

Modernised Working Practices

Highway Services Division, Department of infrastructure

1. This forms a temporary local agreement for Parish Wardens; (All Island, April to September 2024) between the Public Services Commission (the Employer) and the Employees' represented by Unite the Union and Prospect. All parties will act reasonably to support these working practices and to the spirit of this agreement. This agreement will be noted by the PSC JNC.
2. The work will commence on Monday 8 April until Friday 27 September 2024 except during the following dates Monday 27 May to Thursday 6 June (inclusive) because of TT and Monday 19 to Tuesday 27 August (inclusive) the Manx Grand Prix (MGP) event. In the event of any delays being incurred which may necessitate work being undertaken beyond the scheduled completion date then; the "employer" (at their earliest convenience) must bring this to the attention of the PSC JNC and obtain its endorsement, prior to any works continuing on-site after this date.
3. A roster based on two teams working early (06.00 to 14.30) and two teams working their normal working day (08.00 to 16.30) hours Monday to Friday (inclusive).
4. Employees will be paid for 40-hours employees will continue to accrue 3 hours of leave in the normal way (for the avoidance of doubt, the employee will **continue to accrue a full 3 hours** for each week worked during the period of the agreement).
5. Lunch breaks (unpaid) and tea breaks (paid) during this shift pattern will be staggered and employees will be flexible in the timing to suit the operational requirements of the day.
6. During this agreement standby arrangements where possible will remain unchanged, however they will need to be carefully managed in order to meet operational requirements.
7. The payment for working this shift pattern will be the employee's normal rate of pay on all hours worked, between 06.00 & 16.30 hours (Monday - Friday). Where additional overtime is worked by an employee outside of their rostered shift, the rate of pay will be as per the existing PSC Manual and Craft workers Memorandum of Agreement. For the avoidance of doubt this enhanced rate above normal PSC Manual and Craft workers Memorandum terms and conditions is paid to compensate for the sporadic and one off nature of these agreements.
8. Participation by the workforce in this Local Agreement is purely on a voluntary basis and **no** employee will be compelled to undertake these modified Terms & Conditions.

Note: Should any changes be made to the existing PSC Manual and Craft Workers Memorandum of Agreement or any Local Agreement(s) specific to the Department of Infrastructure and/or Operations Division in relation to working practices and/or terms and conditions during this period, such conditions will replace the relevant content of this Local Agreement.

Signature on behalf of the Public Services Commission

[Redacted Signature]

Date: 21/5/2024



Signature on behalf of Unite the Union

[Redacted Signature]

Date: 21-5-2024

Signature on behalf of Prospect

[Redacted Signature]

Date: 21-5-2024