25
84	Personal Services	134	317	451
90	Other Activities not adequately described	89	56	145
	Total	4,248	3,405	7,653



TABLE D
NUMBER OF SELF-EMPLOYED REGISTRANTS BY
INDUSTRY AND SEX
2003

CODE	INDUSTRY	MALES	FEMALES	TOTAL
01	Agriculture & Livestock Production	1	-	1
02	Forestry & Logging	-	-	-
12	Metallic Mineral Mining	1	-	1
14	Stone Quarrying, Clay & Sand Pits	-	-	-
20	Food Manufacturing Industries	1	-	1
21	Beverage Industries	-	-	-
24	Manufacture of footwear, other wearing apparel	-	-	-
35	Manufacture of Metal Products (except Machinery & Transport Equip.)	-	-	-
37	Manufacture of Electrical Machinery, Apparatus, Appliances & Supplies	-	-	-
38	Manufacture of Transport Equipment (and Repairs)	-	-	-
39	Miscellaneous Manufacturing Industries (and Repairs)	-	-	-
40	Construction	1	-	1
51	Electricity, gas and steam	-	-	-
61	Wholesale and Retail trade	-	-	-
71	Transport	-	-	-
81	Government Services	-	-	-
82	Community & Business Services	2	2	4
84	Personal Services	2	2	4
90	Activities not adequately defined	182	119	301
TOTAL		190	123	313



TABLE E
NUMBER OF SELF-EMPLOYED REGISTRANTS BY AGE GROUP, SEX AND MARITAL STATUS
2003

AGE GROUP	MALES						FEMALES						MALES & FEMALES									
	MARRIED	SINGLE	WID.	DIV.	SEP.	COMMON LAW	TOTAL	MARRIED	SINGLE	WID.	DIV.	SEP.	COMMON LAW	TOTAL	MARRIED	SINGLE	WID.	DIV.	SEP.	COMMON LAW	TOTAL	
16 - 20	-	13	-	-	-	-	13	-	3	-	-	-	-	3	-	16	-	-	-	-	-	16
21 - 25	11	30	-	-	-	2	43	5	11	-	-	-	-	16	16	41	-	-	-	-	2	59
26 - 30	20	19	1	-	-	3	43	7	11	1	-	-	2	21	27	30	2	-	-	-	5	64
31 - 35	12	11	-	-	-	2	25	9	10	-	1	-	2	22	21	21	-	1	-	-	4	47
36 - 40	17	9	-	1	-	-	27	13	8	-	1	-	2	24	30	17	-	2	-	-	2	51
41 - 45	12	6	-	-	-	-	18	12	5	2	1	1	-	21	24	11	2	1	1	-	-	39
46 - 50	5	1	-	2	-	-	8	6	2	-	2	-	-	10	11	3	-	4	-	-	-	18
51 - 55	5	3	-	1	-	-	9	3	-	1	-	-	-	4	8	3	1	1	-	-	-	13
56 - 60	3	1	-	-	-	-	4	1	-	-	-	-	1	2	4	1	-	-	-	-	1	6
TOTAL	85	93	1	4	-	7	190	56	50	4	5	1	7	123	141	143	5	9	1	14	313	



TABLE F
NUMBER OF OLD AGE PENSIONS AWARDED BY AGE, SEX AND CONTRIBUTIONS (PAID AND CREDITED)
2003

AGE	MALES						FEMALES				MALES & FEMALES				
	NUMBER OF PERSONS	AMOUNT (\$) PAID	CONTRI- BUTIONS PAID AND CREDITED	CONTRI- BUTIONS CREDITED	PERCENT CREDITED	NUMBER OF PERSONS	AMOUNT (\$) PAID	CONTRI- BUTIONS PAID AND CREDITED	CONTRI- BUTIONS CREDITED	PERCENT CREDITED	NUMBER OF PERSONS	AMOUNT (\$) PAID	CONTRI- BUTIONS PAID AND CREDITED	CONTRI- BUTIONS CREDITED	PERCENT CREDITED
60	1,085	17,011,937	1,128,174	30,996	3	461	4,804,158	450,995	11,462	3	1,546	21,816,095	1,579,169	42,458	3
61	5	89,056	5,124	2	0.04	2	26,767	2,094	-	-	7	115,823	7,218	2	0.03
62	6	70,676	6,274	334	5.3	1	10,972	869	-	-	7	81,643	7,143	334	4.7
63	.	-	-	-	-	-	-	-	-	-	-	-	-	-	-
64	1	10,972	870	-	-	1	10,972	870	.	.
TOTAL	1,097	17,182,641	1,140,442	31,332	3	464	4,841,897	453,958	11,462	3	1,561	22,024,538	1,584,400	42,794	3



