

The Government of Jamaica is implementing a new compensation structure for the public sector effective April 1, 2022 to transform the current system which had become exceedingly complex, difficult to manage, lacked equity in instances and the year-on-year outcomes of the overall wage bill were unpredictable.

The new structure seeks to put in place a system that is fair, transparent, rewards performance, attracts and retains talent to run the public bureaucracy and is sustainable. At full implementation, employees will see at least a 20% increase in their net pay. However, most employees' increase will exceed that.

The Government set out to align salaries in the core public sector not only with the private sector but also with the Public Bodies. This was because compensation levels between the public sector and the private sector generally and between the core civil service and the rest of the public sector had been severely eroded over time.

To do this, there was no arbitrary application of percentage increases. Instead, the Government took a scientific and principled approach where selected positions in the core civil service and the public sector were evaluated using the same methodology and then compared with the private sector to establish the overall compensation value of the jobs.

The second step was to determine at what level the Government could pay the public officers and sustain that payment in the future. The Government commissioned a comprehensive market study of private sector entities to inform the position. This was just about the middle of the market – the 2nd quartile.

The new compensation structure focuses on a total compensation approach. This means it takes into account salary and allowances and consolidated these, where possible and identified other allowances for restructuring.

The final step was the creation of salary scales and aligning the various job levels to the new pay bands based on the evaluation that was carried out.

Contained in this insert is a sample of the new salary bands compared to the old salary scales. The increases shown pertain to the movement in total compensation at the minimum and maximum of the salary scales to the new salary bands and not individual salary increases.

It is important to note that Travelling was a non-taxable allowance. Travelling allowance is shown only where all persons in that job classification were in receipt of it. In the other job classifications where only some persons were in receipt of travelling, the allowance is not shown.

			Travelling	Commuted Taxi	3 year % Increase in Salary Scales	
Job Classification	Minimum per annum	Maximum per annum			Min.	Max
EXECUTIVE MANAGEMENT GROUP						
PAY BAND 16 (Financial Secretary, Cabinet Secretary, Auditor General)						
Previous	\$7,418,988	\$9,265,299	\$1,697,148		127%	154%
With effect from April 1, 2022	16,185,906	21,768,244				
With effect from April 1, 2023	18,312,867	24,628,770				
With effect from April 1, 2024	20,719,328	27,865,193				
PAY BAND 15 (Permanent Secretaries)						
Previous	\$7,418,988	\$9,265,299	\$1,697,148		87%	109%
With effect from 1 /4/2022	\$13,957,056	\$18,770,689				
With effect from 1 /4/2023	\$15,791,128	\$21,237,312				
With effect from 1 /4/2024	\$17,005,317	\$22,870,261				
Chief Technical Director (GMG/CTD 2) PAY BAND 14						
Previous	NEW LEVEL. NO PREVIOUS RATES					
With effect from 1 /4/2022	\$10,903,230	\$14,663,632				
With effect from 1 /4/2023	\$12,336,004	\$16,590,554				
With effect from 1 /4/2024	\$13,957,056	\$18,770,689				
Chief Technical Director (GMG/CTD 1) PAY BAND 13						
Previous	\$4,314,285	\$5,128,329	\$1,697,148		91%	126%
With effect from 1 /4/2022	\$8,948,789	\$12,035,126				
With effect from 1 /4/2023	\$10,124,733	\$13,616,640				
With effect from 1 /4/2024	\$11,455,206	\$15,405,979				

GENERAL MANAGEMENT GROUP
Senior Executive Series (GMG/SEG)

GMG/SEG 6 PAY BAND 12						
Previous	\$4,314,285	\$5,128,329	\$1,697,148		56%	85%
With effect from 1 /4/2022	\$7,344,688	\$9,877,789				
With effect from 1 /4/2023	\$8,309,840	\$11,175,811				
With effect from 1 /4/2024	\$9,401,821	\$12,644,404				
GMG/SEG 5 PAY BAND 11						
Previous	\$3,706,560	\$4,405,935	\$1,697,148		43%	70%
With effect from 1 /4/2022	\$6,028,127	\$8,107,161				
With effect from 1 /4/2023	\$6,820,273	\$9,172,509				
With effect from 1 /4/2024	\$7,716,512	\$10,377,851				
GMG/SEG 4 PAY BAND 10						
Previous	\$3,154,073	\$3,749,202	\$1,697,148		31%	56%
With effect from 1 /4/2022	\$4,947,565	\$6,653,925				
With effect from 1 /4/2023	\$5,597,715	\$7,528,305				
With effect from 1 /4/2024	\$6,333,301	\$8,517,586				
GMG/SEG 3 PAY BAND 9						
Previous	\$2,551,250	\$3,032,634	\$894,924		51%	78%
With effect from 1 /4/2022	\$4,060,697	\$5,461,186				
With effect from 1 /4/2023	\$4,594,306	\$6,178,830				
With effect from 1 /4/2024	\$5,198,035	\$6,990,779				
GMG/SEG 2 PAY BAND 8						
Previous	\$2,104,355	\$2,501,416	\$894,924		42%	69%
With effect from 1 /4/2022	\$3,332,803	\$4,482,249				
With effect from 1 /4/2023	\$3,770,761	\$5,071,254				
With effect from 1 /4/2024	\$4,266,270	\$5,737,658				
GMG/SEG 1 PAY BAND 7						
Previous	\$1,640,253	\$1,949,746	\$894,924		38%	66%
With effect from 1 /4/2022	\$2,735,387	\$3,678,791				
With effect from 1 /4/2023	\$3,094,839	\$4,162,214				
With effect from 1 /4/2024	\$3,501,526	\$4,709,163				

Administrative Management (GMG/AM)

GMG/AM 4 PAY BAND 6						
Previous	\$1,467,234	\$1,744,080			91%	116%
With effect from 1 /4/2022	\$2,190,302	\$2,945,712				
With effect from 1 /4/2023	\$2,478,125	\$3,332,803				
With effect from 1 /4/2024	\$2,803,771	\$3,770,761				

			Travelling	Commuted Taxi	3 year % Increase in Salary Scales	
Job Classification	Minimum per annum	Maximum per annum			Min.	Max
GMG/AM 3 PAY BAND 5					78%	102%
Previous	\$1,229,060	\$1,460,966				
With effect from 1/4/2022	\$1,753,837	\$2,358,715				
With effect from 1/4/2023	\$1,984,305	\$2,668,670				
With effect from 1/4/2024	\$2,190,302	\$2,945,712				
GMG/AM 2 PAY BAND 4					67%	89%
Previous	\$1,025,878	\$1,219,446				
With effect from 1/4/2022	\$1,370,094	\$1,842,625				
With effect from 1/4/2023	\$1,550,136	\$2,084,761				
With effect from 1/4/2024	\$1,711,060	\$2,301,186				
GMG/AM 1 PAY BAND 3					69%	91%
Previous	\$853,412	\$1,014,438				
With effect from 1/4/2022	\$1,124,500	\$1,512,328				
With effect from 1/4/2023	\$1,272,269	\$1,711,060				
With effect from 1/4/2024	\$1,439,455	\$1,935,907				

Court Administration Series (GMG/CAS)

GMG/CAS 3 PAY BAND 9					147%	179%
Previous	\$2,104,355	\$2,501,416				
With effect from 1/4/2022	\$4,060,697	\$5,461,186				
With effect from 1/4/2023	\$4,594,306	\$6,178,830				
With effect from 1/4/2024	\$5,198,035	\$6,990,779				
GMG/CAS 2 PAY BAND 8					160%	194%
Previous	\$1,640,253	\$1,949,746				
With effect from 1/4/2022	\$3,332,803	\$4,482,249				
With effect from 1/4/2023	\$3,770,761	\$5,071,254				
With effect from 1/4/2024	\$4,266,270	\$5,737,658				
GMG/CAS 1 PAY BAND 8					212%	253%
Previous	\$1,367,507	\$1,625,537				
With effect from 1/4/2022	\$3,332,803	\$4,482,249				
With effect from 1/4/2023	\$3,770,761	\$5,071,254				
With effect from 1/4/2024	\$4,266,270	\$5,737,658				

