



MINISTRY OF FINANCE AND THE PUBLIC SERVICE



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**GOJ'S
INTRODUCTION OF
PATERNITY
LEAVE,
ADOPTIVE LEAVE
AND EXTENSION
ON MATERNITY
LEAVE**





MINISTRY OF FINANCE AND THE PUBLIC SERVICE

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EDITORIAL

As we embark on another new year, the Ministry of Finance and the Public Service (MOFPS) continues to play its part in accomplishing Vision 2030 Jamaica, through human capital and infrastructural development. For 2023 and beyond, the Government of Jamaica (GOJ) is committed to improving the lives of all public sector workers. This process is underway as several bargaining groups have already signed a Memorandum of Understanding with the Ministry to increase the salary/wage of its members.

Additionally, the MOFPS is intent on improving Jamaica's economic and fiscal position locally, regionally and internationally. This is being demonstrated through the signing of a Financial Advisory Services Agreement with the International Finance Corporation for the development of the North Coast Highway Project. Coupled with that, the MOFPS also signed a Double Taxation Agreement with the United Arab Emirates for the avoidance of double taxation and the prevention of fiscal evasion with respect to taxes on income.

In this edition of the **MOFPS Insider**, we highlight the activities undertaken to celebrate the work and worth of public servants during Civil Service Week 2022 as well as the staff at the ministry who continue to display exemplary customer service. We will also share highlights from the Audit Committee Conference, OECD/CARICOM Regional Meeting, the Public Bodies' Corporate Governance Awards and the Financial Literacy Seminar.

If you wish to share feedback on this publication, please send an email to mofps.pr@mof.gov.jm.

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S&P AFFIRMS JAMAICA AT 'B+', OUTLOOK REMAINS "STABLE"

Standard and Poor's Global Ratings, October 5, 2022, affirmed the Government of Jamaica's Long-Term Foreign and Local Currency Issuer Default Rating (IDR) at 'B+' with the outlook remaining Stable.

The S&P rating reflects the agency's notion that Jamaica's economy will continue to recover, with expected Gross Domestic Product (GDP) growth of 4.0 % in 2022.

It is also expected that the Government will remain committed to sustainable public finances, including the achievement of the current year's budgeted fiscal targets.

The outlook is grounded in the expectation that Jamaica will remain committed to macroeconomic and fiscal discipline with a continued downward trajectory of the debt burden.

S&P noted that the country continues to face downside risks from slowing global growth, lower than expected domestic growth, a potential recession in the US, and the impact of global inflation.

In commenting on the rating action Hon. Nigel Clarke, DPhil., MP, Minister of Finance and the Public Service said, "This affirmation by S&P, which comes at a time of great uncertainty in the world economy, is yet another sign that Jamaica's strategy of reducing vulnerability and strengthening resilience is paying off."



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SCAN THIS



**THE GOVERNMENT
OF JAMAICA**

FINANCE MINISTRY RECOGNISES CUSTOMER SERVICE STAFF

Here are the Highlights!



Rory Stennett (left), Director of Customer Service at the Ministry of Finance and the Public Service and Fae Ellington, CD, OD, (right) Veteran Broadcaster and Media Personality are all smiles with the winners of the Customer Service Champion Competition, Dayne Phang (2nd left) Director, Property, Security and Emergency Management Unit, third place winner; Otis Service (centre) ICT Support Manager, second place winner; and Dominique Fearon (2nd right) Records Officer in the Documentation Information and Access Service, first place winner; at the Customer Service Luncheon held at the Jamaica Pegasus Hotel on Thursday, October 6, 2022.



Congratulations

MOF SIGNS FINANCIAL ADVISORY SERVICES AGREEMENT WITH THE IFC FOR NORTH COAST HIGHWAY PROJECT

Press Release dated: Thursday, October 13, 2022.

Minister of Finance and the Public Service, Dr. the Hon. Nigel Clarke signed a Financial Advisory Services Agreement (“FASA”) with International Finance Corporation’s (“IFC”) Managing Director Makhtar Diop, for the development of the North Coast Highway Project which has an investment value of approximately US\$800 million. The Financial Secretary, Director General of the Planning Institute of Jamaica (PIOJ) as well as other senior members from IFC were also present. This is further to the MOU signed between the GOJ and the IFC in April regarding the same project.