TABLE G
NUMBER OF OLD-AGE PENSIONERS ON STREAM BY AGE,
EMPLOYMENT STATUS AND SEX AS AT 31-12-2003

AGE	EMPLOYED		SELF-EMPLOYED		BOTH CATEGORIES				
	MALES	FEMALES	MALES & FEMALES	MALES	FEMALES	MALES & FEMALES	MALES	FEMALES	MALES & FEMALES
60	1,011	440	1,451	60	20	80	1,071	460	1,531
61	906	276	1,182	32	15	47	938	291	1,229
62	1,037	304	1,341	35	10	45	1,072	314	1,386
63	919	242	1,161	30	16	46	949	258	1,207
64	690	209	899	38	10	48	728	219	947
65	717	205	922	31	13	44	748	218	966
66	814	243	1,057	31	13	44	845	256	1,101
67	908	284	1,192	33	9	42	941	293	1,234
68	675	198	873	10	4	14	685	202	887
69	169	82	251	-	6	6	169	88	257
70	408	129	537	3	-	3	411	129	540
71	572	154	726	15	9	24	587	163	750
72	550	188	738	12	6	18	562	194	756
73	783	266	1,049	31	7	38	814	273	1,087
74	627	212	839	2	4	6	629	216	845
75	530	183	713	-	-	-	530	183	713
76	377	151	528	7	-	7	384	151	535
77	905	239	1,144	10	-	10	915	239	1,154
78	583	184	767	9	-	9	592	184	776
79	488	153	641	10	-	10	498	153	651
80	406	124	530	17	-	17	423	124	547
81	512	164	676	4	-	4	516	164	680
82	464	132	596	8	-	8	472	132	604
83	393	100	493	4	-	4	397	100	497
84	207	77	284	-	-	-	207	77	284
85	287	93	380	-	-	-	287	93	380
86	343	69	412	-	-	-	343	69	412
87	273	49	322	-	-	-	273	49	322
88	335	50	385	-	-	-	335	50	385
89	281	70	351	-	-	-	281	70	351
90	183	25	208	-	-	-	183	25	208
91	109	24	133	1	-	1	110	24	134
92	97	18	115	5	-	5	102	18	120
93	68	22	90	2	-	2	70	22	92
94	59	11	70	3	-	3	62	11	73
95	-	-	-	1	-	1	1	-	1
TOTAL	17,686	5,370	23,056	444	142	586	18,130	5,512	23,642



TABLE H
 NUMBER OF OLD-AGE GRANTS AWARDED BY AGE, SEX AND
 EMPLOYMENT STATUS
 2003

AGE	EMPLOYED			SELF-EMPLOYED			BOTH CATEGORIES		
	MALES	FEMALES	MALES & FEMALES	MALES	FEMALES	MALES & FEMALES	MALES	FEMALES	MALES & FEMALES
60	53	42	95	14	10	24	67	52	119
61	116	70	186	26	23	49	142	93	235
62	68	32	100	9	8	17	77	40	117
63	38	25	63	7	4	11	45	29	74
64	31	9	40	3	3	6	34	12	46
65	23	7	30	5	2	7	28	9	37
66	25	10	35	3	-	3	28	10	38
67	28	7	35	4	1	5	32	8	40
68	13	10	23	-	-	-	13	10	23
69	15	1	16	1	-	1	16	1	17
70	6	2	8	2	1	3	8	3	11
71	8	3	11	-	-	-	8	3	11
72	4	1	5	1	-	1	5	1	6
73	3	-	3	-	-	-	3	-	3
74	3	1	4	-	-	-	3	1	4
75	2	1	3	1	-	1	3	1	4
76	1	-	1	1	-	1	2	-	2
77	2	-	2	-	-	-	2	2	2
79	-	2	2	-	-	-	-	1	1
83	-	1	1	-	-	-	-	1	1
86	1	-	1	-	-	-	1	-	1
92	-	1	1	-	-	-	-	1	1
TOTAL	440	225	665	77	52	129	517	277	794



