

ISLE OF MAN PUBLIC SERVICES COMMISSION JOINT NEGOTIATING COMMITTEE**THE STAFF OF THE ISLE OF MAN PROBATION SERVICE OUT OF HOURS COVER DUTY AGREEMENT**

The Isle of Man Public Services Commission Joint Negotiating Committee has agreed that the management team of the staff of the Isle Of Man Probation Service, Department of Home Affairs are required on a rotational basis to participate in an out of office hours cover duty roster. In recognition of this Officers will be paid a cover duty allowance, when required to provide emergency duty cover outside of normal office hours

The Isle of Man Public Services Commission Joint Negotiating Committee is agreed that the following provisions in respect of an out of office hours cover duty allowance shall apply to those Officers within the management team of the staff of the Isle Of Man Probation Service, Department of Home Affairs who may be required to participate in the duty roster.

- a) The conditioned hours of work shall be 37 hours net per week Monday to Friday but where it proves necessary to work hours in excess of 37 hours the additional hours worked shall be granted as flexi time subject to the exigencies of the service provided;
- b) The management team identified in **Annex A** shall provide emergency duty cover outside of normal office hours by participation in a cover duty roster determined by the Head of Division on behalf of the Department;
- c) During periods of on cover duty an officer shall be paid the following on a sessional basis:-

- i) Cover Duty Allowance as follows:-

Per Session	wef 30.09.19
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On weekdays between normal closing of the office in the evening and the normal opening time the following morning (Monday – Friday morning)	£37.86
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At weekends between normal closing time on a Friday until the normal opening time on Monday (A weekend shall comprise of 5 sessions of roughly equivalent length)	£37.86
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On public, bank or privilege holiday. (Such holidays shall comprise of 2 sessions of roughly equivalent length)	£37.86
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ii) The sessional Cover Duty Allowance shall be increased by the percentage increase applicable to stand-by and on call allowance defined in Regulation C47 and shall be effective from the same date.

(**Note:** The current rates of Cover Duty Allowance can be found in Annex C2 to the Regulations).

iii) In the event that an officer is called out during a period of cover duty the actual hours worked shall be classed as overtime and payment for such hours shall be in accordance with Regulations C28 and C40-44.

(**Note:** Overtime provisions can be found in Section C of the Regulations).

d) This agreement will be retrospective and have an implementation date of 30 September 2019

Agreed and authorised by:

Signed on behalf of Prospect

Signed on behalf of Unite the
Union

Signed on behalf of the
Commission

M. C. Havel

S. Husam

[Signature]

Date: 1. 6 2020

Date: 17/6/2020

Date: 18/6/2020

**SENIOR OFFICES OF THE STAFF OF THE ISLE OF MAN PROBATION SERVICE COVER
DUTY AGREEMENT**

Management team for the purposes of the Out of Hours Cover Duty Rota

**Senior Practitioners
Team Manager
Head of Community Rehabilitation and Family Court Welfare**

Definitions

- 1. Weekly sessions are Monday to Friday(from the Office opening Monday morning to the office opening Friday morning)**
- 2. Weekend sessions commence close of business Friday**
- 3. Sessions are determined as a day comprising of 2 sessions**
 - Office hours**
 - Out of hours (from the time the office closes to the office opening the next day, the same premise is used for Saturdays, Sunday's and Bank Holidays)**
- 4. Overtime to be claimed in time brackets of 15 minutes**