



Republic of the Marshall Islands
Office of the Public Service Commission

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PUBLIC SERVICE INSTRUCTION
2017/07

Application of Standby Differential for Ministry of Health & Human Services

Pursuant to the functions and powers vested in it by the Constitution of the Republic of the Marshall Islands, Article VII, Section 9, and the Public Service Regulation Schedule Six "Night Differential and Standby Differential", the Commission hereby issue Instruction Number 2016/07 as follows:

Due to the unique employment setting of the Ministry of Health that differs from other Ministries, this instruction is instituted to provide consideration for fair compensation for employees that are scheduled for standby at the Ministry of Health and Human Services.

Standby Differential (SD)

1. Standby Differential shall be defined as hours scheduled for a Medical Professional, essential, and critical Support personnel(s) on standby and not working. SD shall only be given when a person is on the Standby Roster. An employee could only get a maximum of 32 hours per pay period. SD will be based on 20% of each employee's hourly rates multiply by the hours rendered on Standby, provided that they are on roster.

2. Notwithstanding section 1 of this instruction, employees under the following units are given SD with full eighty hours. This is due to the limitation of staff and skills that are needed to man the units on a 24/7 hourly basis.


- 1) Radiology
- 2) Operating Room
- 3) Laboratory Technologist/Specialist
- 4) Medical Doctors
- 5) Medexes
- 6) Health Assistant – eligible only when they are deployed.

3. Calculation of SD shall be as follows:

Eg. At PI 9/1 or \$6.27/hr rate

Hourly rates	16 hrs on Standby	Total
6.27/hr	6.27 x 16 x 20%	\$20.00


 Donald F. Capelle
 Chairman


 Jiba B. Kabua
 Commissioner


 Justina R. Langidrik
 Commissioner