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(Founded April 3, 1964)

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PAULINE WELLINGTON

JAMAICA TEACHERS' ASSOCIATION

97B CHURCH STREET, KINGSTON, JAMAICA, WEST INDIES

Telephone: (876) 922-1385-7; Fax: (876) 922-3257

Email: jta@cwjamaica.com; Website: www.jta.org.jm

March 12, 2023

Dr. Nigel Clarke
Minister
Ministry of Finance & the Public Service
30 National Heroes Circle
KINGSTON 4

Dear Dr. Clarke,

Re: Latest Wage Offer to Public Sector Teachers

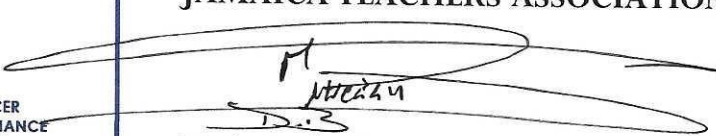
The Jamaica Teachers' Association convened a virtual Special Delegates' Conference on Sunday, March 12, 2023.

The purpose of this conference was to examine and to vote on the latest wage offer presented by the Ministry of Finance in care of the Government of Jamaica. The delegates voted to accept this offer in its current form as attached.

Kindly send draft of the Agreement for the Association to review ahead of the signing.

Yours sincerely,

JAMAICA TEACHERS' ASSOCIATION


Mark Nicely, JP
Secretary General

MN/flme

Attachment





MEMORANDUM OF UNDERSTANDING

concluded between

The Government of Jamaica

and the

***Jamaica Teachers Association
(JTA)***

MoFPS/SHRMD/ERB
XX, 2022

AGREEMENT

AGREEMENT SIGNED BETWEEN THE GOVERNMENT OF JAMAICA ON THE ONE HAND AND THE TEACHERS IN THE PUBLIC SERVICE REPRESENTED BY THE JAMAICA TEACHERS ASSOCIATION ON THE OTHER HAND, ON -----, 2023

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 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.
5. 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.
6. 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.
7. 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.
8. That a mechanism will be established to hear appeals from groups or individuals who are dissatisfied with their alignment to the new compensation system.
9. That conversion to the new pay levels will result in a minimum 20 percent increase over the three (3) year period on net pay for all employees.

10. 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 nd Seniority | - to new point 3 |
| iv) Current 3 rd 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 20% over the three (3) years.
- Employees in receipt of Graduate Allowance will have their allowance taken into account when they are being converted to the new pay band.
- 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 20% increase over the three (3) years of implementation.

11. Travelling

- a) Travelling/Transportation allowances absorbed in pay effective April 1, 2022.
- b) That mileage rates will be increased to \$100.00 per km effective December 1, 2022.

12. Maternity/Paternity Leave

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.

13. 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.

SIGNED ON BEHALF OF THE PARTIES BY:

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

LA SONJA HARRISON
PRESIDENT
JAMAICA TEACHERS ASSOCIATION (JTA)

HON. MARSHA SMITH, MP
MINISTER OF STATE

?????

JAMAICA TEACHERS ASSOCIATION (JTA)

DARLENE MORRISON, CD
FINANCIAL SECRETARY

?????

JAMAICA TEACHERS ASSOCIATION (JTA)

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JAMAICA TEACHERS ASSOCIATION (JTA)

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JAMAICA TEACHERS ASSOCIATION (JTA)

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JAMAICA TEACHERS ASSOCIATION (JTA)

APPENDIX 1

ADDENDUM TO THE MEMORANDUM OF UNDERSTANDING CONCLUDED BETWEEN THE MINISTRY OF FINANCE AND THE PUBLIC SERVICE AND THE TEACHERS IN THE PUBLIC SERVICE REPRESENTED BY THE JAMAICA TEACHERS ASSOCIATION (JTA)

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

1. PERIOD OF AGREEMENT

April 1, 2022 to March 31, 2025.

2. REMOTE INDUCEMENT

In keeping with the restructured salaries, the Government of Jamaica proposes to maintain the existing rate of payment six increments in the relevant salary scale as at March 31, 2022). This rate is payable based on the existing conditions and is to be made only to the officers currently in receipt of this allowance.

3. POST OF SPECIAL RESPONSIBILITY

In keeping with the restructured salaries, the Government of Jamaica proposes to maintain the existing rate payable to teachers with Post of Special Responsibility in the relevant salary scale as at March 31, 2022). This rate is payable based on the existing conditions and is to be made only to the teachers currently in receipt of this allowance.

