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**MINUTES OF THE SPECIAL MEETING OF THE THIRTEENTH ANGUILLA
EXECUTIVE COUNCIL HELD ON THURSDAY 22ND MAY 2026 AT 2.00 PM**

- PRESENT: Her Excellency the Governor, Ms. Julia Crouch
- The Honourable Premier and Minister of Finance, Labour, Immigration, Home Affairs and Constitutional Affairs, Mrs. Cora Richardson-Hodge
- The Honourable Deputy Governor, Mr. Perin Bradley
- The Honourable Minister of Health, Tourism and Sports, Mr. Cardigan Connor
- The Honourable Minister of Economic Development, Industry, Commerce, Lands, Planning, Water and Natural Resources, Mr. Kyle Hodge
- The Honourable Minister of Social Development, Education & Library, Youth and Culture, Mrs. Shellya Rogers-Webster
- The Honourable Minister of Infrastructure, Communications, Utilities, Housing, IT and E-Government Services, Mr. Jose Vanterpool
- Clerk to Executive Council, Ms. Dumisa Webster
- IN ATTENDANCE: The Honourable Parliamentary Secretary, Mr. Evans Rogers
- Ministerial Assistant for Sports, Youth and Culture, Mr. Jeison Bryan
- ABSENT: The Honourable Attorney General, Mrs. Rachel Spearing

EX MIN 26/136

AMENDMENTS TO THE AGENDA- CONFIRMATION OF THE MINUTES

Senior Ministerial Advisor for Health and Acting Head of Governor's Office remained.

Council confirmed an extract of the minutes of the Executive Council meeting held on 21st May 2026, specifically Ex Min 26/131.

EX MIN 26/137

EX MEMO 26/113 Changes to the Composition of the Anguilla Tourist Board: Appointment of Chairman and Board Director

Senior Ministerial Advisor for Health and Acting Head of Governor's Office remained.

Council was briefed on the proposal to approve changes to the composition and leadership of the Anguilla Tourist Board following the resignation of Mr. Miguel Leveret and request by Ms. Amelia Vanterpool-Kubisch to reduce her term as Chairman while continuing to serve as a member of the Board.

Executive Council:

1. Approved the appointment of Mr. Sean A. Richard as Chairman and member of the Anguilla Tourist Board for a period of two years;
2. Approved the acceptance of Ms. Amelia Vanterpool-Kubisch's request to step down from the Chairmanship of the Anguilla Tourist Board effective 15th May 2026;
3. Approved the continuation of Ms. Amelia Vanterpool-Kubisch as a member of the Anguilla Tourist Board.
4. Approved the acceptance of Mr. Miguel Leveret's resignation as Board member, effective 6 January 2026.
5. Approved the appointment of Mr. Lockhart M. Hughes as Board member of the Anguilla Tourist Board for a period of two years, to fill the vacancy created by Mr. Leveret's resignation.
6. Agreed that Mr. Lockhart Hughes must complete the requisite Governance Training and to be complete the training within three (3) months of his appointment.

Action: PS, HTS; HON MIN, HTS.

EX MIN 26/138

EX MEMO 26/114 Payment System and Services Act, 2026

Senior Ministerial Advisor for Health and Acting Head of Governor's Office remained.

Marisa Harding-Hodge, Permanent Secretary, Finance joined the meeting.

Council is invited to approve the Payment System and Services Act, 2026 and to authorise its introduction into the House of Assembly. The proposed Bill is to repeal and replace the existing Payment System Act, 2008 to establish a modern, harmonised legal and regulatory framework for payment systems services in Anguilla, consistent with the wider Eastern Caribbean Currency Union ("ECCU") reform agenda. It was noted that the Eastern Caribbean Central Bank ("ECCB") in keeping with its mandate to promote a sound financial structure and the efficient functioning of the payments environment within the ECCU, has advanced a modern Payment System and Services Bill. This reform is grounded in the ECCB's wider payment system modernisation programme and was informed by regional assessments, including work undertaken by the World Bank, as well as the adoption of international best-practice principles for financial market infrastructures.

