



GOVERNMENT OF ANTIGUA AND BARBUDA

Treasury Department

FREQUENTLY ASKED QUESTIONS

Retroactive Salary Payments (Back Pay)

1. Why is retroactive pay being paid?

The Government of Antigua and Barbuda entered into agreements with the various trade unions and collective bargaining agents, which resulted in salary increases and other adjustments in benefits for eligible public sector employees. The full salary increases and other adjustments were implemented after the agreed contract period so retroactive payments or back pay is owed to the eligible employees.

2. What period do the payments cover?

The negotiated agreements cover the periods January 1, 2018 to December 31, 2020, and January 1, 2021, to December 31, 2023. The full salary increase was not implemented until January 2024. This means retroactive payment (back pay) is owed for every year commencing from January 1, 2019, and ending December 31, 2023.

3. Am I eligible to receive retroactive pay?

Retroactive pay is due to public sector employees who do **NOT** fall within the following categories:

- i. Parliamentarians and Government Ministers
- ii. Judges
- iii. Persons employed on the Work Experience Programme
- iv. Contract Officers whose contracts do not stipulate eligibility for negotiated increases.

If none of the above applies to the public sector employee, the following conditions will determine if they are eligible to receive retroactive pay:

Condition 1 — Current employees: The individual must have been employed by or started working with the Government on or before December 31, 2023.

Condition 2 — Separated officers: Public servants who retired or resigned on or before December 31, 2025, are also eligible, provided Condition 1 is satisfied.

4. How would I know if I am to expect retroactive pay?

Before contacting your department or the Treasury Help Desk, public sector employees are encouraged to conduct a brief self-assessment using the questions below. This exercise is intended to assist you in determining whether you are likely to be eligible for retroactive payment.

Self-Assessment Checklist

Step 1 — Were you employed by the Government of Antigua and Barbuda at any point during the contract period January 2018 to December 2020 and January 2021 to December 2023?

✗ NO — You do not qualify for a retroactive payment.

✓ YES — Proceed to Step 2.

Step 2 — Do any of the following apply to you? You are a Parliamentarian, Minister of Government, Judge, Work Experience Officer (i.e., a government job programme participant), or a contract officer whose contract does not stipulate salary increases.

✓ YES — You do not qualify for a retroactive payment under this disbursement.

✗ NO — Proceed to Step 3.

Step 3 — Did you receive a contribution to retroactive pay (up to one month's salary) in 2022, 2024, or 2025?

✓ YES — You may be entitled to receive a final payment.

✗ NO — It is very likely that you were not eligible to receive retroactive pay.

5. Do I still qualify if I received retroactive pay before?

Yes. If the cumulative amount received by the employee during 2022, 2024 and 2025 contribution to retroactive pay is less than the total amount owed to the employee, then a final payment will be made.

However, the following important factors should be noted:

For Officers who left the public service in 2019:

The retroactive balance for these individuals may be minimal or, in some cases, would have been fully settled. This is because they would have received the five percent (5%) increase that was issued in January 2018.

For Officers whose salary increased after the 2022 payment:

If the payment received in 2022 was at a lower salary level, and the officer subsequently received a salary increment or was promoted — thereby establishing a higher substantive salary — the payments made in 2024 and 2025 were at that higher salary. This means that a greater portion of the outstanding retroactive balance was settled in those subsequent disbursements. As a result, the remaining balance may be significantly reduced.

6. When will the retroactive pay be paid?

Retroactive payments are an ongoing process. The Treasury Department aims to complete most of the retroactive pay during the month of April 2026. Payments are being made by Ministry/Department.

Eligible employees in the following ministries and departments were issued their final payment on April 2, 2026:

- Office of the Governor General
- House of Representatives
- Cabinet Office
- Judicial Department
- Public Service Commission
- Office of the Auditor General
- Electoral Commission
- Ministry of Foreign Affairs
- Prices & Consumers Affairs Division
- Bureau of Standards
- Culture & Festivals Division
- Office of the National Drug Control Policy (ONDCP)
- Office of the Prime Minister
- Ministry of Education- (ABICE, ABIIT, ASC, Primary & Secondary, Headquarters & Admin.)
- Ministry of Finance

7. How will the payment be made?

All payments will be made via Electronic Funds Transfer (EFT). No cheques will be issued over the counter or distributed through individual ministries. If you are an eligible employee who left the public service before December 2022 and have not received any retroactive payment, please email your employment and banking details to treasury.helpdesk@ab.gov.ag

8. How do I know if I received the correct amount?

Once payments are disbursed, the Treasury Department will submit a copy of the paysheet to each department for reference. Upon completion of the entire process, a comprehensive statement of payments will be issued to the Permanent Secretary of each Ministry. The statement will provide a full account of all amounts disbursed to each eligible employee across the retroactive payment periods of 2022, 2024, 2025, and 2026.

9. Will taxes be deducted from back pay?

No tax deductions will be applied to the retroactive payments.

10. What do I do if I have more questions?

If you have received payment in 2022, 2024, 2025, and 2026, please wait for the comprehensive statement that will be issued to your Permanent Secretary by the end of April 2026. If you still have questions after receiving the information contained in that statement, you may contact the Treasury Help Desk at: treasury.helpdesk@ab.gov.ag

A final note on accuracy and due diligence:

Since this is the final retroactive payment covering amounts due for contract period 2018 to 2020 and 2021 to 2023, the Treasury Department must thoroughly review and verify all balances to ensure the payments issued are accurate, fair, and justified.

The Treasury Department's foremost priority is to ensure the integrity and accuracy of every payment processed. The Department therefore respectfully requests the patience and understanding of all public sector employees while this important verification process is carried out.

Eligible employees can be assured that any payments due to them will be processed on or before the end of April 2026.

The next batch of payments will be issued by April 10, 2026. The Ministries and Departments that will receive payments in this phase are:

- Establishment Department
- Emergency Medical Services Department
- Ministry of Health Headquarters
- Social Transformation Department
- Antigua & Barbuda Defence Force

For further assistance, contact the Treasury Help Desk: treasury.helpdesk@ab.gov.ag

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