



HR QUARTERLY NEWSLETTER

HUMAN RESOURCE OFFICERS & STAFF IN THE GOVERNMENT SERVICE

THE PINNACLE OF PEOPLE MANAGEMENT





REDUCE EMPLOYEE TURNOVER

Employee turnover speaks of the rate at which employees leave an organisation within a specific time frame, often measured annually. For Human Resources (HR), reducing turnover is about protecting business continuity, preserving institutional knowledge, and maintaining the organisation's capacity to grow. HR has the hard task of finding high-quality applicants and ensuring they are retained. Understanding why staff leave an organisation gives HR an opportunity to devise initiatives that reduce turnover and increase employee retention. **Here are three (3) reasons an organisation may experience HIGH EMPLOYEE TURNOVER:**

1. **STRESSFUL WORK ENVIRONMENT:** Highly stressful work environments typically have higher employee turnover rates and employee burnout, than low-stress environments.
2. **POOR LEADERSHIP:** There is an old adage, "people leave their bosses, not their jobs." Team engagement depends a lot on the managers'/supervisor's practices, communication and leadership styles.
3. **LACK OF CAREER DEVELOPMENT OPPORTUNITIES:** When employees do not see the room for growth within an organisation, they are more likely to look outside of the organisation to satisfy that need.

Here are three (3) ways HR may help to REDUCE EMPLOYEE TURNOVER:

1. **CONDUCT EXIT AND STAY INTERVIEWS:** Exit interviews provide HR with a wealth of information to identify patterns and areas where improvement is needed. Stay interviews assist in uncovering solutions to potential causes of employee turnover which allows HR to be proactive, rather than reactive.
2. **MEASURE EMPLOYEE ENGAGEMENT:** It is imperative that HR keeps a keen eye on employee engagement. Engagement is influenced by several things, but a major contributing factor is, first, the relationship the employee has with his or her manager, and secondly, the relationship with co-workers. HR may use surveys and sentiment analysis to track employee engagement.
3. **IMPROVE THE ONBOARDING EXPERIENCE:** First impressions last. The onboarding experience is the employee's first introduction to the culture of the organisation. Negative, chaotic or impersonal onboarding process can lead to employees exiting early. HR should ensure that new hires feel welcomed, informed, and connected from day one. Set early goals, pair them with mentors, and schedule regular check-ins that help to build commitment.

Fighting turnover begins with first identifying the real reason people leave the organisation. Once the main drivers of employee turnover have been identified HR will be empowered to create a targeted strategy to reduce it.

Sources:

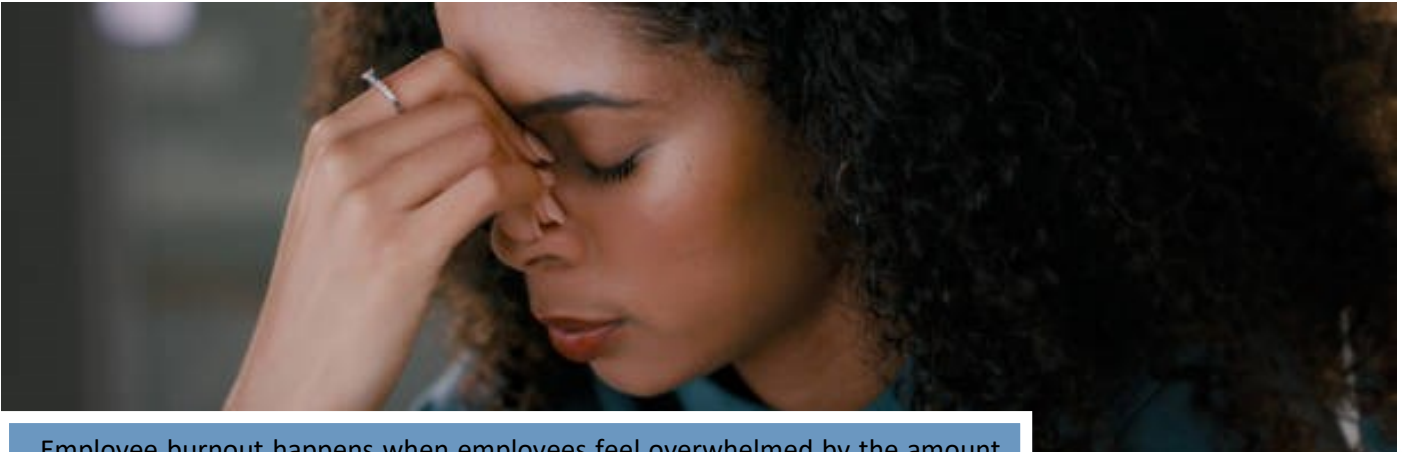
<https://engagedly.com/blog/employee-turnover-rate/>

<https://www.workhuman.com/blog/employee-turnover/>

Video:

