

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

**DEPARTMENT OF EDUCATION - SPECIAL NEEDS SERVICE**

*Last Updated 19 September 2019 – Amendment No [15-082](#)*

**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 recognised a need to introduce a Recruitment and Retention Allowance for the posts of Team Leaders (Co-ordinator, Inclusion Support) and Senior Educational Psychologists employed within the Special Needs Service of the Department of Education **and the post of Information Communications (ICT) Adviser employed by the Department of Education.**

**NOW THEREFORE** the Isle of Man Civil Service Joint Negotiating Committee is agreed that with effect from 1 March 2004

1. A Recruitment and Retention Allowance shall be paid to Team Leaders, Senior Educational Psychologists and **Information Communications Adviser** at the following rates and on the following basis:-

Upon appointment	£2000 per annum
After 2 years' service	£4000 per annum
After 5 years' service	£5000 per annum

Educational Psychologists will receive and be limited to the second point of the allowance.

2. The allowance will be increased annually on 1 August by the same percentage increase applied to the Isle of Man Civil Service Pay Spine by virtue of the annual pay negotiations under the Isle of Man Civil Service Pay Agreement 1990 (as amended) but subject to the provisions of paragraph 3 hereof.
3. The allowance will be reviewed annually in July to determine the continued appropriateness of all or any part thereof and any adjustments thereto (increases or decreases) including the application or withholding of the annual adjustment referred to in paragraph 2 hereof, will apply from the 1 August in each year.

4. At any other time, should it be determined that the Recruitment and Retention Allowance is no longer required, it may be withdrawn upon giving one month's notice to the affected staff.

Agreement updated on (14 July 2008) to include the post of ICT Adviser within the Department of Education.

This Agreement was amended in August 2009 to remove a duplication of the words "Department of Education &" in the heading. It should also be noted that with effect from 1 April 2006, pay increases became effective from 1 April and not 1 August as previously indicated in paragraph 2 & 3 of this agreement.

This agreement was updated on 19 September 2019, the change taking effect on 16 October 2019. The change being to extend the second point of the allowance to the posts of Educational Psychologists until such time as OHR can define market rates for both the Educational Psychologists and the senior post.

This is in recognition of the current difficulties in recruiting Educational Psychologists.