

## PROPOSED AMENDMENT TO THE PSC NTNRP

<b>Ref:</b>	<b>PSC 15-155</b>
<b>Re:</b>	<b>PSC NTNRP Section 5.1 – Sick Pay</b>
<b>Proposal:</b>	To update sick pay provisions within the NTNRP Agreement, in line with the PSC Pay Agreement 2021/22

### **Existing Regulation:**

#### **5. Sickness Absence**

##### **Overview**

Refer to the Management of Sickness Absence Policy and Guidance

Employees absent from work owing to illness will be eligible, to receive sick pay in accordance with the following scale

- during the first year of service – one month's full pay and one months' half pay.
- during the second and third years of service – two months' full pay and two months' half pay.
- after completing three years of service – three months' full pay and three months' half pay in any 12 month period

Sick pay will be limited to a maximum of six months' pay in the four year period preceding the date of the commencement of the absence.

The calculation date will be the first day of the current absence.

In the event of employment coming to an end, eligibility to sick pay ceases from the last day of employment. Sick pay is calculated on the basis of basic pay. Full pay needs to be inclusive of any statutory benefits (so as not to make sick pay greater than normal working pay). The combined addition of incapacity benefit to half pay must not exceed full pay.

Sickness for any reason resulting from an accident at work will not count for the employee's sickness and absence record, however, the period taken will be recorded as a separate sickness due to industrial injury once it has been proven the injury is a direct result of an accident in the workplace.

An employee on authorised absence with reduced pay or no pay because of an injury or disease wholly or mainly attributable to their employment may qualify for Temporary Injury Allowance (TIA). TIA is subject to income tax and National Insurance deductions. Entitlement to TIA is decided by the claimant's employer. Applications for TIA should be made by the employee to their line manager. In the event that a claim is rejected an appeal against any decision can be referred to the Public Sector Pensions Authority.

##### **Sick pay**

#### **5.1**

Provided there is a reasonable prospect of eventual recovery and return to duty, employees who have **3 or more years of continuous service** will be entitled to a maximum of **3 months full pay** and **3 months half pay** in total during any **period of 12 months** and not to exceed a maximum of six months paid sick leave in any period of four years or less.

**Note** There is flexibility and discretion for Accounting Officers to extend periods of full and half pay sick pay on an individual case basis. In all instances where sick pay is extended the rationale for the extension must be clearly documented. Examples of where it may be appropriate to extend sick pay include instances such as life threatening illness, terminal illness, or unable to access treatment.

## **Proposed Regulation:**

### **5. Sickness Absence**

#### **Overview**

Refer to the Management of Sickness Absence Policy and Guidance

Employees absent from work owing to illness will be eligible, to receive sick pay in accordance with the following scale

- during the first year of service – one month's full pay and one months' half pay.
- during the second ~~and third~~ years of service – two months' full pay and two months' half pay.
- after completing ~~three~~ two years of service – three months' full pay and three months' half pay in any 12 month period

Sick pay will be limited to a maximum of six months' pay in the four year period preceding the date of the commencement of the absence.

The calculation date will be the first day of the current absence.

In the event of employment coming to an end, eligibility to sick pay ceases from the last day of employment. Sick pay is calculated on the basis of basic pay. Full pay needs to be inclusive of any statutory benefits (so as not to make sick pay greater than normal working pay). The combined addition of incapacity benefit to half pay must not exceed full pay.

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An employee on authorised absence with reduced pay or no pay because of an injury or disease wholly or mainly attributable to their employment may qualify for Temporary Injury Allowance (TIA). TIA is subject to income tax and National Insurance deductions. Entitlement to TIA is decided by the claimant's employer. Applications for TIA should be made by the employee to their line manager. In the event that a claim is rejected an appeal against any decision can be referred to the Public Sector Pensions Authority.

## Sick pay

### 5.1

Provided there is a reasonable prospect of eventual recovery and return to duty, employees who have **3-2 or more years of continuous service** will be entitled to a maximum of **3 months full pay** and **3 months half pay** in total during any **period of 12 months** and not to exceed a maximum of six months paid sick leave in any period of four years or less.

**Note** There is flexibility and discretion for Accounting Officers to extend periods of full and half pay sick pay on an individual case basis. In all instances where sick pay is extended the rationale for the extension must be clearly documented. Examples of where it may be appropriate to extend sick pay include instances such as life threatening illness, terminal illness, or unable to access treatment.

Amendment created August 2021 reference # PSC 15-155

## Agreed and authorised by:

Signed on behalf of  
Prospect



Date: 19-8-2021

Signed on behalf of  
Unite the Union



Date: 19-8-21

Signed on behalf of the  
Commission



Date: 19/8/21

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**For Office of Human Resources Use Only**

**Instruction for implementation:**

Passed to..... [redacted] .....

By..... [redacted] .....

Date 23/08/2021

**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**

done as part of  
pay vehicle

**Date CS Regs updated:**

Website ..... [redacted] .....

Date..... 23-08-2021 .....

Previous PSC CS Reg amendment reference (if any) :	
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Notes/Special Instructions:

Communication to Pay Sections required