

Memorandum of Understanding BETWEEN



Ministry of Finance & the Public Service

(Ministry with responsibility for the Public Service)

and

Office of the Services Commissions

and



**The Human Resource
Management Association
of Jamaica**

This MOU will serve as a framework for establishing and expanding collaboration among the Parties for the advocacy and advancement of the Human Resource Profession in the Public and Private Sectors, which will redound to the mutual benefit of all Jamaicans.

September 11, 2019

Memorandum of Understanding

ADVANCING THE HUMAN RESOURCE MANAGEMENT PROFESSION IN JAMAICA

1. This document constitutes the understanding between the following Parties:
 - 1.1 The Ministry of Finance and the Public Service (*Ministry with responsibility for the Public Service*);
 - 1.2 The Office of the Services Commissions; and
 - 1.3 The Human Resource Management Association of Jamaica.

2. BACKGROUND

2.1 The *Strategic Human Resource Management Division (SHRMD)* is the government body within the **Ministry of Finance & the Public Service (MFPS)** with responsibility for setting the policy framework for human resource management in the Jamaican public sector. It aims to promote a high performance culture across government through the development of modern human resource policies, systems and practices.

2.2 *The Office of the Services Commissions (OSC)* is the secretariat for the Public Service Commission, the Police Service Commission, the Local Government Services Commission and the Judicial Service Commission; and has responsibility for several human resource functions within the public sector. The OSC seeks to ensure that the principles of merit, transparency, fairness and equity are upheld in the appointment, separation, discipline and training of employees in Central Government, the Judiciary, the Local Authorities and the Jamaica Constabulary Force.

2.3 *The Human Resource Management Association of Jamaica (HRMAJ)* is a representative body established to contribute to the development of Jamaica by actively advocating the interest of human resource practitioners in Jamaica through training, research and public advocacy. HRMAJ's mission is to operate a vibrant, self-regulated and proactive organization, providing value-added services to its Members, Partners, Associates and wider community; influencing policy, promoting organizational growth and the development of human capital.

2.4 The Parties, having recognized that they share mutual interest in positively contributing to the sustained growth and development of a vibrant, efficient and professional Human Resource Management Sector in Jamaica, have agreed to establish a mechanism to facilitate collaboration and the development of a long-term partnership in pursuit of these objectives.

3. PURPOSE AND SCOPE

3.1 The purpose of this document is to outline the terms of the Memorandum of Understanding (MOU) between SHRMD (MFPS) and OSC (both *representing the Public Sector*) and HRMAJ (hereinafter referred to as the Parties) that will serve as a framework for establishing and expanding collaboration between the Parties for the advocacy and advancement of the Human Resources Profession in the Public and Private Sectors, which will redound to the mutual benefit of all Jamaicans.

3.2 This MOU covers the following specific areas:

- 3.2.1** Development of the Human Resource practice to the level of professional recognition locally and internationally;
- 3.2.2** Collaborative research into the Human Resource profession and leadership practices;
- 3.2.3** Advancement of training, capacity enhancement and professional certification for human resource practitioners;
- 3.2.4** Development of a Code of Ethics and Rules of Professional Conduct and standards that will regulate the Human Resource Profession;
- 3.2.5** Position Human Resource Professionals as key stakeholders in the development of human capital towards achievement of Jamaica's Vision 2030;
- 3.2.6** Promoting the interests of Human Resource Professionals in both the private and public sectors in the development of sound human resource policies and practices, regardless of political affiliation, religion, race, creed, gender or national origin;

3.2.7 Support Human Resource Professionals by advocating for fair treatment by organisations as they advance professional standards in the workplace.

4. MODIFICATION AND TERMINATION

4.1 This MOU is at-will and may be modified in writing at any time by mutual agreement between the Parties. Any Party may terminate this MOU by giving not less than thirty (30) calendar days written notice.

4.2 It is recognised and accepted by the Parties that this Memorandum does not create any rights, liabilities or obligations that would have binding effect in law, but that the Parties are expected to implement the Memorandum in good faith.

5. SIGNATURES

IN WITNESS WHEREOF the Parties to this MOU, through their duly authorized representatives, have executed this MOU on the day and date set out below, and certify that they have read, understood, and agreed to the terms and conditions of this MOU as set forth herein.



Darlene Morrison (Miss)
Financial Secretary
Ministry of Finance & the Public Service



Date



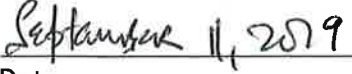
Jacqueline Mendez (Mrs.)
Chief Personnel Officer
Office of the Services Commissions



Date



Karl Williams (Mr.)
President
The Human Resource Management Association of Jamaica



Date