



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 offers a rewarding career which is challenging and demanding. 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 and they deal with people from all walks of life in many different situations. All of which require 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 and an understanding of the Isle of Man community.

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

- health screening questionnaire

This will be held on file until notification is made for part 2.

Part 2: Candidates must pass the Police Initial Fitness Assessment. (An information sheet is available which explains the test). Candidates are required to self-certify fitness to undertake this test. If selected to attend you will be required to produce a completed eyesight test form at this stage.

Part 3: Applicants who pass the Police Initial Fitness Assessment will be invited to attend a further assessment, during which their reasoning, observation, English language, and interpersonal skills are assessed. During this assessment, candidates will be required to complete a security vetting form. Details from this will only be held until notification of part 4.

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 an outdoor pursuits centre. This will involve taking part in a number of tests and scenarios, all related to police work, during which the final assessment is made. Whilst fitness is not tested at this assessment centre, the day can be physically challenging.

Part 5: Successful candidates from part 4 must 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. The current training programme is as follows:

- Stage 1:** 14 weeks of initial training, held in the Isle of Man at the Department of Home Affairs, People 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 will attend a 2 week Police Emergency Response Driving Course.
- Stage 4:** Independent patrol with continuous assessment by the officer's 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, either 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'. Community policing is at the heart of what we do. However there will be occasions when the work is unpleasant, difficult, demanding and occasionally dangerous.

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 People 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 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 £22,896 during initial training and then move to £23,931 after one year. Further increments usually follow on an annual basis. Top of the pay scale for Constables is currently £38,001 (Pay rates with effect from 1st September 2016). Annual leave allowance starts at 22 days rising to 30 days after 20 years' service.

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 1/70th of final pay, up to a limit of 35/70th. Pension payments (currently 15% of salary) are deductible at source.

Please note that police pensions are under review and may be subject to change.

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 Paul Kemp
Constable Steve Tate
Constable Stuart Barker
Telephone: 631540, 631537 or 631542**



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