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REF NO: 59/20 Vol 9

Circular No: 7

April 29, 2022

TO: Cabinet Secretary
Permanent Secretaries
Chief Executive Officers
Heads of Departments
Agencies and Public Bodies

THE NEW COMPENSATION SYSTEM

The Government of Jamaica has committed to introducing a new compensation system for public sector workers effective April 1, 2022. The new system has been designed to make public sector compensation **simple and easily understood; fair and equitable; sustainable and affordable** and it will **recognise and reward performance**. In order to achieve this, the new compensation system focuses on total compensation instead of basic pay and a multiplicity of allowances.

As we prepare for implementation, the normal consultative process is being followed. At this stage, we are undertaking consultations with the unions on the new salary levels. Unions that have already been consulted have asked for time to analyse the information and get back to the Ministry. We anticipate that the consultative process will be completed within the next several weeks.

In the meantime, the Ministry is aware of information circulating in the public on the new compensation system. This information being circulated is incomplete and without context.

The full information will be made available to **all employees** at the earliest time possible. We ask that employees await the outcome of the consultative process. The Ministry will also be engaging directly with employees during May 2022.

Finally, I assure you, in keeping with the commitment previously expressed, that public sector employees **will be better off financially** following implementation of the new compensation system.

Darlene Morrison
Financial Secretary