

Ref: 240124PayAward/TC/MG

25 January 2024

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Sent via email:
ALL MPTC/NJC STAFF SIDE
REPRESENTATIVES

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Dear All

Re: Pay Offer 23/24 – clarification on the position of eligibility for back-pay for leavers.

Further to the discussions held at the MPTC/NJC partnership meetings on 18 January 2024, Manx Care committed to provide clarification on the position of leavers as originally outlined in our pay offer letter for 2023/24 which was issued on 14 December 2023. Manx Care does accept and acknowledge that there may be valid exceptions to the position outlined and therefore aims to provide further clarification on this matter.

Manx Care would be willing to consider individual cases where it can be evidenced that a staff colleague, who has left their substantive employment and retained a bank contract with Manx Care, or vice versa (i.e bank to substantive) where it could successfully be claimed that there was continuous substantive employment to the date of agreement of the pay award, i.e. guaranteed hours in a specific role with no break in the service between each type of employment, other than agreed rest days. If you have had a break in service or cannot evidence regular and consistent hours in a particular service area then you are unlikely to be eligible for back pay to be applied.

Manx Care will establish a panel to consider such claims and we request any claims are made as soon as possible and before 31st March 2024. Claims should be submitted to Monique Gillies, Business Support Officer, Manx Care (Monique.Gillies@gov.im). I hope this clarification assists and please do come back to me if you wish to discuss further.

Yours sincerely



Teresa Cope
Chief Executive

Cc Jackie Lawless
Anne Corkill