

**PROPOSED AMENDMENT TO CS REGULATIONS**

<b>Ref:</b>	<b>C S Regulations 14-010</b>
<b>Re:</b>	Regulation 20.8 Compensation in lieu of notice
<b>Proposal:</b>	To remove references from 20.8 to methods of leaving the civil service which no longer apply.
<b>Existing Regs:</b>	<p><b><i>20.8 COMPENSATION IN LIEU OF NOTICE</i></b></p> <p>a) General Compensation in lieu of notice is compensation for a civil servant whom a department cannot continue to employ during their notice. It is not payable where the date of leaving is mutually agreed e.g. in cases of flexible early retirement, approved early retirement, voluntary redundancy, or where a civil servant leaves on resignation before the end of the notice period provided for in this section by mutual agreement.</p> <p>b) Pay increases in the Notice Period Compensation in lieu of notice will be calculated by reference to the gross rate of pay effective on the last day of actual service. It will not be recalculated for any increases in pay taking effect during the outstanding notice period for which it is paid. This includes stages of staged pay awards and deferred pay increases. However, where a pay increase is agreed after the last day of actual service but has an effective date of before the last day of actual service the compensation in lieu of notice should be recalculated to take account of the increased rate of pay.</p> <p>c) Abatement for PCSPS Benefits Compensation in lieu of notice will not be abated for any annual compensation payment in payment. However, abatement may apply in respect of earnings from further work in the public service.</p>
<b>Proposed Amendment :</b>	<p><b><i>20.8 COMPENSATION IN LIEU OF NOTICE</i></b></p> <p>a) General Compensation in lieu of notice is compensation for a civil servant whom a department cannot continue to employ during their notice. It is not payable where the date of leaving is mutually agreed <del>e.g. in cases of flexible early retirement, approved early retirement, voluntary redundancy,</del> or where a civil servant leaves on resignation before the end of the notice period provided for in this section by mutual agreement.</p> <p>b) Pay increases in the Notice Period Compensation in lieu of notice will be calculated by reference to the gross rate of pay effective on the last day of actual service. It will not be recalculated for any increases in pay taking effect during the outstanding notice period for which it is paid. This includes stages of staged pay awards and deferred pay increases. However, where a pay increase is agreed after the last day of actual service but has an effective date of before the last day of actual service the compensation in lieu of notice should be recalculated to take account of the increased rate of pay.</p> <p>c) Abatement for PCSPS Benefits Compensation in lieu of notice will not be abated for any annual compensation payment in payment. However, abatement may apply in respect of earnings from further work in the public service.</p>

Agreed and authorised by Joint Secretaries of JNC – N/A as removing old references

for GOA ..... Date .....

for CSC ..... Date .....

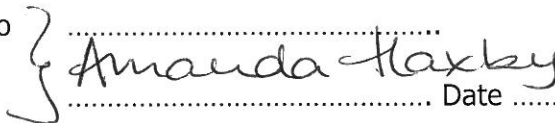
**I authorise the above amendment to be incorporated in the Civil Service regulations and to be uploaded on to the intranet.**

**An IOM Government All Staff notice prior to implementation is\* / is not\* required (please delete as appropriate)**

Signed ..... 

**Head of Industrial Relations and Policy Section**

Instruction for implementation:

Passed to } .....  
By }  Date 16/6/14

Date regs updated .....

Previous regulation amendment reference (if any) :	
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