



# ***MEMORANDUM OF UNDERSTANDING***

concluded between

***The Government of Jamaica***

and the

***Undersigned Trade Unions and  
Staff Associations on Behalf of  
Certain Public Officers***

## AGREEMENT

### **AGREEMENT SIGNED BETWEEN THE GOVERNMENT OF JAMAICA ON THE ONE HAND AND THE GROUPS REPRESENTED BY THE UNDERSIGNED TRADE UNIONS AND STAFF ASSOCIATIONS REPRESENTING CERTAIN PUBLIC OFFICERS, ON NOVEMBER 15, 2022**

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Consequent on the decision and actions taken by the Government of Jamaica to comprehensively restructure compensation systems in the Public Sector, to one system underpinned by a clear philosophy and ideology, that will result in a revised pay policy that is simple, consistent, predictable, sustainable and deliberately designed for the transformed Public Sector, the parties to this Agreement hereby agree to the following:

1. That this revised compensation system supersedes all components of prior compensation arrangements except for those not yet agreed as per Appendix 2 and that the revised Pay Structure for the Public Sector which represents a total compensation package, will be implemented over a three-year period starting April 1, 2022 and each ensuing April thereafter until full implementation in fiscal year 2024/25 and will be informed by a new job evaluation tool.
2. That the allowances and benefits, which by agreement will be in effect (**Appendix 1**), will be supported by the revised policy documents which detail the conditions for payments and the associated rates as agreed between the Ministry of Finance and the Public Service and the unions representing Public Sector workers.
3. That the principle of voluntarism applied to the practice of industrial relations in the public sector, remains critical for success and that the Parties reaffirm their commitment to the principles of free collective bargaining during this and all succeeding periods.
4. That no Bargaining Group will receive more favourable terms on similar allowances and benefits than those who have affixed their signatures hereto.
5. That the Government, in consultation with Public Sector unions and associations, will complete and implement the new Employee Performance Management Policy no later than fiscal year 2025/26.
6. That discussion on Benefits identified in Appendix 2 of this MOU will continue with a view to arriving at a final decision by March 31, 2023.
7. A review to be conducted at the end of Year 2 to determine the effects of inflation and arrive at an agreement for any necessary amelioration in order to maintain the market level compensation.
8. That all claims of anomalies arising from the alignment to the new Bands will be investigated and corrective action taken if the claims are validated.
9. That a mechanism will be established to hear appeals from groups or individuals who are dissatisfied with their alignment to the new compensation system.



10. That conversion to the new pay levels will result in a minimum 17.5 percent increase over the three (3) year period on net pay for all employees.

11. Generally, employees will convert as follows:

- i) Current points 1-4 - to new point 1
  - ii) Current points 5 -7 - to new point 2
  - iii) Current point 8 - 2<sup>nd</sup> Seniority - to new point 3
  - iv) Current 3<sup>rd</sup> Seniority - to new point 4
- Employees in receipt of travelling will have their rate of travelling taken into account when they are being converted to the new pay band at a point in the new band that ensures that they receive at least the minimum increase of 17.5% over the three (3) years.
- Where an employee's net pay increase does not meet the minimum requirement, a temporary allowance will be provided to ensure a net pay increase of at least the minimum of 17.5% increase over the three (3) years of implementation.

## 12. Travelling

- a) Travelling allowances absorbed in pay effective April 1, 2022.
- b) A lump sum payment reflecting a 10 percent increase on all travelling and transportation allowances for the period April 1, 2021- March 31, 2022.
- c) That mileage rates will be increased to \$100.00 per km effective December 1, 2022.

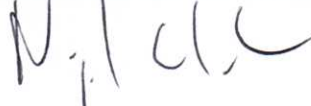
13. That there will be the introduction of paid Paternity Leave at twenty (20) working days per occasion and an increase in paid Maternity Leave from forty (40) working days to sixty (60) working days per occasion with effect from January 1, 2023.

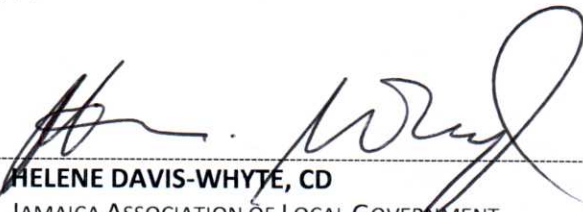
## 14. Savings Clause

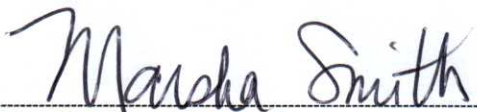
That elements of prior agreements not superseded by the comprehensive restructure under this MOU and the associated policy adjustments will remain in force.

