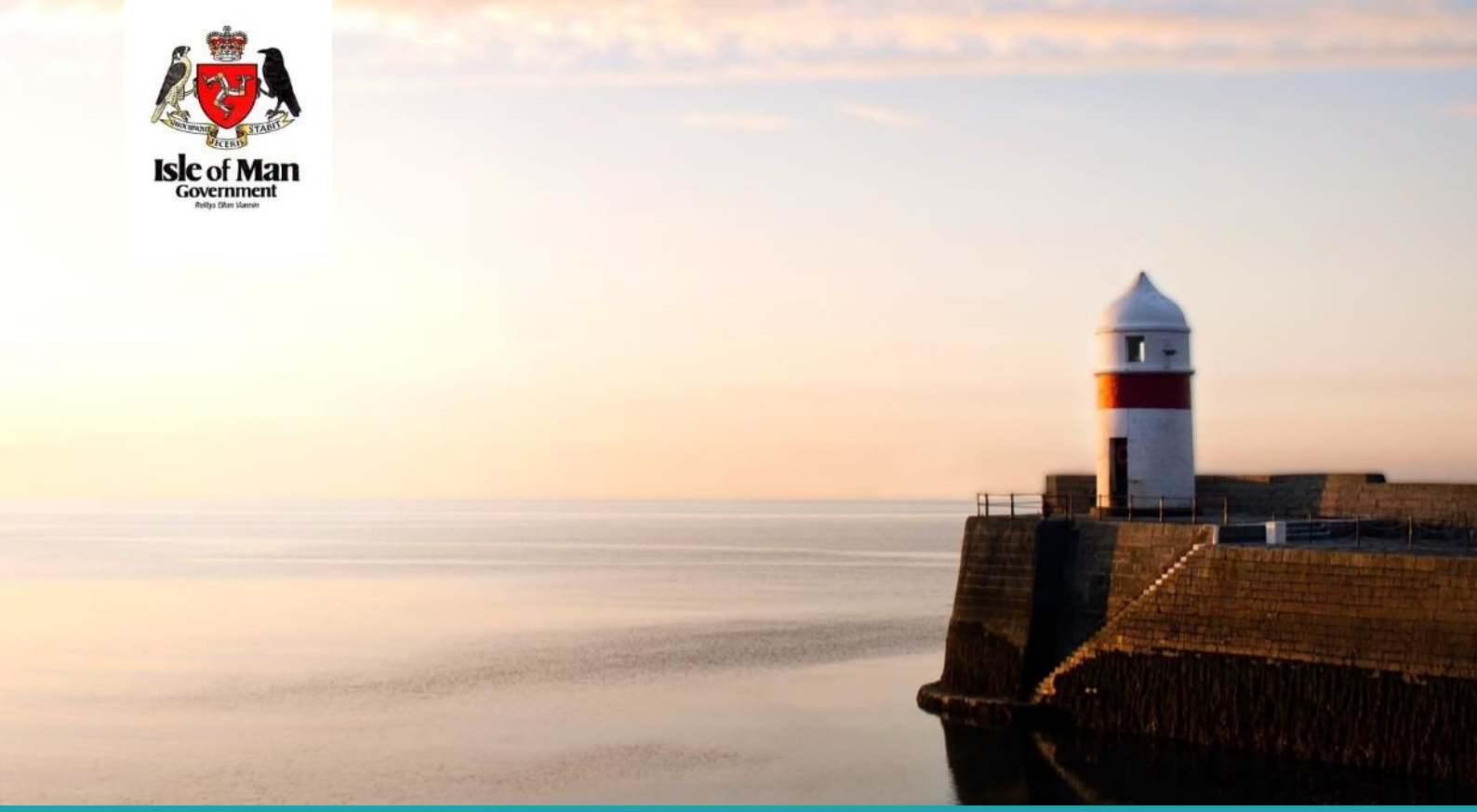


Isle of Man Public Service

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.

Working Together for the Isle of Man



We offer **competitive salaries** with opportunities for annual pay increases for many of our roles.



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



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

Working Together for the Isle of Man



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.

