

**ISLE OF MAN PRISON AND PROBATION SERVICE  
DEPARTMENT OF HOME AFFAIRS  
DIRTY PROTEST COMPENSATION ALLOWANCE AGREEMENT**

**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 (Isle of Man Prison and Probation Service) are required to perform their duties in insanitary conditions as a result of a dirty protest or dirty campaign by prisoners.

**NOW THEREFORE** the Isle of Man Civil Service Joint Negotiating Committee is agreed that the following provisions in respect of undertaking routine duties in insanitary conditions as a result of a dirty protest or dirty campaign shall apply to those civil servants on the staff of the Department of Home Affairs (Isle of Man Prison and Probation Service) who are detailed to work in the area where dirty conditions are present and whose posts are included in the **Appendix** below.

- a) A dirty protest or dirty campaign is defined as where a prisoner
  - (i) refuses to observe the basic rules of cleanliness and hygiene by involving him/herself in a concerted act of non co-operation and indiscipline; and
  - (ii) refuses to use toilet facilities provided; and/or
  - (iii) smears faeces and/or urine over him/herself, clothing and/or cells or other areas of the prison.
- b) There shall be a Dirty Protest Compensation Allowance which shall be a single payment per day/night shift detail as follows:

	£
Under 4 hours duty	6.75
Over 4 hours duty	13.50
Segregation unit patrol	1.50

- (i) This allowance is superannuable.

- c) Eligibility for the payment will be certified by management on production of a verified expenses claim form from the relevant Prison Officer, in accordance with the Isle of Man Prison and Probation Service Policy and Procedure entitled Dirty Protest & Bodily Fluid Spillages (blood, urine, vomit, faeces).
- d) The allowances 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).
- e) This agreement will be reviewed by management on a regular basis and may be revoked by the Isle of Man Civil Service Joint Negotiating Committee giving a maximum of three months notice.
- f) The operative date of this agreement shall be 1 April 2014.



Signed on behalf of  
the Civil Service Commission

Date: 08/04/14



Signed on behalf of  
the Government Officers Association

Date: 22/4/14

### **Appendix**

Prison Officers (D281)  
Senior Prison Officers (D382)  
Principal Prison Officers (D481)