FOREIGN SERVICE GROUP (FSG)

Foreign Services Officers (FSG/FSO)

FSG/FSO 8 PAY BAND 13			\$1,697,148		91%	126%
Previous	\$4,314,285	\$5,128,329				
With effect from 1/4/2022	\$8,948,789	\$12,035,126				
With effect from 1/4/2023	\$10,124,733	\$13,616,640				
With effect from 1/4/2024	\$11,455,206	\$15,405,979				
FSG/FSO 7 PAY BAND 12			\$1,697,148		74%	107%
Previous	\$3,706,560	\$4,405,935				
With effect from 1/4/2022	\$7,344,688	\$9,877,789				
With effect from 1/4/2023	\$8,309,840	\$11,175,811				
With effect from 1/4/2024	\$9,401,821	\$12,644,404				
FSG/FSO 6 PAY BAND 11			\$1,697,148		59%	91%
Previous	\$3,154,073	\$3,749,202				
With effect from 1/4/2022	\$6,028,127	\$8,107,161				
With effect from 1/4/2023	\$6,820,273	\$9,172,509				
With effect from 1/4/2024	\$7,716,512	\$10,377,851				
FSG/FSO 5 PAY BAND 10					148%	181%
Previous	\$2,551,250	\$3,032,634				
With effect from 1/4/2022	\$4,947,565	\$6,653,925				
With effect from 1/4/2023	\$5,597,715	\$7,528,305				
With effect from 1/4/2024	\$6,333,301	\$8,517,586				
FSO/FSO 4 PAY BAND 9					147%	179%
Previous	\$2,104,355	\$2,501,416				
With effect from 1/4/2022	\$4,060,697	\$5,461,186				
With effect from 1/4/2023	\$4,594,306	\$6,178,830				
With effect from 1/4/2024	\$5,198,035	\$6,990,779				
FSG/FSO 3 PAY BAND 8					160%	194%
Previous	\$1,640,253	\$1,949,746				
With effect from 1/4/2022	\$3,332,803	\$4,482,249				
With effect from 1/4/2023	\$3,770,761	\$5,071,254				
With effect from 1/4/2024	\$4,266,270	\$5,737,658				
FSG/FSO 2 PAY BAND 7					156%	190%
Previous	\$1,367,507	\$1,625,536				
With effect from 1/4/2022	\$2,735,387	\$3,678,791				
With effect from 1/4/2023	\$3,094,839	\$4,162,214				
With effect from 1/4/2024	\$3,501,526	\$4,709,163				

			Travelling	Commuted Taxi	3 year % Increase in Salary Scales	
Job Classification	Minimum per annum	Maximum per annum			Min.	Max
FSG/FSO 1 PAY BAND 6					149%	182%
Previous	\$1,124,744	\$1,336,968				
With effect from 1/4/2022	\$2,190,302	\$2,945,712				
With effect from 1/4/2023	\$2,478,125	\$3,332,803				
With effect from 1/4/2024	\$2,803,771	\$3,770,761				

FINANCIAL MANAGEMENT GROUP (FMG)
Audit Series (AS)

FMG/AS 6 PAY BAND 12			\$1,697,148		43%	68%
Previous	\$4,892,509	\$5,815,656				
With effect from 1/4/2022	\$7,344,688	\$9,877,789				
With effect from 1/4/2023	\$8,309,840	\$11,175,811				
With effect from 1/4/2024	\$9,401,821	\$12,644,404				
FMG/AS 5 PAY BAND 12			\$1,697,148		56%	85%
Previous	\$4,314,285	\$5,128,329				
With effect from 1/4/2022	\$7,344,688	\$9,877,789				
With effect from 1/4/2023	\$8,309,840	\$11,175,811				
With effect from 1/4/2024	\$9,401,821	\$12,644,404				
FMG/AS 4 PAY BAND 10			\$1,697,148		31%	56%
Previous	\$3,154,074	\$3,749,202				
With effect from 1/4/2022	\$4,947,565	\$6,653,925				
With effect from 1/4/2023	\$5,597,715	\$7,528,305				
With effect from 1/4/2024	\$6,333,301	\$8,517,586				
FMG/AS 3 PAY BAND 9					104%	131%
Previous	\$2,551,250	\$3,032,635				
With effect from 1/4/2022	\$4,060,697	\$5,461,186				
With effect from 1/4/2023	\$4,594,306	\$6,178,830				
With effect from 1/4/2024	\$5,198,035	\$6,990,779				
FMG/AS 2 PAY BAND 8					103%	129%
Previous	\$2,104,355	\$2,501,416				
With effect from 1/4/2022	\$3,332,803	\$4,482,249				
With effect from 1/4/2023	\$3,770,761	\$5,071,254				
With effect from 1/4/2024	\$4,266,270	\$5,737,658				
FMG/AS 1 PAY BAND 7					151%	153%
Previous	\$1,395,541	\$1,861,159				
With effect from 1/4/2022	\$2,735,387	\$3,678,791				
With effect from 1/4/2023	\$3,094,839	\$4,162,214				
With effect from 1/4/2024	\$3,501,526	\$4,709,163				

Audit Clerk Series (AUC)

FMG/AUC 1 PAY BAND 4					153%	137%
Previous	\$675,750	\$971,741				
With effect from 1/4/2022	\$1,370,094	\$1,842,625				
With effect from 1/4/2023	\$1,550,136	\$2,084,761				
With effect from 1/4/2024	\$1,711,060	\$2,301,186				

Professional Accounting Series (FMG/PA)

FMG/PA 5 PAY BAND 12			\$1,697,148		56%	85%
Previous	\$4,314,285	\$5,128,329				
With effect from 1/4/2022	\$7,344,688	\$9,877,789				
With effect from 1/4/2023	\$8,309,840	\$11,175,811				
With effect from 1/4/2024	\$9,401,821	\$12,644,404				
FMG/PA 4 PAY BAND 10			\$1,697,148		31%	56%
Previous	\$3,154,073	\$3,749,202				
With effect from 1/4/2022	\$4,947,565	\$6,653,925				
With effect from 1/4/2023	\$5,597,715	\$7,528,305				
With effect from 1/4/2024	\$6,333,301	\$8,517,586				
FMG/PA 3 PAY BAND 9					104%	131%
Previous	\$2,551,250	\$3,032,634				
With effect from 1/4/2022	\$4,060,697	\$5,461,186				
With effect from 1/4/2023	\$4,594,306	\$6,178,830				
With effect from 1/4/2024	\$5,198,035	\$6,990,779				
FMG/PA 2 PAY BAND 8					103%	129%
Previous	\$2,104,355	\$2,501,416				
With effect from 1/4/2022	\$3,332,803	\$4,482,249				
With effect from 1/4/2023	\$3,770,761	\$5,071,254				
With effect from 1/4/2024	\$4,266,270	\$5,737,658				
FMG/PA 1 PAY BAND 7					151%	153%
Previous	\$1,395,541	\$1,861,159				
With effect from 1/4/2022	\$2,735,387	\$3,678,791				
With effect from 1/4/2023	\$3,094,839	\$4,162,214				
With effect from 1/4/2024	\$3,501,526	\$4,709,163				

			Travelling	Commuted Taxi	3 year % Increase in Salary Scales	
Job Classification	Minimum per annum	Maximum per annum			Min.	Max
FSG/FSO 1 PAY BAND 6						
Previous	\$1,124,744	\$1,336,968			149%	182%
With effect from 1/4/2022	\$2,190,302	\$2,945,712				
With effect from 1/4/2023	\$2,478,125	\$3,332,803				
With effect from 1/4/2024	\$2,803,771	\$3,770,761				

Accounting Technician Series (FMG/AT)

