

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

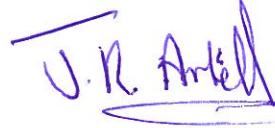
The Employers' and Employees' Sides of the Whitley Council for the Isle of Man Public Service (Manual Workers) are agreed that the Local Agreement to cover Out of Hours Stand By Arrangements between the Isle of Man Water and Sewerage Authority, Department of Infrastructure (the Employer) and the Employees' represented by Unite and the Employees' Side of Whitley Council, is ratified.

The operative date of the agreement is 1st Nov 2011.

Signed on behalf of  
the  
Employers' Side



Signed on behalf of the  
Employees' Side



Date 27<sup>th</sup> SEPT.....2012

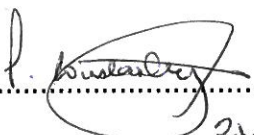
**Out of Hours –Stand By- Payments will be backdated to 1<sup>st</sup> November 2011 and are currently (from 1<sup>st</sup> April 2011) as follows**

Weekly Stand-by payment	£234.43
Week day stand-by payment	£ 18.03
Week end stand by payment	£ 72.14
Public Holiday stand-by payment	£ 72.14

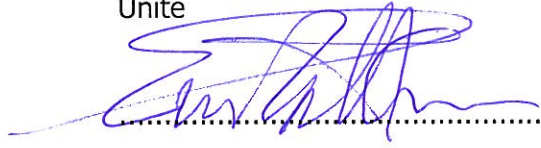
This agreement does not over ride the normal provisions of the Whitley Council Memorandum of Agreement in regard to overtime payments for recall to duty.

These payments will be increased each year at the same percentage rate as the Whitley Council for the Isle of Man (Public Servants) annual pay award (or the percentage as specifically applied to Class 2 Water Worker where differing awards across the various classes of water workers are implemented).

Signed Chief Officer  
Isle of Man Water and Sewerage Authority

  
.....  
Date: ..... 21.09.12

Signed on behalf of  
Unite

  
.....  
Date: ..... 27-9-12

## **Isle of Man Water and Sewerage Authority**

### **Local Agreement to cover Out of Hours Stand By arrangements**

#### **1. Purpose**

This agreement has been produced to replace the two existing agreements at **Annex A** to this agreement, notably, '*Isle of Man Water Authority, Joint Proposals for provision of stand by cover, dated 21 December 1998*'; and, '*Isle of Man Department of Transport, joint proposals for provision of stand by cover by drainage workers, engineering works section, works division, dated, 21 July 1999*'.

This agreement will supersede any out of hours/stand-by agreement for Water Workers in the Whitley Council for the Isle of Man (Public Service) Memorandum of Agreement.

#### **2. Background**

All operational staff of the Authority are required to be available in the case of emergency to help resolve emergency out of hours water, sewerage or drainage incidents. However, to ensure the minimal disruption to personal /family life, the number of employees required to be available will be reviewed by management on a regular basis and appropriate rotas drawn up and amended accordingly to ensure the most efficient use of the people and resources involved.

#### **3. Control of the Authority's Out of Hours arrangements**

The stand by rota is owned by the Chief Executive Officer, who will determine its requirements in terms of numbers of staff and their duties from time to time, and who may delegate such responsibilities as is operationally required.

Any significant changes to the out of hours procedure will be notified in writing to all parties in advance of the changes being made. In the case of an emergency situation the appropriate Divisional Manager may be required to draw on those personnel necessary to address the situation.

#### **4. Scope of the agreement**

This agreement covers the staff who are required by management to undertake 'out of hours' stand by duties.

For the purpose of this document it is reasonable to assume that the most cost effective solution will be utilised when sending staff to resolve an out of hours problem.