

PROPOSED AMENDMENT TO CS REGULATIONS

Ref:	C S Regulations 10-014
Re:	Regulation C9 Pay on Promotion
Proposal:	To make it clear that on promotion a Civil Servant should receive at least one full spine point increase in their salary.
Existing Regs:	<p>Salary</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. This experience would normally be in a similar role at the same level or a higher level.</p> <p>Enhancements for qualifications should normally not exceed one spine point.</p> <p>...</p>
Proposed Amendment:	<p>Salary</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 <i>(e.g. if on top of EO grade at point 27, and appointed to the HEO scale they would move to point 28 + 2% on HEO scale and not point 27 + 2% even though the latter still yields a higher salary).</i></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. This experience would normally be in a</p>

	<p>similar role at the same level or a higher level.</p> <p>Enhancements for qualifications should normally not exceed one spine point.</p> <p>...</p>
--	--

Agreed and authorised by Joint Secretaries of JNC

for GOA G. Moffatt Date 17.1.11

for CSC Amanda Flaxby Date 17.1.11

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 Amanda Flaxby

Acting **Head of Employee Relations and Policy**

Instruction for implementation:

Passed to C. Alexander

By A. Flaxby Date 17/1/11

Date regs updated 17/1/11

Previous regulation amendment reference (if any) :	09-034	09-039	08-024
--	--------	--------	--------