

ISLE OF MAN PUBLIC SERVICE PEOPLE STRATEGY ACHIEVEMENTS | YEAR 1



**Isle of Man
Government**
Reilrys Ellan Vannin



Attract & Hire

- Created IOM Public Service Careers website and improved social media presence all under public service careers brand
- Created and revised recruitment guidance
- Removed barriers to recruitment - GCSE essential entry criteria for Civil Service roles and streamlined application process



Retain & Engage

- Developed an induction mentoring framework
- Established an OHR working group providing additional support to employee voice groups
- Carried out workshops around trust with Chief Officer Group and DEFA



Reward & Recognise

- Explored flexible pension provision options
- Agreement to pilot scheme for buying and selling annual leave
- Negotiation of harmonised & simplified capability procedure within the PSC



Healthy & Well

- Mental Health Training for Line Managers/Mental Health Awareness Week
- Introduction of 4S model for mental health
- Active Working Group
- Health & Safety Awareness Sessions



Redesign & Develop

- Rollout of 3C's appraisals
- Expansion of programme of assessment centres/development centres
- Review of succession planning group

ISLE OF MAN PUBLIC SERVICE PEOPLE STRATEGY PRIORITY ACTIONS | YEAR 2



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Attract & Hire

- Map candidate journey to deliver improvements to candidate experience
- Series of Recruitment Master classes across the Public Service
- Develop business cases and frameworks for talent pools, work experience, graduate and apprenticeship schemes

Retain & Engage

- SMT's to identify specific engagement actions required to deliver business objectives
- Develop practical guidance on being a visible leader/manager
- Review People Qualities Management framework

Reward & Recognise

- Development of total reward statements
- Investigate launch of online savings platform
- Review and propose changes to terms and conditions, including consideration to defined contribution pension scheme

Healthy & Well

- Extension of physical activity schemes
- Programme of Health & Wellbeing Events
- Wellbeing resource on intranet and case studies for all to access

Redesign & Develop

- Continuous Improvement & Training
- Introduction of Leadership Conference
- Commence implementation of PiP Phase 2