Minister Clarke noted, “Last year we signalled that the GOJ would leverage the improvement in Jamaica’s macro-economy to utilise an improved modality for highway infrastructure procurement that is open, competitive and transparent. With enhanced fiscal credibility and entrenched stability, Jamaica is now in a position to put together a complex transaction of this nature with the realistic prospect of attracting large international firms to compete for this kind of opportunity. We are pleased to enter into this definitive agreement with the IFC whereby they will advise the GOJ on the structuring and execution of this ‘game-changing’ transaction.”

The FASA details that IFC will provide a full-service advisory that will assist the government in all steps of project structuring and implementation to successful closure of the expansion, improvement and maintenance of the Mammee Bay to Salem (12.3km), Seacastles to Greenwood (6.8km) and Greenwood to Discovery Bay (40.7km) road segments.

These services include carrying out detailed technical, legal, financial, environmental and social studies, designing the bidding process and implementing a competitive tender that results in a bankable project for investors that meet clear public sector goals.

In addition, working with the IFC may also allow the GOJ to access grant resources that can help finance the cost of this advisory service. The IFC has advised on several innovative and “first” road PPP transactions and since 2004, has closed over 140 PPP transactions in 55 countries, leading close to 34 billion dollars of private financing.



Hon. Nigel Clarke, DPhil., MP (right), Minister of Finance and the Public Service and Makhtar Diop (left), Managing Director, International Finance Corporation signing the Financial Advisory Services Agreement in Washington D.C. in October.

Martin Spicer, IFC’s Regional Director for the Caribbean, Mexico, Colombia and Central America said, “This project will open new paths for Jamaica’s social and economic development.”

He added, “IFC has extensive expertise in public-private partnerships for large infrastructure projects, and we are confident that this project will be an important boost for tourism and open up new areas for economic development in Jamaica.”

The signing was done during the International Monetary Fund/ World Bank Annual Meetings being held in Washington DC, USA, where Minister Clarke is also meeting with other multilateral partners on Jamaica’s economic programmes, as well as with international credit rating agencies and investment banks.

Congratulations



Darlene Morrison is the Financial Secretary at the Ministry of Finance and the Public Service. She joined the Ministry of Finance in 1989 and has built a reputation for being a decisive, strong and astute public servant. She has participated in the formulation, execution and management of Jamaica's programmes with the International Monetary Fund (IMF) and has had responsibility for the preparation, negotiation and financial management of projects with multilateral development agencies such as the Inter-American Development Bank, the World Bank, the European Union, the Caribbean Development Bank and the Japan International Cooperation Agency.

FS Morrison was awarded the Order of Distinction in the Rank of Commander Class during the National Honours and Awards Ceremony held recently at King's House. Here are 9 things you did not know about FS Morrison:

- 1 What do you do to relax?
■ I work on my gardening skills to relax.
- 2 What is your favourite animal?
■ Dogs, I guess.
- 3 What did you want to be when you were growing up?
■ I wanted to be a pilot.
- 4 Can you cook? What do you enjoy cooking?
■ It is my opinion that I can cook. The traditional Jamaican Sunday dinner as well as the average Jamaican Christmas dinner and of course the traditional Christmas cake.
- 5 What other activity have you been involved in?
■ Amateur photography. I was a member of the Colour Photography Club of Jamaica and have participated in past festival photography competitions.
- 6 Who is the most influential person in your life?
■ The most influential persons were my parents who ensured that I obtained a solid educational base as the foundation for future achievements in life, both personal and through service to the country.
- 7 What keeps you motivated?
■ The advancements that have been made in various spheres of the country despite the occasional setback. Jamaica has demonstrated its ability to advance to a higher level of development leading to an improvement in the standard of living of all citizens and so the team at the Ministry of Finance and the Public Service and I continue to work toward the realisation of that objective in the near future.
- 8 Describe your perfect day.
■ There is no such thing as a perfect day.
- 9 What does this award/recognition mean to you?
■ The award represents an acknowledgement of the contribution over several decades not only by me but by the wider Ministry of Finance and its Departments to the advancement of the country from the perspective of the economy, the fiscal sector and the management of the national debt.