4. BOOK AND SOFTWARE ALLOWANCE

The Government of Jamaica is unable to support the JTA's request to retain the payment of the Book and Software Allowance, having accounted for the payment in the restructured pay. The Government will continue to provide the requisite technological support for the education sector through the Ministry of Education and Youth.

5. SHIFT ALLOWANCE

In keeping with the restructured salaries, the Government of Jamaica is proposing an adjustment in the formula used to compute the Shift Allowance to 15% of the minimum of the relevant salary scales effective April 1, 2022.

6. HOUSING ALLOWANCE

With effect from April 1, 2022, the allowance has been absorbed into basic pay and will no longer be paid as a separate item of compensation.

7. REFUND OF TUITION

It is proposed to increase the amount eligible for refund from fifty percent (50%) up to a maximum of two hundred and fifty thousand dollars (\$250,000.00) to:

- 50% up to a maximum of \$500,000.00 for a Master's Degree
- 50% up to a maximum of \$700,000.00 for a Doctoral Degree

Effective January 1, 2023

9. GENERAL ALLOWANCE CLAUSE

Where Allowances are being restructured and there are no revision of rates, the existing rate of payment is to continue pending the finalization of the policy.

APPENDIX 2

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

1. *Education Grant (to include Tertiary Grant)*
2. *Protective Clothing (under a Uniform Policy)*



ANY REPLY OR SUBSEQUENT REFERENCE SHOULD BE ADDRESSED TO THE
FINANCIAL SECRETARY AND THE FOLLOWING REFERENCE NUMBER QUOTED:-

Telephone No. 02-28500-16
Website: <http://www.mof.gov.jm>
Email: info@mof.gov.jm

MINISTRY OF FINANCE
30 NATIONAL HEROES CIRCLE
P.O. BOX 512
KINGSTON
JAMAICA

REF NO:

2023 February 02

Dr Mark Nicely
General Secretary
Jamaica Teachers Association
97B Church Street
Kingston

Dear Dr. Nicely,

Further to this Ministry's letter with respect to the Government's offer consequent on the Compensation Restructure, the following amendments are made:

Post of Special Responsibility (Offer made September 30, 2022)

The existing arrangement to continue to apply and payable as follows, that is,

i.POSR III	-	20% of the minimum of the Trained Teacher Graduate Scale
ii.POSR II	-	15% of the minimum of the Trained Teacher Graduate scale
iii. POSR I	-	10% of the minimum of the Trained Teacher Graduate Scale

Principal Primary 1

Principal Primary 1 is now aligned to level 8.

Graduate Allowance

The Government agrees to the payment of (one) 1 increment for a Masters' Degree and (one) 1 increment for a Doctorate with effect from April 1, 2024.

Please see attached the new salary scale that represents the change to Principal Primary 1 as detailed above and an adjustment to the salary scale of the Graduate Trained Teacher.

Yours sincerely

for Wayne Jones OD, JP
for Financial Secretary



ANY REPLY OR SUBSEQUENT REFERENCE SHOULD BE
ADDRESSED TO THE FINANCIAL SECRETARY AND THE
FOLLOWING REFERENCE NUMBER QUOTED:-
Telephone No. 92-26500-16
Website: <http://www.mof.gov.jm>
Email: info@mof.gov.jm

MINISTRY OF FINANCE & THE PUBLIC SERVICE
Strategic Human Resource Management Division
30 NATIONAL HEROES CIRCLE
P.O. BOX 512
KINGSTON 4
JAMAICA

Ref. No. 55/4^{xv}

February 16, 2023

Dr. Mark Nicely
Secretary General
Jamaica Teachers Association
97B Church Street
Kingston

Dear Dr. Nicely

Re: Compensation Review

Further to ongoing discussions and meeting of February 15, 2023 between your Association and the Ministry of Finance and the Public Service, kindly note the following:

1. Conversion to the restructured Salary Scale

Generally, employees will convert to the new bands as follows:

- | | |
|--|---------------------------------------|
| i) Current points 1-4 go to the | 1 st point of the new band |
| ii) Current points 5-7 go to the | 2 nd point of the new band |
| iii) Current point 8 – 2 nd Seniority go to the | 3 rd point of the new band |
| iv) Current 3 rd Seniority go to the | 4 th point of the new band |

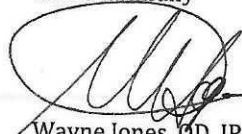
Notwithstanding the above, employees who on conversion as above and who fall below the minimum net increase of 20% over the 3-year period, are to be moved along the salary scale to a point that meets the minimum increase.

