

MINISTRY OF JUSTICE

SPECIAL EARLY RETIREMENT PROGRAMME - 2018

INTRODUCTION

- ✓ Overview of the SPECIAL EARLY RETIREMENT PROGRAMME (SERP)
- ✓ The HR Process

OVERVIEW

- Public Sector Pension Reforms undertaken by the Government of Jamaica (GOJ) encompasses the passage of new Pensions Legislation that contemplated several key outcomes including, but not limited to:

OVERVIEW OF SERP

- *Gradual increase for the retirement age from age 60 to 65;*
- *Mandatory contribution of five per cent of basic salary towards their pension by all pensionable officers;*
- *Harmonise the legislation governing public-sector pensions in a single statute, while repealing several enactments that previously dealt with pensions;*

OVERVIEW

- *Changes to the bases on which pensions are calculated; and*
- *Provisions for special early retirement by eligible officers*

OVERVIEW OF SERP

- In keeping with the Public Sector Reform Pensions, a special early retirement programme for suitably qualified Central Government Employees within the age range 50 – 59 years is being implemented as a part of the public sector pension reform process.

MOJ SERP LANDSCAPE

➤ MOJ currently has twenty eight (28) eligible employees:

- CATEGORIES:
 - Administrative
 - Ancillary
 - Management
 - Technical
 - Clerical

MOJ SERP LANDSCAPE

- ▶ Forty percent (40%) represents employees from the Victim Services Division
- ▶ Females = 68 %
- ▶ Males = 32 %

ELIGIBLE COHORT

- This programme is designed to present the option of **special early retirement** to eligible public officers ages 50 – 59 years now in the Public Service.

EXEMPT GROUPS

- Health Professionals,
- Security Forces and
- Correctional Officers
- Teachers

NOT eligible for this Programme due to a number of factors including shortage of skills and essential services.

KEY FEATURES OF SERP

- Ages 50 – 59 years now in the Public Service are ELIGIBLE
- **STRICTLY A VOLUNTARY BASIS**
 - NOTE: The Permanent Secretary decides whether to approve or not approve the employee's request, based on the needs of the organisation,.

KEY FEATURES OF SERP

➤ Approved applicants will:

1. Receive two weeks' salary for each year of service up to a maximum of one year's salary
2. Be able to choose to receive either a Full Pension or a Reduced Pension with Gratuity
3. Be able to choose to receive an advance on Gratuity
4. Be paid in lieu of any vacation leave due and related benefits such as travelling allowance

KEY FEATURES OF SERP

➤ Approved applicants will:

5. Be allowed to proceed straight on retirement as opposed to pre-retirement that obtains now
6. Not eligible for appointment in the Public Service for five years from date of retirement

KEY FEATURES OF SERP

- Applicants are required to submit their application on or before **FRIDAY, FEBRUARY 9, 2018**
- The Ministry of Justice is required to send applications to the Ministry of Finance and Public Service by Friday, February 16, 2018
- Effective date of Retirement is **APRIL 1, 2018**

KEY FEATURES OF SERP

➤ Updating of Files

- Persons with missing records are encouraged to provide the necessary documents with immediate effect.
- HR Services will provide an individualized list

HR SERVICES

- Management of the Process
 - Individual Counselling Intervention
 - Retirement and Investment Sessions

- Transition sessions (managing the change)

- Appointment of a designated Liaison Officer:
Name: **Ms. Annmarie Tulloch**
Email address: **annmarie.Tulloch@moj.gov.jm**
Contact number: **564-1443 OR 906-4923 (Ext. 5717)**



Question
&
Answer



Thank You For Your Participation