Darlene Morrison, CD

Financial Secretary,
Ministry of Finance and the Public Service

The Ministry of Finance and the Public Service applaud its Financial Secretary on her award.



website: mof.gov.jm

MOF SIGNS DOUBLE TAXATION AGREEMENT WITH UAE



(L-R) Hon. Nigel Clarke, DPhil., MP, Minister of Finance and the Public Service, Senator the Hon. Kamina Johnson Smith, Minister of Foreign Affairs and Foreign Trade and His Excellency Bader Abdullah Saeed Almatrooshi, Ambassador of the United Arab Emirates to the Republic of Cuba and non-resident Ambassador to Jamaica following the signing of the Double Taxation Agreement between both governments.

Press Release dated: Friday, October 21, 2022.

Minister of Finance and the Public Service, Hon. Nigel Clarke, DPhil., MP and Ambassador of the United Arab Emirates to Jamaica, His Excellency Bader Abdullah Saeed Almatrooshi signed the Double Taxation Agreement (DTA) between the Government of the United Arab Emirates (UAE) and the Government of Jamaica for the avoidance of double taxation and the prevention of fiscal evasion with respect to taxes on income. The signing took place during a short ceremony at the Ministry of Foreign Affairs and Foreign Trade in Kingston on Thursday, October 20, 2022.

The objectives of DTAs are to provide full protection to taxpayers against double taxation and to allow for the free flow of international trade or cross-border transactions and investments, as well as the transfer of technology.

The perceived benefits include the clarification of taxing rights of each state, avoidance of double international juridical taxation and the prevention of fiscal evasion with anti-avoidance provisions.

During the event, Minister Clarke said, "We have a lot to learn from the United Arab Emirates and we hope that the signing of this agreement will be a signal to investors in Jamaica and investors in the United Arab Emirates that the vision we have for a shared future between the UAE and Jamaica is one of friendship and prosperity, trade, economic relations and investment".

Senator Kamina Johnson Smith, Minister of Foreign Affairs and Foreign Trade noted that bringing this agreement to fruition has been the result of deep interest, close dialogue and coordination.

She also stated that "This agreement provides a backdrop to and a snapshot for the future of business and investment relations that we aim to foster between both countries. The prevention or elimination of internal double taxation in respect of the same income, exchange of goods and services and the movement of capital and persons constitutes a significant component in our bilateral investment outlook".

His Excellency Bader Abdullah Saeed Almatrooshi, Ambassador of the United Arab Emirates to the Republic of Cuba and non-resident Ambassador to Jamaica thanked Jamaica for their support, stating that this signing is a very important agreement between the two countries and that with this agreement the possibilities are endless.

Jamaica currently has DTAs with 15 other countries: Canada, China, Denmark, France, Germany, Israel, Italy, Japan, Mexico, Norway, Spain, Sweden, Switzerland, United Kingdom and the USA. Jamaica is also a party to the CARICOM Multilateral Agreement and has Tax Information and Exchange Agreements (TIEAs) with most of the Nordic countries such as Denmark, Norway, Faroe Islands, Finland, Greenland and Iceland. There are also TIEAs with Brazil and Macau.

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2022 AUDIT COMMITTEE CONFERENCE



Panellists at the Audit Committee's Conference at the Courtleigh Hotel and Suites in Kingston on Wednesday, November 2, 2022.

Press Release dated: Thursday, November 3, 2022.

The Ministry of Finance and the Public Service (MOFPS) in collaboration with the Office of the Cabinet hosted the 2022 Audit Committees' Conference to create awareness and continued professional learning about topical and current issues on Governance, Compliance and Risk Management within the Public Service.

This year's conference was held under the theme, **"Audit Committees: Accelerating Performance to Manage Expectations"** at the Courtleigh Hotel and Suites in Kingston on Wednesday, November 2, 2022.

