

**IOM Department of Health and Social Security
Residential Care Staffs (NJC) Joint Negotiating Committee**

Post	Recent Agreements	Sp pts	IOM Salary 4.00%			IOM Salary 2.75%			IOM Salary 2.5%		IOM Salary 3%		IOM Salary 2.3%	
			wef 1/4/21	Monthly	Hourly	wef 1/4/20	Monthly	Hourly	wef 1/4/19	Monthly	wef 1/4/18	Monthly	wef 1/4/17	Monthly
Area Manager (Older people)	01/07/2003	47	52,958	4,413.17	27.4510	50,921	4,243.42	26.3952	49,558	4,129.83	48,349	4,029.08	46,941	3,911.78
		48	54,121	4,510.08	28.0539	52,039	4,336.58	26.9747	50,646	4,220.50	49,411	4,117.58	47,972	3,997.63
		49	55,278	4,606.50	28.6536	53,152	4,429.33	27.5516	51,729	4,310.75	50,467	4,205.58	48,997	4,083.05
		50	56,647	4,720.58	29.3633	54,468	4,539.00	28.2338	53,010	4,417.50	51,717	4,309.75	50,211	4,184.24
Resource Centre Manager (Older People)	01/10/2008	40												
		41												
		42	47,127	3,927.25	24.4285	45,314	3,776.17	23.4887	44,101	3,675.08	43,025	3,585.42	41,772	3,481.01
		43	48,299	4,024.92	25.0360	46,441	3,870.08	24.0729	45,198	3,766.50	44,096	3,674.67	42,812	3,567.63
		44	49,467	4,122.25	25.6415	47,564	3,963.67	24.6550	46,291	3,857.58	45,162	3,763.50	43,847	3,653.90
		45	50,568	4,214.00	26.2122	48,623	4,051.92	25.2040	47,322	3,943.50	46,168	3,847.33	44,823	3,735.23
		46	51,776	4,314.67	26.8383	49,785	4,148.75	25.8063	48,453	4,037.75	47,271	3,939.25	45,894	3,824.49
		47	52,958	4,413.17	27.4510	50,921	4,243.42	26.3952	49,558	4,129.83	48,349	4,029.08	46,941	3,911.78
Duty Manager (Older People)	01/07/2003	35	38,970	3,247.50	20.2003	37,471	3,122.58	19.4233	36,468	3,039.00	35,579	2,964.92	34,543	2,878.55
		36	39,987	3,332.25	20.7275	38,449	3,204.08	19.9302	37,420	3,118.33	36,507	3,042.25	35,444	2,953.66
		37	41,102	3,425.17	21.3054	39,521	3,293.42	20.4859	38,463	3,205.25	37,525	3,127.08	36,432	3,036.01
		38	42,286	3,523.83	21.9192	40,660	3,388.33	21.0763	39,572	3,297.67	38,607	3,217.25	37,483	3,123.56
Day Centre Manager	01/10/2004	42	47,127	3,927.25	24.4285	45,314	3,776.17	23.4887	44,101	3,675.08	43,025	3,585.42	41,772	3,481.01
		43	48,299	4,024.92	25.0360	46,441	3,870.08	24.0729	45,198	3,766.50	44,096	3,674.67	42,812	3,567.63
		44	49,467	4,122.25	25.6415	47,564	3,963.67	24.6550	46,291	3,857.58	45,162	3,763.50	43,847	3,653.90
		45	50,568	4,214.00	26.2122	48,623	4,051.92	25.2040	47,322	3,943.50	46,168	3,847.33	44,823	3,735.23
Deputy Day Centre Manager		33	37,143	3,095.25	19.2533	35,714	2,976.17	18.5125	34,758	2,896.50	33,910	2,825.83	32,922	2,743.52
		34	38,180	3,181.67	19.7908	36,712	3,059.33	19.0298	35,729	2,977.42	34,858	2,904.83	33,843	2,820.24
		35	38,970	3,247.50	20.2003	37,471	3,122.58	19.4233	36,468	3,039.00	35,579	2,964.92	34,543	2,878.55
		36	39,987	3,332.25	20.7275	38,449	3,204.08	19.9302	37,420	3,118.33	36,507	3,042.25	35,444	2,953.66
Experience point														
Snr Day Care Officer		28	31,691	2,640.92	16.4272	30,472	2,539.33	15.7953	29,656	2,471.33	28,933	2,411.08	28,090	2,340.79
		29	32,926	2,743.83	17.0674	31,660	2,638.33	16.4111	30,813	2,567.75	30,061	2,505.08	29,185	2,432.10
		30	34,014	2,834.50	17.6313	32,706	2,725.50	16.9533	31,831	2,652.58	31,055	2,587.92	30,150	2,512.49
		31	35,069	2,922.42	18.1782	33,720	2,810.00	17.4789	32,818	2,734.83	32,018	2,668.17	31,085	2,590.41
Day Care Officer (DCO2) Probation Scale	01/04/2004	18	23,065	1,922.08	11.9559	22,178	1,848.17	11.4961	21,584	1,798.67	21,058	1,754.83	20,445	1,703.72
		19	23,918	1,993.17	12.3980	22,998	1,916.50	11.9211	22,382	1,865.17	21,836	1,819.67	21,200	1,766.64
		20	24,767	2,063.92	12.8381	23,814	1,984.50	12.3441	23,177	1,931.42	22,612	1,884.33	21,953	1,829.38
		21	25,651	2,137.58	13.2963	24,664	2,055.33	12.7847	24,004	2,000.33	23,419	1,951.58	22,737	1,894.77
Day Care Officer (DCO2) Main Scale - unqualified	01/04/2004	22	26,312	2,192.67	13.6390	25,300	2,108.33	13.1144	24,623	2,051.92	24,022	2,001.83	23,322	1,943.53
