

PROPOSED AMENDMENT TO THE PSC CIVIL SERVICE REGULATIONS 2015

Ref:	PSC 15-119 PSC CS Regs – Redeployment & Redundancy
Re:	Updating CS Regs to accommodate provisions as stated in the PSC Harmonised Redeployment and Redundancy Policy
Proposal:	Updating CS Regs to accommodate provisions as stated in the PSC Harmonised Redeployment and Redundancy Policy

Existing Regulation:

B69 – Redundancy

As soon as it appears likely to an Accounting Officer that one or more civil servants are likely to become redundant, he must inform the Secretary of the Public Services Commission.

The Public Services Commission and Prospect and Unite, have agreed a framework of procedures to be followed in the event that staff surpluses are likely to occur within the Isle of Man Civil Service and these procedures should be followed in dealing with any possible redundancies. A copy of this agreement is attached at [Annex B6](#).

The [Public Sector Compensation Scheme 2013](#) puts in place arrangements for employees within a large proportion of the Public Sector whose service terminates as a consequence of the loss of office or redundancy and replaces the Interim Compensation Scheme 2012.

Reference should be made to Regulation C70 – Superannuation.

Last updated 27 May 2014 - Amendment Number: [14-009](#)

B70 – Redundancy notice

The minimum periods of notice to be given are set out in Regulation [A20](#) – Notice – except where the civil servant is subject to a fixed term contract in which case the provisions in the contract relating to notice will apply.

B71 – Redundancy – Appeals procedure

A civil servant whose service is terminated on the grounds of redundancy has a right of appeal against the Commission's decision in accordance with procedures to be determined by the PSC.

Proposed Regulation

~~B69 – Redundancy~~

~~As soon as it appears likely to an Accounting Officer that one or more civil servants are likely to become redundant, he must inform the Secretary of the Public Services Commission.~~

~~The Public Services Commission and Prospect and Unite, have agreed a framework of procedures to be followed in the event that staff surpluses are likely to occur within the Isle of Man Civil Service and these procedures should be followed in dealing with any possible redundancies. A copy of this agreement is attached at [Annex B6](#).~~

~~The Public Sector Compensation Scheme 2013 puts in place arrangements for employees within a large proportion of the Public Sector whose service terminates as a consequence of the loss of office or redundancy and replaces the Interim Compensation Scheme 2012. Reference should be made to Regulation C70—Superannuation.~~

~~Last updated 27 May 2014—Amendment Number: 14-009~~

~~**B70—Redundancy notice**~~

~~The minimum periods of notice to be given are set out in Regulation A20—Notice—except where the civil servant is subject to a fixed term contract in which case the provisions in the contract relating to notice will apply.~~

~~**B71—Redundancy—Appeals procedure**~~

~~A civil servant whose service is terminated on the grounds of redundancy has a right of appeal against the Commission's decision in accordance with procedures to be determined by the PSC.~~

~~**B69 Redeployment and Redundancy**~~

~~The PSC Harmonised Redeployment and Redundancy Procedure is contained within Annex B6 of the PSC Civil Service Regulations.~~

~~**B70 Blank**~~

~~**B71 Blank**~~

~~Last updated September 2020 – Amendment No 15-119~~

Agreed and authorised by:

Signed on behalf of
Prospect




Date: 11-9-2020

Signed on behalf of Unite
the Union



Date: 11-9-2020

Signed on behalf of the
Commission



Date: 09/09/2020

.....