The conference adopted a hybrid structure to facilitate committee members from local, regional and international audit sectors.

Speaking at the event, Darlene Morrison, CD, Financial Secretary, MOFPS, said, "The Ministry of Finance and the Public Service recognises that GOJ Audit Committees are not exempt from high stakeholders' expectations and therefore, we are constantly thinking of methods that will ensure that the role and functions of audit committees not only meet the required standards but that there is evidence of the standard of work of the audit committees."

She further added, "In that regard, I am sure you are aware of the recent initiative of the Internal Audit Directorate to introduce the Audit Committee Performance Evaluation Guidelines".

The Audit Committee Performance Evaluation guideline (ACPE tool) is designed to assist the audit committee in establishing a framework within which it can evaluate how well it is executing its oversight responsibilities. This tool aims to transform how audit committees measure and report their effectiveness and is the first of its kind in the history of audit committees in Jamaica.

The conference hosted a panel discussion on the ACPE guidelines with a focus on Communication and professional engagement. The panellists were Kerry-Ann Lewars-Jackson, Chairman of the National Works Agency Audit Committee, Nicola Reid, Chairman of MOFPS Audit Committee, Peter Brown, Chairman of the Ministry of Agriculture and Fisheries Audit Committee and Garfield Brissett, Chairman of the Ministry of Culture, Gender, Entertainment and Sport Audit Committee. The session was led by Michelle Miller, Audit Coordinator, Quality Assurance and Performance Audit, Internal Audit Division, MOFPS.

There were also presentations on effective cyber security tactics, planning for success (aligning the annual risk-based audit plan to the organisation's objectives) and an overview of the Audit Committees' performance.



Darlene Morrison, CD, Financial Secretary, MOFPS delivers the opening remarks during the Audit Committees' Conference on Wednesday, November 2, 2022.

GOJ AWARDS

Top Civil Servants of the Year



Hon. Marsha Smith (right) MP, State Minister in the Ministry of Finance and the Public Service, poses with Leodis Douglas (left), Chairman, Board of Directors, FHC, Roxann Linton (2nd left), Chief Executive Officer, FHC, Oniel Grant (second row), President, Jamaica Civil Service Association (JSCA), Lennox Wallace (2nd right), Chief Public Health Inspector (Actg. Parish Manager) and winner of the Managerial category and Oliver Morris (centre), Customer Service Officer and winner of the Mid Managerial category at Terra Nova All-Suite Hotel on Friday, November 18, 2022. Missing is Simone Turton, Health Records Technician and winner in the Technical category.

Press Release dated: Friday, November 18, 2022.

Three (3) outstanding public servants were awarded the prestigious title of Civil Servant of the Year during an awards ceremony hosted by the Government of Jamaica in partnership with First Heritage Co-operative Credit Union Limited (FHC), at the Terra Nova All-Suite Hotel in Kingston on Friday, November 18, 2022.

Lennox Wallace, Chief Public Health Inspector (Actg. Parish Manager) copped the Civil Servant of the Year in the Managerial Category while Oliver Morris, Customer Service Officer came out on top in the Mid Managerial Category and Simone Turton, Health Records Technician in the Technical Support Category.

The winner of the inaugural People's Choice Award, with 35.9% of the 1,597 votes across the Public Service is Sophia Moulton, Director, Ceremonials, Operation and Staff Administration in the Office of the Prime Minister.

Hon. Marsha Smith, Minister of State in the Ministry of Finance and the Public Service congratulated the awardees and urged them to continue delivering service excellence.

"A true patriot is what I see when I look at the hard work, dedication and passion in which you execute your various duties as public servants. From the managerial to the technical level, you are the wheel that keeps the daily operations of this country turning and for that Jamaica owes you a great debt," she said.

During the ceremony, Leodis Douglas, Chairman of the Board of Directors, FHC said, "This celebration is not only an opportunity to commend your success but also to recognise the civil service as a critical body, one that affects the lives of all Jamaicans and undertake actions that keep the wheels of our government turning to generate stability and to drive change".

