



Isle of Man
Government

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Recruitment and Selection Policy

Isle of Man Government Policy

Council of Ministers

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ISLE OF MAN GOVERNMENT

RECRUITMENT AND SELECTION POLICY

INTRODUCTION

The Isle of Man Government is committed to the recruitment and retention of sufficient staff of the right calibre, skills and experience to provide high quality and cost effective services which meet statutory responsibilities. In order to achieve this objective it is essential that, subject to the requirements of the Control of Employment legislation, the Government attracts and appoints applicants for vacant public sector posts,

- on the basis of fair and open competition;
- on the basis of merit;
- and without discrimination.

PRINCIPLES

Employing authorities must therefore ensure that:-

- Prospective applicants are given equal and reasonable access to adequate information about the post and its requirements, and about the selection process.
- Applicants are considered equally on merit at each stage of the selection process.
- Selection is based on relevant and objective criteria applied consistently to all applicants.
- Selection methods are reliable and free from bias.

PROCEDURE

Employing authorities must operate recruitment and selection procedures which are clear and transparent, which comply with all relevant legislation and which are properly communicated to all people involved in the recruitment and selection process. The procedures must comply with professional recruitment standards and must support the principles outlined above.