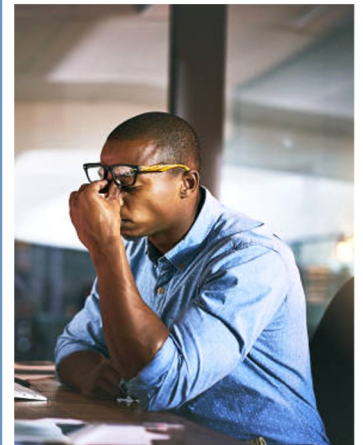
[These Strategies will Reduce Employee Turnover](#)

DIMINISH EMPLOYEE BURNOUT



Employee burnout happens when employees feel overwhelmed by the amount of stress that they experience while on the job. It is an occupation-related syndrome, resulting in a state of emotional exhaustion and physical fatigue at the workplace. Burnout is one of the most preventable causes of turnover. Some of the common issues resulting in burnout are, working late on a regular basis, an unhealthy work-life balance, feeling undervalued and underappreciated, lack of support from management, no career progression and lack of clarity about manager's expectations.

Human Resources (HR) must look for early warning signs, like frequently missed deadlines, quiet meetings, dips in performance, increased irritability, poor decision making and decreased motivation. The following **three (3) steps to DIMINISH EMPLOYEE BURNOUT** is suggested:



1. BUILD TRUST AND AUTONOMY:

Autocracy and micromanagement are not just outdated but also ineffective. They are also especially counterproductive and aids in creating more stressors and uncertainty in an already stressful work environment. HR should try to create an organisational community and culture focused on achieving organisational goals, while embracing the unique needs of each team member.

2. ENCOURAGE TEAMWORK AND SHARED ACCOUNTABILITY:

When people work together and support one another, the workload gets lighter and challenges seem smaller. Offer team-building activities that build team cohesion, trust, boost morale, and foster collaboration among members. HR may also host team-building workshops that will equip employees with skills to handle disputes and disagreements.



3. PROMOTE MENTAL HEALTH DAYS:

If employees are stressed and struggling with their mental health, they are more likely to experience burnout. HR may provide support by offering dedicated mental health days. When the organisation openly supports mental health, employees are more likely to use their time off and come back feeling recharged.

The best time to combat burnout is before it begins. Early recognition of warning signs can make a significant difference in **DIMINISHING EMPLOYEE BURNOUT.**

Sources:

<https://pollackpeacebuilding.com/blog/how-to-prevent-burnout-in-the-workplace/>

Video:

<https://www.youtube.com/watch?v=ddgGNzc0wpA>



BUILDING TEAM COHESION

Organisations thrive on the prospects of growth and development and a critical component in achieving these outcomes include the fostering of team cohesion. Team cohesion refers to the degree of synergy among employees manifested in mutual trust, respect and a shared commitment to achieving common goals and objectives. Without team cohesiveness, organisations will experience complex challenges in operating effectively and efficiently. Building team cohesion results in effective communication, conflict resolution, high morale and motivation that result in the achievement of superior team performance. Human Resource (HR) has the tools and strategies to take the lead role in **BUILDING TEAM COHESION**. We offer HR these **two (2)** components that will build cohesion:

1. Effective communication:

This is the foundation for establishing professional relationships, and includes the ability of team leaders to connect with their direct reports with the goal of building a productive team. Effective communication is the glue that binds the team together, stimulating open and honest conversations and interactions, and ultimately creates an environment that builds team cohesion. When effective communication exists, team members express their ideas, successfully perform their roles, and contribute their knowledge and skills to the coordinated team work.

2. Conflict Resolution:

Taking a proactive approach to conflict resolution creates an environment in which all employees are supported and valued. Conflicts can arise from differences in perspectives and points of view within a team. This approach focuses on identifying and establishing techniques that can minimize and manage conflicts that may arise; assisting employees to resolve disagreements, while staying committed to team goals. An organisation that is committed to addressing conflict encourages team members to readily express their concerns openly, without fear of being judged or victimized, thereby boosting their sense of belonging.

A strong synergized team provides a foundation for an effective organisation and team as a whole. Cohesion is a critical ingredient in achieving employee satisfaction and organisational success. Human Resource can and must play a pivotal role in building a cohesive workplace that is built on effective communication and a proactive approach to conflict resolution. This will inspire team members to foster team spirit, feel a sense of pride and encourage them to work harder together to achieve more.

Sources:

www.hrservices.dsrpjobs.com
www.hrcloud.com

Video:

<https://youtu.be/Iqhekon6DqU?si=rVAcbPOuUpdS0Zp7>



JAMAICA 63: “Be Proud. Be Bold. In the Black, Green and Gold.”

A nation prides itself on being strong, free and resilient. Every August Jamaica celebrates not just our independence from Britain, which is observed on August 6, but also Emancipation Day, celebrated on August 1. Jamaica 63 activities were celebrated under the theme **“Be Proud. Be Bold. In the Black, Green and Gold.”** This year’s celebrations were headed by the Ministry of Culture, Gender, Entertainment and Sport, in collaboration with various agencies including the Jamaica Cultural Development Commission (JCDC). The 2025 celebrations got off the ground with the Emancipation and Independence Thanksgiving Church Service to mark Jamaica 63, which was held on July 27, 2025 at the Faith Cathedral Deliverance Centre under the theme “Rooted and Grounded: Bold in Faith, Proud Heritage.”