TABLE J
 NUMBER OF INVALIDITY GRANTS AWARDED BY AGE, SEX, NUMBER OF
 CONTRIBUTIONS (PAID AND CREDITED) AND AMOUNT PAID
 2003

AGE	MALES			FEMALES			MALES AND FEMALES		
	NO. OF PERSONS	CONTRIBUTIONS PAID AND CREDITED	AMOUNT PAID (\$)	NO. OF PERSONS	CONTRIBUTIONS PAID AND CREDITED	AMOUNT PAID (\$)	NO. OF PERSONS	CONTRIBUTIONS PAID AND CREDITED	AMOUNT PAID (\$)
25	1	171	46,317	-	-	-	1	171	46,317
26	1	229	76,066	-	-	-	1	229	76,066
31	1	161	27,393	-	-	-	1	161	27,393
32	-	-	-	1	119	21,269	1	119	21,269
35	1	69	90	-	-	-	1	69	90
38	2	402	70,029	-	-	-	2	402	70,029
41	1	106	560	-	-	-	1	106	560
47	1	134	39	1	209	78,792	2	343	78,831
50	-	-	-	1	155	41,630	1	155	41,630
52	-	-	-	1	219	889	1	219	889
53	1	224	234	-	-	-	1	224	234
54	1	124	273	-	-	-	1	124	273
57	1	154	23,969	-	-	-	1	154	23,969
59	2	203	235	-	-	-	2	203	235
Total	13	1,977	245,195	4	702	142,580	17	1,258	387,775



TABLE K
NUMBER OF SURVIVORS' PENSIONS BY AGE-GROUP AND
CONDITION OF AWARD
2003

AGE GROUP	WIDOWS OVER 45 YEARS	WIDOWS WITH CARE OF CHILDREN	WIDOWERS	ORPHANS	TOTAL
Under 35	-	37	-	11	48
35 - 39	-	34	-	-	34
40 - 44	-	23	-	-	23
45 - 49	75	-	-	1	76
50 - 54	82	-	-	-	82
55 - 59	108	-	-	-	108
60 - 64	97	-	-	-	97
65 - 69	80	-	1	-	81
70 - 74	59	-	-	-	59
75 - 79	31	-	-	-	31
80 - 84	9	-	-	-	9
85 - 89	3	-	-	-	3
90 - 94	1	-	-	-	1
95 - 99	-	-	-	-	-
TOTAL	545	94	1	12	652



TABLE L
 NUMBER OF FUNERAL CLAIMS PAID BY AGE-GROUP, EMPLOYMENT CATEGORY, SEX AND INSURED STATUS OF THE DECEASED
 2003

AGE GROUP	EMPLOYED						SELF - EMPLOYED						BOTH CATEGORIES								
	MALES			FEMALES			MALES			FEMALES			MALES			FEMALES			MALES & FEMALES		
	DIRECTLY INSURED	SPOUSE INSURED	TOTAL	DIRECTLY INSURED	SPOUSE INSURED	TOTAL	DIRECTLY INSURED	SPOUSE INSURED	TOTAL	DIRECTLY INSURED	SPOUSE INSURED	TOTAL	DIRECTLY INSURED	SPOUSE INSURED	TOTAL	DIRECTLY INSURED	SPOUSE INSURED	TOTAL			
0-20	1	-	1	-	-	-	1	-	1	-	-	-	2	-	-	-	-	2	-	-	
21-25	6	-	6	4	-	4	-	-	-	-	-	6	-	-	6	4	-	4	10	-	
26-30	20	1	21	8	1	9	-	-	-	1	1	20	1	1	21	9	1	10	29	2	
31-35	39	-	39	15	5	20	2	-	2	-	2	41	-	-	41	16	5	21	57	5	
36-40	34	-	34	4	2	6	6	-	6	-	-	40	-	-	40	4	2	6	44	2	
41-45	55	-	55	10	5	15	5	-	5	1	2	60	-	-	60	11	6	17	71	6	
46-50	69	2	71	25	6	31	3	-	3	1	2	72	2	74	26	7	33	98	9		
51-55	92	-	92	13	4	17	11	-	11	2	3	103	-	103	15	5	20	118	5		
56-60	99	1	100	13	8	21	15	2	17	1	1	114	3	117	14	8	22	128	11		
Over 60	612	9	621	118	52	170	51	1	52	6	4	663	10	673	124	56	180	787	66		
TOTAL	1,027	13	1,040	210	83	293	94	3	97	13	7	1,121	16	1,137	223	90	313	1,344	106	1,450	



