

**PROPOSED AMENDMENT TO CS REGULATIONS**

<b>Ref:</b>	<b>C S Regulations 09-039 (Amendment to be effective from 21 July 2008)</b>
<b>Re:</b>	Regulation C9 Pay on Promotion
<b>Proposal:</b>	To amend the Pay on Promotion rules to take account of previous relevant experience.
<b>Existing Regs:</b>	<p><b>Salary</b></p> <p>Last updated : 19 January 2009 – Amendment Ref. <u>08-024</u> Regulation amendment to be effective from 21 July 2008</p> <p>On promotion, a civil servant will enter the higher scale at:-</p> <p>a) the minimum point of the new scale; or</p> <p>b) one point above the spine point reached on the existing scale if this yields a higher salary</p> <p>It is recognised that on occasion and in exceptional cases a higher promotion 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.</p> <p>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.</p> <p>Enhancements for qualifications should normally not exceed one spine point.</p> <p>...</p>
<b>Proposed Amendment:</b>	<p><b>Salary</b></p> <p>On promotion, a civil servant will enter the higher scale at:-</p> <p>a) the minimum point of the new scale; or</p> <p>b) one point above the spine point reached on the existing scale if this yields a higher salary</p> <p>It is recognised that on occasion and in exceptional cases a higher promotion 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.</p>

	<p>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. <b><i>This experience would normally be in a similar role at the same level or a higher level.</i></b></p> <p>Enhancements for qualifications should normally not exceed one spine point.</p> <p>...</p>
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Agreed and authorised by Joint Secretaries of JNC

for GOA Q. No 11 Oct Date 12/4/10 -

for CSC [Signature] Date 12/4/10

**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 13/4/10

Date regs updated 29/4/10 [Signature]

Previous regulation amendment reference (if any) :	
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