MINISTRY OF FINANCE & PLANNING
30 NATIONAL HEROES CIRCLE
P.O. BOX 512
KINGSTON
JAMAICA

Circular No 30

REF NO: 11301 VII   **November 5, 2013**

PERMANENT SECRETARIES
HEADS OF DEPARTMENTS/AGENCIES
CHIEF EXECUTIVE OFFICERS

2012/2015 Wage agreement with Public Sector Trade Unions/Associations
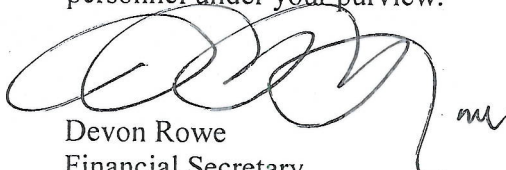
Your attention is drawn to Ministry of Finance and Planning Circular #22 Ref No. 11301 VII dated September 9, 2013 which sets out some items of the Agreement signed between the Government of Jamaica and Trade Unions/Staff Associations, representing employees in the Public Sector.

It has come to our attention that there has been some misunderstanding in the interpretation of the redundancy clause Item 4.19.4 of the agreement which reads:

> *__Redundancies__ - There will be no redundancies/separations in the public sector during the life of this agreement except as a result of the implementation of the Master Rationalization Plan accepted by Parliament or as a result of natural attrition or voluntary separation as per contractual agreement. All separation outside of natural attrition or voluntary separation should be forwarded to the Public Sector Monitoring committee for final approval prior to implementation.*

Please note that this item does not negate the standards set out in the Staff Orders (2004) Section 14.4, which speaks to separation for cause, non-performance, or any other disciplinary related separation. Also note that such terminations do not require any submission to the Ministry of Finance and Planning, instead, they are the purview of the Authorised Officer or the Office of the Services Commission whichever is applicable.

Please ensure that this circular is brought to the attention of the public sector entities and the relevant personnel under your purview.

Devon Rowe
Financial Secretary