

Jamaica Civil Service Association

ADDENDUM to the FINAL UPDATE: Compensation Review

Following the release of the Final Update in September 2022 and the online Membership Forum hosted on October 3, 2022, a series of meetings and consultations were held with the Minister of Finance, a technical team from the Ministry and a team from the Transformation Implementation Unit led by its Executive Director. The meetings also involved the lead negotiators from the Jamaica Confederation of Trade Unions.

Please recall that the compensation Restructuring arose from the report of the Consultants, Ernst and Young, who were engaged to review the compensation system of the Government of Jamaica (GoJ) and to make recommendations to, among other things, make it simple, equitable, fair and transparent.

Underlying the intent of the Review is to make every public officer better off and that this will be done over a period of 3 years commencing with an alignment exercise to fit all levels, posts and classifications into a 16-band structure and streamline the range of allowances to ensure that the bulk of workers' compensation translates to improved pensionable emoluments.

The flowing from the Final Update and the major sticking point at this stage was the rules to convert existing staff to the newly restructured compensation bands from the old system. The proposal from the GoJ was that everyone will start at the minimum given that everyone will get an increase in salary. While this may be so the issue of equity for long serving employees was not addressed with this mechanism and so the JCSA insisted on a point-to-point movement.

The Ministry of Finance and the Public Service (MoF&PS) indicated that the \$100 Billion cost of the exercise cannot accommodate this point to point and triggered a compromise that involved a series of adjustments to treat with those who were most negatively impacted by the review given that non-taxable allowance made up a significant proportion of their current compensations. Outlined below are the outcomes:

Conversion Rules

Employees who are to be converted will see this happening on a sliding scale mapping the number of increments already received with the point they start in the new system as shown below:

Existing Scale	Proposed Scale
1 st to 4 th point	1 st point
5 th to 7 th Point	2 nd Point
8 th to 2 nd Seniority	3 rd Point
3 rd Seniority (to include lumpsum)	4 th point

Guaranteed Minimum Increase

Arising from the absorption of non-taxable allowances for GOJ employees and to eliminate the perception of “winners and losers”, the GoJ has agreed to ensuring that every single public Sector worker enjoys a minimum increase of 17.5% on **NET PAY** over the implementation period of the Compensation Restructuring with effect from April 1, 2022.

Mileage

The mileage rate is to be increased to \$100 per Kilometer up from \$56/km at present.

Transport Allowances

To settle the lack of an increase in these allowances for 2021/2022 a payment of ten percent (10%) on every level of travelling/transport Allowances has been agreed. There will be no increase in these rates and the lump sum is being taken as a settlement of this obligation.

Alignment of Public Bodies.

This is incomplete as there are some 15 Public Bodies that are still outstanding. We are assured that we will have these by October 31, 2022.

For those that have been aligned discussions are being held with the various management teams of those entities to include TAJ and Executive Agencies.

Publication of Alignment(s)

Having gone through the draft alignments that were sent out by the JCSA we have noted the anomalies by way of feedback from our membership. Several MDAs in the core Civil Service would have reached out to the JCSA and we have packaged those concerns and sent them to the MoF&PS and the TIU for addressing where they can be in this phase and to be more appropriately addressed in Phase 2.

An appeals mechanism related to classification will be set up and monitored through the (PSMC). This will also deal with the impact of inflation and the conversion issues that may arise.

Other Matters Discussed

- Unemployment Insurance – Legislation being crafted
- Contract Employment – Discussions to be deepened
- Paternity Leave – Draft Policy sent out to JCTU (Response by Monday)
- OSH Policy – Draft policy being Reviewed

Pursuant to the mandate received from the membership on October 3, 2022, it is my position that nothing more can be gained from further dialogue at this time and while the JCSA is prepared to sign the MOU we await the further deliberations at the Jamaica Confederation of Trade Unions.

Prepared by:

O’Neil W. Grant, MBA (UWI, Mona)
President

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