TABLE M
NUMBER OF SICKNESS SPELLS PAID BY AGE-GROUP, EMPLOYMENT CATEGORY
AND SEX OF RECIPIENTS
2003

AGE GROUP	EMPLOYED			SELF - EMPLOYED			BOTH CATEGORIES		
	MALES	FEMALES	TOTAL	MALES	FEMALES	TOTAL	MALES	FEMALES	TOTAL
16 - 20	182	83	265	-	-	-	182	83	265
21 - 25	898	604	1,502	2	3	5	900	607	1,507
26 - 30	1,060	753	1,813	26	8	34	1,086	761	1,847
31 - 35	1,070	787	1,857	23	30	53	1,093	817	1,910
36 - 40	971	636	1,607	60	37	97	1,031	673	1,704
41 - 45	954	594	1,548	99	57	156	1,053	651	1,704
46 - 50	912	503	1,415	88	69	157	1,000	572	1,572
51 - 55	689	289	978	103	54	157	792	343	1,135
56 - 60	408	139	547	84	36	120	492	175	667
Total	7,144	4,388	11,532	485	426	779	7,629	4,682	12,311



TABLE N
NUMBER OF SICKNESS SPELLS PAID BY
DIAGNOSIS AND SECTOR
2003

CODE	DIAGNOSIS	SUGAR	NON-SUGAR	BOTH CATEGORIES
1	Tuberculosis of Respiratory System	-	19	19
2	Tuberculosis, Other Forms	-	-	-
3	Syphilis and its sequelae	-	-	-
4	Gonococcal Infection	2	1	3
5	Dysentery, All forms	5	5	10
6A	Other Infective Diseases commonly arising in Intestinal tract (cholen)	-	-	-
6B	Enteric Fever	8	89	97
6C	Other Infective Diseases	5	17	22
7A	Scarlet	-	-	-
7B	Diphtheria	-	-	-
7C	Whooping cough	-	-	-
7D	Measles	-	-	-
7E	Mumps	-	-	-
7F	Chicken Pox	13	53	66
8	Typhus and other rickettsial diseases	-	3	3
9	Malaria	-	64	64
10A	Filariasis	-	15	15
10B	Akylostomiasis	-	-	-
10C	Other Helminthes	-	-	-
11A	Meningococcal Infection	-	1	1
11B	Plague	-	-	-
11C	Small Pox	-	-	-
11D	Leprosy	-	-	-
11E	Kaka-azar	-	-	-
11F	Parasitic Skin Infections	5	4	9
11G	Tetanus	-	-	-
11H	Yaws (Pramboesia)	-	-	-
11I	Infectious Hepatitis	4	23	27
11J	Other Infections and parasitic diseases	30	15	45
12	Malignant neoplasms, including neoplasms of lymphatic & haematopoietic tissues	4	16	20
13	Benign neoplasms and neoplasms of unspecified nature	9	89	98
14	Allergic Disorders	27	46	73
15	Diseases of thyroid gland	2	14	16
16	Diabetes mellitus	37	256	293
17	Avitaminosis and other deficiency states	1	1	2
18	Anaemias	3	73	76
19	Psychoneurosis and psychosis	64	112	176
20	Vascular lesions affecting central nervous system	2	1	3
21A	Trachoma	-	-	-
21B	Cataract	9	61	70
21C	Other Disease of the eye	175	774	949
21D	Injury to the eye	30	54	84
22	Diseases of ear and mastoid process	7	38	45
23	Rheumatic fever	-	-	-
24	Chronic rheumatic heart diseases	-	4	4
25	Arteriosclerotic and degenerative heart disease	21	97	118
26	Hypertensive diseases	83	530	613
27	Diseases of veins	36	57	93
28	Acute nasopharyngitis (common cold)	3	4	7



