

NIGHT DUTY ALLOWANCE AGREEMENT**SCOPE OF AGREEMENT**

1. The provisions of this Agreement shall apply only to those grades in the Isle of Man Civil Service which are specified in Appendix A to this agreement.

EFFECTIVE DATE

2. The revised provisions in this Agreement will be effective from the 1st November 1984.

RATES OF ALLOWANCE - METHOD OF CALCULATION

3. A night duty allowance, as set out in the table below, will be paid to civil servants who are not on a shift roster and who work between 8.00 p.m. and 6.00 a.m. The allowance will be paid as a percentage addition to the hourly plain time rate which will include responsibility allowances in issue (subject to paragraphs 7 and 8 below). Periods of less than half an hour will not reckon for payment.

For hours worked between	Rate of Night Duty Allowance
8.00 p.m. and 11.00 p.m.	25%
11.00 p.m. and 6.00 a.m.	33.1/3%

SHIFT DISTURBANCE AND NIGHT DUTY ALLOWANCES OPTIONS

4. A civil servant may not be paid both night duty and shift disturbance allowance for the same period of duty.
5. However, where payment of night duty allowance is more favourable, shift workers may opt to receive this instead of shift payments. In these circumstances they will not be classified as regular shift workers and the continuity and cessation provisions in the Shift Disturbance Allowance Agreement (paragraphs 17 to 21, 31 and 32 thereof) will not apply to them. Once exercised, the option may not be changed for so long as the shift workers remain on the same roster, or until the attendance pattern of that roster is redesigned. Civil servants who would be classified as regular shift workers if they chose to receive shift disturbance allowance should be made aware of the continuity of payment and payment in lieu of notice provisions before they make their decision.
6. Regular night workers whose hours of work all fall within the period 8.00 p.m. to 6.00 a.m., or who cover the entire 8.00 p.m. to 6.00 a.m. period, and whose posts can be regarded as regular shift worker posts under the criteria set out in paragraph 5(a) of the Shift Disturbance Allowance Agreement may choose to be regarded as if they were regular shift workers. In these circumstances they will receive the top rate of shift disturbance allowance and will benefit from the provisions of paragraphs 17 to 21, 31 and 32 of the Shift Disturbance Allowance Agreement.

'FLOOR' AND 'CEILING' LEVELS FOR CALCULATION PURPOSES

7. Where the total salary or hourly plain-time rate calculated in accordance with paragraph 3 exceeds the 'ceiling' shown in [Annex C2](#), payment of night duty allowance will be calculated as if salary were at that level.

8. Where the total salary is less than the 'floor' figure shown in **Annex C2**, payment will be calculated as if salary were at that level.

SUPPLEMENTARY PROVISIONS

9. Night duty allowance will be paid only for periods of effective duty either at the place of work or, if appropriate, on call-out, i.e. periods spent on-call or stand-by will not attract payment of the allowance.
10. Where the conditions for payment are satisfied, this allowance may be paid in addition to any payments for overtime, or premium payments for attendance at weekends or on bank or public holidays; but these payments may not be included in the calculation of night duty allowance.
11. Night duty allowance may not be included as a reckonable allowance for the purpose of calculating overtime or weekend or bank or public holiday premium payments.
12. Night duty allowance is reckonable for superannuation purposes in accordance with the Principal Civil Service Pension Scheme.

Date: 9th November 1984

Last updated : 2 April 2012 – Amendment Ref. 10-013

The Night Duty Allowance Agreement dated the 9th November 1984 between the Official and Staff Sides of the Whitley Council for the Isle of Man Public Service shall apply only to the grades listed hereunder subject to the proviso that either Side may from time to time ask the Council to amend the list as may be appropriate.

TREASURY

Customs Officers Those Customs Officers who are required on occasions to meet the sailings and flights arriving from outside the common customs area of the UK and the Isle of Man.

DEPARTMENT OF INFRASTRUCTURE (*FORMERLY THE DEPARTMENT OF TRANSPORT*)

Port Manager 1 & 2 Ramsey and Southern Harbours.
Port Services Manager

GOVERNMENT OFFICE

Immigration Officers Those civil servants who hold a Governor's Warrant and are required to meet flights and sailings arriving from outside the United Kingdom.

DEPARTMENT OF EDUCATION CHILDREN (*FORMERLY THE DEPARTMENT OF EDUCATION*)

College Library Staff Those civil servants employed in the IOM College Library who are required to work evenings on a rota basis.

DEPARTMENT OF HEALTH (*FORMERLY THE DEPARTMENT OF HEALTH AND SOCIAL SECURITY*)

Health Services Division

Admin Assistant Those civil servants employed in the Accident and Emergency Receptionists, based at Noble's IoM Hospital.

Support Grade 2 Telephonists, Hospitals Division

Admin Assistant * Hospitals Division
(*Medical Records filing clerks who work evenings)
(Agreed January 1999)

DEPARTMENT OF COMMUNITY, CULTURE AND LEISURE (*FORMERLY THE DEPARTMENT OF TOURISM AND LEISURE*) – (wef 01 July 2007)

National Sports Centre Manager
National Sports Centre Assistant Managers
National Sports Centre Maintenance Manager
National Sports Centre Duty Officers

DEPARTMENT OF ENVIRONMENT, FOOD AND AGRICULTURE (*FORMERLY THE DEPARTMENT OF AGRICULTURE, FISHERIES AND FORESTRY*)

Freshwater Fisheries Placement Student – (Agreement effective 1 November 2007)
Senior Freshwater Fisheries Officer – (Agreement effective 1 August 2010)