

PROPOSED AMENDMENT TO THE PSC CS Regs 2015

Ref:	Amendment PSC CS 15 –034
Re:	Option to Draw Unabated Sick Pay
Proposal:	To remove the option to draw sick pay abated by the amount of national insurance benefit payable.
Existing Regulation:	<p>Last updated 16 November 2015 - Amendment Number 15-003</p> <p>Special arrangements exist for civil servants to choose to be paid in full for periods of sick absence – this is known as the option to draw unabated sick pay. Without these arrangements, sick pay has to be reduced by the amount of Social Security benefit claimable from Social Security although the total income receivable in either case will be the same.</p> <p>The arrangements exist only to provide a simpler method for the payment of sick pay for both civil servants and pay sections, but they can only apply when a civil servant is entitled to be paid full pay while on sick leave.</p> <p>A civil servant can therefore choose either to: -</p> <p>a) receive full pay without abatement (i.e. without deduction of national insurance benefit) provided the appropriate declaration is completed; or</p> <p>b) to receive sick leave pay abated by the amount of national insurance benefit payable.</p> <p>Sick pay is treated like pay in that it is subject to deduction of income tax and national insurance contributions. There should be no difference between normal pay (excluding overtime and intermittent allowances) and sick pay.</p>
Proposed Amendment:	<p>Proposed amendments in Red</p> <p>Last updated 16 November 2015 January 2018 - Amendment Number 15-003 15-00315-034</p> <p>Special arrangements exist for civil servants to choose to be paid in full for periods of sick absence – this is known as the option to draw unabated sick pay. Without these arrangements, sick pay has would have to be reduced by the amount of Social Security benefit claimable from Social Security although the total income receivable in either case will be the same.</p>

The arrangements exist only to provide a simpler method for the payment of sick pay for both civil servants and pay sections, but they can only apply when a civil servant is entitled to be paid **full pay** while on sick leave.

~~A civil servant can therefore choose either to:~~ Therefore PSC Civil Servants will

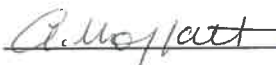
~~a) receive full pay without abatement (i.e. without deduction of national insurance benefit) provided the appropriate declaration documentation is completed; or,~~

~~b) to receive sick leave pay abated by the amount of national insurance benefit payable.~~

Sick pay is treated like pay in that it is subject to deduction of income tax and national insurance contributions. There should be no difference between normal pay (excluding overtime and intermittent allowances) and sick pay.

Agreed and authorised by:

Signed on behalf of Prospect



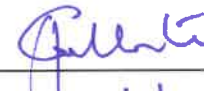
Date: 14/3/18

Signed on behalf of Unite the Union



Date: 14/3/18

Signed on behalf of the Commission



Date: 14/3/18

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For Office of Human Resources Use Only

Instruction for implementation:

Passed to Bryan Douglas

By..... 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 Regs updated:

Website

Date.....

Previous Civil Service Regulation amendment reference (if any) :	
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Notes/Special Instructions: E.g. Communication to Pay Sections required