TABLE N (cont'd)
 NUMBER OF SICKNESS SPELLS PAID BY
 DIAGNOSIS AND SECTOR
 2003

CODE	DIAGNOSIS	SUGAR	NON-SUGAR	BOTH CATEGORIES
29	Acute Pharyngitis and tonsillitis and hypertrophy of tonsils and adenoids	8	97	105
30	Influenza	151	261	412
31	Pneumonia	14	34	48
32	Bronchitis	58	165	223
33	Silicosis and Occupational pulmonary fibrosis	-	-	-
34	All other respiratory diseases	113	600	713
35	Diseases of stomach and duodenum, except cancer	90	163	253
36	Appendicitis	5	15	20
37	Hernia of abdominal cavity	18	78	96
38	Diarrhoea and enteritis	50	181	231
39	Diseases of Gallbladder and bile ducts	1	31	32
40A	Diseases of the teeth	7	85	92
40B	Other diseases of the Digestive System	12	158	170
41	Nephritis and Nephrosis	4	8	12
42A	Diseases of male genital organs	13	152	165
42B	Diseases of female genital organs	22	417	439
43A	Normal Deliveries	1	8	9
43B	Complications of pregnancy, child-birth and the puerperium	14	414	428
44	Boil, abscess, cellulitis and other skin infections	65	183	248
45	Other diseases of skin	13	60	73
46	Arthritis and Rheumatism, except Rheumatic Fever	185	208	393
47	Diseases of bones and other organs of movement	14	81	95
48	Congenital Malformations and diseases peculiar to early infancy	-	-	-
49A	Epilepsy	2	27	29
49B	Diseases of Nerves and peripheral ganglia	7	52	59
49C	Urinary calculus	26	46	72
49D	Other diseases of urinary system	32	166	198
49E	Other unspecified and ill-defined diseases	906	1,299	2,205
50A	Open fractures (all sites)	61	29	90
50B	Closed fractures (all sites)	27	296	323
50C	Complicated fractures (all sites and complications)	11	13	24
50D	Dislocations (all sites)	7	41	48
50E	Head Injury, excluding fracture	36	54	90
50F	Internal Injury (chest, abdomen and pelvis)	65	41	106
50G	Lacerated, open and contused wounds	176	98	274
50H	Burns and scalds	13	36	49
50I	Occupational poisoning	1	-	1
50J	Other poisoning	2	1	3
50K	Other Violence (bites, stabs, gun shot wounds)	40	14	54
50L	Sprains and Strains	330	551	881
50M	Contusions and Abrasions	114	143	257
50GP	Puncture wounds	40	130	170
	TOTAL	3,339	8,972	12,311



TABLE O
NUMBER OF SICKNESS BENEFIT MEDICAL CARE CLAIMS PAID BY
AGE-GROUP, SECTOR AND SEX
2003

AGE GROUP	SUGAR			NON-SUGAR			BOTH SECTORS		
	MALES	FEMALES	TOTAL	MALES	FEMALES	TOTAL	MALES	FEMALES	TOTAL
0 - 19	65	12	77	93	129	222	158	141	299
20 - 24	203	24	227	717	773	1,490	920	797	1,717
25 - 29	296	62	358	929	1,036	1,965	1,225	1,098	2,323
30 - 34	444	76	520	850	1,001	1,851	1,294	1,077	2,371
35 - 39	427	79	506	797	939	1,736	1,224	1,018	2,242
40 - 44	467	82	549	990	998	1,988	1,457	1,080	2,537
45 - 49	478	97	575	1,308	986	2,294	1,786	1,083	2,869
50 - 54	395	92	487	942	686	1,628	1,337	778	2,115
55 - 59	274	54	328	679	332	1,011	953	386	1,339
TOTAL	3,049	578	3,627	7,305	6,880	14,185	10,354	7,458	17,812

TABLE P
NUMBER OF MATERNITY ALLOWANCES PAID BY AGE-GROUP,
EMPLOYMENT STATUS AND BENEFIT DAYS
2003

AGE GROUP	EMPLOYED		SELF-EMPLOYED		BOTH CATEGORIES	
	NO. OF CASES	BENEFIT DAYS	NO. OF CASES	BENEFIT DAYS	NO. OF CASES	BENEFIT DAYS
16 - 20	101	5,587	1	78	102	5,665
21 - 25	596	36,687	7	426	603	37,113
26 - 30	675	40,147	10	641	685	40,788
31 - 35	442	26,791	14	912	456	27,703
36 - 40	216	12,948	16	1,196	232	14,144
41 - 45	48	2,899	2	156	50	3,055
46 - 50	2	154	1	78	3	232
TOTAL	2,080	125,213	51	3,487	2,131	128,700