FMG/AT 3 PAY BAND 5						
Previous	\$1,191,406	\$1,416,207			84%	108%
With effect from 1/4/2022	\$1,753,837	\$2,358,715				
With effect from 1/4/2023	\$1,984,305	\$2,668,670				
With effect from 1/4/2024	\$2,190,302	\$2,945,712				
FMG/AT 2 PAY BAND 4						
Previous	\$953,768	\$1,133,731			79%	103%
With effect from 1/4/2022	\$1,370,094	\$1,842,625				
With effect from 1/4/2023	\$1,550,136	\$2,084,761				
With effect from 1/4/2024	\$1,711,060	\$2,301,186				
FMG/AT 1 PAY BAND 4						
Previous	\$829,622	\$986,160			106%	133%
With effect from 1/4/2022	\$1,370,094	\$1,842,625				
With effect from 1/4/2023	\$1,550,136	\$2,084,761				
With effect from 1/4/2024	\$1,711,060	\$2,301,186				

Accounting Clerk Series (FMG/AC)

FMG/AC 2 PAY BAND 3						
Previous	\$784,430	\$932,440			84%	108%
With effect from 1/4/2022	\$1,124,500	\$1,512,328				
With effect from 1/4/2023	\$1,272,269	\$1,711,060				
With effect from 1/4/2024	\$1,439,455	\$1,935,907				
FMG/AC 1 PAY BAND 3						
Previous	\$671,550	\$798,262			114%	143%
With effect from 1/4/2022	\$1,124,500	\$1,512,328				
With effect from 1/4/2023	\$1,272,269	\$1,711,060				
With effect from 1/4/2024	\$1,439,455	\$1,935,907				

Cashier Series (FMG/CS)

FMG/CS 2 PAY BAND 4						
Previous	\$735,001	\$873,685			133%	163%
With effect from 1/4/2022	\$1,370,094	\$1,842,625				
With effect from 1/4/2023	\$1,550,136	\$2,084,761				
With effect from 1/4/2024	\$1,711,060	\$2,301,186				
FMG/CS 1 PAY BAND 3						
Previous	\$645,559	\$767,367			123%	152%
With effect from 1/4/2022	\$1,124,500	\$1,512,328				
With effect from 1/4/2023	\$1,272,269	\$1,711,060				
With effect from 1/4/2024	\$1,439,455	\$1,935,907				

MASS COMMUNICATION GROUP (MCG)

Audio Visual Production Series (MCG/AVP)

MCG/AVP 6 PAY BAND 11						
Previous	\$2,551,250	\$3,032,634			202%	242%
With effect from 1/4/2022	\$6,028,127	\$8,107,161				
With effect from 1/4/2023	\$6,820,273	\$9,172,509				
With effect from 1/4/2024	\$7,716,512	\$10,377,851				
MCG/AVP 5 PAY BAND 10						
Previous	\$2,104,355	\$2,501,416			201%	241%
With effect from 1/4/2022	\$4,947,565	\$6,653,925				
With effect from 1/4/2023	\$5,597,715	\$7,528,305				
With effect from 1/4/2024	\$6,333,301	\$8,517,586				
MCG/AVP 4 PAY BAND 9						
Previous	\$1,665,309	\$1,979,529			212%	253%
With effect from 1/4/2022	\$4,060,697	\$5,461,186				
With effect from 1/4/2023	\$4,594,306	\$6,178,830				
With effect from 1/4/2024	\$5,198,035	\$6,990,779				
MCG/AVP 3 PAY BAND 8						
Previous	\$1,224,723	\$1,455,811			248%	294%
With effect from 1/4/2022	\$3,332,803	\$4,482,249				
With effect from 1/4/2023	\$3,770,761	\$5,071,254				
With effect from 1/4/2024	\$4,266,270	\$5,737,658				

			Travelling	Commuted Taxi	3 year % Increase in Salary Scales	
Job Classification	Minimum per annum	Maximum per annum			Min.	Max
MCG/AVP 2 PAY BAND 6					167%	203%
Previous	\$1,048,205	\$1,245,987				
With effect from 1/4/2022	\$2,190,302	\$2,945,712				
With effect from 1/4/2023	\$2,478,125	\$3,332,803				
With effect from 1/4/2024	\$2,803,771	\$3,770,761				
MCG/AVT 5 PAY BAND 8					243%	288%
Previous	\$1,244,747	\$1,479,613				
With effect from 1/4/2022	\$3,332,803	\$4,482,249				
With effect from 1/4/2023	\$3,770,761	\$5,071,254				
With effect from 1/4/2024	\$4,266,270	\$5,737,658				
MCG/AVT 4 PAY BAND 8					307%	360%
Previous	\$1,048,205	\$1,245,987				
With effect from 1/4/2022	\$3,332,803	\$4,482,249				
With effect from 1/4/2023	\$3,770,761	\$5,071,254				
With effect from 1/4/2024	\$4,266,270	\$5,737,658				
MCG/AVT 3 PAY BAND 7					301%	353%
Previous	\$873,613	\$1,038,452				
With effect from 1/4/2022	\$2,735,387	\$3,678,791				
With effect from 1/4/2023	\$3,094,839	\$4,162,214				
With effect from 1/4/2024	\$3,501,526	\$4,709,163				
MCG/AVT 2 PAY BAND 6					287%	338%
Previous	\$724,272	\$860,932				
With effect from 1/4/2022	\$2,190,302	\$2,945,712				
With effect from 1/4/2023	\$2,478,125	\$3,332,803				
With effect from 1/4/2024	\$2,803,771	\$3,770,761				
MCG/AVT 1 PAY BAND 3					123%	152%
Previous	\$645,947	\$767,829				
With effect from 1/4/2022	\$1,124,500	\$1,512,328				
With effect from 1/4/2023	\$1,272,269	\$1,711,060				
With effect from 1/4/2024	\$1,439,455	\$1,935,907				

Information and Editorial Series (MCG/IE)

MCG/IE 6 PAY BAND 10						
Previous	\$2,551,250	\$3,032,634			148%	181%
With effect from 1/4/2022	\$4,947,565	\$6,653,925				
With effect from 1/4/2023	\$5,597,715	\$7,528,305				
With effect from 1/4/2024	\$6,333,301	\$8,517,586				
MCG/IE 5 PAY BAND 9					147%	179%
Previous	\$2,104,355	\$2,501,416				
With effect from 1/4/2022	\$4,060,697	\$5,461,186				
With effect from 1/4/2023	\$4,594,306	\$6,178,830				
With effect from 1/4/2024	\$5,198,035	\$6,990,779				
MCG/IE 4 PAY BAND 8					156%	190%
Previous	\$1,665,309	\$1,979,529				
With effect from 1/4/2022	\$3,332,803	\$4,482,249				
With effect from 1/4/2023	\$3,770,761	\$5,071,254				
With effect from 1/4/2024	\$4,266,270	\$5,737,658				
MCG/IE 3 PAY BAND 7					184%	222%
Previous	\$1,231,399	\$1,463,747				
With effect from 1/4/2022	\$2,735,387	\$3,678,791				
With effect from 1/4/2023	\$3,094,839	\$4,162,214				
With effect from 1/4/2024	\$3,501,526	\$4,709,163				
MCG/IE 2 PAY BAND 5					109%	136%
Previous	\$1,050,314	\$1,248,494				
With effect from 1/4/2022	\$1,753,837	\$2,358,715				
With effect from 1/4/2023	\$1,984,305	\$2,668,670				
With effect from 1/4/2024	\$2,190,302	\$2,945,712				
MCG/IE 1 PAY BAND 4					89%	114%
Previous	\$905,894	\$1,076,824				
With effect from 1/4/2022	\$1,370,094	\$1,842,625				
With effect from 1/4/2023	\$1,550,136	\$2,084,761				
With effect from 1/4/2024	\$1,711,060	\$2,301,186				

			Travelling	Commuted Taxi	3 year % Increase in Salary Scales	
Job Classification	Minimum per annum	Maximum per annum			Min.	Max

