

PUBLIC SERVANTS: A NEW DEAL WITH THE AFC



OUR PROMISE TO PUBLIC SERVANTS

Public servants are the backbone of Guyana. You are the teachers, nurses, doctors, clerks, drivers, and administrators who keep this country running.

For too long you have been underpaid, undervalued, overworked, and overlooked. The AFC will change that. Our new deal is simple: **better pay, stronger security, professional growth, and the respect you deserve.**

1. BETTER PAY AND REAL RESPECT

- **Minimum wage raised to \$250,000** for all entry-level public servants.
- **Annual salaries tied to inflation and productivity**, so your pay never falls behind the cost of living.
- **Scarcity allowances and structured salary ladders** for professionals such as nurses, teachers, ICT specialists, and STEM fields.
- **Rural and hinterland incentives including housing support**, hardship allowances, and priority access to promotions.
- **Special housing and vehicle support schemes**, with dedicated mortgage incentives for public servants.

- **Public servants' allowances, stipends, and field support** significantly increased.
- Guyanese-born applicants to receive precedence in recruitment, ensuring our own people are given priority.

2. SECURITY YOU CAN TRUST – PENSIONS AND SOCIAL PROTECTION

- Immediate increase of **Old Age Pension to \$100,000** per month.
- **Reform of the National Insurance Scheme (NIS)** – digitised, modernised, faster processing, and benefits tied to inflation.
- **New contributory Public Service Pension Scheme** – portable, secure, and guaranteeing dignity in retirement.





- **Full health insurance coverage** including dental, vision, and mental health benefits.
- **Subsidised childcare support** for public servants with young families.
- **Education scholarships and grants for children** of long-serving public servants.

3. TRAINING, PROFESSIONALISM AND CAREER GROWTH

- Every public servant entitled to 5–10 paid training days per year.
- Reopening of the Public Service College for leadership, IT, procurement, ethics, and professional standards.
- Mandatory on-the-job training tailored to each role.
- Introduction of a Public Service Entrance Exam to ensure a professional, merit-based service.
- Fair promotions through clear career ladders, with all political appointees replaced by qualified, experienced officers.
- International partnerships and secondments across CARICOM and the wider Commonwealth.
- Study leave with pay, bonded scholarships, and opportunities for higher education

without loss of job security.

- Fast-track leadership programme for high-performing public servants.

4. DIGNITY AND WORK-LIFE BALANCE

- Flexible and hybrid work arrangements where possible.
- Four-day work week pilot projects in selected agencies without reduction of pay.
- Guaranteed overtime limits with fair compensation for extra hours.
- Right to Disconnect Policy: no after-hours calls or emails except in essential services.
- Service milestone awards at 10, 15, and 20 years, with salary increments or recognition bonuses.

5. SPECIAL FOCUS: TEACHERS AND NURSES

TEACHERS – RESTORING DIGNITY TO THE CLASSROOM

- Teachers' salaries aligned with national pay bands and never left behind in adjustments.
- Professional Allowances tied to certified training and continuing education.
- Incentives for STEM, literacy, and EdTech



specialists.

- Housing and hardship stipends for teachers serving in rural and hinterland areas.
- Creation of a Master Teacher track with higher pay for mentoring and leadership roles.
- Scholarships and fellowships for young teachers, bonded to serve Guyana.
- Free laptops for all teachers and trainee teachers.
- Classroom Innovation Fund – annual budget for teachers to buy classroom resources directly.
- and promotion incentives for rural and hinterland postings.
- Diaspora return programme offering competitive packages for Guyanese nurses abroad.
- Tablets for all nurses to support modern record-keeping and service delivery.
- Paid family leave for nurses and health staff to care for sick relatives.

NURSES AND HEALTH WORKERS – CARING FOR THE CARERS

- Scarcity allowances for critical specialisations such as ICU, midwifery, anaesthetics, and community health.
- Guaranteed overtime limits and fair pay for additional hours.
- Fully funded training and residency programmes, with structured career ladders.
- Improved housing, risk allowances,
- Launch of a Public Service Jobs Portal – transparent and merit-based hiring.
- Annual Public Service Report – salaries, vacancies, promotions, and training statistics published for all to see.
- Independent Public Service Pay Commission – preventing political manipulation and ensuring fairness.
- National Public Service Awards – celebrating outstanding teachers, nurses, clerks, drivers, ICT staff, and more.
- Public Servant Ombudsman – an independent office for grievance resolution.

WHAT THIS MEANS FOR YOU

- **More money in your pocket.**
- **Respect and dignity in your work.**
- **Security for your retirement.**
- **A real career path, not just a job.**
- **AFC – Putting Public Servants First.**

BECAUSE WHEN PUBLIC SERVANTS ARE SATISFIED AND COMPETENT, GUYANA WORKS

