



# GOA MEMBERS' NOTICE



**MAY 2008**

**ISSUED BY THE EXECUTIVE COUNCIL**

For more info on any item in this notice please contact Angela Moffatt, [goa@manx.net](mailto:goa@manx.net) or 685759

## **EARLY RETIREMENT**

The Commission are not prepared to offer a guaranteed right of automatic retirement before age 60 without actuarial reduction with 40 years service, **beyond a 15 year lead in period at present**, and we have responded formally to the Commission to state we wish all those entitled can retain this right.

Many thanks to all the members who responded - we received an overwhelming response and from a large proportion of members who fell outside the 15 years offered.

If you have a colleague who is not a member and will be affected by this we would urge you to try and recruit them.

## **PRISON**

Isle of Man Prison employees are currently being balloted on 3 issues, with the POA/GOA recommending a rejection of 2 offers on call allowance and a mileage rate of 40p for the excess miles travelled to the new Jurby prison.

In terms of the latter issue, we believe this has important implications for future forced relocations of other employment groups across the public sector. To be clear, we are seeking payment for officers for any excess miles travelled over and above their current journey from home to prison and back again, and for a relocation that they have no control over. If officers travel less following the move, they will be entitled to nothing. The payment will be for a 3 year period, and in this time if officers leave they will be entitled to repay a pro rata sum – there is no motive to profit from the situation. We believe the current offer does not sit well with the maximum 52p per mile paid to, for example politicians for their normal travel to work and back – how does it cost less for our members to buy fuel? We are interested to hear from any other groups or individuals who may be facing this situation, so that we can ensure you also are best represented in the future.

## **MEDICAL EXCLUSIONS FROM THE SICK PAY SCHEME**

We are seeking any members who are or have been excluded from the sick pay scheme because of a pre-existing medical condition to contact us with their experiences, particularly if you feel you have been unfairly disadvantaged. Please contact us via the usual means, all replies will be treated in the strictest confidence. We will be using your experience to push for change in this area.

## **FLEXITIME AT NOBLE'S HOSPITAL**

We are seeking views from our members at Noble's Hospital on the issue of flexi-time working. If you work at Noble's and would like to see such a system introduced, and think it is feasible in your area, we need your views now. We are seeking this on behalf of members, but have also committed to canvassing views first so we can best represent your views to management. Please contact us at the usual email address to register your views, which will be kept in confidence.

## **PENSIONS REVIEW**

A new report has been released which details the first phase of a large project to completely overhaul public sector pensions schemes. 19 schemes will be affected and at present the idea is to have one uniform scheme for all. At present, only police officers, teachers and political members will not be affected by the proposals.

We'd welcome your views and the report can be viewed via the following link:

<http://www.gov.im/lib/docs/cso//080507iompublishservantspensions.pdf>

We will be asking Prospect's pension advisor to review it, and hope to be sending out a summary for you to use to understand the potential implications.

## **PAY 2009**

If you have any issues/views on this process then we need to know now what it is that you as a member want. Please input now! All comments and feedback welcome.

## **ARE YOU PART TIME AND WORK REGULAR EXTRA HOURS?**

If you are working under 37 hours per week, but regularly work hours over and above this we'd like to hear from you. We have identified several members across Government who regularly work above their standard part time hours and we think you're losing out in lots of ways! Please contact us with details of your situation – it really does help us and we'll protect your identity. You can mail us on [goa@manx.net](mailto:goa@manx.net)

## **OFFICE COVER**

Please note that the following periods will be covered on a skeleton basis due to UK travel commitments shortly. Please accept our apologies for any inconvenience but telephone cover will be provided by the Prospect North office.

**19 – 21 May (inclusive)**

## **PAY ON PROMOTION**

Thanks to all who responded on this issue. The Commission have offered to change the current regulations to allow consideration of higher salary payments in some circumstances. We have asked for relevant experience, skills and qualifications to be taken into account, but are awaiting proposed changes. The Association has submitted a fully re-drafted set of the relevant Regs for consideration.

## **GET A MEMBER!**

We're still recruiting and we need all the new members we can get. The best people to get a member to join are existing members like you – so please talk to your colleagues, especially new starters and ask them to join. Anyone can join – Prospect has members who are not civil servants all over the Isle of Man. Forms are on our website – along with info on rates of subscription.

Don't forget to tell us if you are leaving the civil service – you can still be a member of Prospect. Prospect has over 100,000 members in the UK and we are growing fast – so please help us stay a strong union, as this strength in numbers makes us more effective on your behalf.

**Please remember that if you leave the civil service you can still remain a member of Prospect – just contact us to let us know your change in circumstances.**

## PERSONAL & GROUP CASES

The EC is still handling upwards of 80 group and personal cases at present which involve anywhere between 1 and 130+ members per case. There has been a rise in recent months, and the EC is concerned about this trend.

If you are experiencing difficulties, please let us know ASAP – often cases can be harder to resolve the later you leave it to seek advice.

Additionally, your EC is handling consultations on staffing issues, attending a variety of forums in order to progress collective issues, as well as trying to improve member services such as the website, discounts, communications, etc.. Inevitably we have to prioritise, so please bear with us.

We need all the help we can get, so please volunteer if you can!

## REGULAR NOTICES

**Reduced Subs** – if you go onto no pay for any reason contact us ASAP and we can arrange for your subs to reduce to £1.05 per month. Also remember, if you reduce your hours, then your subs might reduce so let us know of changes.

**Change of Details** – let us know when you move address, workplace, change your number/email etc. We need to update your record so if you don't tell us we won't know to do this!