

Isle of Man Civil Service Joint Negotiating Committee

**Department of Social Care and Department of Health –
Approved Social Workers' Allowance**

Whereas the Isle of Man Civil Service Joint Negotiating Committee Constitution 1991 sets out the functions of that Committee to be:-

- (i) to secure the largest possible measure of co-operation between the Government of the Isle of Man as employer and members of the IOMCS in the determination of the pay and other terms and conditions of civil servants; and
- (ii) to achieve a sensible balance between the need to provide efficient, cost effective services in the public interest and the duty to be a responsible employer.

and whereas the Isle of Man Civil Service Joint Negotiating Committee has recognised a need to pay a specialist allowance for Approved Social Workers within the Department of Social Care and the Department of Health.

Now therefore the Isle of Man Civil Service Joint Negotiating Committee is agreed that with effect from **5 October 2012** the following provisions in respect of a specialist payment of an additional allowance for Approved Social Workers shall apply to those civil servants on the staff of the Department of Social Care and Department of Health who are approved by the Chief Executive of the Department of Social Care and undertake the role of Approved Social Worker.

There shall be a team of Social Workers across the Departments who have received additional training to undertake the role of Approved Social Worker under the requirement of the Mental Health Act 1998.

The number of these, at any time, shall be sufficient to meet the responsibilities of the Departments with respect to undertaking assessments under the aforementioned Act.

This group of Approved Social Workers will, in addition to initial Approved Social Worker training, participate in ongoing refresher training and maintain a re-approval portfolio in line with the Department of Social Care's re-approval policy and procedures.

Eligibility of Posts

The Approved Social Worker Allowance (the Allowance) will be included in the remuneration package for any Civil Service post undertaking Approved Social Worker duties.

Once appointed, Approved Social Worker status will be for a period of 5 years, after which, in line with the policy, portfolios will be submitted and re-approved or otherwise for a further 5 year period.

Eligibility of Postholders

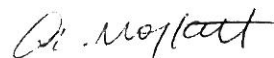
Officers appointed to a post which has been identified as one which meets the criteria of the Allowance will be eligible for the Allowance, subject to the post holder meeting the requirements for the post.

1. The Allowance shall be paid to Approved Social Workers equivalent to one and a half increments (6% of scale maximum, rounded to £2,511 pa) based on current D507 salary scale per annum. The Allowance is superannuable.
2. The Allowance will be increased annually by the same percentage increase applied to the Isle of Man Civil Service Pay Spine by virtue of the annual pay negotiations under the Isle of Man Civil Service Pay Agreement 1990 (as amended).
3. The Allowance will be paid on a monthly basis with salary. Sanctioning of the Allowance is the responsibility of the Team Manager - Duty & Emergency Response, as is the responsibility for removing the Allowance on cessation of Approved Social Worker duties.
4. As a requirement of the role, all Approved Social Workers will be required to participate in both the daytime Approved Social Worker rota and an out-of-hours adult services rota (additional stand-by allowance already agreed in respect of this – can be found in Annex C2(ii) of the Civil Service Regulations). An exception can be made to contribution to the out-of-hours rota in cases of medical conditions which could be impacted to the detriment of the individual by out-of-hours work.
5. Failure to contribute fully to requirements of re-approval and associated Approved Social Worker work may result in the Allowance being withdrawn.
6. This Allowance is initially agreed for 3 years, pending a broader review of the roles, terms and conditions of the social work group.
7. At any other time, should it be determined that the Allowance is no longer required, it may be withdrawn upon giving three months' notice.



Signed on behalf of
The Civil Service Commission

Date 27/11/12



Signed on behalf of
The Government Officers' Association

Date 17/1/13