



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: [finsec@mof.gov.jm](mailto:finsec@mof.gov.jm)

## MINISTRY OF FINANCE & THE PUBLIC SERVICE

30 NATIONAL HEROES CIRCLE

P.O. BOX 512

KINGSTON

JAMAICA

March 13, 2023

### Circular No: 13

Ref No: C3<sup>VII</sup>

Permanent Secretaries  
Heads of Department

#### Implementation of the New Compensation System – Legal Officers

As part of its commitment to the transformation of the public sector, the Government of Jamaica (GOJ) is implementing 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.

Consequent on the agreement arrived at with the Legal Officers Association (LOSA); approval is given to implement new pay rates for Legal Officers classified at the levels of **JLG/LO 1-6** as detailed on the attached schedule.

The new pay bands are being implemented over a three (3) year period, commencing April 1, 2022. The new rates are to be implemented in March 2023, all related retroactive amounts are payable in March 2023. Please note that upon implementation, no incremental payments are to be made against the new compensation structure over the three (3) year implementation period.

Conversion to the restructured salary scales is outlined below:

A. Generally, employees will convert to the new bands as follows:

- |      |   |                                       |
|------|---|---------------------------------------|
| i)   | Current points 1-4 go to the  | 1 <sup>st</sup> point of the new band |
| ii)  | Current points 5-7 go to the  | 2 <sup>nd</sup> point of the new band |
| iii) | Current point 1 <sup>st</sup> and 2 <sup>nd</sup> Seniority go to the | 3 <sup>rd</sup> point of the new band |
| iv)  | Current 3 <sup>rd</sup> Seniority go to the                           | 4 <sup>th</sup> point of the new band |

B. Please note that all current pensionable allowances have been accommodated in the new basic salaries.

C. Notwithstanding the above, employees who on conversion as outlined at A above, fall below the minimum net increase of 20% over the 3-year period, are to be moved along the salary scale to a point that meets the minimum increase.

Payment is also to be made to fixed term contract officers employed against established posts and who are being paid the exact salary and allowances in accordance with the classification and pay of the post. All other contract officers will be paid in keeping with the terms and conditions outlined in their contracts of employment until they expire or are terminated.

#### Allowances are to be treated as under:

These allowances are no longer payable with effect from April 1, 2022	
Fixed Motor Car Allowance	Duty Allowance
Full Upkeep	Qualification Increments
Commuted Upkeep	
Partially Maintained Motor Vehicle	
Library Allowance	

Robing and laundry allowances remain payable at the existing rates of \$187,835.00 per annum and \$40,000.00 per annum respectively until further advised by this Ministry.

Please note that a number of policies continue to be discussed with the Public Sector Unions. Until these discussions have concluded, the relevant Circulars and Staff Orders will continue to apply.

The additional cost to implement the restructured compensation must be submitted to the Public Expenditure Division and the Strategic Human Resource Management Division (Compensation Unit) of this Ministry. The information should detail the number of positions involved at each grade/level

The payroll run and conversion listing are to be submitted to the Transformation Implementation Unit by email to [executivedirectortiu@transformation.gov](mailto:executivedirectortiu@transformation.gov) by the end of the first month in which the new system is implemented

In any case of doubt or difficulty, the Compensation Unit Strategic Human Resource Management Division of this Ministry should be contacted for clarification or advice before any action is taken.



Darlene Morrison, CD  
Financial Secretary



Restructured Compensation - Legal Officers (JLG/LO 1-6) April 1, 2022 to March 31, 2025