Meanwhile, Lennox Wallace says he is elated that he won Civil Servant of the Year in the Managerial Category. "I am indeed humbled to have won this award and I also want to congratulate the other nominees. Management is like a relay, when you take up the baton, run as hard and as fast to complete the task at hand."

Each awardee received a plaque, a citation and a cash prize of \$200,000 along with a \$150,000 allocation for a joint community project, courtesy of First Heritage Cooperative Credit Union Limited (FHC).

This award ceremony marked the 18th year since its implementation in 2004 and was geared at highlighting the worth and work of outstanding Civil Servants who have given excellent service to Central Government and the country as a whole.

This year, Civil Service Week is being celebrated during the week of November 20-26, 2022.

Among the week's activities is a Church Service, a Vintage Display Opening on a Public Forum and a Jamaica Civil Service Long Service Awards Ceremony. Also among the activities are a Domino Knockout Session and a Vintage Night After-Work Lyme.

The week's activities will culminate on Saturday, November 26, with an island-wide church service across all chapters.



Highlights FROM THE CSW CHURCH SERVICE

held at the Boulevard Baptist Church on Sunday, November 20, 2022.



Highlights FROM THE CSW VINTAGE DISPLAY

held at the Kingston and St. Andrew Parish Library on Monday, November 21, 2022.



STATE MINISTER CALLS FOR JAMAICANS TO ADOPT/FOSTER A CHILD



Hon. Marsha Smith, MP, State Minister in the Ministry of Finance and the Public Service calls for Jamaicans to adopt or foster a child during the Civil Service Week Public Forum held at the Jamaica Pegasus Hotel on Tuesday, November 22, 2022.

Press Release dated: Wednesday, November 23, 2022.

Hon. Marsha Smith, MP, Minister of State in the Ministry of Finance and the Public Service is calling for Jamaicans to foster or adopt a child as the new public sector leave becomes effective. She urged civil servants to make use of the opportunity once it takes effect.

"This [public sector leave] is an opportunity for other Jamaicans who have the capacity and the ability to take and foster a child. If you are a public servant

you're going to be given an opportunity to get those weeks to settle that child in before you go back to work fully."

She was speaking during the Civil Service Week Public Forum at the Jamaica Pegasus Hotel in Kingston on Tuesday, November 22, 2022.

The Government of Jamaica (GOJ) is set to modernise the public sector through a series of transformations to meet the needs of public servants as well as to compete with local private and international markets.

Maternity Leave has been increased from 40 working days to 60 working days. The GOJ has also introduced Paternity Leave for fathers of newborns and Family Leave for adoptive parents who are bringing a new child into the home.

Meanwhile, keynote speaker at the event, Zachary Harding, Executive Chairman, Delta Capital Partners Limited applauds the Government for acknowledging civil servants and described the signing of the compensation agreement by the trade unions as a massive step in the right direction.

"I've been watching the week of activities and I think it's important because far too often we don't recognise and celebrate the people who are doing the work. So I think it's a wonderful initiative to have this Civil Service Week. The new compensation package reflects the respect that the government shows for the civil servants and will certainly put them in a better position in terms of them being able to live a better life and encourage other people to join the civil service."

Hon. Audrey Sewell, OJ, CD, JP, Permanent Secretary in the Office of the Prime Minister and Ministry of Economic Growth and Job Creation during her presentation encouraged public servants to be accountable because it allows them to improve behaviour, productivity and output.

Meanwhile, O'Neil Grant, President of the Civil Service Association commended the Ministry of Finance and the Public Service for prioritising the people during the public transformation exercise.

Civil Service Week 2022 is being celebrated during the week of November 20-26, 2022 under the theme, *'The Public Sector: Forging Ahead with Determination'*.

Among the remaining activities are a Jamaica Civil Service Long Service Awards Ceremony, Domino Knockout Session, Vintage Night After-Work Lyme and an island-wide church service across all chapters.



