

## WHAT'S IN IT FOR ME?

## **PUBLIC SECTOR WORKERS LL BE BETTER OFF**



Simone has a bachelor's degree in Economics and 5 years' experience as an Economist.

of Jamaica.

Under the current compensation system, her job is classified as an ST 7.

> Annually, she earns \$2.3 million. After her statutory deductions such as NHT and Education Tax and Pension Contribution, her net pay is approximately \$1.8 million.

The main objective of reviewing the current compensation system is to ensure that public sector workers are **compensated fairly**. This means that the Government of Jamaica can maintain and attract the skills and expertise needed to run a modern and effective public service. Under the new compensation system no one will be financially worse off. In fact, everyone will be better off as a result of the restructuring.

## WHAT YOU SHOULD REMEMBER:

- Everyone will receive an increase under the new compensation system.
- Unlike previous wage adjustments, there is no fixed percentage increase.
- The level of increase is determined by information from market research and the placement of jobs in the structure is determined by a transparent iob evaluation exercise.
- Everyone will move to the proposed new rates over a three-year period.
- The new compensation system will be simpler, more consistent, more competitive and sustainable.

Under the new compensation system, Simone can look forward to an improved compensation package.

Her new gross annual compensation will be approximately 6. \$3.3 million and her new net pay will be \$2.5 million.

Under the new compensation system. Simone and all public sector workers will be better off.



Reward for Great **Performance** 



**Improved** Compensation **Package** 

and the Public Service website: mof.gov.jm











The restructured compensation system will ensure all public séctor workers receive an increase in total compensation.