

## THE PUBLIC SERVICES COMMISSION

The Hon. Member for Onchan, Ms Edge, to ask The Chair of the Public Services Commission:

Since September 2021, how many non-disclosure agreements have the Office of Human Resources entered into, each year, broken down by Department, Statutory Board or Office; and the cost of each.

Question W-202501-1390 published on 09/01/2025; Answer published on 17 01 2025.

The Chair of the Public Services Commission (Mr Callister)

*The Office of Human Resources (OHR) does not enter into conciliated settlement agreements as it is not an employing authority.*

*In cases involving individuals who are employed by the Public Services Commission (PSC), a business case must be submitted by the HR Business Partner of the relevant Department, Board or Office to seek a Commission Approval. This business case will then be considered by OHR officers with the appropriate delegated authority from the PSC.*

*In accordance with the Employment Act 2006, Section 164 and the Equality Act 2017, Section 104, a settlement agreement is only valid when brokered under the auspices of the Manx Industrial Relations Service, (MIRS) and any such financial settlements paid on termination must be properly concluded by the MIRS.*

*The number of conciliated settlement agreements since September 2021, **for PSC employees only**<sup>1</sup>, is set out in the table below. It has not been possible to break down the figures by Department, Board or Office, nor list each individual payment as to do so risks the disclosure of financial data about specific individuals.*

| Year                        | Amount of Conciliated Settlement Agreements | Average Value |
|-----------------------------|---------------------------------------------|---------------|
| 2021 (September – December) | 2                                           | £114,374.66   |
| 2022                        | 29                                          | £55,182.94    |
| 2023                        | 10                                          | £41,298.1     |
| 2024                        | 8                                           | £12,091.75    |

*There are a number of reasons why a conciliated settlement agreement may be considered appropriate and these include the PSC Mutually Agreed Resignation Scheme (MARS), buying out of terms and conditions, voluntary and compulsory redundancies as well as the settlement of employment disputes. In certain cases, using a conciliated settlement agreement may be more cost-effective option and can avoid lengthy and costly tribunal claims.*

*A confidentiality clause may be included in an agreement to keep certain details of the agreement confidential such as: the sum of money agreed within the settlement; some or all of the other settlement terms and; some or all of the circumstances leading to the settlement. Such clauses cannot seek to prevent someone from making protected disclosures (whistleblowing).*

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<sup>1</sup> PSC Classes of Employees include Civil Servants, Manual and Craft Workers and DESC staff (excluding teachers and lecturers).