

PROPOSED AMENDMENT TO THE PSC Civil Service Regulations 2015

Ref:	PSC 15-131 PSC CS Regs C5 Personal Protection
Re:	CS Reg C5 – Personal Protection (10+4 rule)
Proposal:	To remove reference to 10+4 rule from Regulation title in order to provide clarity around the 10+4 rule only applying to grading projects initiated prior to 01 April 2020.
Existing Regulation:	
C5 – Personal protection (10+4 Rule)	
<p>With effect from 01 April 2020, the Personal Protection (10+4) rule will be applicable only to Equality Act grading projects that had been initiated prior to 01 April 2020.</p>	
<p>This rule provides that a civil servant may retain the existing salary scale / spine points at the time of the regrading for the obsolete grade, enhanced by future general pay increases, for a maximum period of 10 years from the date of the restructuring of the obsolete grade. Normal incremental progression during this period will apply. Thereafter, pay identity with the pay of the lower grade will be achieved over a period of 4 years by progressively reducing in equal instalments the pay lead of the obsolete scale maximum over the maximum of the lower grade at the end of the 10th year so that it merges with the lower scale maximum by the 15th year. An example of the 10+4 rule can be found in the Public Services Commission Civil Service Regulations Handbook.</p>	
<p>Grading reviews that are initiated on or after 01 April 2020, where assimilation to a new pay structure involves a requirement to provide pay protection, will provide pay protection for a period of 3 years.</p>	
<p>The 3 year pay protection period will also apply in instances where a civil servant is redeployed to a lower grade / pay band (one grade / pay band lower than that which they are redeployed from) as described in section 7 of the PSC Redeployment and Redundancy Policy and Procedure.</p>	
<p>Civil Servants employed under New Terms for New Starters and Promotions (NTNSP), who for redeployment or any other reasons, except those relating to capability or disciplinary, are transferred (by agreement or otherwise) to a role at a lower grade will receive pay protection for a period of 3 years as set out in section 3.14 of the NTNSP agreement.</p>	
<p>Further details can be found in the Public Services Commission Heads of Agreement – Equality Act Grading Projects</p>	
<p>Last updated October 2020 Amendment # 15-127</p>	
Proposed Regulation:	
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Further details can be found in the Public Services Commission [Heads of Agreement – Equality Act Grading Projects](#)

Last updated ~~October 2020~~ [February 2021](#) Amendment # [15-127](#) & [15-131](#)

Agreed and authorised by: Administrative change only

Signed on behalf of
Prospect

Signed on behalf of Unite
the Union

Signed on behalf of the
Commission

Date:

Date:

Date: 
15/06/2021

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For Office of Human Resources Use Only

Instruction for implementation:

Passed to..... *Bryan Douglas*

By..... *Ruth Hussey*

Date *15/06/2021*

An IOM Government All Staff Notice prior to implementation ~~is~~/is not* required (*please delete as appropriate)

Signed
Head of Industrial Relations and Policy Section

Date CS Regs updated:

Website
[Signature]

Date..... *16-06-2021*

Previous PSC CS Reg amendment reference (if any) :	
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Notes/Special Instructions: Communication to Pay Sections required
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