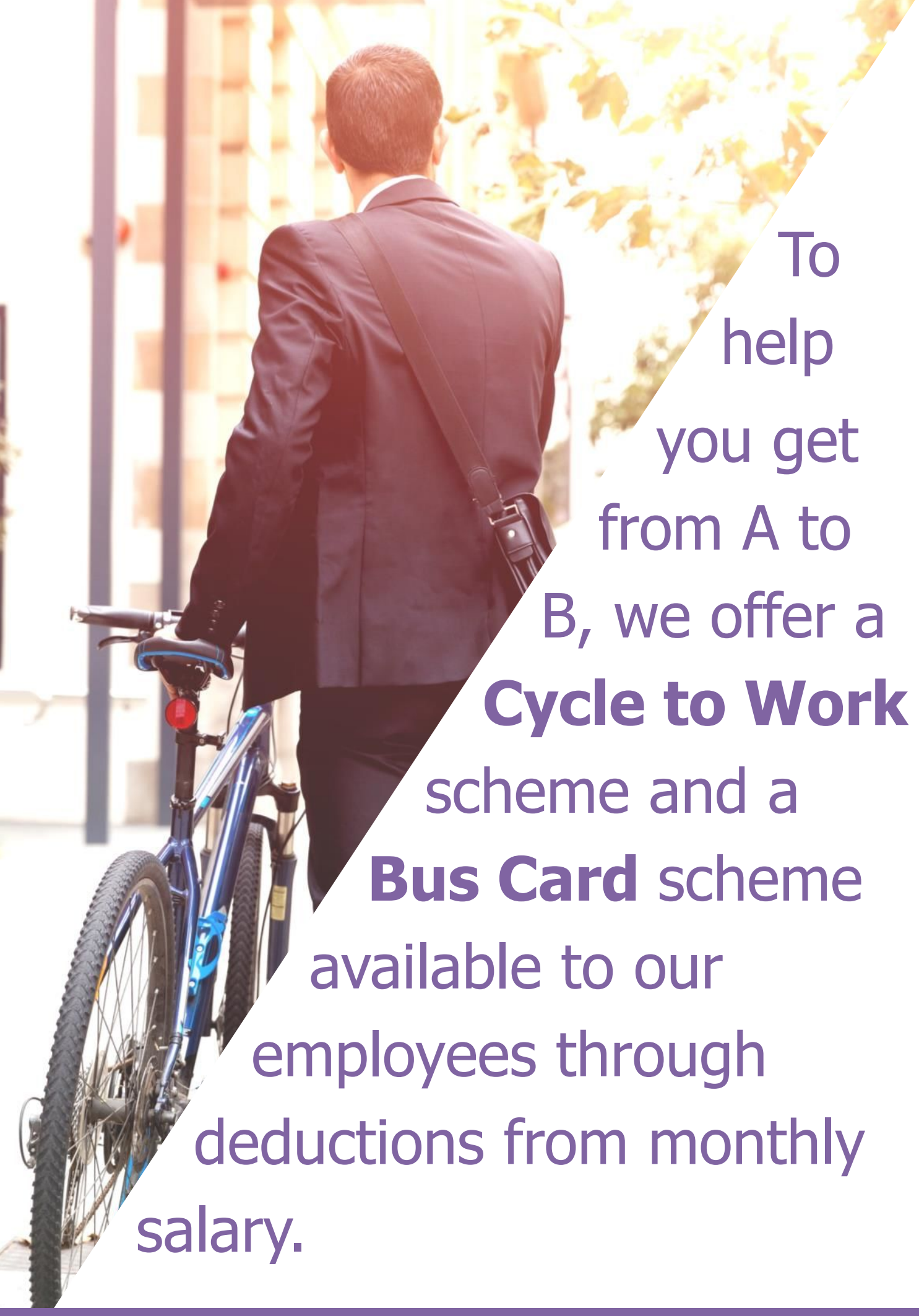


All our employees have access to the **Learning, Education and Development** (LEaD) facility. LEaD offers an extensive range of courses that employees can attend and many courses facilitated online.

For more information on our range of courses, visit: www.gov.im/categories/education-training-and-careers/learning-education-and-development-lead/



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.



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.

