



Your employee benefits

Nursing



Working together for the **Isle of Man**



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

This information pack will take you through all the great benefits you can enjoy by working with Manx Care as part of the Isle of Man Public Service.

From financial support to health and wellbeing we believe our benefits offer something for everyone. If you have any questions on any of the information in this pack, please don't hesitate to contact our Recruitment Team via helpmeapply@gov.im or by calling 01624 686300.

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.



Manx Care is a new public sector organisation responsible for delivering health and social care services across the Isle of Man.

It's creation marks a once-in-a-generation shift in the way these services are provided to the Island's population. It forms part of an on-going transformation programme that aims to establish Manx Care as an exemplar of successful integration of both health and social care.



Residents of the Isle of Man enjoy comprehensive healthcare which is free and covers a full range of services

About the Island's Healthcare System

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.

Manx Care is an entirely new organisation for the Isle of Man that will be responsible for the delivery of health and care services established from April 2021 onwards. Manx Care is a statutory board of Government and will be at arm's length from the Department of Health and Social Care.

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. You will enjoy the benefits of low income tax, high rates of personal allowance and a low crime rate.



We take your development seriously

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.

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

Further educational and training qualifications

At Manx Care we encourage and support colleagues with a desire to gain further educational and training qualifications. Here, you will have access up to funded Masters Programmes and we have our own dedicated practice development team here within the hospital.

Within some of our vacancies we can also offer rotational programmes, enabling you to build your skills and to help you develop in relation to your chosen career path.

If you're joining us as a newly qualified nurse, we also offer a fantastic preceptorship programme with dedicated study days to ensure you have a supported and smooth transition into your first role in your nursing career.



Salary

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

- Time + 30% for work after 8pm
- Time + 60% for work on Sundays and Bank Holidays

Relocation

Manx 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.

Recruitment Incentive

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.

Housing Assistance

Manx Care 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.



Accommodation

Manx Care 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.

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

Annual leave

We offer generous annual leave entitlement to all our employees. Annual leave on entry to the profession starts at 27 days, increasing to 29 after 5 years, and additional increases are available to members of staff with 10+ years' service. In addition you'll receive 10 Manx public holidays (that's 2 more Public Bank Holidays than given in England).

Pensions

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

Commuting

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.



Wellbeing

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.

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.

Death in service

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.

Maternity/Paternity/Adoption Leave

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.

Flexible Working

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



Settling in

We run a social buddy scheme, so if you join us you will be assigned a social buddy who will help you to settle onto the Island and support you in your new role. We also incorporate a minimum of one week supernumerary shifts into the induction period for all new starters.

On site facilities

If you're looking to work in an environment with great facilities, look no further than Noble's Hospital. Here you will be able to enjoy working in a location equipped with:

- Education and Training centre on site
- Coffee room and staff canteen
- Modern, clean wards
- Rooftop terrace so you can sit and relax during breaks
- Green spaces to relax in during your lunch or if you fancy a walk
- Ample free parking
- Helipad facilities
- New units including a new Endoscopy, Neonatal and Mental Health facilities
- Thie Bee Coffee Shop



Find out more

For further information about working with Manx Care and to view our current opportunities

www.gov.im/jobs

or call our Recruitment Team on

01624 686300



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