

**PROPOSED AMENDMENT TO THE PSC Civil Service Regulations 2015**

<b>Ref:</b>	<b>Amendment PSC 15 - 186</b>
<b>Re:</b>	<b>Civil Service Regulation C9 – Promotion Increases</b>
<b>Proposal:</b>	Amendment to outline moving a Civil Servant to the next available spine point on the pay scale in circumstances where the minimum spine point of a pay band does not yield a higher salary upon promotion.
<b>Existing Regulation:</b>	<p><b>C9 – Promotion increases</b></p> <p><b>Salary</b></p> <p>On promotion, a civil servant will enter the higher scale at:</p> <p>a) the minimum point of the new scale or if this does not yield a higher salary</p> <p>b) the mid or maximum point on the new scale</p> <p>It is recognised that on occasion and in exceptional cases a higher promotion increase may be justified, based on previous relevant experience, qualifications, skills and periods of substitution.</p> <p>A credit for relevant experience would normally be on a year for year basis and can be calculated from relevant experience gained both within and outside the Civil Service. This experience would normally be in a similar role at the same level or a higher level.</p> <p>Enhancements for qualifications should normally not exceed one spine point.</p> <p><b>Incremental date</b></p> <p>On promotion, a civil servant's incremental date will normally change to the first day of the month of promotion to the new post. Any variation to this must be approved by the secretary of the Public Services Commission or their delegate.</p> <p>See also <u>terms and conditions for new starters and promotions</u></p> <p>Last updated: January 2019- Amendment No. 15-047</p> <p>Previous amendment no. <u>09-004</u> &amp; <u>09-039</u> &amp; <u>08-024</u> &amp; <u>10-014</u></p>
<b>Proposed Amendment:</b>	<p><b>C9 – Promotion increases</b></p> <p><b>Salary</b></p> <p>On promotion, a civil servant will enter the higher scale at:</p> <p>a) the minimum point of the new scale or if this does not yield a higher salary</p>

	<p>b) <del>the mid or maximum point on the new scale</del> the next available spine point on the higher scale above the spine point reached on the existing scale if this yields a higher salary.</p> <p>It is recognised that on occasion and in exceptional cases a higher promotion increase may be justified, based on previous relevant experience, qualifications, skills and periods of substitution.</p> <p>A credit for relevant experience would normally be on a year for year basis <del>outside the Civil Service</del>. This relevant experience would normally be gained <del>within</del> <sup>outside</sup> the Civil Service from a similar role at the same level or a higher level.</p> <p>Enhancements for qualifications should normally not exceed one spine point.</p> <p><b>Incremental date</b></p> <p>On promotion, a civil servant's incremental date will normally change to the first day of the month of promotion to the new post. Any variation to this must be approved by the secretary of the Public Services Commission or their delegate.</p> <p>See also <u>terms and conditions for new starters and promotions</u></p> <p>Last updated: <del>November 2023</del> - Amendment No. 15-186  <i>January 2024</i></p> <p>Previous amendment no. <u>15-047</u> &amp; <u>09-004</u> &amp; <u>09-039</u> &amp; <u>08-024</u> &amp; <u>10-014</u></p>
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Agreed and authorised by:

Signed on behalf of Prospect



Date: 4/1/2024

Signed on behalf of Unite the Union



Date: 18/1/24

Signed on behalf of the Commission



Date: 04/01/2024

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**For Office of Human Resources Use Only**

**Instruction for implementation:**

Passed to..... *M. COOPER* .....

By..... *A. HUSSEY* .....

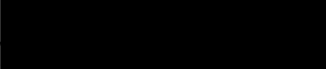
Date..... *19/01/2024* .....

**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

**Date Regs updated:**

Website .....  .....

Date.....  .....

Previous Civil Service Regulation amendment reference (if any) :	<i>15-047</i>
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Notes/Special Instructions:  
E.g. Communication to Pay Sections required