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SIGNED ON BEHALF OF THE PARTIES BY:

  
NIGEL CLARKE, DPHIL, MP  
MINISTER OF FINANCE AND THE PUBLIC SERVICE

  
HELENE DAVIS-WHYTE, CD  
JAMAICA ASSOCIATION OF LOCAL GOVERNMENT  
OFFICERS (JCTU MEMBER)



**HON. MARSHA SMITH, MP**  
MINISTER OF STATE

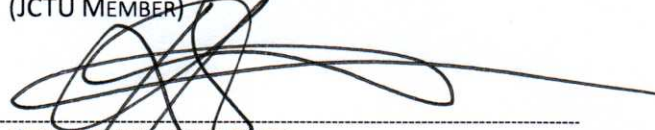


**ONEIL GRANT**  
JAMAICA CIVIL SERVICE ASSOCIATION  
(JCTU MEMBER)



**DARLENE MORRISON, CD**  
FINANCIAL SECRETARY

**SEN. LAMBERT BROWN, CD**  
UNIVERSITY AND ALLIED WORKERS  
(JCTU MEMBER)



**SEN. KAVAN GAYLE, CD**  
BUSTAMANTE INDUSTRIAL TRADE UNION  
(JCTU MEMBER)

**GRANVILLE VALENTINE, CD, JP.**  
NATIONAL WORKERS UNION  
(JCTU MEMBER)



**KEITH COMRIE, OD**  
UNION OF SCHOOLS AGRICULTURAL AND ALLIED  
WORKERS  
(JCTU MEMBER)

**ST. PATRICE ENNIS**  
UNION OF TECHNICAL, ADMINISTRATIVE AND  
SUPERVISORY PERSONNEL  
(JCTU MEMBER)



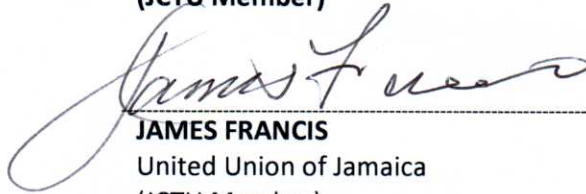
**CLIFTON BROWN**  
JAMAICA WORKERS UNION  
(JCTU MEMBER)

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**BARRINGTON DAWES**

Trade Union Congress

(JCTU Member)



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**JAMES FRANCIS**

United Union of Jamaica

(JCTU Member)



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**FITZROY BRYAN**

Union of Public and Private Employees (JCTU  
Member)



## APPENDIX 1

### **ADDENDUM TO THE HEADS OF AGREEMENT CONCLUDED BETWEEN THE MINISTRY OF FINANCE AND THE PUBLIC SERVICE AND THE UNDERSIGNED TRADE UNIONS AND STAFF ASSOCIATIONS**

The following items represents adjustments to existing rates and or policies for the period under review.

#### **1. PERIOD OF AGREEMENT**

April 1, 2022 to March 31, 2025.

#### **2. FUNERAL GRANT**

- a. \$500,000 payable when an employee dies in the line of duty or after prolonged illness.
- b. \$400,000 payable when an employee dies from natural causes.
- c. Also payable in respect of employees with three (3) continuous years of service and a minimum of 156 days a year and who would have qualified for benefits under the Government Employees (Compassionate Gratuities) Resolution.
- d. In circumstances where employees work more than eight (8) hours per day, for the purposes of the Resolution, a day should be eight (8) hours.

#### **3. TAXI ALLOWANCE**

- a. The rates have been adjusted as follows:

	<b>Current Rate</b>	<b>Proposed w.e.f. 01/01/2023</b>
<b>Round Town</b>	\$855 per occasion	\$950 per occasion
<b>Out of Town</b>	\$1465 per occasion	\$2000 per occasion

- b. Discussions around the revised policies to be concluded by March 31, 2023.

#### **4. MEAL/SUPPER**

- a. The rates have been adjusted as follows:

<b>Current Rate</b>	<b>Proposed w.e.f. 01/01/2023</b>
\$855 per occasion	\$950 per occasion

- b. Discussions around the revised policies to be concluded by March 31, 2023.

#### **5. REFRESHMENT**

The existing rate of \$1,405 to continue to apply.

**Discussions around the revised policies to be concluded by March 31, 2023.**

## **6. SUBSISTENCE ALLOWANCE**

The rate to be increased from \$3,024 per 24 -hour to \$4,000 per 24-hours with effect from January 1, 2023. **Conditions as per revised policy.**

## **7. SHIFT PREMIUM/NIGHT PREMIUM**

- a. Shift premium (Swing & Graveyard) – Existing rate of \$24/hour to continue.
- b. Night premium – Existing rate of \$24/hour to continue.

**Discussions around the revised policies to be concluded by March 31, 2023.**

## **8. REVISED ELIGIBILITY FOR ACTING**

Any employee who is appointed to act in a higher grade than his/her own in excess of ten (10) working days continuously is entitled/eligible to be paid an Acting allowance in addition to his/her substantive salary with effect from January 1, 2023.

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## APPENDIX 2

Consequent on the implementation of Compensation Restructuring, the following allowances and benefits are for continued discussions:

1. *All Leave Types*
2. *Education Grant*
3. *Government Employee Transportation Services*
4. *Loans*
5. *Meal and Related payments*
6. *Overtime and Related payments*
7. *Refund of Tuition*
8. *Shift Premium*
9. *Taxi*
10. *Uniform*