		23	27,062	2,255.17	14.0277	26,021	2,168.42	13.4881	25,325	2,110.42	24,707	2,058.92	23,987	1,998.94
		24	27,940	2,328.33	14.4828	26,865	2,238.75	13.9256	26,146	2,178.83	25,508	2,125.67	24,765	2,063.73
		25	28,811	2,400.92	14.9343	27,703	2,308.58	14.3600	26,962	2,246.83	26,304	2,192.00	25,538	2,128.18
		26	29,730	2,477.50	15.4107	28,587	2,382.25	14.8182	27,822	2,318.50	27,143	2,261.92	26,352	2,196.04
Qualification Enhancement														
Experience point (No longer in use)														
Group Home Manager Residential care	01/05/2005	35	38,970	3,247.50	20.2003	37,471	3,122.58	19.4233	36,468	3,039.00	35,579	2,964.92	34,543	2,878.55
		36	39,987	3,332.25	20.7275	38,449	3,204.08	19.9302	37,420	3,118.33	36,507	3,042.25	35,444	2,953.66
		37	41,102	3,425.17	21.3054	39,521	3,293.42	20.4859	38,463	3,205.25	37,525	3,127.08	36,432	3,036.01
		38	42,286	3,523.83	21.9192	40,660	3,388.33	21.0763	39,572	3,297.67	38,607	3,217.25	37,483	3,123.56
Snr Residential Support Worker Basic salary		26	29,730	2,477.50	15.4107	28,587	2,382.25	14.8182	27,822	2,318.50	27,143	2,261.92	26,352	2,196.04
		27	30,698	2,558.17	15.9125	29,517	2,459.75	15.3003	28,727	2,393.92	28,026	2,335.50	27,210	2,267.48
		28	31,691	2,640.92	16.4272	30,472	2,539.33	15.7953	29,656	2,471.33	28,933	2,411.08	28,090	2,340.79
		29	32,926	2,743.83	17.0674	31,660	2,638.33	16.4111	30,813	2,567.75	30,061	2,505.08	29,185	2,432.10
		30	34,014	2,834.50	17.6313	32,706	2,725.50	16.9533	31,831	2,652.58	31,055	2,587.92	30,150	2,512.49
Snr Residential Support Worker Including 2 point enhancement for more than 10% of hours during weekends		28	31,691	2,640.92	16.4272	30,472	2,539.33	15.7953	29,656	2,471.33	28,933	2,411.08	28,090	2,340.79
		29	32,926	2,743.83	17.0674	31,660	2,638.33	16.4111	30,813	2,567.75	30,061	2,505.08	29,185	2,432.10
		30	34,014	2,834.50	17.6313	32,706	2,725.50	16.9533	31,831	2,652.58	31,055	2,587.92	30,150	2,512.49
		31	35,069	2,922.42	18.1782	33,720	2,810.00	17.4789	32,818	2,734.83	32,018	2,668.17	31,085	2,590.41
		32	36,093	3,007.75	18.7090	34,705	2,892.08	17.9895	33,776	2,814.67	32,952	2,746.00	31,992	2,666.02
Residential Support Worker Probation scale	01/01/2005	18	23,065	1,922.08	11.9559	22,178	1,848.17	11.4961	21,584	1,798.67	21,058	1,754.83	20,445	1,703.72
		19	23,918	1,993.17	12.3980	22,998	1,916.50	11.9211	22,382	1,865.17	21,836	1,819.67	21,200	1,766.64
		20	24,767	2,063.92	12.8381	23,814	1,984.50	12.3441	23,177	1,931.42	22,612	1,884.33	21,953	1,829.38
		21	25,651	2,137.58	13.2963	24,664	2,055.33	12.7847	24,004	2,000.33	23,419	1,951.58	22,737	1,894.77
Residential Support Worker Probation Scale		20	24,767	2,063.92	12.8381	23,814	1,984.50	12.3441	23,177	1,931.42	22,612	1,884.33	21,953	1,829.38
		21	25,651	2,137.58	13.2963	24,664	2,055.33	12.7847	24,004	2,000.33	23,419	1,951.58	22,737	1,894.77
		22	26,312	2,192.67	13.6390	25,300	2,108.33	13.1144	24,623	2,051.92	24,022	2,001.83	23,322	1,943.53
		23	27,062	2,255.17	14.0277	26,021	2,168.42	13.4881	25,325	2,110.42	24,707	2,058.92	23,987	1,998.94
Residential Support Worker Basic salary		22	26,312	2,192.67	13.6390	25,300	2,108.33	13.1144	24,623	2,051.92	24,022	2,001.83	23,322	1,943.53
		23	27,062	2,255.17	14.0277	26,021	2,168.42	13.4881	25,325	2,110.42	24,707	2,058.92	23,987	1,998.94
		24	27,940	2,328.33	14.4828	26,865	2,238.75	13.9256	26,146	2,178.83	25,508	2,125.67	24,765	2,063.73
		25	28,811	2,400.92	14.9343	27,703	2,308.58	14.3600	26,962	2,246.83	26,304	2,192.00	25,538	2,128.18
		26	29,730	2,477.50	15.4107	28,587	2,382.25	14.8182	27,822	2,318.50	27,143	2,261.92	26,352	2,196.04
Residential Support Worker Main scale		24	27,940	2,328.33	14.4828	26,865	2,238.75	13.9256	26,146	2,178.83	25,508	2,125.67	24,765	2,063.73
		25	28,811	2,400.9										