



# A Career in the Isle of Man Constabulary

## **Introduction**

The Police Service has many aspects and the aim of this information sheet is to give you both the feel and the facts of what it means to be a police officer.

The Isle of Man Constabulary can offer a rewarding career but, more than this, also a challenging and demanding one in which you can grow with the job. Police work is unique, providing a variety of experiences you are unlikely to find elsewhere.

When officers go out on patrol they never know what incidents they may be called to resolve. There is also the opportunity for dealing with people from all walks of life in many different situations. All of this requires a range of personal skills such as patience, courage, flexibility, understanding and the ability to think and act quickly.

The Isle of Man Constabulary offers an interesting and worthwhile career. We require men and women who are prepared to work hard serving the local community and keeping people safe.

## **Entry Requirements**

Please see separate information sheet which details the essential criteria.

## **Recruitment Process**

The Isle of Man Constabulary use a five part assessment procedure to assess the suitability of the individual as a police officer. The assessment is focused on the Constabulary's 6 Core values, which are: Caring, Professionalism, Challenge, Service, Respect, Responsibility.

**Part 1:** All candidates must submit an application form with the following documents:

- a medical history form
- an eyesight test form

Once all these forms are satisfactorily completed they are held on file until notification is made for part 2.

**Part 2:** Candidates must pass the Police Initial Recruitment Fitness Test. (An information sheet is available which explains the test).

**Part 3:** Applicants who pass the fitness test will be invited to attend a further assessment, during which their reasoning, observation, English language, and inter-personal skills are assessed.

**Part 4:** Successful candidates will be asked to supply their original certificates prior to attendance at a one day assessment centre which is held at Ard Whallan. This will involve taking part in a number of tests and scenarios, all related to police work, during which the final assessment is made.

**Part 5:** Successful candidates from Part 4 will be asked to complete a form for security vetting and attend and pass a full medical examination conducted by the Constabulary's Medical Examiner.

## **Training**

As a new recruit or 'Student Officer', you will be given the training necessary to equip you for the job. All police officers attend an Initial Training Course and serve a probationary period of two years during which they must complete a higher education policing qualification in line with WBIS. The current training programme is as follows:

- Stage 1:** 14 weeks of initial training, held in the Isle of Man at the Constabulary's Staff Development Centre.
- Stage 2:** 10 weeks of supervised patrol with a tutor constable attached to the Central Neighbourhood Policing Team. During this period officers are assessed for suitability for independent patrol.
- Stage 3:** 1 week classroom based training, in preparation for independent patrol. Following this, officers attend a 2 week Police Emergency Response Driving Course
- Stage 4:** Independent patrol with continuous assessment by your supervisors.
- Stage 5:** A further 22 days locally based training during the remainder of the two year probationary period which is spent operationally in a Neighbourhood Policing Team in the Isle of Man.

## **The Work**

Police constables may spend much of their time outdoors in all weathers. They may be on foot or in a vehicle. The work of a constable has been described as 'upholding the law fairly and firmly, protecting, helping and reassuring the community, preventing and detecting crime, and coping with society's emergencies'.

After training, all entrants begin work as uniformed constables. The largest proportion of constables are involved in work in a Neighbourhood Policing Team and cover a 24/7 shift pattern. They are the first point of contact between the police and public and act as a visible deterrent to the criminal.

Their work is extremely varied and includes dealing with matters such as road traffic collisions, disturbances, public order incidents, handling complaints, apprehending and interviewing suspects, investigating crime, obtaining statements from witnesses, checking the security of premises and answering questions from the public. They also deal with large public events like sports meetings and shows.

## **Prospects**

There are no means of direct entry into the specialist departments of the Isle of Man Constabulary. All recruits start as uniformed constables. After successfully completing the initial two year probationary period, constables may apply to join departments such as Financial Crime, Roads Policing, Criminal Investigations, Dog Section, or Staff Development.

Promotion opportunities exist for all police officers, providing they have the necessary skills and abilities. After the probationary period, officers can work towards taking their promotion examination to sergeant.

A graduate entry scheme for accelerated promotion is not currently operated by the Isle of Man Constabulary. However, many graduates have joined the Isle of Man Constabulary in recent years.

## **Pay and Conditions**

Constables begin on £22,221 during initial training, and then move to £23,229 after one year. Further increments usually follow on an annual basis. Top of the pay scale for Constables is currently £36,885 (Pay rates with effect from 1<sup>st</sup> September 2013).

**Pension:** Under the *current* optional police pension scheme, the earliest date that a pension can be paid is 55. However 35 years' service is required for a maximum pension which is an annual payment of half of final pay, plus a lump sum. The final pension can take account of pay in the period up to 10 years prior to retirement, if this would give a bigger pension. Each year of pensionable service gives entitlement to a pension of 1/70<sup>th</sup> of final pay, up to a limit of 35/70<sup>th</sup>. Pension payments are deductible at source.

*Please note that as a result of recent reports commissioned by the UK Government, police pay, current terms and conditions and pensions are under review and may be subject to change.*

**Housing:** Private housing arrangements must be approved by the Chief Constable.

## **Too Young to Join the Police Service?**

You can improve your interest in the Police by reading about police work and finding out as much as you can about policing. There may be an opportunity in the future to join the Constabulary's Youth Scheme.

Community service, of any kind, is valuable for anyone who wants to be a police officer. If you are given the opportunity to take part in activities such as the Duke of Edinburgh Award Scheme - take it.

Finally, it is important to keep yourself fit. Do not lose active interest in sport when you leave school.

## **If you decide to apply:-**

**Take the time to consider the above information and present your application and details in the manner specified.**

**Further Information and careers advice is available from either:-**

**Isle of Man Constabulary  
Organisational Development Department  
Police Headquarters  
Dukes Avenue  
Douglas  
Isle of Man, IM2 4RG  
Telephone 01624 631547**

or

**Sergeant Adrian Shimmin  
Constable Steve Tate  
Constable Stuart Barker  
Telephone: 631540, 631537 or 631542**

