



The HEART Trust/NTA  
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*An Agency of the  
Ministry of Education, Youth  
and Information*

### Core Values

Customer Satisfaction  
Quality  
Learning, Creativity and Innovation  
Relevance  
Partnership  
Teamwork

### Chairman of the Board

*Edward Gabbidon, MBA*

### Managing Director

*Janet Dyer, Ph.D., J.P.*

May 21, 2018

Mr Bryon Farquharson  
Secretary General  
Jamaica Teachers' Association  
97B Church Street  
Kingston

**Attention: Dr. Mark Nicely**

Dear Mr Farquharson:

### **Failure of the HEART Trust/NTA to Commence Negotiations with the Jamaica Teachers' Association for the Contract Period April 1, 2017 to March 31, 2019**

Reference is made to discussions held on Friday, May 18, 2018 with the HEART Trust/NTA and the Jamaica Teachers' Association in relation to the captioned.

As discussed, the Trust was unable to commence negotiations with the Unions as promised, owing to the following:

1. Prior to the April 6, 2018 meeting, the term for the Board of the HEART Trust/NTA ended, and to date, a Board has not been named.
2. The Organisation is currently transitioning as an Agency under the Office of the Prime Minister (OPM). This has resulted in all major decisions affecting the Organisation being routed through the OPM.
3. The Items of Claims were costed and analysed by members of the Management Team, inclusive of the Managing Director. This process took longer than expected as the initial cost of the Organisation's proposal was close to One Billion Dollars (\$1b).
4. In keeping with the process for the commencement of negotiations, we await the approval of the OPM in relation to the Organisation's responses to the Items of Claim submitted by the Unions.
5. Based on Point 4 above, the Organisation has not been given the permission to submit its proposal in response to the claim submitted by the Union to the Ministry of Finance and Planning, in keeping with Circular No. 4 dated February 12, 2015 from the Ministry of Finance, for approval to commence negotiations within defined parameters.
6. No permission has been given to the Organisation from the Ministry of Finance to commence the negotiations.

Dr. Mark Nicely  
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The Trust wishes to sincerely apologize for the delay in commencing the negotiations; and appreciates the patience and understanding of employees who are impacted by the delay and wishes to reiterate that it was as a result of factors of unforeseen circumstances beyond our control.

As stated in the meeting, the Trust is committed to obtaining the requisite approvals in the earliest possible time, and once approval has been granted, will move with expediency to conclude the negotiations.

Yours sincerely,



Sonia Ingleton (Mrs.)  
Senior Director (Acting)  
Human Resources and Administration

Copy:	Dr. Janet Dyer	-	Managing Director
	Mrs Audrey Sewell	-	Permanent Secretary, Office of the Prime Minister
	Mrs. Sonia Lynch	-	Senior Director (Acting)
	Mrs Nesha Grant-Kerr	-	Director, Human Resource Management (Acting)