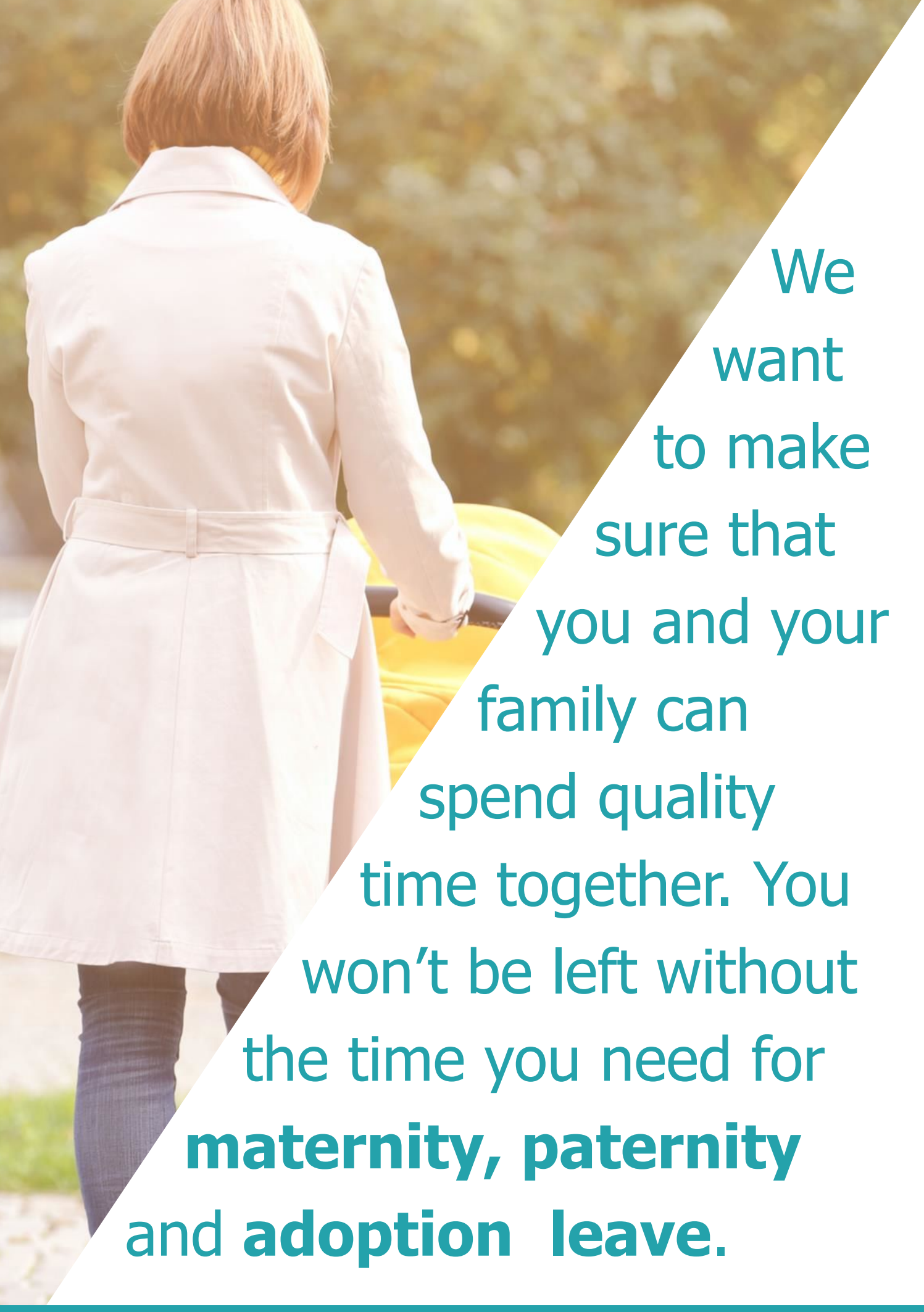
We want to look after our employees **wellbeing**. We have a **staff welfare** team that our employees can speak to confidentially, as well as our **occupational health** service who can provide confidential and impartial medical advice.



