

**ISLE OF MAN CIVIL SERVICE JOINT NEGOTIATING COMMITTEE**

**DEPARTMENT OF HOME AFFAIRS - FIRST CALL ON CALL ALLOWANCE**  
**Communications Division**

**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 Home Affairs, Communications Division is 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 Home Affairs (Communications Division) who may be required to participate in the cover duty roster, whose posts are included in the Appendix hereto.

- a) There shall be a "First Call Standby" cover duty, which shall be a single person to deal with all out of hours contacts in respect of the responsibilities of the Communications Division and to manage 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.
  - a) The level of payment for participation in the Department of Home Affairs (Communications Division) 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:-

**First Call On Call**

Weekday standby payment (Monday to Friday inclusive)	£15.62
Weekend standby payment	£62.49
Public Holiday standby payment	£62.49
Normal payment for a full week rota	£203.08

**Above rates apply with effect from 1 April 2008**

**NOTE:**

- (i) Weekday standby payment cover duty operates for period between normal close of business and normal opening for business on the following day. This includes Friday from close of business to the start of Saturday cover.
- (ii) Weekend standby payment a full 24 hr period on a Saturday or a Sunday (through to opening for business on a Monday morning for Sunday payment).
- (iii) Public Holiday standby payment includes 'Bank' holiday or 'Privilege' holiday.
- 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 Department of Home Affairs 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 postholders 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 C47 and shall be effective from the same date.
- g) The operative date of this agreement shall be 1 June 2007.

Signed on behalf  
the Civil Service Commission

Signed on behalf of  
The Government Officers' Association

Date.....

Date .....

**APPENDIX**

Posts to Participate in the First Call On Call Roster

Deputy Senior Technical Officer

Technical Officer

Electronics Technician

IT Officer