MANAGEMENT INFORMATION SERVICES GROUP (MIS)
Information Technology Group (MIS/IT)

MIS/IT 9 PAY BAND 12						
Previous	\$4,250,650	\$5,052,687	\$1,697,148		58%	87%
With effect from 1/4/2022	\$7,344,688	\$9,877,789				
With effect from 1/4/2023	\$8,309,840	\$11,175,811				
With effect from 1/4/2024	\$9,401,821	\$12,644,404				
MIS/IT 8 PAY BAND 11						
Previous	\$3,250,841	\$3,864,228	\$1,697,148		56%	87%
With effect from 1/4/2022	\$6,028,127	\$8,107,161				
With effect from 1/4/2023	\$6,820,273	\$9,172,509				
With effect from 1/4/2024	\$7,716,512	\$10,377,851				
MIS/IT 7 PAY BAND 10						
Previous	\$2,622,489	\$3,117,316			141%	173%
With effect from 1/4/2022	\$4,947,565	\$6,653,925				
With effect from 1/4/2023	\$5,597,715	\$7,528,305				
With effect from 1/4/2024	\$6,333,301	\$8,517,586				
MIS/IT 6 PAY BAND 9						
Previous	\$2,138,484	\$2,541,986			143%	175%
With effect from 1/4/2022	\$4,060,697	\$5,461,186				
With effect from 1/4/2023	\$4,594,306	\$6,178,830				
With effect from 1/4/2024	\$5,198,035	\$6,990,779				
MIS/IT 5 PAY BAND 8						
Previous	\$1,930,750	\$2,295,055			121%	150%
With effect from 1/4/2022	\$3,332,803	\$4,482,249				
With effect from 1/4/2023	\$3,770,761	\$5,071,254				
With effect from 1/4/2024	\$4,266,270	\$5,737,658				
MIS/IT 4 PAY BAND 7						
Previous	\$1,710,225	\$2,032,920			105%	132%
With effect from 1/4/2022	\$2,735,387	\$3,678,791				
With effect from 1/4/2023	\$3,094,839	\$4,162,214				
With effect from 1/4/2024	\$3,501,526	\$4,709,163				
MIS/IT 3 PAY BAND 5						
Previous	\$1,147,933	\$1,364,532			91%	116%
With effect from 1/4/2022	\$1,753,837	\$2,358,715				
With effect from 1/4/2023	\$1,984,305	\$2,668,670				
With effect from 1/4/2024	\$2,190,302	\$2,945,712				
MIS/IT 2 PAY BAND 4						
Previous	\$968,402	\$1,151,126			77%	100%
With effect from 1/4/2022	\$1,370,094	\$1,842,625				
With effect from 1/4/2023	\$1,550,136	\$2,084,761				
With effect from 1/4/2024	\$1,711,060	\$2,301,186				
MIS/IT 1 PAY BAND 2						
Previous	\$748,912	\$890,221			58%	78%
With effect from 1/4/2022	\$922,930	\$1,241,238				
With effect from 1/4/2023	\$1,044,210	\$1,404,347				
With effect from 1/4/2024	\$1,181,428	\$1,588,889				

Social Work Group (SWG)
Professional Social Work (SWG/PS)

SWG/PS 4 PAY BAND 11						
Previous	\$1,640,253	\$1,949,746			370%	432%
With effect from 1/4/2022	\$6,028,127	\$8,107,161				
With effect from 1/4/2023	\$6,820,273	\$9,172,509				
With effect from 1/4/2024	\$7,716,512	\$10,377,851				
SWG/PS 3 PAY BAND 9						
Previous	\$1,397,141	\$1,660,762			272%	321%
With effect from 1/4/2022	\$4,060,697	\$5,461,186				
With effect from 1/4/2023	\$4,594,306	\$6,178,830				
With effect from 1/4/2024	\$5,198,035	\$6,990,779				
SWG/PS 2 PAY BAND 8						
Previous	\$1,192,894	\$1,417,977			258%	305%
With effect from 1/4/2022	\$3,332,803	\$4,482,249				
With effect from 1/4/2023	\$3,770,761	\$5,071,254				
With effect from 1/4/2024	\$4,266,270	\$5,737,658				
SWG/PS 1 PAY BAND 7						
Previous	\$1,010,496	\$1,201,162			247%	292%
With effect from 1/4/2022	\$2,735,387	\$3,678,791				
With effect from 1/4/2023	\$3,094,839	\$4,162,214				
With effect from 1/4/2024	\$3,501,526	\$4,709,163				

			Travelling	Commuted Taxi	3 year % Increase in Salary Scales	
Job Classification	Minimum per annum	Maximum per annum			Min.	Max

Social Services (SWG/SSA)

SWG/SSA 2 PAY BAND 7					303%	355%
Previous	\$869,776	\$1,033,890				
With effect from 1/4/2022	\$2,735,387	\$3,678,791				
With effect from 1/4/2023	\$3,094,839	\$4,162,214				
With effect from 1/4/2024	\$3,501,526	\$4,709,163				
SWG/SSA 1 PAY BAND 6					269%	318%
Previous	\$758,950	\$902,153				
With effect from 1/4/2022	\$2,190,302	\$2,945,712				
With effect from 1/4/2023	\$2,478,125	\$3,332,803				
With effect from 1/4/2024	\$2,803,771	\$3,770,761				

Social Work Aide (SWG/SWA)

SWG/SWA 2 PAY BAND 5					183%	221%
Previous	\$772,942	\$918,785				
With effect from 1/4/2022	\$1,753,837	\$2,358,715				
With effect from 1/4/2023	\$1,984,305	\$2,668,670				
With effect from 1/4/2024	\$2,190,302	\$2,945,712				
SWG/SWA 1 PAY BAND 4					165%	200%
Previous	\$645,540	\$767,344				
With effect from 1/4/2022	\$1,370,094	\$1,842,625				
With effect from 1/4/2023	\$1,550,136	\$2,084,761				
With effect from 1/4/2024	\$1,711,060	\$2,301,186				

OFFICE AND PUBLIC SERVICE GROUP (OPS)

Steno Writers Series (OPS/SW)

OPS/SW 3 PAY BAND 7				\$272,328	94%	120%
Previous	\$1,804,322	\$2,144,771				
With effect from 1/4/2022	\$2,735,387	\$3,678,791				
With effect from 1/4/2023	\$3,094,839	\$4,162,214				
With effect from 1/4/2024	\$3,501,526	\$4,709,163				
OPS/SW 2 PAY BAND 6				\$272,328	107%	135%
Previous	\$1,351,783	\$1,606,845				
With effect from 1/4/2022	\$2,190,302	\$2,945,712				
With effect from 1/4/2023	\$2,478,125	\$3,332,803				
With effect from 1/4/2024	\$2,803,771	\$3,770,761				
OPS/SW 1 PAY BAND 6				\$272,328	153%	186%
Previous	\$1,110,253	\$1,319,742				
With effect from 1/4/2022	\$2,190,302	\$2,945,712				
With effect from 1/4/2023	\$2,478,125	\$3,332,803				
With effect from 1/4/2024	\$2,803,771	\$3,770,761				

Administrative Secretary (OPS/ADS)

OPS/ADS 2 PAY BAND 5					48%	68%
Previous	\$1,475,474	\$1,753,875				
With effect from 1/4/2022	\$1,753,837	\$2,358,715				
With effect from 1/4/2023	\$1,984,305	\$2,668,670				
With effect from 1/4/2024	\$2,190,302	\$2,945,712				
OPS/ADS 1 PAY BAND 5					84%	108%
Previous	\$1,193,330	\$1,418,494				
With effect from 1/4/2022	\$1,753,837	\$2,358,715				
With effect from 1/4/2023	\$1,984,305	\$2,668,670				
With effect from 1/4/2024	\$2,190,302	\$2,945,712				

Secretarial Series (OPS/SS)