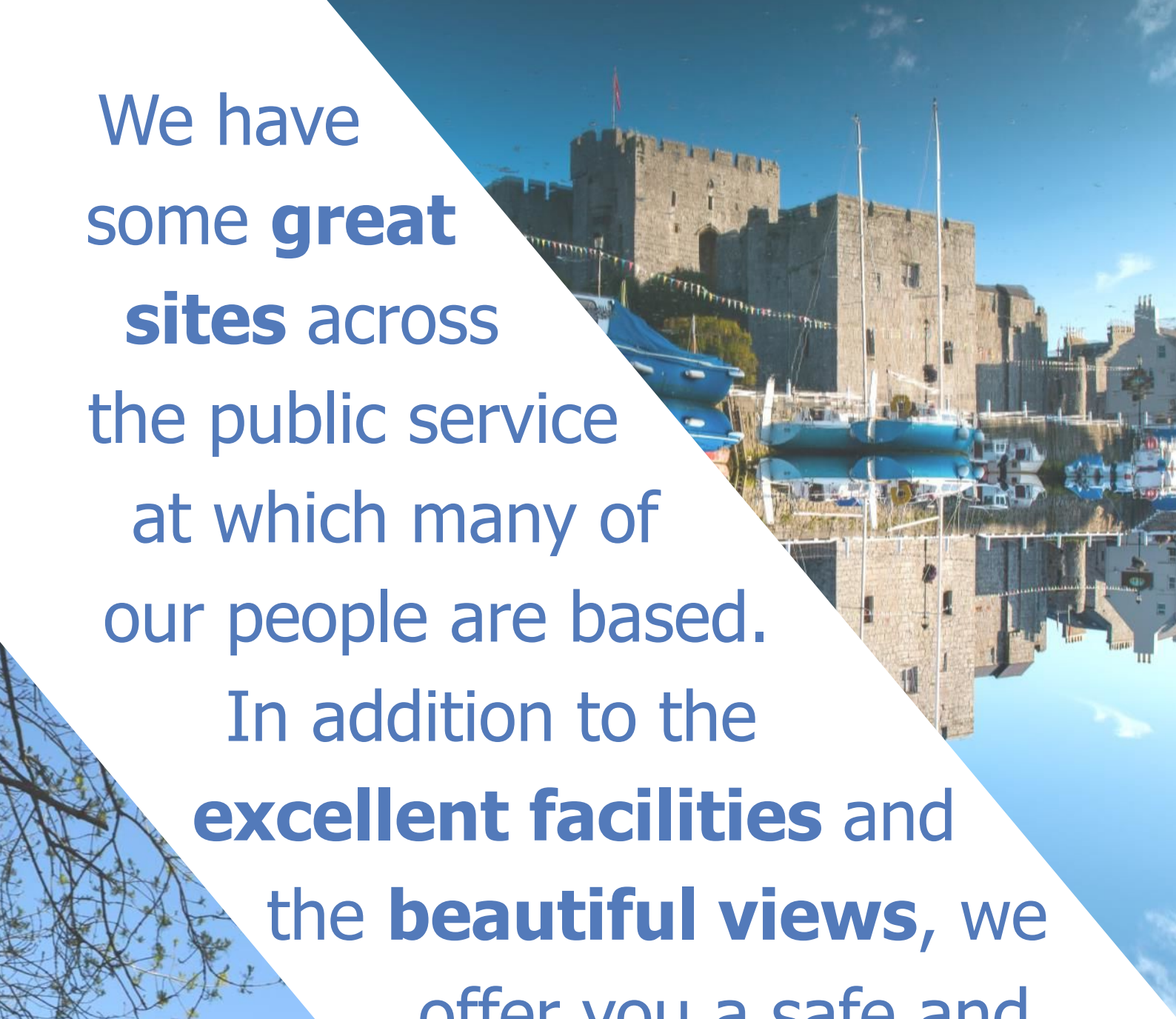


We have some great **wellbeing initiatives**.

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.

