

PROPOSED AMENDMENT – PSC MANUAL & CRAFT LOCAL AGREEMENT

Ref:	PSC 15-148 Local Agreement
Re:	DEFA (formerly DAFF) Freshwater Fisheries Section Proposed Flexi-scheme for Manual Workers
Proposal:	To extend the provisions of the Local Agreement to cover the Hatchery Supervisor and Hatchery Technician positions at the Cornaa Hatchery.

Existing Regulation:

**Department of Agriculture
Fisheries & Forestry Freshwater Fisheries Section
Proposed Flexi-scheme for Manual Workers**

Introduction

The Freshwater Fisheries Section is responsible for the rearing of salmon, brown trout & rainbow trout and the re-stocking of the Island's reservoirs for the purpose of recreational angling. The Section also enforces the Inland Fisheries Act 1976, including the investigation of, and where necessary, prosecution of fresh water pollution. Rod licence checks and anti-poaching patrols are carried out to deter poaching and protect the fishery interests. A new and developing area of responsibility is establishing a fisheries monitoring and enhancement programme for the Department.

Due to the highly specialised and varied nature of the work of the Freshwater Fisheries Section, the Department wishes to introduce an improved working arrangement for the manual workers based in this Section, which will ensure the duties of the Section are delivered more effectively and efficiently.

Core Activities

The core activities of the team alter depending on the time of year. Some examples of the varied nature of the work are outlined below:-

- Fish Husbandry - hatchery checks are required at both rearing sites 7 days per week, throughout the year, starting at 0800 each morning - this is rostered on a weekly basis between the 4 manual staff.
- Fish Monitoring - carried out between mid-June and end of September, 2-3 days per week, with a minimum of 3 people per survey. During the mid-summer, staff may be required to start early in the day to avoid over-stressing the fish at high temperatures later in the day.
- Enforcement - between October and December migratory fish enter the rivers to spawn and are at risk from poaching activity. Depending on environmental conditions, staff will be required to work irregular, often unsocial hours at this time, to undertake poacher patrols to protect the fish stocks. This will require working split shifts at times and will also include weekend working.
- Rod Licence Enforcement - the fishing season runs from March to October. Staff will on occasion be required to carry out licence checks both early in the morning and in the evenings, with a minimum of 2 ' blitzes ' each year, to be planned in advance.
- Hatchery Maintenance - at certain times of the year e.g. in autumn and during flood events, staff will be required to attend site out of hours to prevent fish loss from blocked screens etc.
- Fish Stocking - juvenile salmon are released to selected rivers on the island

during late spring/early summer. Throughout the angling season trout are introduced to the reservoirs on a weekly basis for angling purposes. The optimum times for fish release are targeted to times when conditions are favourable to reduce fish stress.

- Weekends - hatchery checks are carried out on a rostered basis, with each person working one weekend day in every five, averaging approximately 7 hours each day. Times may vary in relation to conditions.

The Arrangements

1. The standard working week will be of 37 hours, with the standard working day being 0800 to 1630, with actual start and finish times agreed in advance to suit season and conditions.
2. No more than 7 days will be worked in any 8 day period.
3. No more than 22 days will be worked in any 4 week period.
4. No more than 10 late shifts will be worked in any 4 week period.
5. No more than 4 Saturday or Sunday shifts will be worked in any 4 week period.
6. At least one free weekend (Saturday & Sunday) in each 4 week period.
7. There will be no work before 0600 and after 2330 apart from in exceptional circumstances (e.g. floods & high level poaching activities).
8. Due to the varied & seasonal nature of the work, there is no requirement for a specific Core Time; this will allow the working of split shifts at appropriate times of the year.
9. As far as practical, hours of work will be planned and agreed in advance and no time off will be authorised without prior notice.

These proposals will allow flexibility in undertaking the varied fisheries duties throughout the year, whilst at the same time protecting staff from working excessive hours.

In operating to these arrangements, staff will be paid at 15% of their normal Grade 5 salary, with overtime being paid for routine hatchery coverage at weekends.

Staff may be expected to work Bank Holidays on a rota basis, in which case the conditions will be as set out in the Memorandum of Agreement.

It is proposed that this new flexible working pattern will commence on 1 May 2003 and will be reviewed after an initial trial period of 3 months. However any staff concerns regarding the arrangements can be discussed and resolved at any time.

In all terms and conditions, except those covered in Sections 1 - 9 above, are as set out as per the Memorandum of Agreement.

This agreement supercedes the 37 hour week agreement reached on 8th February 1994.

Signed for and on behalf of
The Whitley Council for the Isle of Man
Employers' Side

Signed for and on behalf of
The Whitley Council for the Isle of Man
The Employee's Side

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Dated.....

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Proposed Regulation:

Department of Agriculture Fisheries & Forestry Freshwater Fisheries Section Proposed Flexi-scheme for Manual Workers

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Dated.....

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10 June
With effect from ** ***** 2021 the above arrangements will also apply to the following Manual & Craft positions at the Cornaa Hatchery:

Hatchery Supervisor
Hatchery Technician

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Last amended June 2021 – Amendment number 15-148

Agreed and authorised by:

Signed on behalf of
Prospect

M. C. Hewer

Date: 10-6-2021

Signed on behalf of Unite
the Union

S. Hassan

Date: 10-6-21

Signed on behalf of the
Commission

[Signature]

Date: 10/6/21

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For Office of Human Resources Use Only

Instruction for implementation:

Passed to..... *Bryan Douglas*

By..... *Ruth Assey*

Date *15/06/2021*

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 website updated:

Website *[Signature]*

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

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