


Whitley Council for the Isle of Man Public Service (Manual Workers)

The Employers' and Employees' Sides of the Whitley Council for the Isle of Man Public Service (Manual Workers) are agreed that the Local Agreement for an All Hours Worked Allowance attached hereto in respect of the crew of the Fisheries Protection Vessel, Fisheries Division, Department of Agriculture, Fisheries and Forestry is ratified.

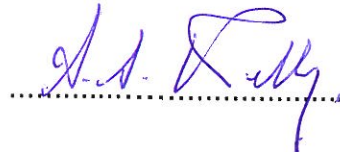
The operative date of the agreement is 1 April, 2007.

Signed on behalf of the
Employers' Side



.....

Signed on behalf of the
Employees' Side



.....

Date 29-1-2010

WHITLEY COUNCIL FOR THE ISLE OF MAN PUBLIC SERVICE (MANUAL WORKERS)

ALL HOURS WORKED ALLOWANCE AGREEMENT

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

Introduction

The Fisheries Division 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.

In order 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, it is recognised that the crew of the Fishing Patrol Vessel, both civil servants and manual workers, must work as a co-ordinated and a highly professional team, with identical duty times, whilst at sea. The disparity between the rates of All Hours Work Allowance between the two employing organisations has led to the review of previous arrangements with the following conditions agreed by all crew members, the Civil Service Commission and the Whitley Council for the Isle of Man Public Service.

Agreement

The Joint Secretaries of the Whitley Council for the Isle of Man Public Service (Manual Workers) have agreed that the following provisions in respect of out of hours cover duty shall apply to those manual workers 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 Memorandum of Agreement between the Employer's side and the Employee's side of the Whitley Council for the Isle of Man Public Service (Manual Workers) (known as The Memorandum) in respect of:
 - Enhancements for work on Saturdays, Sundays, Public Holidays or Privilege days (the equivalent of Premium Payments in the Agreement for Civil Servants)
 - On-Call Allowance
 - Split Duty Payment
 - Shift Disturbance Allowance
 - Night Duty and Unsocial Hours Allowance
 - Working on a Rest Day
 - Disturbance and Travel Allowance
- 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 Memorandum. 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% or 16% for working unsocial hours and is applicable solely to the Whitley Council worker on the crew of Fishing Patrol Vessel Barrule.
- 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 Whitley Council for the Isle of Man
Employers' Side

.....
Kevin Stewart

Date *29/1/10.*

Signed on behalf of
the Whitley Council for the Isle of Man
Employees' Side

.....
J.B. Muffatt

Date *29/1/10.*

APPENDIX

Crew/Engineer