

## PROPOSED AMENDMENT TO THE PSC Civil Service Regulations 2015

<b>Ref:</b>	<b>PSC 15-146 PSC CS Regs C3 Incremental Date</b>
<b>Re:</b>	<b>Reference to the PDR Scheme</b>
<b>Proposal:</b>	To remove the reference to the PDR scheme, recognising that there are several appraisal methods in operation, not all of which reference an employee's increment / incremental date.
<b>Existing Regulation:</b>	
<b>C3 – Incremental date</b>	
A civil servant's incremental date shall be:	
<ul style="list-style-type: none"><li>• <b>On Appointment</b> – the first day of the month in which the anniversary of the civil servant's appointment date falls</li><li>• <b>On Promotion</b> – as set out in Promotion Increases (Regulation C9 – Promotion increases) and Treatment of Allowances on Promotion (Regulation C10 – Treatment of allowances on promotion)</li></ul>	
For clarification of incremental progression as per the 1990 Pay Agreement see the <u>Performance Development Review Scheme</u> in the Public Services Commission Civil Service Regulations Handbook 2015.	
<b>Proposed Regulation:</b>	
<b>C3 – Incremental date</b>	
A civil servant's incremental date shall be:	
<ul style="list-style-type: none"><li>• <b>On Appointment</b> – the first day of the month in which the anniversary of the civil servant's appointment date falls</li><li>• <b>On Promotion</b> – as set out in Promotion Increases (Regulation C9 – Promotion increases) and Treatment of Allowances on Promotion (Regulation C10 – Treatment of allowances on promotion)</li></ul>	
<del>For clarification of incremental progression as per the 1990 Pay Agreement see the <u>Performance Development Review Scheme</u> in the Public Services Commission Civil Service Regulations Handbook 2015.</del>	
Last Amended May 2021 – Amendment # 15-146	

Agreed and authorised by:

Signed on behalf of  
Prospect

M. C. Hewson

Date: 20.5.2021

Signed on behalf of Unite  
the Union

B. Wilson

Date: 10/6/21

Signed on behalf of the  
Commission

[Signature]

Date: 20/5/21

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**For Office of Human Resources Use Only**

**Instruction for implementation:**

Passed to..... *Byron Douglas*

By..... *Duth Abbey*

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**

*Will be included in  
Chief Secretary's Blog & email  
to extended CoG.*

**Date CS Regs updated:**

Website .....

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

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