

SOCIAL CARE
COVER DUTY AGREEMENT

WHEREAS the Official and Staff Sides of the Whitley Council for the Isle of Man Public Service have agreed that the Civil Service Commission and the Government Officers' Association should negotiate changes in the terms and conditions of service (including pay) of the Civil Service.

NOW THEREFORE the Civil Service Commission and the Government Officers' Association are agreed that the terms and conditions of service of the posts listed below in the Department of Social Care shall be those laid down in the Manx Civil Service Regulations (hereinafter referred to as the "Regulations") except, in order to recognise the special nature of the duties of these posts, for the following:-

- a) the conditioned hours of work shall be 37 hours net per week Monday to Friday but where it proves necessary to work hours in excess of 37 hours the additional hours worked shall be granted as time off in lieu subject to the exigencies of the service provided;
- b) the posts detailed below shall provide emergency duty cover outside of normal office hours by participation in a cover duty roster determined by the Head of Division on behalf of the Department;
- c) during periods of on cover duty an officer shall be paid the following on a sessional basis:-

- i) Cover Duty Allowance as follows:-

Per Session	wef 1.4.12
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On weekdays between normal closing of the office in the evening and the normal opening time the following morning	£32.81
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At weekends between normal closing time on a Friday until the normal opening time on Monday (A weekend shall comprise of 5 sessions of roughly equivalent length)	£32.81
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On public, bank or privilege holiday. (Such holidays shall comprise of 2 sessions of roughly equivalent length)	£32.81
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- ii) The sessional Cover Duty Allowance shall be increased by the percentage increase applicable to stand-by and on call allowance defined in **Regulation C47** and shall be effective from the same date.

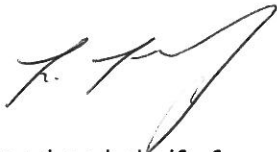
(Note: The current rates of Cover Duty Allowance can be found in **Annex C2** to the Regulations).

- iii) In the event that an officer is called out during a period of cover duty the actual hours worked shall be classed as overtime and payment for such hours shall be in accordance with **Regulation C28**.

(Note: Overtime provisions can be found in **Section C** of the Regulations).

- d) With effect from 1 October, 2012 this Cover Duty Agreement was extended to members of the Adult Services Leadership Team within the Department of Social Care.

Members of the Adult Services Leadership Team are eligible for this Cover Duty Allowance if they are eligible to claim overtime and provided their pay does not already include an element for on-call commitments.



Signed on behalf of
The Civil Service Commission

Date 22/4/13



Signed on behalf of
The Government Officers' Association

Date 15/4/13 .

Posts Participating in the Cover Duty Agreement

All Social Workers providing cover duty within Children and Families Services and the following posts within Adult Services:

- Quality and Performance Improvement Manager
 - Operational Manager Older People
- Operational Manager Learning Disabilities
- Head of Adult Services Access Team
- Head of Older Peoples Social Work