Hon. Marsha Smith (2nd left) MP, State Minister in the Ministry of Finance and the Public Service, Audrey Sewell, OJ, CD, JP (2nd right), Permanent Secretary at the Office of the Prime Minister and the Ministry of Economic Growth and Job Creation, Oniel Grant (right), President, Jamaica Civil Service Association (JSCA) and Zachary Harding (left) Executive Chairman, Delta Capital Partners Ltd are all smile following the Civil Service Week Public Forum held at the Jamaica Pegasus Hotel on Tuesday, November 22, 2022.

Highlights FROM THE CSW VINTAGE AFTER WORK LYME AND ZOOM PARTY

held at the NHT Car Park on Friday, November 25, 2022.



OECD/CARICOM REGIONAL MEETING



Hon. Nigel Clarke, DPhil., MP, Minister of Finance and the Public Service speaking during the OECD/CARICOM Regional Meeting on Tuesday, November 22, 2022, at the Jamaica Pegasus Hotel.

Hon. Nigel Clarke, DPhil., MP, Minister of Finance and the Public Service speaking during the Caribbean Community Organisation of Economic Cooperation and Development on Tuesday, November 22, 2022, at the Jamaica Pegasus Hotel. Approximately, 80 members from jurisdictions across the Caribbean met to have high-level discussions as part of a three-day regional meeting in Kingston from November 22-24, 2022.

According to Tax Administration, Jamaica, the meeting was convened to hold discussions on the OECD's two-pillar solution proposition and other tax matters impacting the region.

A special engagement with local and regional business communities was also facilitated to discuss the experiences and impact of taxation policies on various industries.



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developed, and **competitively compensated.**'*

**- a strategic outcome of
public sector transformation**



FCJ COPS GRETA BOGUES AND FINANCE MINISTER AWARDS AT 2022 CORPORATE GOVERNANCE AWARDS

**Press Release dated: Thursday,
December 1, 2022.**

The Factories Corporation of Jamaica (FCJ) Ltd. emerged the winner of the Greta Bogues Award for Excellence in Corporate Governance and the Finance Minister's Award for Board Composition, Functions and Structure at the fifth staging of the Public Bodies' Corporate Governance Awards held at the Jamaica Pegasus Hotel on Thursday, December 1, 2022.

FCJ unseated the three-time winner, the National Health Fund (NHF), which has won the most awards since the inception of the corporate governance awards.



Hon. Nigel Clarke, DPhil., MP, (left) Minister of Finance and the Public Service and Keith Duncan (right) President of the Private Sector Organisation of Jamaica are all smiles with the ecstatic team at the Factories Corporation of Jamaica (FCJ) Limited who won the Greta Bogues Award for Excellence in Corporate Governance and the Finance Minister's Award for Board Composition at the Public Bodies' Corporate Governance Awards held at the Jamaica Pegasus Hotel on Thursday, December 1, 2022.

The entity was selected for the top awards following review by a judging panel comprised of persons from the public and private sectors with vast experience in corporate governance.

Hon. Nigel Clarke, DPhil., MP, Minister of Finance and Public Service in his keynote address underscored the importance of the Public Bodies' Corporate Governance Awards.

"The reason why we persist with this [Public Bodies' Corporate Governance Awards] is that what gets measured gets done... and we take time out to recognise

the achievements of public bodies and the critically important areas of governance. Public bodies are responsible for 466 billion dollars of expenditure in this fiscal year, across 146 public bodies," he noted.

Dr. Donald Farquharson, Managing Director, FCJ says this is a big deal and they are elated that they were selected for the top awards at the ceremony. "The FCJ is just 126 staff and I think we have been striking above our weight class. In 2016, there was a damning auditor general's report and I was recruited as Managing Director to be a transformational leader. [Several] years later, there is just tremendous success. So the governance

awards that concluded in us being the top public sector agency in the country is just big.”

He further added, “I want to big up my staff because they have been the hard workers both the field service staff and the back office staff. So as MD I am very very proud.”

Meanwhile, Keith Duncan, President of the Private Sector Organisation of Jamaica (PSOJ) highlighted the importance of the Corporate Governance Awards adding that PSOJ’s partnership with the MOFPS continues to bear meaningful fruit.

