



Dear Civil Servants,

It gives me great pleasure to let the hardworking and dedicated men and women of the Civil Service know that your pay check in June will include an ex-gratia payment equivalent to 2.5 per cent of annual salary.

The payment will be a one-off, but it is this Administration's way of saying thank you for your work and sacrifice. The pay will be calculated on the basis of the 2013/14 fiscal year.

We achieved a remarkable increase in Government surplus last year. We set ambitious but realistic budgetary targets in 2013/14, which have been surpassed both with respect to collecting revenues as well as cutting costs.

It is because of the hard work done by you, the men and women in the Civil Service, who while diligently pursuing the Government's policies, helped to deliver such notable financial results that we are able to afford this payment.

Through that dedication and hard work, the forecasted surplus in 2013/14 is expected to be CI\$108M, personnel costs are forecasted to be below budget and the Government's cash position is even stronger than originally forecasted.

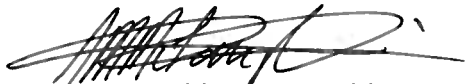
The proposed payment is for the Civil Service only and does not apply to elected representatives or Statutory Authorities and Government Owned Companies that pursue their own remuneration strategies.

I wish to again thank you for not only meeting but exceeding Government's financial targets. I implore you to keep up the good work. The past year's financial performance has only been possible through shared sacrifice as many departments have had to cope with fewer resources to meet the same or increased demand for services. However, this award proves that when our staff succeed in the challenge 'to do more with less', not only does the organisation succeed but its staff can share in the fruits of that success.

It is unfortunate that we could not restore the 3.2 per cent increase in salary, which we think should actually be more, but the constant upward pressure on personnel costs and the measures employed thus far to contain them are not sustainable in the long term. We have

reached the ceiling.

Again, I thank each of you for your steadfast dedication to your job and I am happy that Government has found a way to show you, in part, our appreciation.

A handwritten signature in black ink, appearing to read 'Alden McLaughlin', written in a cursive style.

Premier Hon. Alden McLaughlin, MBE, JP, MLA