

**DEPARTMENT OF HOME AFFAIRS**  
**JURBY PRISON – VOLUNTARY EMERGENCY ON CALL 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 agreed that the prison officers on the staff of the Department of Home Affairs, Prison and Probation Service are required to provide an exceptional and constant out of hours cover duty to safeguard and maintain the provision of security and care for prisoners.

For clarity, this Agreement covers emergency periods of duty required during the hours 9pm – 7.30am, and is not for example, to cover periods of staff absence from duty due to illness.

**NOW THEREFORE** the Isle of Man Civil Service Joint Negotiating Committee is agreed that the following provisions in respect of voluntary emergency out of hours cover duty shall apply to Prison Officers on the staff of the Department of Home Affairs, Prison and Probation Service who volunteer to participate in the cover duty roster, in order to deal with emergency incidents or escorts from the Prison during the Night Period (i.e. 9pm to 7.30am).

- a) All prison officers who have volunteered to participate in the emergency cover duty roster will participate equally in an agreed roster to provide the cover duty when and if called on the instruction of the senior officer on Night Duty. Officers on call will be available for duty during the night period (i.e. 9pm to 7.30am) for a period of seven consecutive days including weekends and Public Holidays.
- b) For the purposes of clarity, this Agreement shall only apply to discipline and operational prison officer grades (regardless of rank). A minimum of 2 such officers will be rostered on per week.

In addition a prison officer, who may be a member of the works department, may be rostered on in order to be available to support technical equipment out of hours in the event of failure and/or breakdown.

- c) All prison officers participating in an agreed roster will agree to remain near a telephone landline or be contactable by mobile phone. Officers should be both fit for duty and able to report immediately after call out. Officers who are unable to provide this cover for any reason (e.g. illness) must notify the nominated manager as soon as they become unavailable for call-out.

- d) Once called in, the Officer would be credited with the hours worked, subject to a minimum credit of 3 hours and in accordance with Regulation C62 and C54.
- e) Following a period on duty the Officer will be allowed 10 hours rest before commencing normal detailed duty. Any hours detailed for duty within the 10 hour rest period will be credited to the Officer. If there is no detailed duty within the 10 hour rest period the Officer will only receive credit for the hours worked whilst on call.
- f) The level of payment for participation in this Agreement, 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 (Regulations C33-36), shall be as follows:-

Weekday standby payment	£16.04 per day
261 weekdays per annum	
Less 10 Bank/Public Holidays per annum = 251 p.a.	
251 x £16.04	£4,026.04 per annum
Weekend standby payment	£64.19 per day
104 weekend days per annum	
104 x £64.19	£6,675.76 per annum
Public Holiday standby payment	£64.19 per day
10 Bank/Public Holidays per annum	
10 x £64.19	£641.90 per annum
Total per annum	£11,343.70
Total divided by 52.2	£217.31
<b>Payment for 1 week On-Call (7 nights)</b>	<b>£217.31</b>
<b>Daily Rate (per night)</b>	<b>£31.04</b>

Prison officers opting to partake in this agreement will be required to be on call throughout the year and the payment of the allowance for doing so will be paid at the above weekly and daily rate, regardless of the actual dates involved.

The rate has been calculated as an average over the period of a full year in order to reflect the normal Terms and Conditions applicable to prison officers, i.e. that premium payments are consolidated into pay.

- g) The allowance above will be increased by the same percentage increase applied to the Isle of Man Civil Service Pay Spine by virtue of the pay negotiations under the Isle of Man Civil Service Pay Agreement 1990 (as amended).
- h) Officers wishing to opt out of the on call roster are required to give 3 months notice. However this may be waived with the agreement of the Governor.
- i) Officers may have the Allowance removed for good reason as outlined in the Policy Agreement document. Officers will be usually be given 3 months notice that they are to be removed from the on call roster, (unless there are exceptional circumstances to justify a shorter period).
- j) At any time, should it be agreed by the JNC that the Allowance is no longer required, it may be withdrawn upon giving 3 months' notice. Withdrawal of the Allowance will result in the reinstatement of the IOMCS Regulations C33-36.

k) The Allowance is superannuable.

l) The operative date of this agreement is the 31 May, 2012.



Signed on behalf of  
the Civil Service Commission

Dated 30/5/12.



Signed on behalf of  
The Government Officers' Association

Dated 31/5/12.