

PROPOSED AMENDMENT TO THE PSC CS Regs 2015

Ref:	Amendment PSC CS – 15-049
Re:	PSC Civil Service Regulations C20 – Minimum Period of Substitution
Proposal:	Removal of text at C20 b. "Periods of absence on leave for any other reason"
Existing Regulation:	<p>C20 – Minimum period of substitution</p> <p>A period of paid substitution will comprise of at least 5 consecutive working days with payment being made from the first to the last working day. For the purpose of determining the minimum period of 5 consecutive working days, a working day will be any day on which the substitute attends, or is on call, to perform the duties of the absent civil servant. For this purpose non-working days (ie those which are not reckonable) are:</p> <ol style="list-style-type: none"> a. days (including public and privilege holidays, Saturdays, Sundays and 'off days' in a duty rota) on which the absent civil servant would not have been required to be on duty or on call, b. periods of absence on leave for any reason. <p>Consecutive periods of substitution for different civil servants in the same, or a closely related, grade may be aggregated for the purposes of satisfying the minimum requirement of five working days.</p>
Proposed Amendment:	<p>C20 – Minimum period of substitution</p> <p>A period of paid substitution will comprise of at least 5 consecutive working days with payment being made from the first to the last working day. For the purpose of determining the minimum period of 5 consecutive working days, a working day will be any day on which the substitute attends, or is on call, to perform the duties of the absent civil servant. For this purpose non-working days (ie those which are not reckonable) are <u>days (including public and privilege holidays, Saturdays, Sundays and 'off days' in a duty rota) on which the absent civil servant would not have been required to be on duty or on call:</u></p> <ol style="list-style-type: none"> a. days (including public and privilege holidays, Saturdays, Sundays and 'off days' in a duty rota) on which the absent civil servant would not have been required to be on duty or on call; b. periods of absence on leave for any reason. <p>Consecutive periods of substitution for different civil servants in the same, or a closely related, grade may be aggregated for the purposes of satisfying the minimum requirement of five working days.</p> <p><u>Last updated January 2019 Amendment: PSC 15-049</u></p>

Agreed and authorised by:

Signed on behalf of
Prospect

M. C. Hewson

Date: 5-2-2019

Signed on behalf of Unite
the Union

S. Halsall

Date: 3/1/19

Signed on behalf of the
Commission

A. M.

Date: 12/12/18.

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For Office of Human Resources Use Only

Instruction for implementation:

Passed to..... *Bryan Douglas*

By..... *Ruth Hussey*

Date..... *5/2/19*

An IOM Government All Staff Notice prior to implementation is* /is not* required (*please delete as appropriate) *will be done by newsletter*

Signed *[Signature]*
Head of Industrial Relations and Policy Section

Date MOA updated:

Website *[Signature]*

Date..... *05-02-19*

Previous PSC Memorandum of Agreement amendment reference (if any) :	
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Notes/Special Instructions: Communication to Pay Sections required
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