

ISLE OF MAN CIVIL SERVICE JOINT NEGOTIATING COMMITTEE

**Department Of Health And Social Security
Telephone Standby Allowance – Home Care Services**

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 Department of Health and Social Security (Home Care Services) are required to provide an exceptional and constant out of hours cover duty to respond to urgent problems in respect of the Department's responsibilities.

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 Department of Health and Social Security (Home Care Services) who may be required to participate in the cover duty roster, whose posts are included in the **Appendix A** to this Agreement.

- a) There shall be a "Telephone Standby" cover duty, which shall be a single person to deal with all out of hours contacts in respect of the responsibilities of the Home Care Services; and to respond appropriately to any incident arising from those contacts. 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) The level of payment for participation in the Department of Health and Social Security (Home Care Services) 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, standby, call out and overtime arrangements, shall be as follows:-

Dept of Health and Social Security (Home Care Services) Telephone Standby Allowance	
	£
Weekday standby payment Mon to Thursday (7.5 hours per day)	9.46
Friday (8 hours)	10.09
Weekday standby payment hourly rate	1.261
Saturday and Sunday standby payment (16 hours per day)	52.47
Weekend standby payment hourly rate	3.279
Public Holiday Bank or Privilege Holiday standby payment (16 hours per day)	52.47
	3.279
Normal payment for a full week rota based on 38 hours Mon to Fri and 16 hours Sat and 16 Hours Sun	152.87

NOTES:

- (i) **Weekday standby payment:-** cover duty presently operates for the period between normal close of business and 2300 and 0700 to normal opening for business.
- (ii) **Weekend standby payment:-** cover duty presently operates for the period from 0700 to 2300 period on Saturday and Sunday.
- (iii) **Public Holiday standby payment:-** includes 'Bank' holiday or 'Privilege' holiday.

The period of operation of cover duty may be extended at the discretion of the Department, payment will be made on a pro-rata basis for any increase in hours spent on duty.

- d) It is an expressed condition of this agreement that those posts identified in Appendix A hereto shall participate in the rota if and when required by management.
- e) The Department of Health and Social Security 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 Department.
- f) The payments shall be increased by the same percentage increase applicable to standby and on call allowances defined in Regulation C46 (**now C47**) and shall be effective from the same date.
- g) The operative date of this agreement shall be **1 June 2004**.

Signed on behalf of
The Civil Service Commission

Date: 9th January 2006

The Government Officers' Association

Date: 6th September 2005

DEPARTMENT OF HEALTH AND SOCIAL SECURITY

TELEPHONE STANDBY ALLOWANCE – HOME CARE SERVICES

Posts to Participate in the Telephone Standby Roster:-

- Home Care Services Manager (To provide leave or emergency cover)
- Home Care Manager