

PROPOSED AMENDMENT TO THE PSC NTNSP 2016

Ref:	Amendment PSC 15 - 188
Re:	NTNSP Section 3.10 – Promotion and pay progression
Proposal:	Amendment to outline moving an employee 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.
Existing Regulation:	<p>Promotion and pay progression 3.10 3.10</p> <p>A promotion is the progression of an employee to a new role with a separate and higher pay scale. A promotion does not occur when a progression to a new pay scale takes place as part of the regrading or assimilation to a new or extended pay scale of a whole grade or group in a Department or throughout the Public Service.</p> <p>On promotion, an employee will normally enter the higher scale at:</p> <ol style="list-style-type: none"> 1. the minimum point of the new scale or if this does not yield a higher salary 2. the mid or maximum point on the new scale <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>Increment date normally changes to first day of month of promotion to new post. Any variation to this must be approved by the Secretary of the Public Services Commission or their delegate.</p> <p>Last updated January 2019 Amendment: <u>PSC 15-051</u></p>
Proposed Amendment:	<p>Promotion and pay progression 3.10 3.10</p> <p>A promotion is the progression of an employee to a new role with a separate and higher pay scale. A promotion does not occur when a progression to a new pay scale takes place as part of the regrading or assimilation to a new or extended pay scale of a whole grade or group in a Department or throughout the Public Service.</p> <p>On promotion, an employee will normally enter the higher scale at:</p> <ol style="list-style-type: none"> 1. the minimum point of the new scale or if this does not yield a higher salary 2. the mid or maximum point on the new scale next available point on the higher scale above the spine point reached on the existing scale if this yields a higher salary

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Last updated ~~January 2019~~ ~~October 2023~~ Amendment: ~~PSC 15-051~~ PSC 15-188
January 2024

Agreed and authorised by:

Signed on behalf of Prospect



Date: *4/11/2024*

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. COOKE

By..... R. HUSSEY

Date..... 19/01/2023

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) :	<u>15-051</u>
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<u>Notes/Special Instructions:</u> E.g. Communication to Pay Sections required