TABLE Q
NUMBER OF MATERNITY ALLOWANCES
PAID BY BENEFIT DAYS AND AMOUNT
2003

BENEFIT DAYS	NUMBER OF CASES	AMOUNT PAID (\$)
1	1	2,127
2	1	4,534
3	-	-
4	-	-
5	2	7,355
6	-	-
7	2	6,433
8	2	20,056
9	5	49,149
10	6	70,130
11	30	256,984
12	287	3,005,378
13	-	-
14	-	-
15	-	-
16	-	-
17	1	5,364
18	1	9,684
19 - 24	55	2,108,861
25 - 30	81	2,936,736
31 - 36	45	1,986,755
37 - 42	24	1,019,497
43 - 48	13	443,488
49 - 54	23	990,634
55 - 60	44	2,125,799
61 - 66	604	35,002,246
67 - 72	65	3,345,448
73 - 78	818	52,320,248
79 - 84	3	136,757
85 - 90	4	423,516
91 - 96	2	164,888
97 - 102	5	516,771
103 - 108	2	168,131
109 - 114	1	164,566
115 - 120	-	-
121 - 126	2	263,340
127 - 132	1	88,032
133 - 138	-	-
139 - 144	-	-
145 - 150	-	-
151 - 156	1	71,432
TOTAL	2,131	107,714,339



TABLE R
NUMBER OF INJURY SPELLS PAID BY
AGE-GROUP AND SEX
2003

AGE-GROUP	MALES	FEMALES	MALES & FEMALES
Below 16	1	-	1
16 - 20	74	2	76
21 - 25	239	12	251
26 - 30	290	10	300
31 - 35	311	14	325
36 - 40	265	8	273
41 - 45	192	12	204
46 - 50	148	19	167
51 - 55	108	7	115
56 - 60	69	6	75
Over 60	5	-	5
TOTAL	1,702	90	1,792



TABLE S
NUMBER OF INJURY BENEFIT CASES PAID BY BENEFIT DAYS, SEX & SECTOR
2003

BENEFIT DAYS	SUGAR			NON-SUGAR			BOTH SECTORS		
	MALES	FEMALES	TOTAL	MALES	FEMALES	TOTAL	MALES	FEMALES	TOTAL
1	5	-	5	4	-	4	9	-	9
2	3	-	3	2	-	2	5	-	5
3	21	-	21	13	2	15	34	2	36
4	68	-	68	24	3	27	92	3	95
5	94	3	97	31	1	32	125	4	129
6	272	10	282	56	6	62	328	16	344
7	138	4	142	10	1	11	148	5	153
8	116	6	122	12	4	16	128	10	138
9	97	6	103	15	1	16	112	7	119
10	66	3	69	5	1	6	71	4	75
11	45	-	45	8	4	12	53	4	57
12	64	4	68	43	4	47	107	8	115
13	35	-	35	1	-	1	36	-	36
14	25	2	27	7	-	7	32	2	34
15	28	-	28	8	1	9	36	1	37
16	21	-	21	8	1	9	29	1	30
17	14	-	14	5	1	6	19	1	20
18	13	-	13	10	3	13	23	3	26
19 - 24	48	2	50	55	4	59	103	6	109
25 - 30	40	1	41	36	1	37	76	2	78
31 - 36	17	-	17	12	3	15	29	3	32
37 - 42	10	1	11	6	2	8	16	3	19
43 - 48	8	1	9	9	1	10	17	2	19
49 - 54	7	1	8	12	-	12	19	1	20
55 - 60	2	-	2	5	-	5	7	-	7
61 - 66	4	-	4	1	-	1	5	-	5
67 - 72	5	-	5	2	-	2	7	-	7
73 - 78	4	-	4	-	-	-	4	-	4
79 - 84	3	-	3	1	1	2	4	1	5
85 - 90	2	-	2	-	-	-	2	-	2
91 - 96	2	-	2	1	-	1	3	-	3
97 - 102	2	-	2	1	-	1	3	-	3
103 - 108	3	-	3	-	-	-	3	-	3
109 - 114	1	-	1	1	-	1	2	-	2
115 - 120	1	-	1	-	-	-	1	-	1
121 - 126	1	-	1	1	-	1	2	-	2
127 - 132	-	-	-	-	-	-	-	-	-
133 - 138	-	-	-	2	-	2	2	-	2
139 - 144	1	-	1	-	-	-	1	-	1
145 - 150	1	-	1	-	-	-	1	-	1
151 - 156	8	1	9	-	-	-	8	1	9
TOTAL	1,295	45	1,340	407	45	452	1,702	90	1,792

