



CONSISTENCY AND COLLABORATION

Consultations with unions and staff associations in the public sector have been central to the introduction of the new public sector compensation system. All central government bargaining groups have been consulted to inform the new structure of compensation for public sector workers across ministries, departments and agencies. The design of the new public sector compensation system involved creating a market-based salary structure based on a new job evaluation factor plan which was used to understand jobs across the public service in a more consistent way. The new factor plan replaces the myriad of classification systems currently in place and aligns the job evaluation system to evolve to international standards.

What are the factors used to evaluate jobs?

01

EXPERTISE

02

CRITICAL THINKING

03

COMMUNICATION

04

SERVICE DELIVERY

05

WORKING ENVIRONMENT

Each factor is broken down into several sub-factors to ensure the job is adequately evaluated.

The consultation process involves:

- 32 unions and staff associations consulted at the outset of the project on the approach and current challenges
- Briefing sessions to obtain feedback on the job evaluation exercise
- The sharing of information on the proposed new salary levels, restructured allowances and benefits during the first round of consultations on the overall proposal
- A second round of consultations with unions and staff associations

NEXT STEPS

- Conclude consultations with unions and staff associations
- Continue engagement with public officers
- Continue preparing payroll officers and HR professionals
- Amend relevant compensation processes and policies
- Implementation of the new compensation system



WHAT YOU SHOULD REMEMBER:

- The new compensation system for the core civil service is comprised of 16 bands and approximately 20 allowances.
- The market-based salary structure of the new compensation system ensures that compensation for jobs is more competitive.
- The continued involvement of employee representatives is a key feature for implementation and they have been involved throughout the process.
- The introduction of the new compensation system is not a reclassification exercise.
- The new job evaluation factor plan ensures that jobs are measured fairly and consistently across the service.

The new compensation system takes effect on **April 1, 2022**. However, payment will be made retroactively, once consultations have been concluded.