OPS/SS 6 PAY BAND 7				\$362,472	91%	104%
Previous	\$1,640,253	\$1,949,746				
With effect from 1/4/2022	\$2,735,387	\$3,678,791				
With effect from 1/4/2023	\$3,094,839	\$4,162,214				
With effect from 1/4/2024	\$3,501,526	\$4,709,163				
OPS/SS 5 PAY BAND 6				\$362,472	66%	79%
Previous	\$1,468,363	\$1,745,422				
With effect from 1/4/2022	\$2,190,302	\$2,945,712				
With effect from 1/4/2023	\$2,478,125	\$3,332,803				
With effect from 1/4/2024	\$2,803,771	\$3,770,761				
OPS/ SS 4 PAY BAND 5				\$272,328	65%	78%
Previous	\$1,160,837	\$1,379,871				
With effect from 1/4/2022	\$1,753,837	\$2,358,715				
With effect from 1/4/2023	\$1,984,305	\$2,668,670				
With effect from 1/4/2024	\$2,190,302	\$2,945,712				

			Travelling	Commuted Taxi	3 year % Increase in Salary Scales	
Job Classification	Minimum per annum	Maximum per annum			Min.	Max
OPS/SS 3 PAY BAND 4					70%	92%
Previous	\$1,007,823	\$1,197,984				
With effect from 1/4/2022	\$1,370,094	\$1,842,625				
With effect from 1/4/2023	\$1,550,136	\$2,084,761				
With effect from 1/4/2024	\$1,711,060	\$2,301,186				
OPS/SS 2 PAY BAND 3					84%	108%
Previous	\$781,231	\$928,638				
With effect from 1/4/2022	\$1,124,500	\$1,512,328				
With effect from 1/4/2023	\$1,272,269	\$1,711,060				
With effect from 1/4/2024	\$1,439,455	\$1,935,907				
OPS/SS 1 PAY BAND 3					116%	145%
Previous	\$665,483	\$791,050				
With effect from 1/4/2022	\$1,124,500	\$1,512,328				
With effect from 1/4/2023	\$1,272,269	\$1,711,060				
With effect from 1/4/2024	\$1,439,455	\$1,935,907				

Telephone Operating Series (OPS/TO)

OPS/TO 4 PAY BAND 4					92%	117%
Previous	\$890,540	\$1,058,572				
With effect from 1/4/2022	\$1,370,094	\$1,842,625				
With effect from 1/4/2023	\$1,550,136	\$2,084,761				
With effect from 1/4/2024	\$1,711,060	\$2,301,186				
OPS/TO 3 PAY BAND 4					135%	166%
Previous	\$726,992	\$864,165				
With effect from 1/4/2022	\$1,370,094	\$1,842,625				
With effect from 1/4/2023	\$1,550,136	\$2,084,761				
With effect from 1/4/2024	\$1,711,060	\$2,301,186				
OPS/TO 2 PAY BAND 3					121%	151%
Previous	\$650,090	\$772,753				
With effect from 1/4/2022	\$1,124,500	\$1,512,328				
With effect from 1/4/2023	\$1,272,269	\$1,711,060				
With effect from 1/4/2024	\$1,439,455	\$1,935,907				
OPS/TO 1 PAY BAND 3					133%	164%
Previous	\$617,477	\$733,986				
With effect from 1/4/2022	\$1,124,500	\$1,512,328				
With effect from 1/4/2023	\$1,272,269	\$1,711,060				
With effect from 1/4/2024	\$1,439,455	\$1,935,907				

PARALEGAL GROUP

General Legal Support Series (PLG/LS)

PLG/LS 5 PAY BAND 6					151%	184%
Previous	\$1,116,595	\$1,327,281				
With effect from 1/4/2022	\$2,190,302	\$2,945,713				
With effect from 1/4/2023	\$2,478,125	\$3,332,803				
With effect from 1/4/2024	\$2,803,771	\$3,770,760				
PLG/LS 4 PAY BAND 5					133%	164%
Previous	\$938,118	\$1,115,128				
With effect from 1/4/2022	\$1,753,837	\$2,358,716				
With effect from 1/4/2023	\$1,984,305	\$2,668,670				
With effect from 1/4/2024	\$2,190,302	\$2,945,713				
PLG/LS 3 PAY BAND 5					170%	206%
Previous	\$810,198	\$963,071				
With effect from 1/4/2022	\$1,753,837	\$2,358,716				
With effect from 1/4/2023	\$1,984,305	\$2,668,670				
With effect from 1/4/2024	\$2,190,302	\$2,945,713				
PLG/LS 2 PAY BAND 4					146%	178%
Previous	\$696,635	\$828,080				
With effect from 1/4/2022	\$1,370,094	\$1,842,624				
With effect from 1/4/2023	\$1,550,136	\$2,084,761				
With effect from 1/4/2024	\$1,711,060	\$2,301,185				
PLG/LS 1 PAY BAND 3					116%	145%
Previous	\$665,297	\$790,829				
With effect from 1/4/2022	\$1,124,500	\$1,512,327				
With effect from 1/4/2023	\$1,272,269	\$1,711,060				
With effect from 1/4/2024	\$1,439,455	\$1,935,907				

			Travelling	Commuted Taxi	3 year % Increase in Salary Scales	
Job Classification	Minimum per annum	Maximum per annum			Min.	Max

SCIENTIFIC OFFICERS GROUP (SOG)
Science and Technology Group (SOG/ST)

SOG/ST 10 PAY BAND 12						
Previous With effect from 1/4/2022 With effect from 1/4/2023 With effect from 1/4/2024	\$4,314,285 \$7,344,688 \$8,309,840 \$9,401,821	\$5,128,329 \$9,877,789 \$11,175,811 \$12,644,404	\$1,697,148		56%	85%
SOG/ST 9 PAY BAND 11						
Previous With effect from 1/4/2022 With effect from 1/4/2023 With effect from 1/4/2024	\$3,252,113 \$6,028,127 \$6,820,273 \$7,716,512	\$3,865,740 \$8,107,161 \$9,172,509 \$10,377,851	\$1,697,148		56%	87%
SOG/ST 8 PAY BAND 11						
Previous With effect from 1/4/2022 With effect from 1/4/2023 With effect from 1/4/2024	\$2,555,681 \$6,028,127 \$6,820,273 \$7,716,512	\$3,037,902 \$8,107,161 \$9,172,509 \$10,377,851			202%	242%
SOG/ST 7 PAY BAND 9						
Previous With effect from 1/4/2022 With effect from 1/4/2023 With effect from 1/4/2024	\$2,109,885 \$4,060,697 \$4,594,306 \$5,198,035	\$2,507,990 \$5,461,186 \$6,178,830 \$6,990,779			146%	179%
SOG/ST 6 PAY BAND 9						
Previous With effect from 1/4/2022 With effect from 1/4/2023 With effect from 1/4/2024	\$1,656,124 \$4,060,697 \$4,594,306 \$5,198,035	\$1,968,611 \$5,461,186 \$6,178,830 \$6,990,779			214%	255%
SOG/ST 5 PAY BAND 7						
Previous With effect from 1/4/2022 With effect from 1/4/2023 With effect from 1/4/2024	\$1,322,684 \$2,735,387 \$3,094,839 \$3,501,526	\$1,572,255 \$3,678,791 \$4,162,214 \$4,709,163			165%	200%
SOG/ST 4 PAY BAND 6						
Previous With effect from 1/4/2022 With effect from 1/4/2023 With effect from 1/4/2024	\$1,103,582 \$2,190,302 \$2,478,125 \$2,803,771	\$1,311,812 \$2,945,712 \$3,332,803 \$3,770,761			154%	187%
SOG/ST 3 PAY BAND 5						
Previous With effect from 1/4/2022 With effect from 1/4/2023 With effect from 1/4/2024	\$955,740 \$1,753,837 \$1,984,305 \$2,190,302	\$1,136,075 \$2,358,715 \$2,668,670 \$2,945,712			129%	159%
SOG/ST 2 PAY BAND 4						
Previous With effect from 1/4/2022 With effect from 1/4/2023 With effect from 1/4/2024	\$745,228 \$1,370,094 \$1,550,136 \$1,711,060	\$885,842 \$1,842,625 \$2,084,761 \$2,301,186			130%	160%
SOG/ST 1 PAY BAND 3						
Previous With effect from 1/4/2022 With effect from 1/4/2023 With effect from 1/4/2024	\$645,512 \$1,124,500 \$1,272,269 \$1,439,455	\$767,311 \$1,512,327 \$1,711,060 \$1,935,907			123%	152%

