

**PROPOSED AMENDMENT TO THE PSC CS Regulations 2015**

<b>Ref:</b>	<b>Amendment PSC CS Regs 2015 – 15-069</b>
<b>Re:</b>	PSC CS regulations B37 – Premature retirement / termination of appointment – Reasons for terminating an appointment
<b>Proposal:</b>	To remove reference to minimum retirement age.
<b>Existing Regulation:</b>	<p><b>B37 – Reasons for terminating an appointment</b></p> <p>A civil servant's appointment may be terminated for good cause before he has reached his minimum retirement age (or the end of his contract term). This may include any of the following:</p> <ul style="list-style-type: none"> <li>a. grounds of inefficiency or capability (including failure of probation) – (Regs <u>B41-57</u> Efficiency / capability)</li> <li>b. grounds of ill-health (Regs <u>B60-61</u> Ill health / premature retirement)</li> <li>c. grounds of redundancy (Regs <u>B69-71</u> Redundancy)</li> <li>d. grounds of misconduct (Regs <u>B1-15</u> Discipline)</li> <li>e. some other substantial reasons</li> </ul>
<b>Proposed Amendment:</b>	<p><b>B37 – Reasons for terminating an appointment</b></p> <p>A civil servant's appointment may be terminated for good cause before <del>he has reached his minimum retirement age (or</del> the end of his contract term). This may include any of the following:</p> <ul style="list-style-type: none"> <li>a. grounds of inefficiency or capability (including failure of probation) – (Regs <u>B41-57</u> Efficiency / capability)</li> <li>b. grounds of ill-health (Regs <u>B60-61</u> Ill health / premature retirement)</li> <li>c. grounds of redundancy (Regs <u>B69-71</u> Redundancy)</li> <li>d. grounds of misconduct (Regs <u>B1-15</u> Discipline)</li> <li>e. some other substantial reasons</li> </ul> <p><small><u>Last updated January 2019 Amendment Ref: 15-069</u></small></p>

Agreed and authorised by:

Signed on behalf of  
Prospect

*M. C. Harrod*

Date: 6-2-2019

Signed on behalf of Unite  
the Union

*S. Halsary*

Date: 6/2/19

Signed on behalf of the  
Commission

*[Signature]*

Date: 6/2/19

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**For Office of Human Resources Use Only**

**Instruction for implementation:**

Passed to..... Bryan Douglas  
By..... Ruth Hussey Date..... 06/02/19

**An IOM Government All Staff Notice prior to implementation is\*/is not\* required (\*please delete as appropriate)** staff notice 12/09/18

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

**Date MOA updated:**

Website ..... [Signature]  
Date..... 07-02-19

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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