

[Last updated 23 January 2009 – Amendment No 08-034](#)

**ISLE OF MAN CIVIL SERVICE PAY**

**ALL HOURS WORKED ALLOWANCE AGREEMENT**

**DEPARTMENT OF AGRICULTURE, FISHERIES AND FORESTRY**  
**FISHERIES DIVISION – CREW OF FISHERY PROTECTION VESSEL**

**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 Agriculture, Fisheries and Forestry is required to provide an exceptional and constant cover duty to safeguard Manx fishing grounds and maintain the provision of a satisfactory enforcement patrol.

**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 Agriculture, Fisheries and Forestry who crew the fishery protection vessel and whose posts are included in the Appendix hereto.

- a) Owing to the nature of the work, there will be no fixed times of attendance and it will include unsocial and weekend working. The working week will normally be 37 hours per week.
- b) There will be an All Hours Worked Allowance of 13% of basic pay. The Allowance shall be in place of all other provisions in the Isle of Man Civil Service Regulations in respect of
  - Premium Payments
  - On-Call Allowances
  - Shift Disturbance
  - Night Duty Allowance
  - Regulation C64 relating to Travelling Time
- c) Overtime will not normally be worked. However in exceptional circumstances, with the agreement of management, any hours worked in excess of 37 hours per week will be paid at the overtime rate in accordance with the Civil Service regulations. The All Hours Worked Allowance will not be included in the calculation of overtime payments.
- d) Staff who are eligible for the All Hours Worked Allowance will participate in patrols of such duration as is required to reduce transit time to fishing grounds and maximise working time within fishing fleets.

- e) It is an expressed condition of this agreement that those posts identified in the Appendix hereto shall work hours as and when required by management in accordance with the exigencies of the service.
- f) This Agreement revokes and replaces previous arrangements and agreements to enhance basic pay by 10% for working unsocial hours.
- g) The operative date of this agreement shall be the 1 April 2007.
- h) A review of this agreement is to be undertaken after twelve months of operation.

Signed on behalf of  
the Civil Service Commission

Signed on behalf of  
the Government Officers' Association

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Date

Date

**APPENDIX**

**Senior Sea Fisheries Officer  
Sea Fisheries Officer I  
Sea Fisheries Officer II  
Crewman/Scientific Officer**