



ANY REPLY OR SUBSEQUENT REFERENCE SHOULD BE ADDRESSED TO THE
FINANCIAL SECRETARY AND THE FOLLOWING REFERENCE NUMBER
QUOTED:-

Telephone No. 92-28600-16
Website: <http://www.mof.gov.jm>
Email: info@mof.gov.jm

MINISTRY OF FINANCE AND THE PUBLIC SERVICE
STRATEGIC HUMAN RESOURCE MANAGEMENT DIVISION
30 NATIONAL HEROES CIRCLE
P.O. BOX 512
KINGSTON
JAMAICA

February 20, 2023

Circular No. 12

Ref. No. 59/20^{IX}

Permanent Secretaries
Heads of Departments

Compensation Restructure: Legal Officer JLG/LO 1 - 6

As part of its commitment to the transformation of the public sector, the Government of Jamaica (GOJ) has commenced implementation of a new compensation system. The new system will result in a more rational compensation structure for the Public Sector.

Key features of the new compensation system are a common pay spine and the rationalisation and consolidation of allowances into basic pay, as far as possible.

In keeping with the ongoing implementation, the applicable salary scales are attached and the Conversion Templates will be provided through the Transformation Implementation Unit of this Ministry. To facilitate completion of the compensation restructure, the following information is to be provided to this Ministry by **February 23, 2023**:

- The additional cost to implement the Compensation Restructure must be submitted to the Public Expenditure Division and the Strategic Human Resource Management Division (Compensation Unit) of this Ministry by **February 23, 2023**. The information should detail the number of positions involved at each grade/level and should be submitted in the formats attached. Details of the conversions to the new structure are to be submitted to the Transformation Implementation Unit to executivedirectortiu@transformation.gov.jm by **February 23, 2023**.

Schedules attached for completion are:

- Compensation Restructure Allocation Requirement Form
- Template to Capture Gross Compensation per activity.

Please ensure that all schedules are fully completed and returned by **February 23, 2023**.

Please note that upon implementation, payroll runs and conversion listings are to be submitted to the Transformation Implementation Unit to executivedirectortiu@transformation.gov.jm no later than the date of payment.

In any case of doubt, difficulty, or should you need further clarification, please contact the Public Expenditure Division or the Compensation Unit of this Ministry.

Darlene Morrison, CD
Financial Secretary

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