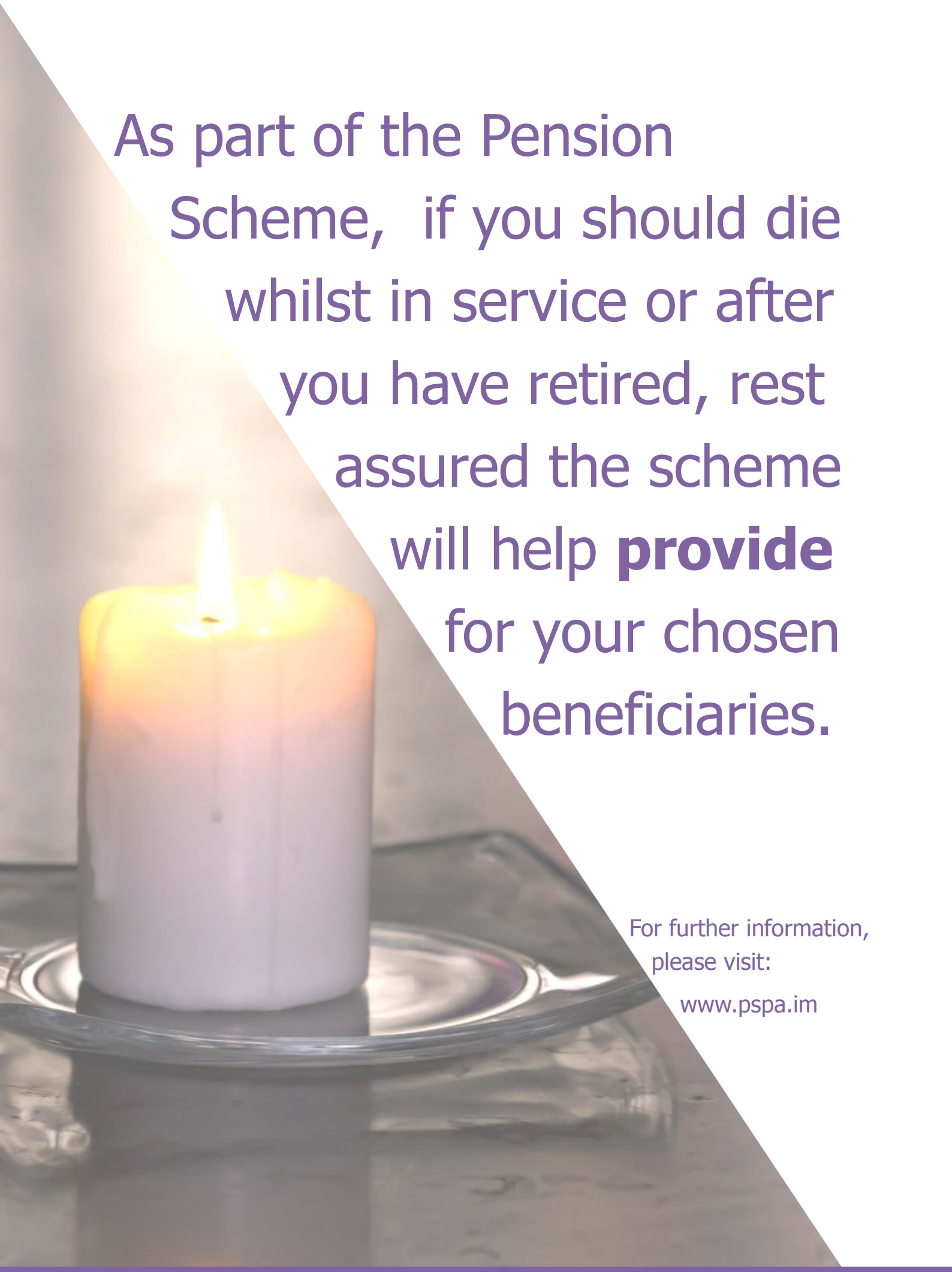


We want to make sure that you and your family can spend quality time together. You won't be left without the time you need for **maternity, paternity** and **adoption leave**.



We have some **great sites** across the public service at which many of our people are based. In addition to the **excellent facilities** and the **beautiful views**, we offer you a safe and supportive environment for your career in the public 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.

