

# WHAT'S IN IT FOR ME?

NEW PUBLIC SECTOR COMPENSATION SYSTEM

## FAIR, SIMPLE, TRANSPARENT AND SUSTAINABLE

The new compensation system is based on four key principles to ensure that it is fit for purpose. It also means that public sector workers will understand their compensation and the Government of Jamaica can more readily predict and manage the wage bill.



### WHAT YOU SHOULD REMEMBER:

- The new public sector compensation system will be easily understood.
- The system will be equitable and transparent across the public service.
- The new compensation system will recognise and reward high performance.
- The new compensation system will be sustainable and support the realisation of strategic goals of the Government.

**VALUED COMPENSATION** = **01 FAIR** **02 SIMPLE** **03 TRANSPARENT** **04 SUSTAINABLE**

### PRINCIPLES OF THE NEW COMPENSATION SYSTEM

### CHANGES

### WHAT DOES THIS MEAN?



**Simple and Easily Understood**

Compensation will be **clear and coherent** so employees can see the value of their compensation package.

**185 allowances** will be **REDUCED TO APPROXIMATELY 20**



**Fair and Equitable**

A consistent method will be adopted to determine pay across the public sector and **reflect the value of workers.**

**325 salary scales** will be **REDUCED TO 16 BANDS**



**Recognise and Reward Performance**

There will be a clear link between **performance and pay progression.**

From incremental progression based on **length of service** to increased incentives based on performance.



**Sustainable and Affordable**

**The new compensation system** balances improved pay position and management of the overall wage bill.

From a system which automatically increases cost to a more consistent, **data driven and managed approach** to compensation.