Protective Services Group (PTSG/PX)

PTSG/PX 7 PAY BAND 6						
Previous With effect from 1/4/2022 With effect from 1/4/2023 With effect from 1/4/2024	\$1,347,740 \$2,190,302 \$2,478,125 \$2,803,771	\$1,602,039 \$2,945,712 \$3,332,803 \$3,770,761			108%	135%
PTSG/PX 6 PAY BAND 6						
Previous With effect from 1/4/2022 With effect from 1/4/2023 With effect from 1/4/2024	\$1,200,442 \$2,190,302 \$2,478,125 \$2,803,771	\$1,426,948 \$2,945,712 \$3,332,803 \$3,770,761			134%	164%

			Travelling	Commuted Taxi	3 year % Increase in Salary Scales	
Job Classification	Minimum per annum	Maximum per annum			Min.	Max
PTSG/PX 5 PAY BAND 5					114%	142%
Previous	\$1,022,389	\$1,215,299				
With effect from 1/4/2022	\$1,753,837	\$2,358,715				
With effect from 1/4/2023	\$1,984,305	\$2,668,670				
With effect from 1/4/2024	\$2,190,302	\$2,945,712				
PTSG/PX 4 PAY BAND 5					140%	171%
Previous	\$913,941	\$1,086,389				
With effect from 1/4/2022	\$1,753,837	\$2,358,715				
With effect from 1/4/2023	\$1,984,305	\$2,668,670				
With effect from 1/4/2024	\$2,190,302	\$2,945,712				
PTSG/PX 3 PAY BAND 5					168%	219%
Previous	\$816,827	\$924,165				
With effect from 1/4/2022	\$1,753,837	\$2,358,715				
With effect from 1/4/2023	\$1,984,305	\$2,668,670				
With effect from 1/4/2024	\$2,190,302	\$2,945,712				
PTSG/PX 2 PAY BAND 4					130%	173%
Previous	\$745,250	\$843,182				
With effect from 1/4/2022	\$1,370,094	\$1,842,625				
With effect from 1/4/2023	\$1,550,136	\$2,084,761				
With effect from 1/4/2024	\$1,711,060	\$2,301,186				
PTSG/PX 1 PAY BAND 2					75%	108%
Previous	\$675,268	\$764,004				
With effect from 1/4/2022	\$922,930	\$1,241,238				
With effect from 1/4/2023	\$1,044,210	\$1,404,347				
With effect from 1/4/2024	\$1,181,428	\$1,588,889				
WEEKLY AND DAILY PAID EMPLOYEES						

			Travelling	Commuted Taxi	% Increase with Travelling Allowance	
Job Classification	Minimum per week	Maximum per week			Min.	Max
LMO/TS 6 PAY BAND 6					293%	367%
Existing	\$13,712	\$15,514				
With effect from April 1, 2022	\$42,121	\$56,648				
With effect from April 1, 2023	\$47,656	\$64,092				
With effect from April 1, 2024	\$53,919	\$72,515				
LMO/TS 5 PAY BAND 5					233%	296%
Existing	\$12,657	\$14,320				
With effect from April 1, 2022	\$33,728	\$45,360				
With effect from April 1, 2023	\$38,160	\$51,321				
With effect from April 1, 2024	\$42,121	\$56,648				
LMO/TS 4 PAY BAND 4					179%	231%
Existing	\$11,814	\$13,367				
With effect from April 1, 2022	\$26,348	\$35,435				
With effect from April 1, 2023	\$29,810	\$40,092				
With effect from April 1, 2024	\$32,905	\$44,254				
LMO/TS 3 PAY BAND 2					103%	141%
Existing	\$11,202	\$12,674				
With effect from April 1, 2022	\$17,749	\$23,870				
With effect from April 1, 2023	\$20,081	\$27,007				
With effect from April 1, 2024	\$22,720	\$30,556				
LMO/TS 2 PAY BAND 1					82%	116%
Existing	\$10,254	\$11,602				
With effect from April 1, 2022	\$14,567	\$19,591				
With effect from April 1, 2023	\$16,481	\$22,166				
With effect from April 1, 2024	\$18,647	\$25,078				
LMO/TS 1 PAY BAND 1					91%	127%
Existing	\$9,781	\$11,067				
With effect from April 1, 2022	\$14,567	\$19,591				
With effect from April 1, 2023	\$16,481	\$22,166				
With effect from April 1, 2024	\$18,647	\$25,078				
LMO/DR 2 PAY BAND 3					117%	154%
Existing	\$12,781	\$15,395				
With effect from April 1, 2022	\$21,625	\$29,083				
With effect from April 1, 2023	\$24,467	\$32,905				
With effect from April 1, 2024	\$27,682	\$37,229				

			Travelling	Commuted Taxi	3 year % Increase in Salary Scales	
Job Classification	Minimum per week	Maximum per week			Min.	Max
MO/DR 1 PAY BAND 2					103%	141%
Existing	\$11,179	\$13,282				
With effect from April 1, 2022	\$17,749	\$23,870				
With effect from April 1, 2023	\$20,081	\$27,007				
With effect from April 1, 2024	\$22,720	\$30,556				

POSTAL COURIERS

PTO/CA 3 PAY BAND 4					121%	181%
Existing	\$14,918	\$15,768				
With effect from April 1, 2022	\$26,348	\$35,435				
With effect from April 1, 2023	\$29,810	\$40,092				
With effect from April 1, 2024	\$32,905	\$44,254				
PTO/CA 2 PAY BAND 3					128%	162%
Existing	\$12,133	\$14,207				
With effect from April 1, 2022	\$21,625	\$29,083				
With effect from April 1, 2023	\$24,467	\$32,905				
With effect from April 1, 2024	\$27,682	\$37,229				
PTO/CA 1 PAY BAND 2					95%	144%
Existing	\$11,647	\$12,499				
With effect from April 1, 2022	\$17,749	\$23,870				
With effect from April 1, 2023	\$20,081	\$27,007				
With effect from April 1, 2024	\$22,720	\$30,556				