TABLE T
NUMBER OF INJURY BENEFIT MEDICAL CARE CLAIMS PAID BY
AGE-GROUP, SECTOR AND SEX
2003

AGE GROUP	SUGAR			NON-SUGAR			BOTH SECTORS		
	MALES	FEMALES	TOTAL	MALES	FEMALES	TOTAL	MALES	FEMALES	TOTAL
	Below 15	-	-	-	1	2	3	1	2
15 - 19	19	-	19	14	8	22	33	8	41
20 - 24	148	1	149	86	77	163	234	78	312
25 - 29	193	1	194	128	130	258	321	131	452
30 - 34	212	4	216	143	163	306	355	167	522
35 - 39	183	5	188	123	124	247	306	129	435
40 - 44	165	8	173	174	201	375	339	209	548
45 - 49	111	3	114	113	141	254	224	144	368
50 - 54	53	3	56	88	99	187	141	102	243
55 - 59	29	1	30	42	48	90	71	49	120
60 +	-	-	-	20	16	36	20	16	36
TOTAL	1,113	26	1,139	932	1,009	1,941	2,045	1,035	3,080



TABLE U
NUMBER OF DISABLEMENT PENSIONS BY NATURE OF
DISABILITY AND AMOUNT PAID
2003

NATURE OF DISABILITY	NUMBER OF CASES	TOTAL AMOUNT PAID (\$)
Cuts and Lacerations	2	14,884.00
Sprains and Strains	8	71,581.00
Injury to Eye	5	36,434.00
Amputation	5	39,393.00
Post Traumatic Ankylosis of Joints	7	86,656.00
Burns and Scalds	3	10,086.00
Head Injury	3	54,024.00
Fractures	13	130,678.00
Other Injuries	14	115,123.00
Dislocation	2	11,173.00
TOTAL	62	570,032.00



TABLE V
NUMBER OF DISABLEMENT GRANTS BY AGE-GROUP, SEX
AND AMOUNT PAID
2003

AGE GROUP	MALES		FEMALES		MALES & FEMALES	
	NUMBER OF CASES	AMOUNT PAID (\$)	NUMBER OF CASES	AMOUNT PAID (\$)	NUMBER OF CASES	AMOUNT PAID (\$)
16 - 20	-	-	-	-	-	-
21 - 25	2	185,459.00	-	-	2	185,459.00
26 - 30	3	371,734.00	-	-	3	371,734.00
31 - 35	6	891,293.00	1	136,023.00	7	1,027,316.00
36 - 40	6	739,074.00	-	-	6	739,074.00
41 - 45	6	1,217,012.00	-	-	6	1,217,012.00
46 - 50	2	305,749.00	-	-	2	305,749.00
51 - 55	-	-	-	-	-	-
56 - 60	1	319,176.00	-	-	1	319,176.00
TOTAL	26	4,029,497.00	1	136,023.00	27	4,165,520.00



TABLE W
ANALYSIS OF INDUSTRIAL DEATHS BY CONDITION OF AWARD
AND NATURE OF INJURY
2003

NATURE OF INJURY	NUMBER OF DEATHS	CONDITION OF AWARD			
		WIDOWS WITH CARE OF CHILDREN	WIDOWS OVER 45 YEARS	PARENTS	TOTAL
Puncture Wounds (Gunshot)	-	-	-	-	-
Burns and Scalds	2	2	-	-	2
Other Injuries (Multiple Injuries)	-	-	-	-	-
TOTAL	2	2	-	-	2



Anniversary 2003 - 20 years Awardees at General Assembly



Participants at Public Relations Seminar in Berbice-2003



2003 Staff Party



Anniversary 2003 - Georgetown Staff during a tour to Banks DIH Limited