Executive Council approved the Bill for the Payment System and Services Act, 2026 and authorised its introduction into the House of Assembly.

Action: PAS, FIN; PS, FIN; HON PREM; HON AG.

EX MIN 26/139

EX MEMO 26/115 Adoption of the PricewaterhouseCoopers Job Reclassification Report, Job Architecture Framework, and Salary Structure for the Anguilla Public Service (APS)

The Honourable Parliamentary Secretary and Ministerial Assistant for Sports, Youth and Culture and PS, Finance remained.

Maeza Demis-Adams, Permanent Secretary, Public Administration joined the meeting.

The Government of Anguilla engaged PricewaterhouseCoopers (PwC) in early 2024 to undertake a comprehensive job evaluation and reclassification exercise. This exercise was proven necessary due to challenges caused by many factors, including inter alia:

- An outdated classification and grading framework~ The current system was established in 1998 and is supported by a salary structure introduced in 2005;
- The APS operates using three separate salary scales across different public service, namely the Police, the Department of Health Services and Central Government. This fragmented structure has led to inconsistencies in pay, reduced transparency and challenges in equity across comparable roles.
- The existence of pay stagnation within the APS ~the last comprehensive job evaluation and salary review for the APS was undertaken in 2007, with salary reductions implemented between 2009 and 2010 and a suspension of annual increments shortly thereafter. As such, many public officers remain below their appropriate position within the salary scale.
- Change in the operating environment within which the APS is operating due to digital transformations, globalisation etc.
- Retirement rates have risen and the cost of living has increased.

It was noted that overall, reform of the APS job classification and compensation framework is necessary to support effective public sector management, strengthen accountability, and ensure the sustainability and competitiveness of the public service.

Executive Council was provided with the following for their consideration and approval:

- (a) The PricewaterhouseCoopers Report;
- (b) Progression rules for assimilation into new scales;
- (c) Draft House of Assembly scale; and

(d) Draft APS scale.

Executive Council:

1. Approved the adoption and implementation of the PwC Job Reclassification Report and associated Job Architecture Framework across the Anguilla Public Service;
2. Approved the adoption of the revised APS salary structure, as attached, aligned to the new job architecture and classification framework, to take effect from the effective date of the relevant supplementary appropriation, and the payment of an ex gratia amount to eligible officers to account for the salary differential for the period commencing 1 May 2026 up to the effective date of implementation, subject to deduction of the applicable Universal Social Levy (USL);
3. Approved the proposed assimilation and progression rules for transitioning existing officers into the revised salary structure;
4. Approved the addition of Under Stage 1 (U1) to the revised salary architecture, and the grading and placement of wage-worker roles by the Department of Public Administration on Stages U1 to 3, as appropriate, within the approved compensation framework; and specific treatment of cleaner arrangements;
5. Approved the revised five-level remuneration scale for parliamentary office holders, as set out in the attached Draft HOA Scale;
6. Approved a stabilisation period of 24 months following implementation, during which the approved grading outcomes, salary placements, assimilation rules, and related remuneration arrangements shall not be reopened through general regrading requests, post-by-post appeals, or ad hoc salary alignment exercises;
7. Directed that any exceptional request for reclassification during the stabilisation period must be based on a genuine and material change in duties, or the creation of a new post, and must be

processed only through the approved job evaluation and establishment control process, with joint review by the Department of Public Administration and the Ministry of Finance;

8. Approved the validation of all final implementation schedules jointly by the Department of Public Administration and the Ministry of Finance prior to implementation;
9. Approved in principle the preparation of the necessary supplementary budgetary provision to meet the implications of the reform;
10. Noted that the overtime policy and the hard to recruit policy will be shortly presented to EXCO and;
11. Instructed the Ministry of Finance and the Department of Public Administration to review the current pension arrangements applicable to legislators and revert to Executive Council within six months with policy options for the introduction of a contributory pension framework, including any required legislative amendments, fiscal implications, and recommended implementation timeline.

Action: PS, FIN; PS, PA; HON DG; HON AG.
