



MEMORANDUM OF UNDERSTANDING

concluded between

The Government of Jamaica

and the

Jamaica Teachers' Association (JTA)

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 MARCH 13, 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. Where the implementation of the new policy is not completed in keeping with the targeted timeline, the existing arrangement will continue to apply.
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 - 2nd Seniority - to new point 3
 - iv) Current 3rd 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 non-taxable allowance will be provided to ensure a net pay increase of the minimum guaranteed increase of 20 over the three (3) year period of implementation.

11. Travelling

- a) Travelling/Transportation allowances are 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. These benefits are to applied in accordance with this Ministry's Circular Number 3 dated January 3, 2023.

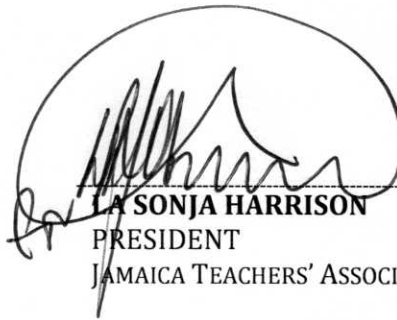
13. Savings Clause

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:



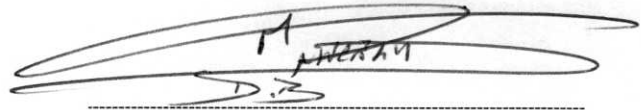
NIGEL CLARKE, DPHIL, MP
MINISTER OF FINANCE AND THE PUBLIC SERVICE



SONJA HARRISON
PRESIDENT
JAMAICA TEACHERS' ASSOCIATION (JTA)



HON. MARSHA SMITH, MP
MINISTER OF STATE



DR. MARK NICELY, JP
SECRETARY GENERAL
JAMAICA TEACHERS' ASSOCIATION (JTA)



DARLENE MORRISON, CD
FINANCIAL SECRETARY

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 of 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.

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 (Band 4)
- ii. POSR II - 15% of the minimum of the Trained Teacher Graduate scale (Band 4)
- iii. POSR I - 10% of the minimum of the Trained Teacher Graduate Scale (Band 4)

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

An increase in 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

8. GRADUATE ALLOWANCE

The Government agrees to the payment of one (1) increment for one Masters' Degree and one (1) increment for one Doctorate per individual with effect from April 1, 2024 calculated at the difference between 5th and 6th point of the applicable scale.

9. VOCATIONAL DUTY ALLOWANCE

The partners agree that the existing rate of \$63, 500 p.a. will continue to apply pending the restructuring of a policy to treat with such an allowance.

10. 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.

11. OTHER ITEMS OF AGREEMENT

10.1 Tertiary Grant for Children of Public Sector Teachers:

The partners agree that effective April 1, 2022 the amount of \$20 million per annum will be provided to facilitate grants to the public sector teachers.

10.2 Tertiary Grant for Basic School Teachers:

Budgetary Provisions of \$10 Million per annum will be made to the Early Childhood Commission through the Ministry of Education to facilitate a grant to basic school teachers.

10.3 Professional Development of Teachers

The partners agree to an increase to Thirty-Five Million Dollars (\$35M) per annum with effect April 1, 2022.

10.4 Tertiary institutions to be given a Research Grant of \$4 Million

The partners agree that the Tertiary Research Grant of Four Million (\$4M) per annum per tertiary institution will continue to apply. This is to facilitate lecturers engaging in research.

10.5 School Based Assessment

The amount of Five Hundred Dollars (\$500.00) per script to continue to be paid to Teachers for School Based Assessment.

