

NATIONAL ASSOCIATION OF TRIAL JUDGES OF LIBERIA

RULES AND POLICIES GOVRNING THE
LOAN SCHEME

TEMPLE OF JUSTICE, MONROVIA-LIBERIA

BACKGROUND

The National Association of trial judges of Liberia was formed to cater to the needs and aspirations of its members, promote the rule of law and ensure the independence of the judiciary. Consistent with this objective, the National Association of Trial Judges of Liberia (NATJL) established a welfare and loan schemes aimed at assisting its members during time of bereavement and also empowering them financially on a very minimum percentage interest to underwrite the cost of expenditures that they would not otherwise be relying, on their meager salaries and allowances.

Since the establishment of the schemes, we have catered to almost all of our members, but there have been difficulties in the repayment of all the loans, thereby creating bottle-neck in recycling the loan, while the welfare scheme has been abused by others. A major reason for this is that, there are no written rules and policies regarding the welfare and loan schemes.

In order to curtail this problem and ensure prompt payment by creditors and ensure that the welfare scheme targets the intended beneficiaries, the national executive committee meeting in Gbarnga, Bong County, on Friday, January 29, 2010, empowered the leadership of the NATJL to draw-up rules and policies that will govern the schemes.

IN VIEW OF THE AFOREMENTIONED, these rules and policies are hereby set forth for the operations of the WELFARE AND LOAN SCHEMES:

WITNESSETH

(A) WELFARE SCHEME:

1. THAT A BEREAVEMENT BENEFIT FOR MEMBERS OF THE Association is hereby established to be known and Styled **BEREAVEMENT WELFARE SCHEME**.
2. That a member who is bereaved in the following categories as a result of the death of his/her son, Daughter, wife, husband, father or mother shall be entitled to benefit.
3. That besides the relatives referred to in count two (2) above, the NATJL. May identify with a bereaved member whose dead relative does not fall in the category stated by means of a flowery design or sympathy card.

4. " THAT THE FOLLOWING SHALL CONSTITUTE THE DEATH BENEFIT OF THE MOTHER/
FATHER/Daughter/son/ husband/wife of a MEMBER.

<u>STATUS</u>	<u>CATEGORIES</u>	<u>AMOUNT</u>
4. CIRCUIT/SPECIALIZED COURT JUDGE	mother/ father/husband/wife/son/daughter	\$200.00
5. MAGISTRATE, LAW SCHOOL GRADUATE	MOTHER/FATHER/husband. Wife son/daughter	\$200.00
6. JI magistrates	Mother/Father /husband/wife/son/daughter	\$200.00
7. STIPENDIARY/ASSOCIATE MAGISTRATE NON LAW SCHOOL GRADUATE	mother /father/husband/wife son/daughter	\$200.00

6. That in order for a member to benefit for the loss of his/her relatives as stipulated in these rules and policies, that member must inform the president through the National Secretariat or his/her Coordinator's Office through the Circuit judge by mean of a written communication maximum fifteen (15) working days after the death of the relative.

7. That no member of the NATJL shall benefit from the BEREAVEMENT WELFARE SCHEME whose bereavement conditions do not fall within the rules and policies stipulate herein.

7. "THAT THE FOLLOWING SHALL CONSTITUTE THE DEATH BENEFIT OF A SITTING MEMBER".

<u>STATUS</u>	<u>CATEGORY</u>	<u>AMOUNT</u>
CIRCUIT/SPECIALIZED JUDGE	"A"	\$ 500.00
MAGISTRATE/LAW SCHOOL GRADUATE	"A-1"	\$500.00
JI GRADUATE	"B"	\$500.00
MAGISTRATE NON- LAW SCHOOL GRADUATE	"B-1"	\$500.00

THE FOLLOWING SHALL CONSTITUTE THE DEATH BENEFIT OF A RETIRED MEMBER

STATUS	CATEGORY	AMOUNT
CIRCUIT/SPECIALIZED JUDGE	"A"	\$ 350.00
MAGISTRATE/LAW SCHOOL GRADUATE	"A-1"	\$350.00
JJ GRADUATE	"B"	\$350.00
MAGISTRATE NON- LAW SCHOOL GRADUATE	"B-1"	\$350.00

B. LOAN SCHEME:

7. That a Loan Scheme is hereby established for only members of the NATJL who are on the Judiciary payroll and whose salary/allowance is not ATTACHED for loan or order indebtedness by any institution elsewhere.

8. That all and any loan must have interest rate of ten (10) percent interest and must be paid back within a period of six months (6 months) and no more.

9. That any member failing to repay his/her total loan in the period specified in Count eight (8) above shall be given a grace period of one (1) month to settle his/her indebtedness but within an one additional ten (10) percent charged on the balance. *In the event that the obligation is not settled and the borrower leaves the employ of the Judiciary, His/her end of service benefit should be applied to settle same and if said benefit is insufficient, a grace period of one (1) month shall be granted the borrower to liquidate the debt, failing which period, legal action should be taking against the debtor to recover the net balance of the debt.*

10. That the National Secretariat shall forward the list of member with loan obligation and the amount as stipulated in the form of the member. **THERE SHALL BE NO EXCEPTION TO THE RULE;**

11. That the below condition are hereby put in place for loan recipients whose salary and /or allowance falls in the following categories.

Maximum allowance/salary (US\$) Maximum Loan Allowed at a time

a) US\$ 3,000-4,500	US\$7,000.00
b) US\$ 2,000-2,999	US\$4,000.00
c) US\$ 1,000-1,999	US\$ 2,000.00
d) US\$ 500---999	US\$ 1,500.00
e) Below US\$--500	US\$ 500.00

12. That no member whose loan balance has not reached Zero BALANCE will be entitled to another loan until and unless the previous loan is cleared.
13. That this loan scheme shall not be extended to non-members
14. That any retiree member of the Association shall receive 40% of all his/her current due paid over the years, beginning from 2009, when the due payment scheme began.