

**ISLE OF MAN WATER & SEWERAGE AUTHORITY - COVER DUTY AGREEMENT**

**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 agreed that the staff of the Isle of Man Water & Sewerage Authority are required to provide an exceptional and constant out of hours cover duty to safeguard and maintain the provision of a satisfactory water supply.

**NOW THEREFORE** the Isle of Man Civil Service Joint Negotiating Committee is agreed that the following provisions in respect of out of hours cover duty shall apply to those civil servants on the staff of the Isle of Man Water & Sewerage Authority who may be required to participate in the cover duty roster, whose posts are included in the Appendix hereto.

- a) There shall be a "Telephone Standby" cover duty, which shall be a single person to deal with all customer contacts and to manage any incident arising from those contacts. (NB: When the Water & Sewerage Authority 24 hour Control Room operations are established, Telephone Standby cover duty will no longer be required). It will be for management in consultation with staff to determine the numbers and posts needed to participate in this rota on the basis of operational need.
- b) There shall be an "Emergency Standby" cover duty (Mechanical and Electrical Maintenance Services and/or Distribution), which shall be a single person to be called out to carry out on-site investigations anywhere on the Island with respect to incidents; where necessary to shut off/make safe and decide upon the need to call out a repair gang and in such instances to be the manager of the repair/site.
- c) The level of payment for participation in the Isle of Man Water & Sewerage Authority rota for out of hours cover duty, which shall be in place of all other provisions in the Isle of Man Civil Service Regulations in respect of on call or standby arrangements, shall be as follows: -

Rates as at 1 April 2012	<u>Telephone Standby</u>	<u>Emergency Standby</u>
Weekday standby payment (Monday to Friday inclusive)	£23.64	£18.03
Weekend standby payment	£94.55	£72.14
Public Holiday standby payment	£94.55	£72.14
Normal payment for a full week rota	£307.31	£234.43

**NOTE:**

- (i) Weekday standby payment cover duty operates for period between normal close of business and normal opening for business on the following day.
  - (ii) Weekend standby payment a full 24 hr period on a Saturday or a Sunday (through to opening for business on a Monday morning).
  - (iii) Public Holiday standby payment includes 'Bank' holiday or 'Privilege' holiday.
  - (iv) Where Emergency Standby is called upon for staff to carry out investigations, etc, the normal provisions of the Civil Service Regulations will apply in respect of Overtime and Premium Payments.
- d) It is an expressed condition of this agreement that those posts identified in the Appendix hereto shall participate in the rota if and when required by management.
  - e) The Isle of Man Water & Sewerage Authority recognises the valuable contribution its staff is making to its business by acceptance of this rota and is prepared to consider the temporary release from its participation of any officer who can show strong personal reasons why they should be so released. This does not prevent the post holders from agreeing amongst themselves to cover the rostered duty of a colleague who may need temporary relief from the rota and any such arrangements will be endorsed by the Authority.
  - f) The payments shall be increased by the same percentage increase applicable to standby and on call allowances defined in Regulation C47 and shall be effective from the same date.

- g) The operative date of this agreement shall be the 1<sup>st</sup> April 2012.



Signed on behalf of  
the Civil Service Commission

Date 4/11/13.



Signed on behalf of  
The Government Officers' Association

Date 15/10/13.

### **Appendix**

#### **Emergency Standby**

Network Supervisor  
Network Maintenance Controller  
Byelaws Inspector  
Area Network Controller  
Leakage/Reservoir Services Engineer  
Finance Manager  
Training Co-ordinator  
Customer Services Assistant

#### **Telephone Standby - Water**

Water Services Manager  
Water Production Manager  
Engineering Manager  
CMLT Supervisor  
Mechanical & Electrical Manager

#### **Telephone Standby – Sewerage**

Sewage Treatment Operations Engineer  
Sewage Operations Engineer  
Planning & Development Engineer  
Flood Risk Management Engineer  
GIS Officer  
Drainage Technician

