



# Isle of Man Public Service - Doctors

# Your Employee Benefits

Working together for the **Isle of Man**

In the **Isle of Man Public Service** we believe the benefits we offer our employees are important. Have a browse through this brochure and take a look at the great benefits we offer.



**Financial**

**Health & Wellbeing**

**Your Development**

**Our Facilities**



**What do we  
value?**

Please note that not all benefits listed in this document will apply to every role within the Isle of Man Public Service. Please check with the Recruiting Manager for each role as to which benefits apply for a specific post.

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# Noble's Hospital Isle of Man



## Postgraduate Education and Training Centre - Keyll Darree

We like to help our staff progress in their chosen career. Talent is recognised and developed to grow our careers within an encouraging and friendly environment. Our approach to staff development means you'll have regular opportunities to discuss your development with your manager and receive support to help you achieve success in your chosen career.

This combined education and training centre is on the Noble's Hospital site, and offers a comprehensive medical library, study and seminar rooms, a lecture theatre and state of the art simulation suite.

# Noble's Hospital Isle of Man



In addition to regular medical student attachments from Manchester University, Liverpool University and Trinity College, we attract elective students from the UK and further afield. This is due to the wide variety of presentations to the department and experience that can be gained due to the unique location of the hospital.

The postgraduate department at Nobles hospital encourages and supports colleagues with a desire to gain further educational and training qualifications. Life support courses regularly run on the island including ATLS/ALS and APLS and study leave for courses both on and off Island are supported. As a result of this strong commitment to training and growing reputation, applications for the Foundation Program at Nobles Hospital are oversubscribed and competitive.

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# Noble's Hospital Isle of Man



## The Island's Healthcare

The Island's healthcare is provided by a National Health Service based on that in the United Kingdom but is independently financed and administered within the Isle of Man. The Department of Health and Social Care (DHSC) was formed in April 2014, bringing together about 3,500 people who provide a broad range of health and social care services for the Manx community operating a budget of £271,495,000. Many of the changes brought about to the UK National Health Service, as a consequence of the extensive reorganisations of recent years have not been adopted in the Isle of Man.

The Terms and Conditions of service are essentially the same as in the United Kingdom with enhancements such as automatic annual incremental pay rises. The post holder will enjoy the benefits of low income tax, high rates of personal allowance and a low crime rate.

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We offer **competitive salaries** which tend to be higher than UK salaries with opportunities for annual pay increases for many of our roles.

The Department of Health and Social Care recognises that relocating to the Island can be costly and a **relocation package** is offered to staff to assist you with this.

### **Financial assistance**

is offered to cover removal costs, up to a total of **£7,000**.



Some posts that are difficult to recruit to, may also offer a **recruitment incentive**, up to the sum of **£3,000**.



Where eligible this will be paid into your salary in instalments of £1,000 in the 1st, 13th and 25th months of employment.

The DHSC has a limited number of **residential accommodation** in different locations in and around the Douglas area and on the Noble's Hospital site.

The types of rooms available vary from **single to family rooms** and can be rented at rates comparable to the private sector, usually for the first six months after being confirmed in your role. This will give you plenty of time to explore the local area for a nice place to live.



Many staff choose to settle in the Douglas or Onchan areas because of their **close proximity** to Noble's Hospital.

However, the Island is small and commuting seldom takes longer than 30 minutes from even the most remote locations.

### **Housing assistance**

The DHSC also offers **financial assistance** to staff relocating to the Isle of Man where they find their accommodation costs to be higher for a similar standard of property than that those paid prior to their move.



This **monthly assistance payment** is made for a maximum of **two years** and will be either the **difference in cost between the existing rent or mortgage** and that in the Isle of Man, or £250, whichever is less.



We offer generous  
**annual leave entitlement**  
to all our employees, in  
addition to 10 Manx public  
holidays.

Our employees are able to  
take advantage of our  
rewarding **pension**  
scheme. We offer a defined  
benefit scheme where both  
you and the organisation  
contribute towards your  
future.



Find out more at: [www.pspa.im](http://www.pspa.im)



To help you get from A to  
B, we offer a **Cycle to**  
**Work** scheme and a **Bus**  
**Card** scheme available to  
our employees through  
deductions from monthly  
salary.





We want to look after our employees **wellbeing**. We have a **staff welfare** team that our employees can speak to confidentially, as well as our **occupational health** service who can provide confidential and impartial medical advice.

We have some great **wellbeing initiatives**.

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. We

also have **courses** such as 'healthy worker' and retirement preparation.





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.

For further information, please visit: [www.pspa.im](http://www.pspa.im)

We want to make sure that you and your family can spend quality time together. You won't be left without the time you need for **maternity, paternity and adoption leave.**



We appreciate that 9 to 5 doesn't work for everyone! **Flexible working opportunities** are available in many of our posts.

# What people **qualities** do we look for?



Within the Isle of Man Public Service, we have a set of qualities that we look for and value within our people; **Credibility, Capability** and **Character**.

These qualities form a framework that we use to support positive personal development for every individual within the organisation.

Credibility

Capability

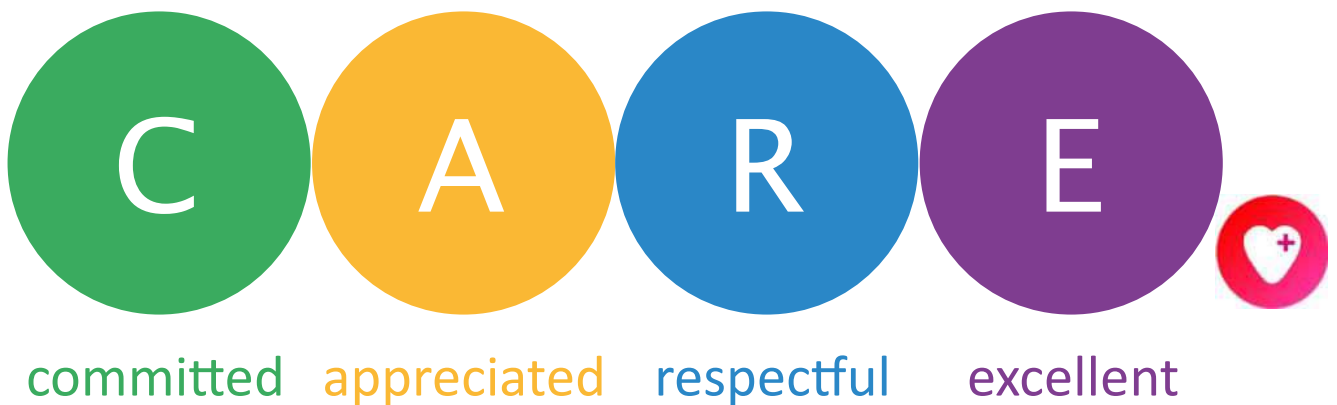
Character

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# What are our **values**?

Within the Department of Health and Social Care we are committed to a set of **core values** which describe how we work. If your values reflect ours, then the Department of Health and Social Care could be the right choice for a career for you.

Our CARE qualities help to ensure that the Department is a place you will enjoy working in, and that our customers are receiving the best possible service.



For further information about opportunities with the Isle of Man Public Service, please visit our [www.gov.im/jobs](http://www.gov.im/jobs) or call our Recruitment Team on **01624 686300**.

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