Positions	BASIC												SALARY
	Minimum												Maximum
<b>Legal Officer 6</b>													
PAY BAND 13													
With effect from April 1, 2022	\$8,948,789	\$9,172,509	\$9,401,821	\$9,636,867	\$9,877,789	\$10,124,733	\$10,377,852	\$10,637,298	\$10,903,230	\$11,175,811	\$11,455,206	\$11,741,587	\$12,035,126 p.a
With effect from April 1, 2023	\$10,124,733	\$10,377,851	\$10,637,298	\$10,903,230	\$11,175,811	\$11,455,206	\$11,741,586	\$12,035,126	\$12,336,004	\$12,644,404	\$12,960,514	\$13,284,527	\$13,616,640 p.a
With effect from April 1, 2024	\$11,455,206	\$11,741,586	\$12,035,126	\$12,336,004	\$12,644,404	\$12,960,514	\$13,284,527	\$13,616,640	\$13,957,056	\$14,305,983	\$14,663,632	\$15,030,223	\$15,405,979 p.a
<b>Legal Officer 5</b>													
PAY BAND 12													
With effect from April 1, 2022	\$7,344,688	\$7,528,305	\$7,716,513	\$7,909,426	\$8,107,161	\$8,309,840	\$8,517,586	\$8,730,526	\$8,948,789	\$9,172,509	\$9,401,822	\$9,636,867	\$9,877,789 p.a
With effect from April 1, 2023	\$8,309,840	\$8,517,586	\$8,730,526	\$8,948,789	\$9,172,509	\$9,401,821	\$9,636,867	\$9,877,788	\$10,124,733	\$10,377,851	\$10,637,298	\$10,903,230	\$11,175,811 p.a
With effect from April 1, 2024	\$9,401,821	\$9,636,867	\$9,877,788	\$10,124,733	\$10,377,851	\$10,637,297	\$10,903,230	\$11,175,811	\$11,455,206	\$11,741,586	\$12,035,126	\$12,336,004	\$12,644,404 p.a
<b>Legal Officer 4</b>													
PAY BAND 11													
With effect from April 1, 2022	\$6,028,127	\$6,178,830	\$6,333,301	\$6,491,633	\$6,653,924	\$6,820,272	\$6,990,779	\$7,165,549	\$7,344,687	\$7,528,305	\$7,716,512	\$7,909,425	\$8,107,161 p.a.
With effect from April 1, 2023	\$6,820,273	\$6,990,780	\$7,165,549	\$7,344,688	\$7,528,305	\$7,716,513	\$7,909,426	\$8,107,161	\$8,309,840	\$8,517,586	\$8,730,526	\$8,948,789	\$9,172,509 p.a.
With effect from April 1, 2024	\$7,716,512	\$7,909,425	\$8,107,160	\$8,309,839	\$8,517,585	\$8,730,525	\$8,948,788	\$9,172,508	\$9,401,821	\$9,636,866	\$9,877,788	\$10,124,732	\$10,377,851 p.a.
<b>Legal Officer 3</b>													
PAY BAND 10													
With effect from April 1, 2022	\$4,947,565	\$5,071,254	\$5,198,035	\$5,327,986	\$5,461,186	\$5,597,715	\$5,737,658	\$5,881,100	\$6,028,127	\$6,178,830	\$6,333,301	\$6,491,634	\$6,653,925 p.a.
With effect from April 1, 2023	\$5,597,715	\$5,737,658	\$5,881,100	\$6,028,127	\$6,178,830	\$6,333,301	\$6,491,634	\$6,653,925	\$6,820,273	\$6,990,779	\$7,165,549	\$7,344,688	\$7,528,305 p.a.
With effect from April 1, 2024	\$6,333,301	\$6,491,634	\$6,653,925	\$6,820,273	\$6,990,779	\$7,165,549	\$7,344,688	\$7,528,305	\$7,716,512	\$7,909,425	\$8,107,161	\$8,309,840	\$8,517,586 p.a.
<b>Legal Officer 2</b>													
PAY BAND 9													
With effect from April 1, 2022	\$4,060,697	\$4,162,214	\$4,266,270	\$4,372,926	\$4,482,249	\$4,594,306	\$4,709,163	\$4,826,892	\$4,947,565	\$5,071,254	\$5,198,035	\$5,327,986	\$5,461,186 p.a.
With effect from April 1, 2023	\$4,594,306	\$4,709,163	\$4,826,892	\$4,947,565	\$5,071,254	\$5,198,035	\$5,327,986	\$5,461,186	\$5,597,715	\$5,737,658	\$5,881,100	\$6,028,127	\$6,178,830 p.a.
With effect from April 1, 2024	\$5,198,035	\$5,327,986	\$5,461,186	\$5,597,715	\$5,737,658	\$5,881,100	\$6,028,127	\$6,178,830	\$6,333,301	\$6,491,634	\$6,653,925	\$6,820,273	\$6,990,779 p.a.
<b>Legal Officer 1</b>													
PAY BAND 8													
With effect from April 1, 2022	\$3,332,803	\$3,416,123	\$3,501,526	\$3,589,064	\$3,678,791	\$3,770,761	\$3,865,030	\$3,961,655	\$4,060,697	\$4,162,214	\$4,266,270	\$4,372,926	\$4,482,249 p.a.
With effect from April 1, 2023	\$3,770,761	\$3,865,030	\$3,961,655	\$4,060,697	\$4,162,214	\$4,266,270	\$4,372,926	\$4,482,249	\$4,594,306	\$4,709,163	\$4,826,892	\$4,947,565	\$5,071,254 p.a.
With effect from April 1, 2024	\$4,266,270	\$4,372,926	\$4,482,249	\$4,594,306	\$4,709,163	\$4,826,892	\$4,947,565	\$5,071,254	\$5,198,035	\$5,327,986	\$5,461,186	\$5,597,715	\$5,737,658 p.a.
<b>QB</b>													
With effect from April 1, 2022	\$2,499,602	\$2,562,092	\$2,626,145	\$2,691,798	\$2,759,093	\$2,828,070	\$2,898,772	\$2,971,242	\$3,045,523	\$3,121,661	\$3,199,702	\$3,279,695	\$3,361,687 p.a
With effect from April 1, 2023	\$2,828,070	\$2,898,772	\$2,971,242	\$3,045,523	\$3,121,661	\$3,199,702	\$3,279,695	\$3,361,687	\$3,445,729	\$3,531,873	\$3,620,169	\$3,710,674	\$3,803,440 p.a
With effect from April 1, 2024	\$3,199,702	\$3,279,695	\$3,361,687	\$3,445,729	\$3,531,873	\$3,620,169	\$3,710,674	\$3,803,440	\$3,898,526	\$3,995,990	\$4,095,889	\$4,198,287	\$4,303,244 p.a