“It’s important that our society implement robust systems of governance critical to transparent and efficient operations. I believe it is important that we recognise the effort made by each entity who have submitted their governance processes for scrutiny and assessment. You are all champions in elevating the bar for good governance in Jamaica.”

Second and third place for the Greta Bogues Award for Excellence in Corporate Governance was the National Health Fund and the National Export-Import Bank of Jamaica respectively. While the second and third runners-up for the Finance Minister’s Award for Board Composition, Functions and Structure were the National Housing Trust and the National Export-Import Bank of Jamaica.

Dedicated awards were presented for Corporate Governance, Policies, Procedures and Practices and Risk Measurement and Internal Controls to the National Health Fund and the Compliance and Disclosure of Information went to the Office of Utilities Regulation.

Special awards were presented for the Best Website (National Health Fund) and the Best Annual Report (Factories Corporation of Jamaica). While the Port Authority of Jamaica walked away with the Most Improved Public Body award.

The annual staging of the Public Bodies’ Corporate Governance Awards is a collaborative initiative between the Ministry of Finance and the Public Service and the PSOJ that is geared at identifying and rewarding public bodies that have established high standards of corporate governance disclosure and practices.

The awards apply to Public Bodies which are governed by the Public Bodies Management and Accountability Act and the Corporate Governance Framework.



Keith Duncan, President of the Private Sector Organisation of Jamaica presents the Greta Bogues Award for Excellence in Corporate Governance to the second-place winners, the National Health Fund and third-place winners, the National Export-Import Bank of Jamaica at the Public Bodies’ Corporate Governance Awards.



THE PEOPLE

Inside the MOFPS

Wayne Jones

Deputy Financial Secretary (DFS)

Meet Wayne Jones, Deputy Financial Secretary (DFS) of the Strategic Human Resource Management Division (SHRMD) at the Ministry of Finance and the Public Service. DFS Jones oversees the GOJ's Strategic Human Resource Management Portfolio which includes all conditions of service for the public sector to include employee benefits, industrial relations, HR policies, compensation, establishment, organisational design and pensions.

He has been in the public sector for over forty (40) years. Here are some things about him.

1. If you could change something about Jamaica what would it be? Why?

I would change the indiscipline in our society. All things bad lead back to some level of indiscipline. Lack of adherence to rules lead to people breaking laws, whether as a motorist, student in school, employee, spectator at a game or a bank teller in charge of customers' money. Discipline is what puts a check on the human frailty to behave in ways counter to good order and positive communal living.

2. What is your favourite way to spend a day off?

The few such days are spent with friends...chatting, eating, drinking, playing music, playing dominoes and if KC has a game we make a party of it.

3. If money were no object what would you do?

I would retire much earlier and travel the world... unencumbered and without a care!

4. What is your favourite thing about your job?

Being able to positively impact people's lives. I strive on the "thank yous" that come when someone asks for assistance and I can help and they express gratitude. My life has always been about how to make a difference for people as I think the systems of the world are skewed against the vulnerable and so any opportunity I get to change it, I do.

5. Top 3 lessons you would teach your younger self

1. Take more time for yourself and your family. The world will go on without you.
2. Financial investment is a real necessity so start early.
3. Record your experiences more and write books.

UNIONS SIGN NEW COMPENSATION AGREEMENT



Hon. Nigel Clarke (6th right), DPhil., MP, Ministry of Finance and the Public Service poses for our lens with Patsy Edwards Henry (6th left), President, Nurses Association of Jamaica (NAJ) after signing the MOU for the new compensation structure on Thursday, November 16, 2022. Also, in the photograph is Hon. Marsha Smith (5th right) MP, State Minister, Darlene Morrison (4th right) CD, Financial Secretary, Wayne Jones (left), Deputy Financial Secretary and other executive members from the NAJ.

Press Release dated: Thursday, November 17, 2022.

The Ministry of Finance and the Public Service (MOFPS) has reached an agreement with a number of major public sector trade unions, including a majority of the unions in the Jamaica Confederation of Trade Unions, on the new, restructured public sector compensation system.

