

**PROPOSED AMENDMENT TO THE PSC MANUAL & CRAFT MOA 2015**

<b>Ref:</b>	<b>PSC 15-149</b>
<b>Re:</b>	<b>Article 17 – Annual Holidays – Reckonable Service</b>
<b>Proposal:</b>	To update the MOA to meet the statutory requirements regarding the accrual of annual leave during periods of sickness as set out in the Annual Leave Regulations 2007.
<b>Existing Regulation:</b>	
<b>Reckonable service</b>	
15. Annual leave will not be accrued during absences from work for the following reasons:	
a. absences on unpaid special leave or unpaid sick leave and	
b. continuous absence on sick leave prior to premature retirement on the grounds of ill health	
However (a) does not break continuous service for the purpose of qualifying for a higher leave allowance.	
<b>Proposed Regulation:</b>	
<b>Reckonable service</b>	
15. <u>Contractual Annual</u> leave will not be accrued during absences from work for the following reasons:	
a. absences on unpaid special leave, <del>or</del> unpaid sick leave, <u>additional maternity leave, additional adoption leave or parental leave</u> and	
b. continuous absence on sick leave prior to premature retirement on the grounds of ill health.	
However (a) does not break continuous service for the purpose of qualifying for a higher leave allowance.	
<u>Consideration should be given to any entitlement to Statutory Leave (4 weeks' paid leave each year) which may be applicable.</u>	
<u>Last Amended January 2022 – Amendment No 15-149</u>	

Agreed and authorised by:

Signed on behalf of  
Prospect

Date: 13-1-2022

Signed on behalf of Unite  
the Union

Date: 13-1-2022

Signed on behalf of the  
Commission

Date: 13/01/2022

**For Office of Human Resources Use Only**

**Instruction for implementation:**

Passed to: [redacted].....

By: [redacted].....

Date ..... 13/01/2022 .....

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

Signed [redacted].....

**Head of Industrial Relations and Policy Section**

**Date MOA updated:**

Website [redacted].....

Date..... 14/01/2022 .....

Previous PSS M&C MOA amendment reference (if any) :	n/a
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<b>Notes/Special Instructions:</b> Communication to Pay Sections required
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