



OUR BENEFITS GUIDE

Isle of Man

Public Service



Isle of Man
Public Service
Careers

Working together
for the **Isle of Man**



Be part of a team that *makes a difference*

In the Isle of Man Public Service we believe the benefits we offer our employees are important.

Ranging from financial benefits, training and development opportunities, to those that support your health and wellbeing, we have a lot to offer!

Have a browse through this guide and take a look at the great benefits you could enjoy working in the Isle of Man Public Service.

Please be aware that not all benefits listed in this guide will apply to every role within the Isle of Man Public Service. Please check with our Recruitment team or the Hiring Manager to find out which benefits apply for a specific post.



Joe
Cabinet Office

“By working with us in the Isle of Man Public Service, each day you know you’re making a difference”

You can achieve real job satisfaction and that rewarding feeling by knowing that in some way, you’ve made an impact to the Isle of Man and your local community.

You'll receive a competitive salary

Opportunities exist for annual pay increases in many of our roles. The majority of our roles have pay scales, meaning that you'll **progress up the scale each year until you reach the top.**

Cost of living pay increases are also added to pay scales on a regular basis too.

You can find out more about our pay scales for each post on our adverts, or you can view most of our pay scales at: <https://hr.gov.im/salary-leave-and-pay/pay-scales/>

In many of our areas there are opportunities to progress to more senior roles attracting higher pay scales. Chat with our Hiring Managers to find out what opportunities there are for **further progression in the area that interests you!**

Some of our roles also attract premium pay/enhanced shift or on-call allowances on top of your basic pay.

Bank/Relief posts may also include holiday pay rolled into the hourly rate.



This Slieau Whallian

The award winning Department for Environment, Food & Agriculture and Department of Education, Sport & Culture Headquarters

"I've worked for the public service for three years now, starting at the bottom of my pay band, moving up spine points each year. Knowing what my pay would be year on year made it easy for me to plan my finances."

Tom

Department for Environment, Food & Agriculture



Kim
Cabinet Office

“I love being able to use flexi-time and flexible working in my role”

“Since starting a family, I have changed to part time hours and the team I work in have been really accommodating of this. My office also has flexi-time so I can build this up to take extra days off in the school holidays to spend with my children. I’m also able to work from home when I need which is a real help!”

Work somewhere that values flexibility

Paid annual leave entitlements

Receive generous annual leave entitlement in addition to 10 public holidays. You can find out more about our annual leave entitlements at: <https://hr.gov.im/salary-leave-and-pay/annual-leave/>

Flexi-time

Many of areas across the Public Service operate a flexi-time system making it easier to reclaim any additional hours worked and to fit your other commitments around your work life.

Flexible working patterns

We support and promote flexible working. It is widespread throughout the Public Service. We are happy to discuss part-time or flexible working arrangements, including job share partnerships, for our roles (where possible) and if interested you should discuss this with the Hiring Manager.

Working from home

For many of our staff in office based roles, we also offer the opportunity for them to work from home. If you’re interested in finding out whether working from home would be an option for a vacancy you’re interested in, please get in touch with the Hiring Manager .



What other benefits can I enjoy?

Maternity, Paternity and Adoption leave

Find out more about our leave and pay arrangements for maternity, paternity and adoption leave at: <https://hr.gov.im/maternity-paternity-and-adoption/>

Cycle to work scheme

To help you get from A to B, we offer a Cycle to Work scheme to our permanent employees as a tax-exempt benefit through deductions from monthly salary. Find out more about the scheme by viewing the policy and FAQ guide at: <https://hr.gov.im/policies-procedures-codes-guidance-and-forms/>

Pension scheme

You can take advantage of our rewarding pension scheme, where both you and the organisation contribute towards your future. As part of the Pension Scheme, if you should die whilst in service or after you have retired, rest assured the scheme will help provide for your chosen beneficiaries. Find out more at: www.pspa.im

Paid sickness leave

If you're joining us in a role with contracted hours, you'll have access to paid sick leave.

We want to help you progress in your chosen career

Talent is recognised and developed to grow careers within an encouraging and friendly environment.

You'll receive access to the Learning, Education and Development (LEaD) centre, that offers an extensive range of courses you can attend or complete online. You can find out more about our learning and development facilities here: <https://hr.gov.im/lead/>

There are also various other development centres across different areas of the Public Service, including Keyll Daree for health and social care professionals and the Professional Development Centre for Education professionals.

Our approach to staff development means you'll have regular opportunities to discuss your development with your manager and you'll receive support to help you achieve success in your chosen career.

"My managers in various roles across the Department have always been supportive of my personal development and have encouraged me to explore the courses and qualifications available through LEaD, as well as externally."

"To date I have completed in-house courses on coaching, insights discovery, project management, leadership and line management. I recently finished the course for the Institute of Leadership and Management (ILM) Level 3 Certificate in Leadership and Management and I have also committed to the qualification, which I will have to complete some coursework for.

Externally, I have also completed some Chartered Institute of Marketing qualifications which my manager also suggested. I received study leave and financial support in order to do this – I couldn't have done it without this.

Next I am considering furthering my project management training and would like to compete PRINCE2 – the learning never stops and this is what allows me to develop my skills further and achieve my goals!"

Rachel
Department for Enterprise

Your health and wellbeing is valued

*We know the importance of health and wellbeing and a good work-life balance. We have lots of support in place to help our teams with their **health and wellbeing**.*

Employees can speak to our **Staff Welfare team** confidentially, as well as our occupational health service who can provide confidential and impartial medical advice.

Health and Wellbeing Groups have been established in many areas with dedicated leads for social, physical and psychological wellbeing. We have lots of wellbeing activities taking place, from our staff choir to mental

health awareness sessions.

Many of our Departments also offer **discounted fitness classes** and activities for staff.

Our Health & Safety team also work across Government to ensure that work environments remain **safe places** for our teams.

As an employer we are committed to **Equality, Diversity and Inclusion** practices.

We're also working on many **social responsibility** activities, including reducing our carbon footprint.

