

PROPOSED AMENDMENT TO CS REGULATIONS

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| Ref: | C S Regulations 15-001 |
| Re: | Regulation E56 Absence Due to an Injury/Disease Incurred at Work Section (b) Temporary Injury Allowance |
| Proposal: | Amendment to existing reference to TIA within Regulation E56 (b) following agreement to a new TIA scheme. |
| Existing Regs: | <p>56. Absence Due to an Injury/Disease Incurred at Work</p> <p><i>Last Updated - 31 May 2012 - Amendment No. 10-010</i></p> <p>Where a civil servant is absent due to an injury sustained or a disease contracted in circumstances satisfying the qualifying conditions for payment of injury benefits under any such Injury Benefits Scheme that has been put in place by the Public Sector Pensions Authority:-</p> <p>(a) the sick absence maxima of 6 months on full pay and 12 months overall may be extended by the period or periods of absence up to a maximum of 12 months on full pay and a further 6 months on half pay providing that there is a reasonable prospect of recovery and return to duty. The decision to extend sick pay rests with the Department and any appeal against the Department's decision should be made via the internal grievance procedure where Stage 3 of this procedure is final; and/or</p> <p>(b) a Temporary Injury Allowance may be payable where earning capacity is impaired by the injury or disease, (i.e. pay is reduced to half pay).</p> <p>subject to the provisions governing the payments of injury benefit under any such Injury Benefits Scheme that has been put in place by the Public Sector Pensions Authority.</p> <p>The payment of the Temporary Injury Allowance is administered via the Public Sector Pensions Authority.</p> <p>Full details of the eligibility for an award under this section are available from the Public Sector Pensions Authority.</p> |
| Proposed Amendment : | <p>56. Absence Due to an Injury/Disease Incurred at Work</p> <p>Where a civil servant is absent due to an injury sustained or a disease contracted in circumstances satisfying the qualifying conditions for payment of injury benefits under any such Injury Benefits Scheme that has been put in place by the Public Sector Pensions Authority:-</p> <p>(a) the sick absence maxima of 6 months on full pay and 12 months overall may be extended by the period or periods of absence up to a maximum of 12 months on full pay and a further 6 months on half pay providing that there is a reasonable prospect of recovery and return to duty. The decision to extend sick pay rests with</p> |

the Department and any appeal against the Department's decision should be made via the internal grievance procedure where Stage 3 of this procedure is final; and/or

(b) staff on authorised absence with reduced pay or no pay because of an injury or disease wholly or mainly attributable to their employment may qualify for Temporary Injury Allowance (TIA). TIA is subject to income tax and National Insurance deductions.

Entitlement to TIA is decided by the claimant's employer. Applications for TIA should be made by the staff member to their line manager.

In the event that a claim is rejected an appeal against any decision can be referred to the Public Sector Pensions Authority. Further advice can also be sought from the Office of Human Resources.

Details of the TIA scheme can be found by clicking here. (Insert appropriate reference/web link).

a Temporary Injury Allowance may be payable where earning capacity is impaired by the injury or disease, (i.e. pay is reduced to half pay).

subject to the provisions governing the payments of injury benefit under any such Injury Benefits Scheme that has been put in place by the Public Sector Pensions Authority.

The payment of the Temporary Injury Allowance is administered via the Public Sector Pensions Authority.

Full details of the eligibility for an award under this section are available from the Public Sector Pensions Authority.

Agreed and authorised by Joint Secretaries of JNC –

for GOA

A. Moffatt Date 13/3/15

for CSC

[Signature] 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 *[Signature]*

Head of Industrial Relations and Policy Section

Instruction for implementation:

Passed to A. Flaxby

By [Signature] Date 19/3/15

Date regs updated 01/4/15

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| Previous regulation amendment reference (if any) : | 10-010 |
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