

WHAT'S IN IT FOR ME?

NEW PUBLIC SECTOR COMPENSATION SYSTEM

PUBLIC SECTOR WORKERS WILL BE BETTER OFF



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 job 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.

1.

Meet Simone. Simone is a public sector worker in the Government of Jamaica.



5.

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

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

2.

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

6.

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



3.

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

4.

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.**



**NEW
COMPENSATION
SYSTEM**

01

**Reward
for Great
Performance**

02

Transparency

03

**Improved
Compensation
Package**