

Joint Staff Notice - Public Services Commission Pay

The ballot papers in relation to the PSC pay offer for 2021/22 were counted, in the presence of Unite, Prospect and PSC representatives, at MIRS on Wednesday 28 July 2021. In total, 803 valid ballot papers were returned.

There were 517 votes in favour of the Commission's offer and 282 votes against and therefore the Commission, Prospect and Unite are pleased to confirm the following pay settlement:

- a) A 1% increase to pay and allowances for all staff;
- b) Adjustment to pay scales covering spine points 11 to 18 to introduce even differentials and provide for enhancements for the lower paid;
- c) Harmonising annual leave entitlements with a 28 days per year maximum for all staff who have a lower entitlement at 1 April 2021 with protection of existing entitlement and/or progression rules for those employees with 28 or more days entitlement at 1 April 2021;
- d) Entitlement to the 3 months full sick pay and three months half sick pay for New Starters to be achieved within the third year of employment rather than after three years employment, with effect from 1 April 2021;
- e) An unconsolidated lump sum of £500 per employee (pro-rata for part time employees); and,
- f) A commitment to explore buying and selling of leave, the development, where practicable, of a consistent policy on the management of TOIL and recognition through the pay system for skills enhancements for craft roles.

Where local agreements and allowances refer to 'payments being increased at the same percentage rate as the annual pay award', this amount will be 1%.

The award will apply to the rates of pay for all PSC Civil Service and Manual and Craft employees including those employed under New Terms for New Starters and Promotions (NTNSP) and staff on analogous terms and conditions. It includes all pay ranges, points on the pay spine, the JESP pay ranges and Manual and Craft weekly wage rates.

The Commission aims to apply the new rates of pay with effect from 1 August 2021 with arrears of pay (from April 2021) and lump sums paid no later than September 2021, subject to completion and signature of the formal pay agreement, which will be published in due course.

Employees in post at 1 April 2021 who have subsequently left employment will receive retrospective payment of arrears as soon as practical.

Issued by:

Signed on behalf of
Prospect



Date: 29-7-2021

Signed on behalf of Unite
the Union



Date: 29-7-21

Signed on behalf of the
Commission



Date: 29/7/21

MANX INDUSTRIAL RELATIONS SERVICE

**RESULT OF THE BALLOT OF PROSPECT & UNITE UNIONS ON THE
PUBLIC SECTOR COMMISSION PAY AWARD WITH EFFECT FROM
APRIL 2021**

The results of the ballot are as follows:-

Total ballot papers returned

303
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Total votes cast in favour of acceptance


517
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Total votes cast against acceptance

282
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Spoilt papers

4
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Nicola Batey
Deputy Industrial Relations Officer

28th July 2021