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)*
3. *Vocational Duty Allowance*

Revised Compensation Public Sector Teacher April 1, 2022 to March 31, 2025

Classification	Band													
PRINCIPAL CLASS A	11	With effect from April 1, 2022	\$ 9,636,868	\$ 9,877,790	\$ 10,124,734	\$ 10,377,853	\$ 10,637,299	\$ 10,903,232	\$ 11,175,812	\$ 11,455,208	\$ 11,741,588	\$ 12,035,128	\$ 12,336,006	
PRINCIPAL CLASS B		With effect from April 1, 2023	\$ 10,377,847	\$ 10,637,293	\$ 10,903,226	\$ 11,175,806	\$ 11,455,201	\$ 11,741,581	\$ 12,035,121	\$ 12,335,999	\$ 12,644,399	\$ 12,960,509	\$ 13,284,522	
PRINCIPAL CLASS C		With effect from April 1, 2024	\$ 11,175,811	\$ 11,455,206	\$ 11,741,586	\$ 12,035,126	\$ 12,336,004	\$ 12,644,404	\$ 12,960,514	\$ 13,284,527	\$ 13,616,641	\$ 13,957,057	\$ 14,305,983	
VICE PRINCIPAL- TERTIARY	10	With effect from April 1, 2022	\$ 7,909,425	\$ 8,107,161	\$ 8,309,840	\$ 8,517,586	\$ 8,730,526	\$ 8,948,789	\$ 9,172,508	\$ 9,401,821	\$ 9,636,867	\$ 9,877,788	\$ 10,124,733	
PRINCIPAL-SECONDARY IV		With effect from April 1, 2023	\$ 8,517,586	\$ 8,730,526	\$ 8,948,789	\$ 9,172,508	\$ 9,401,821	\$ 9,636,867	\$ 9,877,788	\$ 10,124,733	\$ 10,377,851	\$ 10,637,298	\$ 10,903,230	
		With effect from April 1, 2024	\$ 9,172,508	\$ 9,401,821	\$ 9,636,867	\$ 9,877,788	\$ 10,124,733	\$ 10,377,851	\$ 10,637,298	\$ 10,903,230	\$ 11,175,811	\$ 11,455,206	\$ 11,741,586	
PRINCIPAL-PRIMARY V	9	With effect from April 1, 2022	\$ 6,491,634	\$ 6,653,925	\$ 6,820,273	\$ 6,990,779	\$ 7,165,549	\$ 7,344,688	\$ 7,528,305	\$ 7,716,512	\$ 7,909,425	\$ 8,107,161	\$ 8,309,840	
PRINCIPAL-SECONDARY III		With effect from April 1, 2023	\$ 6,990,779	\$ 7,165,549	\$ 7,344,688	\$ 7,528,305	\$ 7,716,512	\$ 7,909,425	\$ 8,107,161	\$ 8,309,840	\$ 8,517,586	\$ 8,730,526	\$ 8,948,789	
PRINCIPAL-SECONDARY II		With effect from April 1, 2024	\$ 7,344,688	\$ 7,528,305	\$ 7,716,512	\$ 7,909,425	\$ 8,107,161	\$ 8,309,840	\$ 8,517,586	\$ 8,730,526	\$ 8,948,789	\$ 9,172,508	\$ 9,401,821	
PRINCIPAL LECTURER/H O D -II														
PRINCIPAL-SECONDARY I	8	With effect from April 1, 2022	\$ 5,327,986	\$ 5,461,186	\$ 5,597,715	\$ 5,737,658	\$ 5,881,100	\$ 6,028,127	\$ 6,178,830	\$ 6,333,301	\$ 6,491,634	\$ 6,653,925	\$ 6,820,273	
PRINCIPAL-PRIMARY IV		With effect from April 1, 2023	\$ 5,597,715	\$ 5,737,658	\$ 5,881,100	\$ 6,028,127	\$ 6,178,830	\$ 6,333,301	\$ 6,491,634	\$ 6,653,925	\$ 6,820,273	\$ 6,990,779	\$ 7,165,549	
PRINCIPAL-PRIMARY III		With effect from April 1, 2024	\$ 6,028,127	\$ 6,178,830	\$ 6,333,301	\$ 6,491,634	\$ 6,653,925	\$ 6,820,273	\$ 6,990,779	\$ 7,165,549	\$ 7,344,688	\$ 7,528,305	\$ 7,716,512	
PRINCIPAL-PRIMARY II														
PRINCIPAL LECTURER/H O D -I														
PRINCIPAL-PRIMARY I														
VICE PRINCIPAL- SECONDAR	7	With effect from April 1, 2022	\$ 4,266,270	\$ 4,372,926	\$ 4,482,249	\$ 4,594,306	\$ 4,709,163	\$ 4,826,892	\$ 4,947,565	\$ 5,071,254	\$ 5,198,035	\$ 5,327,986	\$ 5,461,186	
MASTER TEACHER II		With effect from April 1, 2023	\$ 4,594,306	\$ 4,709,163	\$ 4,826,892	\$ 4,947,565	\$ 5,071,254	\$ 5,198,035	\$ 5,327,986	\$ 5,461,186	\$ 5,597,715	\$ 5,737,658	\$ 5,881,100	
SENIOR LECTURER		With effect from April 1, 2024	\$ 4,826,892	\$ 4,947,565	\$ 5,071,254	\$ 5,198,035	\$ 5,327,986	\$ 5,461,186	\$ 5,597,715	\$ 5,737,658	\$ 5,881,100	\$ 6,028,127	\$ 6,178,830	
VICE PRINCIPAL- PRIMARY	6	With effect from April 1, 2022	\$ 3,501,526	\$ 3,589,064	\$ 3,678,791	\$ 3,770,761	\$ 3,865,030	\$ 3,961,655	\$ 4,060,697	\$ 4,162,214	\$ 4,266,270	\$ 4,372,926	\$ 4,482,249	
MASTER TEACHER I		With effect from April 1, 2023	\$ 4,000,000	\$ 4,100,000	\$ 4,202,500	\$ 4,307,563	\$ 4,415,252	\$ 4,525,633	\$ 4,638,774	\$ 4,754,743	\$ 4,873,612	\$ 4,995,452	\$ 5,120,338	
DEAN of DISCIPLINE		With effect from April 1, 2024	\$ 4,200,000	\$ 4,305,000	\$ 4,412,625	\$ 4,522,941	\$ 4,636,014	\$ 4,751,914	\$ 4,870,712	\$ 4,992,480	\$ 5,117,292	\$ 5,245,224	\$ 5,376,355	

