

PSC Update – January 2019

What's new from the PSC.....

The PSC are starting 2019 with a BANG bringing in what is only the start of the BIG changes to the regulations for PSC staff!!

As you will have seen from the recent PSC email circular, your pay will be increased by **55p per hour (effective April 18)**

However, are you also aware of the other changes to your terms and conditions which formed part of these pay negotiations?



MOVING FORWARD

Gleashagh er oaie

New Starters Overtime

What's changed?

The removal of the differential overtime multipliers for new starters.

What does this mean for you?

When the PSC new terms for new starters was introduced this not only introduced new pay bands and new pay scales but also a new single harmonised rate of overtime. **Good news!!** If you are employed on the new PSC NTNSP terms, any overtime you work from the 1 January 2019 onwards, will now be paid under the same terms as your peers (i.e. double time (premium pay) overtime for Sundays and bank holidays) and the first for 10 hours a month won't be at plain time.

Flexi Scheme

What's changed?

The removal of core time within the PSC Civil Service Flexible Working Hours Model scheme.

What does this mean for you?

As you know, the flexi policy for Civil Servants allows for time to be accrued to use for time off or for flexible working during your working week. The scheme did have restrictions and time restraints. These restrictions have been lifted now so, subject to business needs, if you require to take time during the day off for whatever personal reason (hospital appointment, GP visit, dentist, hairdresser, advocate etc.) which would have been outside of what was classed core as hours, you can now take the time (of course subject still to business requirements).

Claiming Mileage

What's changed - Claiming mileage has been made simpler

With effect from 1 January 2019, no more struggling to count up parts of a mile when filling in your forms, the miles have now been rounded to the nearest full time mile.

Paternity Leave for Manual and Craft Employees

What's changed?

The PSC Manual and Craft Paternity leave entitlement has been increased from two days to a maximum of five days paid paternity leave in any two year period.

What does this mean for you?

This now means that when baby arrives you can now take up to two consecutive weeks leave and you will now be paid for five days of that leave; the remaining days will be unpaid or could be taken as annual leave. (subject to approval of course).

Buying Leave

The PSC will explore the introduction of a scheme to buy annual leave commencing initially with a pilot scheme from 1 April 2019.

This is still being discussed with the Unions so watch this space!



Contracting Out

What's changing?

On 1 April 2019 the new single tier Manx State Pension will be introduced replacing the existing basic and Additional State Pension Scheme and will end "contracting out" for the public sector defined benefit pension schemes.

What does this mean for you?

In simple terms this means that employers will pay 3.7% more National Insurance and you as an employee will pay 1.6% more. Although this does mean your National Insurance contributions will increase, you will now accrue increased State Pension rights under the new single-tier Manx Pension, in the same way as all other employees and will now be paying the same level of National Insurance.

For more information on this change click on the link below:

<https://www.gov.im/news/2019/jan/23/cessation-of-contracting-out-april-2019/>

So what has changed and what does this mean for you? Read on...

Removal of 5 GCSE's as essential criteria when recruiting

What's changed?

Civil Service Regulations have now removed the essential entry requirement for Administrative Officers or Executive Officers of 5 GCSEs or equivalent, making it now a desirable requirement.

What does this mean for you?

If you are a candidate looking at promotion or a new role within Government, this will allow you more flexibility to apply for jobs which were maybe out of your reach, due to the qualification in the past but you were qualified for by experience, giving you more opportunities for promotion or change of career direction.

What this means for Government or if you are a recruiting manager?

This change will increase the number of candidates applying for vacancies and skills and experience that people can bring, in addition to qualifications. This allows managers to focus on assessing the skills, values and behaviours that are important to us and in turn will improve promotion opportunities for all our employees.

Substitution Pay

What's changed?

Substitution pay will be the same as pay on promotion to the grade.

What does this mean for you?

If you are substituting into a role, at present, when you are on leave or are sick you would be paid at your lower substantive rate of pay for these days and not the higher substitution rate. With effect from 1 January 2019, this rule has been removed so you will now be paid at the higher rate during your entire time in the role (this would exclude any time on long term sickness absence though).

If you want to know more, all the changes are on the NEW and IMPROVED OHR website, click on the link... <https://hr.gov.im>