LEGAL OFFICERS

LEGAL OFFICERS			Travelling Allowance	Laundry	Library	Robing	3 year % Increase in Salary Scales	
Job Classification	Minimum per annum	Maximum per annum					Min.	Max
Legal Officer 6 PAY BAND 13			\$1,697,148	\$40,000	\$187,835	\$140,000	66%	97%
Previous	\$4,929,776	\$5,859,954						
With effect from April 1, 2022	\$8,948,789	\$12,035,126						
With effect from April 1, 2023	\$10,124,733	\$13,616,640						
With effect from April 1, 2024	\$11,455,206	\$15,405,979						
Legal Officer 5 PAY BAND 12			\$1,697,148	\$40,000	\$187,835	\$140,000	55%	85%
Previous	\$4,106,187	\$4,880,966						
With effect from April 1, 2022	\$7,344,688	\$9,877,789						
With effect from April 1, 2023	\$8,309,840	\$11,175,811						
With effect from April 1, 2024	\$9,401,821	\$12,644,404						
Legal Officer 4 PAY BAND 11			\$1,697,148	\$40,000	\$187,835	\$140,000	44%	72%
Previous	\$3,420,191	\$4,065,532						
With effect from April 1, 2022	\$6,028,127	\$8,107,161						
With effect from April 1, 2023	\$6,820,273	\$9,172,509						
With effect from April 1, 2024	\$7,716,512	\$10,377,851						
Legal Officer 3 PAY BAND 10			\$894,924	\$40,000	\$187,835	\$140,000	58%	87%
Previous	\$2,848,799	\$3,386,327						
With effect from April 1, 2022	\$4,947,565	\$6,653,925						
With effect from April 1, 2023	\$5,597,715	\$7,528,305						
With effect from April 1, 2024	\$6,333,301	\$8,517,586						
Legal Officer 2 PAY BAND 9			\$894,924	\$40,000	\$187,835	\$140,000	48%	76%
Previous	\$2,372,868	\$2,820,594						
With effect from April 1, 2022	\$4,060,697	\$5,461,186						
With effect from April 1, 2023	\$4,594,306	\$6,178,830						
With effect from April 1, 2024	\$5,198,035	\$6,990,779						
Legal Officer 1 PAY BAND 8			\$894,924	\$40,000	\$187,835	\$140,000	37%	64%
Previous	\$1,976,446	\$2,349,373						
With effect from April 1, 2022	\$3,332,803	\$4,482,249						
With effect from April 1, 2023	\$3,770,761	\$5,071,254						
With effect from April 1, 2024	\$4,266,270	\$5,737,658						
Qualification Bar			\$894,924	\$40,000	\$40,000	\$187,835	29%	55%
Previous	\$1,484,568	\$1,764,685						
With effect from April 1, 2022	\$2,499,602	\$3,361,687						
With effect from April 1, 2023	\$2,828,070	\$3,803,440						
With effect from April 1, 2024	\$3,199,702	\$4,303,244						

TEACHERS								
	Basic Pay		Special Teacher's Allowance	Housing Allowance	Book and Software Allowance	Travelling	3 year % Increase in Salary Scales	
Post	Minimum per annum	Maximum per annum					Min.	Max
PRINCIPAL CLASS A - TERTIARY								
Previous With effect from April 1, 2022 With effect from April 1, 2023 With effect from April 1, 2024	\$4,312,423 \$9,636,868 \$10,377,847 \$11,175,811	\$4,999,280 \$12,336,006 \$13,284,522 \$14,305,983	\$1,046,939		\$177,000	\$894,945	74%	101%
PRINCIPAL CLASS B - TERTIARY								
Previous With effect from April 1, 2022 With effect from April 1, 2023 With effect from April 1, 2024	\$3,748,177 \$9,636,868 \$10,377,847 \$11,175,811	\$4,345,165 \$12,336,006 \$13,284,522 \$14,305,983	\$770,448		\$177,000	\$894,945	100%	131%
PRINCIPAL CLASS C - TERTIARY								
Previous With effect from April 1, 2022 With effect from April 1, 2023 With effect from April 1, 2024	\$3,574,846 \$9,636,868 \$10,377,847 \$11,175,811	\$4,144,228 \$12,336,006 \$13,284,522 \$14,305,983	\$677,312		\$177,000	\$894,945	110%	143%
VICE PRINCIPAL - TERTIARY								
Previous With effect from April 1, 2022 With effect from April 1, 2023 With effect from April 1, 2024	\$3,408,893 \$7,909,425 \$8,517,586 \$9,172,508	\$3,951,841 \$10,124,733 \$10,903,230 \$11,741,586	\$739,485		\$177,000	\$894,945	76%	104%
PRINCIPAL LECTURER/Head of Department - II								
Previous With effect from April 1, 2022 With effect from April 1, 2023 With effect from April 1, 2024	\$2,796,705 \$6,491,634 \$6,990,779 \$7,344,688	\$3,242,148 \$8,309,840 \$8,948,789 \$9,401,821	\$409,354		\$177,000		117%	146%
PRINCIPAL LECTURER/Head of Department - I								
Previous With effect from April 1, 2022 With effect from April 1, 2023 With effect from April 1, 2024	\$2,575,433 \$5,327,986 \$5,597,715 \$6,028,127	\$2,985,632 \$6,820,273 \$7,165,549 \$7,716,512	\$298,977		\$177,000		98%	123%
SENIOR LECTURER								
Previous With effect from April 1, 2022 With effect from April 1, 2023 With effect from April 1, 2024	\$2,468,484 \$4,266,270 \$4,594,306 \$4,826,892	\$2,861,649 \$5,461,186 \$5,881,100 \$6,178,830	\$247,713		\$177,000		67%	88%
LECTURER								
Previous With effect from April 1, 2022 With effect from April 1, 2023 With effect from April 1, 2024	\$2,265,653 \$3,501,526 \$4,000,000 \$4,200,000	\$2,626,512 \$4,482,249 \$5,120,338 \$5,376,355	\$133,535		\$177,000		63%	83%
ASST. LECTURER								
Previous With effect from April 1, 2022 With effect from April 1, 2023 With effect from April 1, 2024	\$1,491,199 \$2,873,866 \$3,019,355 \$3,251,515	\$1,728,709 \$3,678,791 \$3,865,030 \$4,162,214	380,520		177,000		59%	82%
PRINCIPAL - SECONDARY IV								
Previous With effect from April 1, 2022 With effect from April 1, 2023 With effect from April 1, 2024	\$2,952,054 \$7,909,425 \$8,517,586 \$9,172,508	3,422,240 10,124,733 10,903,230 11,741,586	574,205	442,809	177,000	894,945	82%	113%
PRINCIPAL - SECONDARY III								
Previous With effect from April 1, 2022 With effect from April 1, 2023 With effect from April 1, 2024	\$2,791,799 \$6,491,634 \$6,990,779 \$7,344,688	\$3,236,460 \$8,309,840 \$8,948,789 \$9,401,821	\$456,345	\$418,770	\$177,000	\$894,945	55%	81%
PRINCIPAL - SECONDARY II								
Previous With effect from April 1, 2022 With effect from April 1, 2023 With effect from April 1, 2024	\$2,571,655 \$6,491,634 \$6,990,779 \$7,344,688	\$2,981,254 \$8,309,840 \$8,948,789 \$9,401,821	\$324,397	\$385,749	\$177,000	\$894,945	69%	97%
PRINCIPAL - SECONDARY I								
Previous With effect from April 1, 2022 With effect from April 1, 2023 With effect from April 1, 2024	\$2,231,727 \$5,327,986 \$5,597,715 \$6,028,127	\$2,587,182 \$6,820,273 \$7,165,549 \$7,716,512	\$117,572	\$334,759	\$177,000	\$894,945	60%	88%
VICE PRINCIPAL - SECONDARY								
Previous With effect from April 1, 2022 With effect from April 1, 2023 With effect from April 1, 2024	\$2,094,136 \$4,266,270 \$4,594,306 \$4,826,892	\$2,427,678 \$5,461,186 \$5,881,100 \$6,178,830	\$204,506	\$314,120	\$177,000	\$894,945	31%	54%
Primary Level PRINCIPAL - PRIMARY V								
Previous With effect from April 1, 2022 With effect from April 1, 2023 With effect from April 1, 2024	\$2,427,590 \$6,491,634 \$6,990,779 \$7,344,688	\$2,814,241 \$8,309,840 \$8,948,789 \$9,401,821	\$250,430	\$364,139	\$177,000	\$894,945	79%	109%
PRINCIPAL - PRIMARY IV								
Previous With effect from April 1, 2022 With effect from April 1, 2023 With effect from April 1, 2024	\$2,199,350 \$5,327,986 \$5,597,715 \$6,028,127	\$2,549,649 \$6,820,273 \$7,165,549 \$7,716,512	\$107,765	\$329,902	\$177,000	\$894,945	63%	90%

