

**PROPOSED AMENDMENT TO THE PSC Manual & Craft MOA 2015**

<b>Ref:</b>	<b>Amendment PSC 15 – 177</b>
<b>Re:</b>	<b>MOA Appendix 3B</b>
<b>Proposal:</b>	Amendment to wording of appendix to ensure compliance with lawful deduction of wages.
<b>Existing Regulation:</b>	<p>...</p> <p>11 – Repayment of Maternity Pay</p> <p>11.1 If an employee, with less than two years’ continuous service at the time maternity leave commences, does not return to work on or before the end of her entitlement to maternity leave and complete at least 13 weeks paid service she may be required to repay all pay paid to her during the period of maternity leave (see 9.3 above). This requirement may be varied at the discretion of the Authority on good cause being shown.</p> <p>If an employee with more than two years’ continuous service at the time maternity leave commences, does not return to work on or before the end of her entitlement to maternity leave and complete at least 13 weeks paid service, she may be required to repay the 12 weeks half pay paid to her during the period of maternity leave. This requirement may be varied at the discretion of the Authority on good cause being shown. The first 6 weeks is payable whether or not the employee returns to work following maternity leave. (See 9.3 above)</p> <p>...</p>
<b>Proposed Amendment:</b>	<p>...</p> <p>11 – Repayment of Maternity Pay</p> <p>11.1 If an employee, with less than two years’ continuous service at the time maternity leave commences, does not return to work on or before the end of her entitlement to maternity leave and complete at least 13 weeks paid service, <b>pay paid to them during the period of maternity leave shall be deducted from their final salary.</b> This requirement may be varied at the discretion of the Authority on good cause being shown.</p> <p>If an employee with more than two years’ continuous service at the time maternity leave commences, does not return to work on or before the end of her entitlement to maternity leave and complete at least 13 weeks, <b>pay paid to them during the period of maternity leave shall be deducted from their final salary.</b> This requirement may be varied at the discretion of the Authority on good cause being shown. The first 6 weeks is payable whether or not the employee returns to work following maternity leave. (See 9.3 above)</p> <p>...</p>

Agreed and authorised by:

Signed on behalf of  
Prospect

[Redacted Signature]

Date: 22-6-2023

Signed on behalf of Unite  
the Union

[Redacted Signature]

Date: 22-6-23

Signed on behalf of the  
Commission

[Redacted Signature]

Date: 22-6-23

.....

**For Office of Human Resources Use Only**

**Instruction for implementation:**

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

By..... [redacted] ..... Date .....26/06/2023.....

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

**Signed** ..... [redacted] .....  
**Head of Indus** ..... [redacted] ..... **ction**

**Date Regs updated:**

Website .....MC.....

Date.....26/06/2023.....

Previous Civil Service Regulation amendment reference (if any) :	N/A
------------------------------------------------------------------	-----

<u>Notes/Special Instructions:</u> E.g. Communication to Pay Sections required
-----------------------------------------------------------------------------------

