

PROPOSED AMENDMENT TO THE PSC NTNSP 2016

Ref:	Amendment PSC 15 - 189														
Re:	NTNSP Privilege Day														
Proposal:	Amendment, as per the 2023-2024 PSC Pay Award, to remove the requirement for PSC employees engaged on NTNSP terms and conditions to utilise annual leave or flexi where their work places are closed on the privilege day.														
Existing Regulation:	<p>Annual leave and public holidays 4.0</p> <p>With effect from 1 April 2021, full time employees under NTNSP will receive the following entitlement to Annual Leave. Part time employees will be entitled to the same allowances proportionate to their working patterns.</p> <table border="1"> <thead> <tr> <th>Length of Service</th> <th>Annual Leave (Days)</th> </tr> </thead> <tbody> <tr> <td>On appointment</td> <td>21</td> </tr> <tr> <td>After 1 year</td> <td>22</td> </tr> <tr> <td>After 3 years</td> <td>24</td> </tr> <tr> <td>5 years</td> <td>25</td> </tr> <tr> <td>8 years</td> <td>27</td> </tr> <tr> <td>10 years</td> <td>28</td> </tr> </tbody> </table> <p>What was referred to as the 'Privilege Day' at Christmas is now included in the Annual Leave entitlement as shown above. Where workplaces are closed on the privilege day, the employee will be required to utilise annual or flexi leave (where applicable).</p> <p>In addition to annual leave, employees will be entitled to public holidays as laid down by the Treasury.</p> <p>Any employee who is employed on shifts providing 365/366 (in the case of a leap year) days a year cover may apply to take time off for hours worked on bank holidays at any time during the year:</p> <ul style="list-style-type: none"> the granting of time off for public holidays will be subject to management agreement, taking into account the needs of the service and time off requested by other employees in general the same principles will be applied when considering requests for time off on public holidays as are applied in considering requests for annual leave <p>Amendment created August 2021 reference # PSC 15-151</p>	Length of Service	Annual Leave (Days)	On appointment	21	After 1 year	22	After 3 years	24	5 years	25	8 years	27	10 years	28
Length of Service	Annual Leave (Days)														
On appointment	21														
After 1 year	22														
After 3 years	24														
5 years	25														
8 years	27														
10 years	28														
Proposed Amendment:	<p>Annual leave and public holidays 4.0</p> <p>With effect from 1 April 2021, full time employees under NTNSP will receive the following entitlement to Annual Leave. Part time employees will be entitled to the same allowances proportionate to their working patterns.</p>														

Length of Service	Annual Leave (Days)
On appointment	21
After 1 year	22
After 3 years	24
5 years	25
8 years	27
10 years	28

~~What was referred to as the 'Privilege Day' at Christmas is now included in the Annual Leave entitlement as shown above. Where workplaces are closed on the privilege day, the employee will be required to utilise annual or flexi leave (where applicable).~~

An employee is also allowed a privilege holiday over the Christmas and New Year period as determined by the Public Services Commission.

In addition to annual leave and a privilege day, employees will be entitled to public holidays as laid down by the Treasury.

Any employee who is employed on shifts providing 365/366 (in the case of a leap year) days a year cover may apply to take time off for hours worked on bank holidays at any time during the year:

- the granting of time off for public holidays will be subject to management agreement, taking into account the needs of the service and time off requested by other employees
- in general the same principles will be applied when considering requests for time off on public holidays as are applied in considering requests for annual leave

Amendment created ~~August 2021~~ October 2023 reference # ~~PSC 15-151~~ PSC 15-189

Agreed and authorised by:

Signed on behalf of
Prospect



Date: 27-10-23

Signed on behalf of Unite
the Union



Date: 27-10-23

Signed on behalf of the
Commission



Date: 27.10.2023

.....

For Office of Human Resources Use Only

Instruction for implementation:

Passed to... [redacted]

By... [redacted]

Date 30/10/23

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 Regs updated:

Website ✓

Date..... 30/10/23

Previous Civil Service Regulation amendment reference (if any) :	<u>15-151</u>
--	---------------

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