Revised Compensation Public Sector Teacher April 1, 2022 to March 31, 2025

Classification	Band													
LECTURER														
GUIDANCE COUNSELLOR	5	With effect from April 1, 2022	\$ 2,873,866	\$ 2,945,712	\$ 3,019,355	\$ 3,094,839	\$ 3,172,210	\$ 3,251,515	\$ 3,332,803	\$ 3,416,123	\$ 3,501,526	\$ 3,589,064	\$ 3,678,791	
COACH		With effect from April 1, 2023	\$ 3,019,355	\$ 3,094,839	\$ 3,172,210	\$ 3,251,515	\$ 3,332,803	\$ 3,416,123	\$ 3,501,526	\$ 3,589,064	\$ 3,678,791	\$ 3,770,761	\$ 3,865,030	
ASST. LECTURER		With effect from April 1, 2024	\$ 3,251,515	\$ 3,332,803	\$ 3,416,123	\$ 3,501,526	\$ 3,589,064	\$ 3,678,791	\$ 3,770,761	\$ 3,865,030	\$ 3,961,655	\$ 4,060,697	\$ 4,162,214	
WORK EXPERIENCE TEACHER														
TRAINED GRADUATE	4	With effect from April 1, 2022	\$ 2,520,078	\$ 2,583,080	\$ 2,647,657	\$ 2,713,848	\$ 2,781,695	\$ 2,851,237	\$ 2,922,518	\$ 2,995,581	\$ 3,070,470	\$ 3,147,232	\$ 3,225,913	
		With effect from April 1, 2023	\$ 2,825,000	\$ 2,895,625	\$ 2,968,016	\$ 3,042,216	\$ 3,118,271	\$ 3,196,228	\$ 3,276,134	\$ 3,358,037	\$ 3,441,988	\$ 3,528,038	\$ 3,616,239	
		With effect from April 1, 2024	\$ 3,000,000	\$ 3,075,000	\$ 3,151,875	\$ 3,230,672	\$ 3,311,439	\$ 3,394,225	\$ 3,479,080	\$ 3,566,057	\$ 3,655,209	\$ 3,746,589	\$ 3,840,254	
GRADUATE PRE - TRAINED	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	
SPECIALIST II		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	