

PROPOSED AMENDMENT TO CS REGULATIONS

Ref:	C S Regulations 14-014
Re:	Regulation C4 – Pay Following The Introduction Of A New Salary Scale
Proposal:	To include within Regulation C4 an identical provision which currently exists within Regulation C9 Promotion Increases, which allows a higher pay increase to be justified, based on previous relevant experience, qualifications, skills and periods of substitution, subject to a maximum of the penultimate point of the scale.
Existing Regs:	<p>4. Pay Following The Introduction Of A New Salary Scale</p> <p>When the salary scale of a post is changed so that it gives a new higher salary maximum than before and the Civil Service Commission decides that applications need not be invited for the post, the existing post holder will enter the new salary scale as follows:-</p> <p>a) where he is on a point on his old scale below the maximum or has been on that maximum for less than one year, he should enter the new scale at existing salary and retain his existing incremental date; or</p> <p>b) where he has been on the maximum of his old scale for one year or more he should enter the new scale at the point next above his existing salary, taking the first day of the month in which the anniversary of his entry to the new scale falls as his incremental date.</p> <p>c) If the application of (a) or (b) above would result in the post holder entering the new scale below the minimum point, he should enter the new scale at the minimum point and take an incremental date of the first day of the month in which the anniversary of his entry to the new scale falls.</p>
Proposed Amendment :	<p>4. Pay Following The Introduction Of A New Salary Scale</p> <p>When the salary scale of a post is changed so that it gives a new higher salary maximum than before and the Civil Service Commission decides that applications need not be invited for the post, the existing post holder will enter the new salary scale as follows:-</p> <p>a) where he is on a point on his old scale below the maximum or has been on that maximum for less than one year, he should enter the new scale at existing salary and retain his existing incremental date; or</p> <p>b) where he has been on the maximum of his old scale for one year or more he should enter the new scale at the point next above his existing salary, taking the first day of the month in which the anniversary of his entry to the new scale falls as his incremental date.</p> <p>c) If the application of (a) or (b) above would result in the post holder entering the new scale below the minimum point, he should enter the new scale at the minimum point and take an incremental date of the first day of the month in which</p>

the anniversary of his entry to the new scale falls.

It is recognised that on occasion and in exceptional cases a higher pay increase may be justified, based on previous relevant experience, qualifications, skills and periods of substitution, subject to a maximum of the penultimate point of the scale.

A credit for relevant experience would normally be on a year for year basis and can be calculated from relevant experience gained both within and outside the Civil Service. This experience would normally be in a similar role at the same level or a higher level.

Enhancements for qualifications should normally not exceed one spine point.

Agreed and authorised by Joint Secretaries of JNC –

for GOA G. Moffatt Date 13/3/15

for CSC A. M. Date 10/3/15

I authorise the above amendment to be incorporated in the Civil Service regulations 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 A. M.

Head of Industrial Relations and Policy Section

Instruction for implementation:

Passed to A. Haxby

By [Signature] Date 12/3/15

Date regs updated

Previous regulation amendment reference (if any) :	
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