

PROPOSED AMENDMENT TO CS REGULATIONS

Ref:	C S Regulations 08-036
Re:	CS Regulations C29 Alternative to Payment by the hour – Time off in lieu
Proposal:	To clarify the entitlement to premium pay for the all actual hours worked when overtime worked on a Saturday/Sunday and Public/Bank Holiday is taken as time off in lieu as an alternative to overtime pay and include link to Regulation C40 Rates of Premium Pay.
Existing Regs:	<p>C29.</p> <p>ALTERNATIVE TO PAYMENT BY THE HOUR - TIME OFF IN LIEU <u>Corporate Leadership Group – Terms and Conditions Exclusions</u> ... Excess Hours worked Saturday/Sunday and Public/Bank Holiday</p> <p>When civil servants are required to work overtime on a weekend or on a Public/Bank Holiday, they should be paid at the appropriate overtime rates, but time off in lieu may be granted as an alternative to payment.</p> <p>If time off in lieu is granted as an alternative, only the number of excess hours worked can be taken as time off in lieu - there is no enhancement as the grant of time off in lieu means that the civil servant has not worked in excess of his normal conditioned hours. Civil servants who wish to take time off in lieu on this basis, may then also claim plain time rate for all actual hours worked.</p>
Proposed Amendment:	<p>C29.</p> <p>ALTERNATIVE TO PAYMENT BY THE HOUR - TIME OFF IN LIEU <u>Corporate Leadership Group – Terms and Conditions Exclusions</u> ... Excess Hours worked Saturday/Sunday and Public/Bank Holiday</p> <p>When civil servants are required to work overtime on a weekend or on a Public/Bank Holiday, they should be paid at the appropriate overtime rates, but time off in lieu may be granted as an alternative to payment.</p> <p>If time off in lieu is granted as an alternative, only the number of excess hours worked can be taken as time off in lieu - there is no enhancement as the grant of time off in lieu means that the civil servant has not worked in excess of his normal conditioned hours. Civil servants who wish to take time off in lieu <i>instead of overtime pay, may claim premium pay in accordance with Regulation C40 for all actual hours worked.</i></p>

Agreed and authorised by Joint Secretaries of JNC

for GOA *A. Moffatt* Date *19/1/09*

for CSC *[Signature]* Date *19/01/09*

I authorise the above amendment to be incorporated in the Civil Service regulations/handbook and to be uploaded on to the intranet.

An IOM Government All Staff notice prior to implementation is* / is not* required (please delete as appropriate)

Signed *[Signature]*

Head of Employee Relations and Policy

Instruction for implementation:

Passed to *C. Alexander*

By *A. Haxby* Date *23/1/09*

Date regs updated

Previous regulation amendment reference (if any) :	
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