TEACHERS CONT.								
	Basic Pay		Special Teacher's Allowance	Housing Allowance	Book and Software Allowance	Travelling	3 year % Increase in Salary Scales	
Post	Minimum per annum	Maximum per annum					Min.	Max
PRINCIPAL - PRIMARY III								
Previous	\$2,102,228	\$2,437,059	\$57,122	\$315,334	\$177,000	\$894,945	70%	99%
With effect from April 1, 2022	\$5,327,986	\$6,820,273						
With effect from April 1, 2023	\$5,597,715	\$7,165,549						
With effect from April 1, 2024	\$6,028,127	\$7,716,512						
PRINCIPAL - PRIMARY II								
Previous	\$2,008,216	\$2,328,097		\$301,235	\$177,000	\$894,945	78%	108%
With effect from April 1, 2022	\$5,327,986	\$6,820,273						
With effect from April 1, 2023	\$5,597,715	\$7,165,549						
With effect from April 1, 2024	\$6,028,127	\$7,716,512						
PRINCIPAL - PRIMARY I								
Previous	\$1,729,920	\$2,005,453		\$259,492	\$177,000	\$894,945	97%	131%
With effect from April 1, 2022	\$5,327,986	\$6,820,273						
With effect from April 1, 2023	\$5,597,715	\$7,165,549						
With effect from April 1, 2024	\$6,028,127	\$7,716,512						
VICE PRINCIPAL - PRIMARY								
Previous	\$1,610,091	\$1,866,537		\$241,576	\$177,000	\$894,945	44%	69%
With effect from April 1, 2022	\$3,501,526	\$4,482,249						
With effect from April 1, 2023	\$4,000,000	\$5,120,338						
With effect from April 1, 2024	\$4,200,000	\$5,376,355						
MASTER TEACHER II								
Previous	\$2,094,136	\$2,427,678	\$204,506	\$314,120	\$177,000		73%	98%
With effect from April 1, 2022	\$4,266,270	\$5,461,186						
With effect from April 1, 2023	\$4,594,306	\$5,881,100						
With effect from April 1, 2024	\$4,826,892	\$6,178,830						
MASTER TEACHER I								
Previous	\$1,603,678	\$1,859,102	\$241,576		\$177,000		108%	136%
With effect from April 1, 2022	\$3,501,526	\$4,482,249						
With effect from April 1, 2023	\$4,000,000	\$5,120,338						
With effect from April 1, 2024	\$4,200,000	\$5,376,355						

GENERAL TEACHING LEVEL

TRAINED GRADUATE								
Previous	\$1,351,309	\$1,679,822	\$338,472		\$177,000		61%	75%
With effect from April 1, 2022	\$2,520,078	\$3,225,913						
With effect from April 1, 2023	\$2,825,000	\$3,616,239						
With effect from April 1, 2024	\$3,000,000	\$3,840,254						
GRADUATE PRE - TRAINED								
Previous	\$1,043,587	\$1,297,291	\$169,562		\$177,000		61%	75%
With effect from April 1, 2022	\$1,984,305	\$2,540,078						
With effect from April 1, 2023	\$2,084,761	\$2,668,670						
With effect from April 1, 2024	\$2,245,059	\$2,873,865						
TRAINED TEACHER - DIPLOMA								
Previous	\$1,043,587	\$1,297,292	\$169,556		\$177,000		61%	75%
With effect from April 1, 2022	\$1,984,305	\$2,540,078						
With effect from April 1, 2023	\$2,084,761	\$2,668,670						
With effect from April 1, 2024	\$2,245,059	\$2,873,865						
SPECIALIST II								
Previous	\$994,803	\$1,236,649	\$123,794		\$177,000		73%	87%
With effect from April 1, 2022	\$1,984,305	\$2,540,078						
With effect from April 1, 2023	\$2,084,761	\$2,668,670						
With effect from April 1, 2024	\$2,245,059	\$2,873,865						
SPECIALIST I								
Previous	\$917,298	\$1,140,301	\$93,770		\$177,000		44%	55%
With effect from April 1, 2022	\$1,512,328	\$1,935,907						
With effect from April 1, 2023	\$1,628,612	\$2,084,761						
With effect from April 1, 2024	\$1,711,060	\$2,190,302						
PRE-TRAINED TEACHER								
Previous	\$699,806	\$814,954			\$177,000		56%	76%
	\$761,145	\$867,307						
With effect from April 1, 2022	\$1,272,269	\$1,628,612						
With effect from April 1, 2023	\$1,370,094	\$1,753,837						
With effect from April 1, 2024	\$1,439,455	\$1,842,625						

REGISTERED NURSES (HPC/RN)								
Job Classification	Basic Pay		Standby/ On-Call	Porterage	Location Incentive	Travelling	3 year % Increase in Salary Scales	
	Minimum per annum	Maximum per annum					Min.	Max
HPC RN 8								
Previous With effect from April 1, 2022 With effect from April 1, 2023 With effect from April 1, 2024	\$3,568,177 \$8,500,000 \$9,250,000 \$10,000,000	\$4,241,442 \$10,103,829 \$10,995,343 \$11,886,858	\$1,750,788 \$780,000	\$11,826	\$94,280	\$894,924	58%	70%
HPC RN 7								
Previous With effect from April 1, 2022 With effect from April 1, 2023 With effect from April 1, 2024	\$3,061,485 \$7,583,118 \$8,252,216 \$8,921,315	\$3,639,144 \$9,013,944 \$9,809,292 \$10,604,640	\$1,502,124 \$780,000	\$11,826	\$94,280	\$894,924	60%	73%
HPC RN 6								
Previous With effect from April 1, 2022 With effect from April 1, 2023 With effect from April 1, 2024	\$2,634,885 \$6,702,371 \$7,293,757 \$7,885,142	\$3,132,050 \$7,967,013 \$8,669,985 \$9,372,956	\$1,292,772 \$780,000	\$11,826	\$94,280		95%	107%
HPC RN 5								
Previous With effect from April 1, 2022 With effect from April 1, 2023 With effect from April 1, 2024	\$2,254,290 \$5,779,434 \$6,289,384 \$6,799,334	\$2,679,643 \$6,869,930 \$7,476,101 \$8,082,271	\$1,106,040 \$780,000	\$11,826	\$94,280		96%	108%
HPC RN 4								
Previous With effect from April 1, 2022 With effect from April 1, 2023 With effect from April 1, 2024	\$1,944,796 \$4,983,587 \$5,423,316 \$5,863,044	\$2,311,751 \$5,923,919 \$6,446,618 \$6,969,317	\$954,252 \$780,000	\$11,826	\$94,280		95%	107%
HPC RN 3								
Previous With effect from April 1, 2022 With effect from April 1, 2023 With effect from April 1, 2024	\$1,689,672 \$4,297,332 \$4,676,508 \$5,055,684	\$2,008,489 \$5,108,177 \$5,558,899 \$6,009,620	\$828,984 \$520,000	\$11,826	\$94,280		93%	104%
HPC RN 2								
Previous With effect from April 1, 2022 With effect from April 1, 2023 With effect from April 1, 2024	\$1,453,516 \$3,705,576 \$4,032,538 \$4,359,501	\$1,727,774 \$4,404,765 \$4,793,421 \$5,182,077	\$713,232 \$520,000	\$11,826	\$94,280		92%	103%
HPC RN 1								
Previous With effect from April 1, 2022 With effect from April 1, 2023 With effect from April 1, 2024	\$1,146,743 \$2,755,303 \$2,998,418 \$3,241,533	\$1,363,117 \$3,275,189 \$3,564,176 \$3,853,164	\$562,692 \$520,000	\$11,826	\$94,280		79%	90%



new

PUBLIC SECTOR COMPENSATION SYSTEM

The Government of Jamaica (GOJ) is introducing a new compensation structure for the public sector, effective April 1, 2022.

The GOJ is committed to creating a working environment that supports employees to deliver high quality services to the people of Jamaica.

4 Key Compensation Principles

1. Be simple and easily understood
2. Be fair and equitable
3. Recognise and reward performance
4. Be sustainable and affordable

Features of the

New Compensation System

- ✓ Fewer allowances
- ✓ Fewer salary scales
- ✓ Incentives for high performance
- ✓ Total compensation which supports the attraction and retention of talent
- ✓ A more consistent, data driven and managed approach to compensation

For details of the new pay bands visit

<https://www.mof.gov.jm/new-compensation-salary-scales/>