

PROPOSED AMENDMENT TO THE PSC MOA 2015

Ref:	Amendment PSC CS – 15-050
Re:	PSC Civil Service Regulations C10 – Treatment of allowances on promotion
Proposal:	Amendment made to the text under Incremental date on promotion.
Existing Regulation:	<p>Fixed annual allowances (such as Accountancy, All Hours Worked, Responsibility etc) will be treated as follows for calculating pay on promotion</p> <ol style="list-style-type: none"> a. Where an allowance is payable to both higher and lower grades: <ol style="list-style-type: none"> i. the existing allowance should be disregarded ii. the normal promotion rules (see Regulation C9) should be applied when assimilating to the higher grade on the basis of basic pay to basic pay iii. when the assimilation has been completed, the allowance appropriate to the higher grade should be added to the basic pay for the grade b. Where an allowance is payable to the lower but not the higher grade the allowance should be added to the salary for the spine point reached on the scale to give the 'total existing salary'. Assimilation will then be to: <ol style="list-style-type: none"> i. the minimum of the new scale if this is more than the total existing salary or ii. the nearest spine point above the total of the existing salary, subject to not exceeding the maximum of the new scale. <p>Incremental date on promotion will be:</p> <ol style="list-style-type: none"> a. a civil servant receiving more than one full spine point under Regulation C10 (b)(i) will take an incremental date of the first day of the month in which he is promoted b. a civil servant receiving one full spine point or less under Regulation C10 (b)(i) and (ii) who is on the maximum of the scale will take an incremental date of the first day of the month in which he is promoted c. a civil servant receiving one full spine point or less under Regulation C10 (b)(i) and (ii) who is not on the maximum of his scale will retain his existing incremental date.
Proposed Amendment:	<p>Fixed annual allowances (such as Accountancy, All Hours Worked, Responsibility etc) will be treated as follows for calculating pay on promotion</p> <ol style="list-style-type: none"> a. Where an allowance is payable to both higher and lower grades: <ol style="list-style-type: none"> i. the existing allowance should be disregarded ii. the normal promotion rules (see Regulation C9) should be applied when assimilating to the higher grade on the

	<p>basis of basic pay to basic pay</p> <p>iii. when the assimilation has been completed, the allowance appropriate to the higher grade should be added to the basic pay for the grade</p> <p>b. Where an allowance is payable to the lower but not the higher grade the allowance should be added to the salary for the spine point reached on the scale to give the 'total existing salary'. Assimilation will then be to:</p> <p>i. the minimum of the new scale if this is more than the total existing salary or</p> <p>ii. the nearest spine point above the total of the existing salary, subject to not exceeding the maximum of the new scale.</p> <p>Incremental date on promotion will be:- <u>refer to regulation C9</u></p> <p>a.—a civil servant receiving more than one full spine point under Regulation C10 (b)(i) will take an incremental date of the first day of the month in which he is promoted</p> <p>b.—a civil servant receiving one full spine point or less under Regulation C10 (b)(i) and (ii) who is on the maximum of the scale will take an incremental date of the first day of the month in which he is promoted</p> <p>c.—a civil servant receiving one full spine point or less under Regulation C10 (b)(i) and (ii) who is not on the maximum of his scale will retain his existing incremental date.</p> <p><u>Last updated January 2019 Amendment: PSC 15-050</u></p>
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Agreed and authorised by:

Signed on behalf of
Prospect

M.K. Havel

Date: *5-2-19*

Signed on behalf of Unite
the Union

S. Hulsaff

Date: *3/1/19*

Signed on behalf of the
Commission

L.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

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

Date MOA updated:

Website [Signature]

Date 05-02-19

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