

PROPOSED AMENDMENT TO CS REGULATIONS

Ref:	C S Regulations 10-010
Re:	Regulation E56 Absence Due to an Injury/Disease Incurred at Work
Proposal:	To provide clarity to the procedure for dealing with absences due to injury or disease incurred at work and to amend references from Superannuation Section to the Public Sector Pensions Authority.
Existing Regs:	<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 the <u>PCSPS, Injury Benefits Scheme</u>:-</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; and/or</p> <p>(b) an injury allowance may be payable where earning capacity is impaired by the injury or disease, i.e. the civil servant is receiving sick pay at less than the full rate.</p> <p>subject to the provisions governing the payments of Injury Benefit under the PCSPS.</p> <p>Full details of the eligibility for an award under this section are available from the Superannuation Section of The Personnel Office.</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 the PCSPS, Injury Benefits Scheme 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. the civil servant is receiving sick pay at less than the full rate (i.e. pay is reduced to half pay).</p>

	<p>subject to the provisions governing the payments of Injury Benefit under the PCSPS. PCSPS, Injury Benefits Scheme 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 Pensions Division Public Sector Pensions Authority. Any challenges in respect of eligibility for this allowance will be determined by the Civil Service Commission as Scheme Manager. The Secretary to the Civil Service Commission has delegated authority to approve claims for Temporary Injury Allowance.</p> <p>Full details of the eligibility for an award under this section are available from the Public Sector Pensions Authority Pensions Division Superannuation Section of The Personnel Office.</p>
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Agreed and authorised by Joint Secretaries of JNC – n/a as current Injury Benefits Scheme is no longer valid and a new Interim Injury Benefits Scheme is being consulted upon.

for GOA Date

for CSC Date

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 

Head of Industrial Relations and Policy Section

Instruction for implementation:

Passed to A. Mc Fee

By A. Haxby Date 31/5/12

Date regs updated 4/6/12 

Previous regulation amendment reference (if any) :	
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