



ANY REPLY OR SUBSEQUENT REFERENCE SHOULD BE
ADDRESSED TO THE FINANCIAL SECRETARY AND THE
FOLLOWING REFERENCE NUMBER QUOTED:-
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Ref No: 59\20^{IX}

Circular No.: 7

May 8, 2019

Cabinet Secretary
Permanent Secretaries
Heads of Department
Chief Executive Officers

Re: Compensation Review

Permanent Secretaries, Heads of Department, Chief Executive Officers and all other Heads of Entities are being advised that as part of the government's effort to improve the efficiency of the Public Sector, the Public Sector Transformation Programme has commenced implementation and will see various reform activities being executed over the medium to short term.

One such activity is the conducting of a Service-wide Compensation Review, aimed at a comprehensive restructuring of the compensation systems in the Public Sector. Underpinned by a clear philosophy and ideology, the new framework (system) will provide clarity, equity, predictability and simplicity in the administration of Compensation across the Public Sector to include all Salary and Allowances.

Consequent on the foregoing and with immediate effect, there will be no further approvals of reviews of salary scales in MDA's and Public Bodies by this Ministry. Entities are therefore encouraged to operate within the confines of their existing approved structures and attendant pay grades.

Please be guided accordingly. In case of doubt or difficulty this Ministry should be contacted for clarification or advice.

Darlene Morrison
Financial Secretary