For further information, please visit:

www.pspa.im

Working Together for the Isle of Man

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



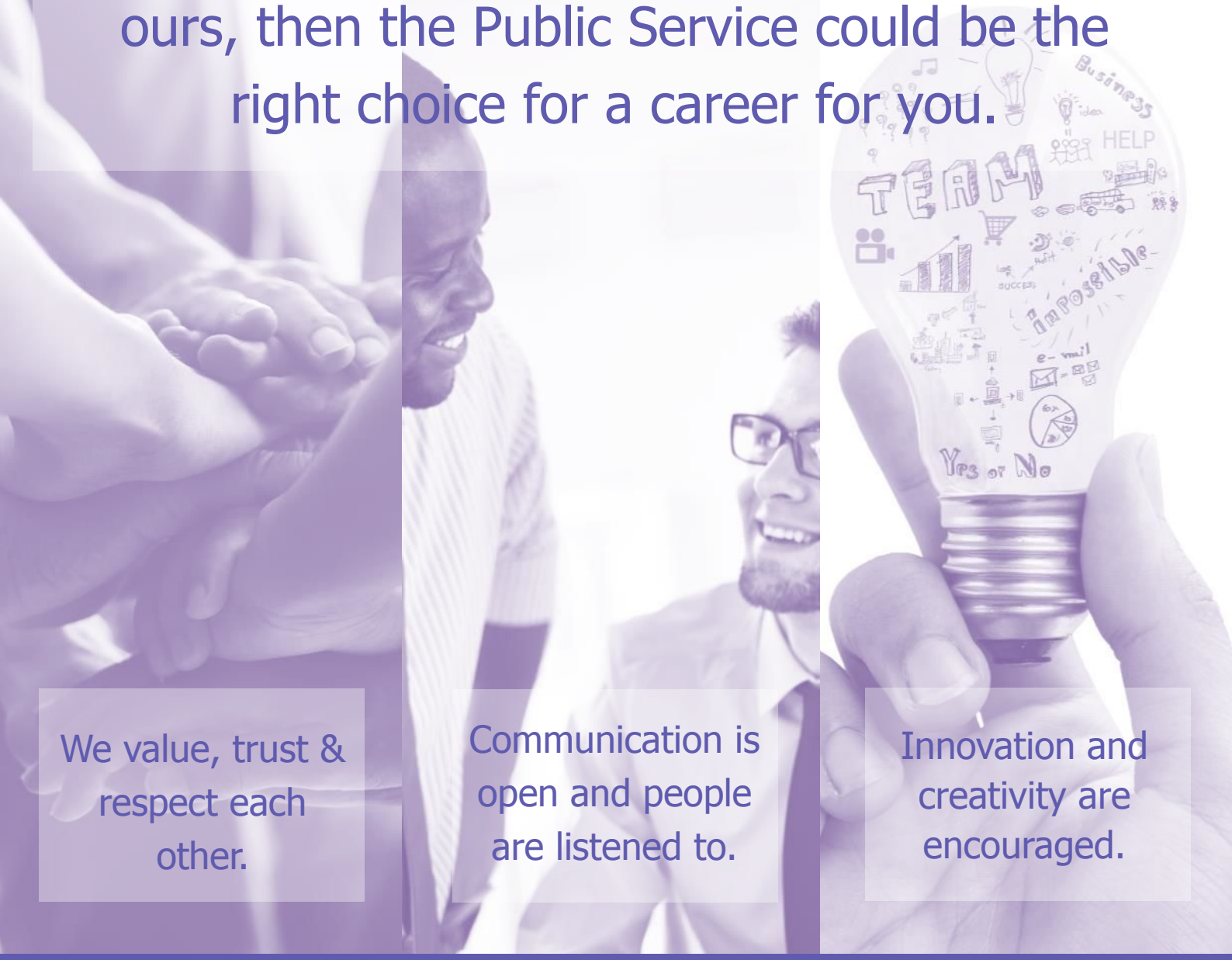
Within the Isle of Man Public Service, we have a set of qualities that we look for and value within our people; **Credibility**, **Capability** and **Character**.

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

Credibility **Capability** **Character**

What are our **values**?

Within the Isle of Man Public Service we are committed to a set of **core values** which describe how we work. If your values reflect ours, then the Public Service could be the right choice for a career for you.



We value, trust & respect each other.

Communication is open and people are listened to.

Innovation and creativity are encouraged.

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

Working Together for the Isle of Man