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

MINISTRY OF FINANCE & THE PUBLIC SERVICE
30 NATIONAL HEROES CIRCLE
P.O. BOX 512
KINGSTON
JAMAICA

REF NO: C12[11]

2026 September 14

Permanent Secretary

2026/2028 Revision of Salaries – Permanent Secretary (Amendment)

Consequent on the Heads of Agreement signed between Government of Jamaica and the Jamaica Confederation of Trade Unions (JCTU) the rates of pay for the Permanent Secretaries are to be revised as detailed in the attached schedules previously sent.

The following are to be noted:

1. Payment of a One-off Non-taxable Grant of Eighty Thousand Dollars **($80,000)** to **all** employees in Service during the period April 1, 2025 and March 31. 2026. This amount is scheduled to be paid in the October 2026 Pay Cycle or as soon as possible thereafter.

2. The rates of salary payable with effect from April 1, 2024 remain applicable up to March 31, 2026

3. Conversions to the revised salary scales effective April 1, 2026 are to be on a point-to-point basis starting from minimum to minimum.

4. Contract employees are to be treated in accordance with the applicable provision(s) detailed in Circular No. 15 titled **Fixed-Term Contract Officers Policy Guidelines** dated May 8, 2012 issued from this Ministry.

The revised rates and retroactive amounts for the period **April 1, 2026 to October 31, 2026** are payable as under subject to the availability of funds to meet the expenditure involved:

- New rates with effect from **April 1, 2026 are to be paid in November 2026** or as soon as possible thereafter.

- Retroactive amounts for the period **April 1, 2026 to October 31, 2026** are payable in December 2026.

- New rates effective April 1, 2027 are payable as at that date.

Details of the additional funds required to pay the One-off grant, increased rates and the related retroactive amounts must be submitted to the Public Expenditure Division and copied to the Strategic Human Resource Management Division (Compensation Unit) of this Ministry. To facilitate payment of the one-off grant the related costings must be submitted on or before **September 30, 2026** and those related to payment of the new rates and related retroactive amounts are to be submitted on or before **October 31, 2026.**

The information should detail the number of positions involved at each grade/level and should be submitted in the formats attached. Please ensure that all schedules are fully completed and returned. Additionally, the costings are to be verified by your organization's Internal Auditor.

This letter supersedes previous letter under reference dated September 2, 2026.

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 payments are made.

Sakura Owen (Mrs.)
for Financial Secretary

Copy to: Auditor General
Chief Personnel Officer
Pensions Administration
Accountant General

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Revised Salary for the period April 1, 2026 to March 31, 2028

	Minimum $ per annum												Maximum $ per annum
Executive Management Group													
GMG/EMG 1													
Band 15													
Existing	17,005,318	17,430,451	17,866,212	18,312,867	18,770,689	19,239,956	19,720,955	20,213,979	20,719,328	21,237,312	21,768,244	22,312,450	22,870,262
With effect from April 1, 2026	17,855,584	18,301,973	18,759,523	19,228,510	19,709,224	20,201,954	20,707,003	21,224,678	21,755,294	22,299,177	22,856,656	23,428,072	24,013,775
With effect from April 1, 2027	18,748,363	19,217,072	19,697,499	20,189,935	20,694,685	21,212,052	21,742,353	22,285,912	22,843,059	23,414,136	23,999,489	24,599,476	25,214,464