2. Salary Scale alignment

The position of Work Experience Coordinator is moved from Band 4 to Band 5.

Again, the Ministry awaits your usual prompt response.

Yours faithfully


Wayne Jones, OD, JP
for Financial Secretary



Copy: Ms. Maureen Dwyer
Permanent Secretary
Ministry of Education & Youth



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: info@mof.gov.jm

MINISTRY OF FINANCE & THE PUBLIC SERVICE
Strategic Human Resource Management Division
30 NATIONAL HEROES CIRCLE
P.O. BOX 512
KINGSTON 4
JAMAICA

Ref. No. 55/4^{xv}

March 10, 2023

Dr Mark Nicely
Secretary General
Jamaica Teachers Association
97B Church Street
Kingston

Dear Dr. Nicely

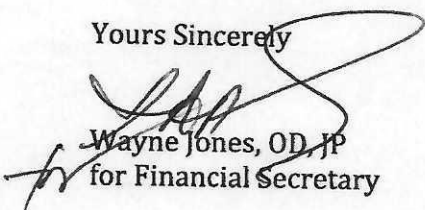
Re: Proposal to Advance the Salary Negotiations between the Jamaica Teachers' Association and the Government of Jamaica

Please refer to your letter dated March 10, 2023 and meeting held today between the Minister of Finance and the Public Service and the Jamaica Teachers Association's (JTA), regarding the caption.

Based on the proposal made by the JTA and this Ministry's response, please now find attached revised salary scale setting out the increased salaries for the position of the Trained Graduate Year 2 and Year 3.

The Ministry anticipates your favourable response.

Yours Sincerely


Wayne Jones, OD, JP
for Financial Secretary

Copy: Mrs. Maureen Dwyer
Permanent Secretary
Ministry of Education, Youth & Information

GRADUATE PRE - TRAINED SPECIALIST II	3	With effect from April 1, 2022	\$	1,984,305	\$	2,033,913	\$	2,084,760	\$	2,136,879	\$	2,190,301	\$	2,245,059	\$	2,301,185	\$	2,358,715	\$	2,417,683	\$	2,478,125	\$	2,540,078
		With effect from April 1, 2023	\$	2,084,761	\$	2,136,880	\$	2,190,302	\$	2,245,060	\$	2,301,186	\$	2,358,716	\$	2,417,684	\$	2,478,126	\$	2,540,079	\$	2,603,581	\$	2,668,670
		With effect from April 1, 2024	\$	2,245,059	\$	2,301,185	\$	2,358,715	\$	2,417,683	\$	2,478,125	\$	2,540,078	\$	2,603,580	\$	2,668,670	\$	2,735,386	\$	2,803,771	\$	2,873,865
SPECIALIST I	2	With effect from April 1, 2022	\$	1,512,328	\$	1,550,136	\$	1,588,889	\$	1,628,612	\$	1,669,327	\$	1,711,060	\$	1,753,837	\$	1,797,683	\$	1,842,625	\$	1,888,690	\$	1,935,907
		With effect from April 1, 2023	\$	1,628,612	\$	1,669,327	\$	1,711,060	\$	1,753,837	\$	1,797,683	\$	1,842,625	\$	1,888,690	\$	1,935,907	\$	1,984,305	\$	2,033,913	\$	2,084,761
		With effect from April 1, 2024	\$	1,711,060	\$	1,753,837	\$	1,797,683	\$	1,842,625	\$	1,888,690	\$	1,935,907	\$	1,984,305	\$	2,033,913	\$	2,084,761	\$	2,136,880	\$	2,190,302
PRE-TRAINED TEACHER	1	With effect from April 1, 2022	\$	1,272,269	\$	1,304,076	\$	1,336,677	\$	1,370,094	\$	1,404,347	\$	1,439,455	\$	1,475,442	\$	1,512,328	\$	1,550,136	\$	1,588,889	\$	1,628,612
		With effect from April 1, 2023	\$	1,370,094	\$	1,404,347	\$	1,439,455	\$	1,475,442	\$	1,512,328	\$	1,550,136	\$	1,588,889	\$	1,628,612	\$	1,669,327	\$	1,711,060	\$	1,753,837
		With effect from April 1, 2024	\$	1,439,455	\$	1,475,442	\$	1,512,328	\$	1,550,136	\$	1,588,889	\$	1,628,612	\$	1,669,327	\$	1,711,060	\$	1,753,837	\$	1,797,683	\$	1,842,625