



## Local Agreement – Airport Electricians

### **Background:**

Detailed local negotiations have taken place with the Airport Electricians over a number of years. The negotiations have incorporated the development of new job descriptions for the Airport Electricians, a review of other Isle of Man Government Department Electrician job descriptions and specific tasks undertaken by the Airport Electricians. The other Departments incorporated in the review process were MEA, Manx Water Authority, DHSS and Department for Education. The review also took account of any additional payments made to other electricians working for DOT, for example diagnostic skills and the requirement to hold specific electrical qualifications. The discussions have involved the Technical Services Manager (TSM), the Airport Operations Manager (AOM) representatives from the Airport Electricians and the Human Resources and Corporate Services Manager. Regular updates have also been given to the monthly Airports Divisional Meeting. During these negotiations the Airport has employed 2 new electricians Mr C Goldsmith from 01/11/06 to 31/03/08 and Mr P Corrin from 12/05/08 to 14/10/08. They were both recruited originally from the private sector were they have returned, albeit Mr Corrin transferred from the Water Authority and Mr Goldsmith had worked at the Airport for a number of years as a contractor At exit interview both stated that current pay rates were a contributory factor in their decision to resign from the electricians post.

**Offer:** The Airport Director Isle of Man Airport is prepared to offer a 12% increase on basic rate to the operational Airport Electricians in recognition of the following specialist tasks;

1. All aspects of Aeronautical Ground Lighting (AGL) maintenance and installation, once appropriately qualified.
2. High Voltage (HV) switching operation under permit, once appropriately qualified.

In return the Airport Electricians agree to accept and sign the current job description as issued in January 2007.

This local agreement applies solely to operational Airport Electricians who hold the appropriate qualifications and no other group/individual.

The effective implementation date for this local agreement is 1<sup>st</sup> February 2008.

Signed:  
Airport Director  
Isle of Man Airport



Dated 8<sup>th</sup> July 2010

Signed:   
Airport Electrician Representative  
Isle of Man Airport

Dated 8-7-10

### **Department of Infrastructure**

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## Explanation of Local Agreement

The 12% offer is broken down into two elements AGL and HV switching under permit.

Airport Electricians who have a current valid certificate which permits them to work on AGL systems and have signed off competence for the AGL system at the Isle of Man Airport will receive an additional 10%.

Airport Electricians who have current local sign off to allow them to carry out HV switching operation under permit will receive an additional 2%.

This proposed local agreement will apply to the Airport Electricians (providing they accept the local agreement) currently in post, subject to endorsement by the Whitley Council (both sides).

Once this local agreement is accepted and endorsed it will also apply to any Airport Electrician employed at the Isle of Man Airport, once they have sign off to carry out the two tasks identified above. It is anticipated that this may take 6 to 12 months for staff employed with no valid certification in AGL and at least 3 months if valid certification in AGL is provided. The HV switching operation element is also likely to require 3 to 6 months before being eligible for payment.

### Certification

Valid certification in AGL will only be achieved by attendance on an accredited course by an external organisation and the issue of a formal certificate. This competence will then be maintained by regular re-validation usually every 3 years.

The HV switching operation under permit competency will be validated locally.