Between Tuesday, November 15 and Thursday, November 17, fourteen unions have signed with the MOFPS on the new compensation package including,

the Nurses Association of Jamaica, Jamaica Civil Service Association, the Jamaica Workers Union, the Union of Schools Agricultural and Allied Workers Union, the Union of Public and Private Employees, the Jamaica Association of Local Government Officers, the Jamaica Midwives Association, the Council of Paramedics and the Bustamante Industrial Trade Union.

These unions represent approximately 60,000 employees.

Dr Nigel Clarke, Minister of Finance and the Public Service says this is a momentous development given the four years of work that has gone into designing the new compensation system and the extensive period of consultation with unions.

"We set out on this journey in 2018 and we would not be here without the partnership with the unions who agreed to a four-year wage deal that allowed this work to commence. We engaged consultants and shared the results with our union partners. Since that time we have held several rounds of consultations and I am pleased that we have been able to achieve consensus even as the Ministry continues to work through some finer points with the unions and staff associations," the Minister said.

Minister Clarke added "This is a watershed moment as the Government seeks to transform the public sector into a modern public service."

He reiterated that the current compensation system does not serve the needs of the public sector or the country as a whole.

"I commend the unions for the level of commitment they demonstrated throughout the process. I want to encourage those that are still reviewing the Government's proposal to complete that review in short order. Time is of the essence," Dr Clarke said.

Minister Clarke noted that it is the Government's commitment to implement a public sector compensation that is fair, transparent and sustainable while emphasizing that every public sector worker will be better off financially, when the new system is implemented.

The new compensation system will be implemented over three years with an effective date of 1 April 2022 and will cost approximately \$120B over the period.

ADDITIONAL SIGNING

On Wednesday, November 30, 2022, the MOFPS also reached an agreement with the Jamaica Association of Public Health Inspectors and the Staff Association of the College of Agriculture, Science and Education.

On Friday, December 9, 2022, the Ministry also reached an agreement with the Union of Technical Administrative and Supervisory Personnel who signed on behalf of Jamaica's Meteorological Officers and the Health Record Officer in the Public Health System. The Jamaica Enrolled Assistant Nurses Association also signed the Ministry's new compensation agreement.



MINISTRY MATTERS

► US AMBASSADOR TO JAMAICA'S COURTESY CALL TO MOFPS



Hon. Nigel Clarke, DPhil., MP, (left) Minister of Finance and the Public Service is all smile with His Excellency Nick Perry (right), US Ambassador to Jamaica during his courtesy call to the Ministry on Friday, October 28, 2022.

► MOFPS Pink October





FINANCE MATTERS



► **EPISODE 1**
DBJ's AGRIBIZ Programme
Paul Chin



► **EPISODE 2**
The 2022 Population and
Housing Census
Georgia Garvey Green



► **EPISODE 3**
Jamaica's Future is Digital
Vernon James



► **EPISODE 4**
Public Procurement
Andrei Bennett



► **EPISODE 5**
CBX Channel
Fitzroy Prendergast



► **EPISODE 6**
TAJ is Digital
Leighton Beckles



► **EPISODE 7**
Border Protection
Kingsley Henry



► **EPISODE 8**
AGD's Mobile Life Certificate
Drive
Rahja Harrison



► **EPISODE 9**
Proceeds of Crime Act in
the Government of Jamaica
Courtney Smith

► **EPISODE 10**
Season Finale

MOFPS/TIU FINANCIAL LITERACY SEMINAR





Farmers' Market *Highlights*

MOFPS Farmers' Market happens every last Friday of each month.



CIVIL SERVICE

Long Service Awardees

► Members of staff from the Ministry of Finance and the Public Service were awarded for years of service to the public sector during the Civil Service Long Service Awards held at King's House on Wednesday, November 23, 2022.



Collette Alicia Cummings-McCausland



Julene Queensborough



Carol Maria Allen



Debbian Marie Stewart-Bunny



Lois Walters



Millicent Evon Martin-James



Lorraine Andrea Bennett



Andrea Virginia Thomas-Gayle, JP

MOFPS

Customer Appreciation Day 2022



MOFPS *End of Year Celebration*



