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SOL  DARITY

NEWSLETTER - NEGOTIATIONS COMMITTEE

The Story of Our Struggle for Compensation Review

The University of the West Indies in Jamaica, along with its main paymaster, the Government of Jamaica, started a process of Compensation Review in September 2024. The review covered categories of staff represented by all three trade unions at UWI. The review process is now at an end.

The Ernst and Young consultants have made calculations which suggest that WIGUT (Jamaica) staff are, for the most part, on par with our local, regional and international markets. The EY recommendations propose no more than a 2.5% increase for the categories represented by WIGUT (Jamaica).



WIGUT (Jamaica) contests the EY findings and has done a Corrective Review. This review is based on the following relevant comparator markets: UWI in Barbados, UWI in Trinidad & Tobago, the UK and the USA.

The increases in the compensation package for UWI in Jamaica required to move it to **the average of these four comparator markets** are:

<i>Instructor:</i>	90.5%
<i>Assistant Lecturer:</i>	48.5%
<i>Lecturer:</i>	58.3%
<i>Senior Lecturer:</i>	41.3%
<i>Professor:</i>	23.5%

In this issue of Solidarity, the Union presents to our members the full story of our fight for Compensation Review. Using an infographic, we tell the story to the present and cover actions expected in October 2025.

Do You Have a Question or a Comment? Please Contact us:

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THE UWI COMPENSATION REVIEW PROCESS

A comprehensive timeline documenting the key milestones, from GOJ public sector compensation review to anticipated funding by GOJ of UWI Compensation Review