The Emancipation celebrations saw Jamaicans far and wide celebrating in national pride. Various activities marked Jamaica 63 including Seville Emancipation Jubilee, held at the Seville Heritage Park in St. Ann on July 31, 2025. Redemption Fest was held at Emancipation Park on August 1, 2025. The Independence Village at the National Stadium Complex came alive from August 2, to August 6, 2025, and daily activities included Live Concerts, Arts and Crafts, Kiddies Rides, Virtual Reality Games and an Outdoor Food Court.

Other staple Independence activities included the crowning of Miss Jamaica Festival Queen, Jamaica Gospel Star, Mello-Go-Roun’, Games Night in the Village, Festival Song Competition, and the celebrations culminated with the highly anticipated Grand Gala that showcased Jamaica’s identity through our culture, rich heritage and talent filled, awe inspiring performances. Not to be missed was the fireworks and the specular Drone display. The celebrations were not restricted to the capital city, there were also Fireworks and street dances in all parish capitals. These celebrations demonstrated that, as a people, Jamaicans have decided to “Be Proud. Be Bold. In the Black, Green and Gold.”





Minister of Finance and the Public Service, Hon. Fayval Williams (front, third left) poses with the Selection Committee and the 2025 recipients of the Marcus Garvey Public Sector Graduate Scholarship

Marcus Garvey Scholarships for Public Service Workers

The Marcus Garvey Public Sector Graduate Scholarship was first established in 2020 with a five-year investment as part of Government's Human Capital Development Strategy. The Scholarship was named in honour of our first National Hero, the Right Excellent Marcus Mosiah Garvey. It is aimed at enhancing the capacity of Jamaica's public sector by cultivating a cadre of highly skilled professionals committed to public service, with a focus on areas critical to national development. To date, 89 scholars have benefited from the Scholarship Programme.

The Scholarship allows recipients to pursue graduate programmes at local and international universities in areas of data science, public policy, public health, climate change, engineering, environmental management, cybersecurity, education, economics and national security. The recipients will pursue programmes at the University of the West Indies, Mona, The University of Technology, Jamaica, Harvard University, Johns Hopkins University and King's College London. Upon completion of their programmes, the scholarship awardees are required to return and provide service within Jamaica's public sector for a period of five years.

The Marcus Garvey Public Sector Graduate Scholarship Selection Committee initially included the Governor-General of Jamaica, His Excellency the Most Hon. Sir Patrick Allen as Chair, along with other invited members from various government and academic institutions. The Selection Committee is responsible for evaluating applications, interviewing shortlisted candidates, and selecting awardees for the scholarships.

Twenty-four public sector workers from 2024 and 2025 cohorts were awarded full scholarships. This was facilitated through the Ministry of Finance and the Public Service's Marcus Garvey Technical Secretariat.

The recipients were recognised in an Awards and Engagement Session at the Jamaica Pegasus Hotel, in Kingston, on August 13, 2025. The ceremony marked the final year of the initial Cabinet approved commitment.

The Minister of Finance and the Public Service, Hon. Fayval Williams stated that “The Marcus Garvey Scholarship is not merely about financing education. It is about investing in leaders who will transform ideas into action and policies into measurable results”. Of special note is that she will be seeking Cabinet’s approval for the funds to extend the Scholarship Programme for another five years.



Minister of Finance and the Public Service, Hon. Fayval Williams (front, centre) poses with the Selection Committee and the 2024 recipients of the Marcus Garvey Public Sector Graduate Scholarship

Source: <https://jis.gov.jm/28-public-sector-workers-receive-full-scholarships-for-graduate-studies/>

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Right to Know Week 2025

The Access to Information Unit, Ministry of Education, Skills, Youth and Information, will spearhead the Right to Know Week 2025. This year's staging is scheduled to take place on September 22-28, 2025, under the theme "Ensuring Access to Environmental Information in the Digital Age."

The focus is centered on how access to environmental information contributes to transparency, accountability, and sustainable development in the digital era. Ministries, Departments and Agencies are encouraged to engage staff and raise awareness through exhibits, games or other interactive activities to highlight the importance of the Access to Information Act to their employees.

A key feature of this year's staging of the Right to Know Week is the Access to Information Unit Conference which was held on Monday, September 22, 2025. The conference included an opening ceremony, panel discussions and an Expo with booths from various agencies who highlighted the importance of access to environmental information.

Save the Date!

1. Access to Information:
International Day for Universal Access to Information: September 28, 2025
2. Service Excellence Month
October 2025
"Mission Possible: Agents of Excellence."
3. Human Resource Day: October 8, 2025
4. Human Resource Week:
November 17-21, 2025
5. Civil Service Week
November 16 to 22, 2025
6. Civil Servant of the Year Awards 2025
For more information visit the following websites: www.fhccu.com or www.mof.gov.jm

Keep Safe! See you in December!!

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