



# 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

A close-up photograph of a hand dropping a coin into a pink piggy bank. The piggy bank is a classic pig shape, and the coin is a small, round metal piece. The background is a plain, light color.

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](http://www.pspa.im)

Working Together for the Isle of Man

A vintage-style alarm clock and a white mug are positioned on the left side of the image. The background is a bright yellow gradient with a diagonal white line. The text is written in a teal color, with some words in bold.

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





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/](http://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.

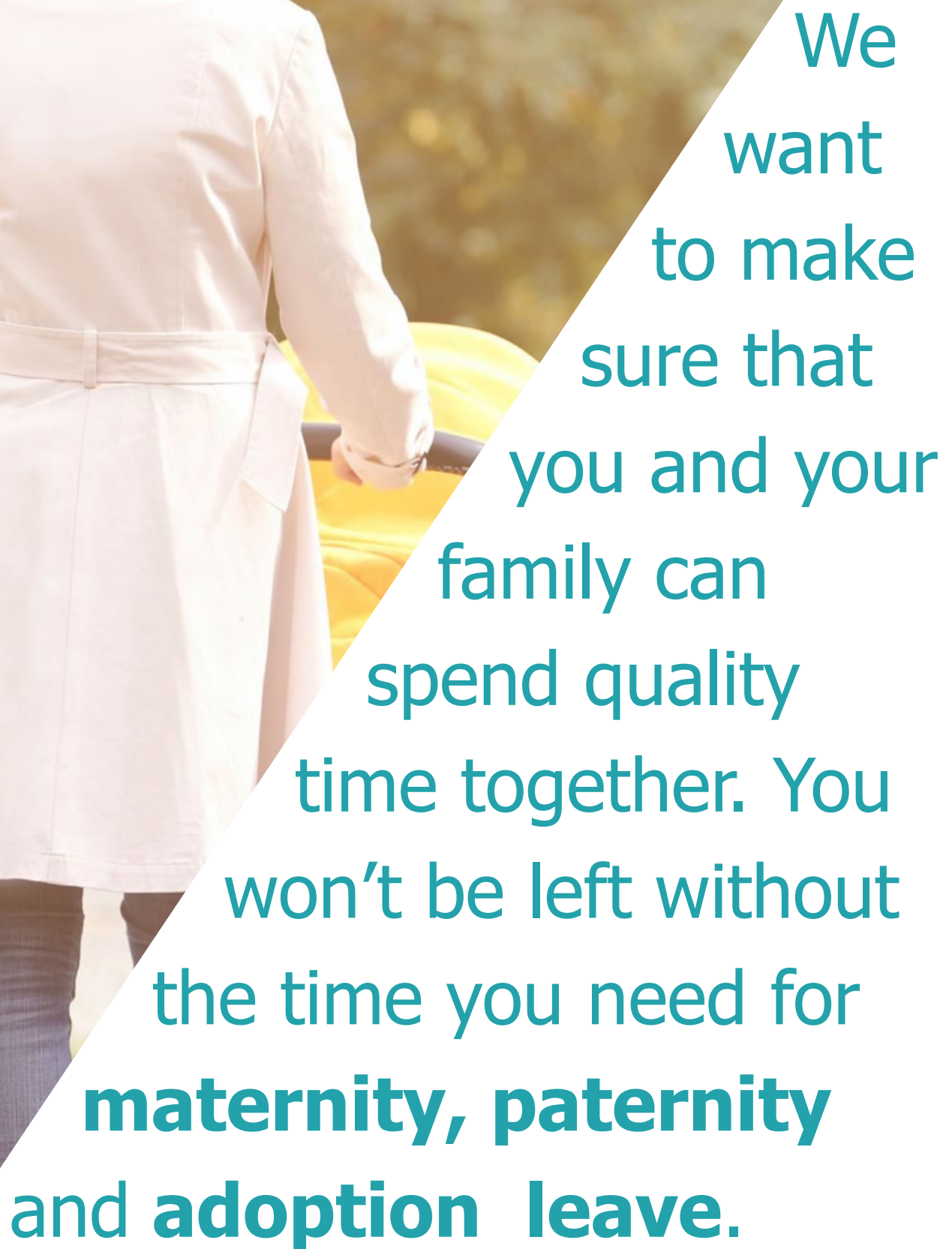







We  
have  
some  
great  
**wellbeing  
initiatives.**

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.**

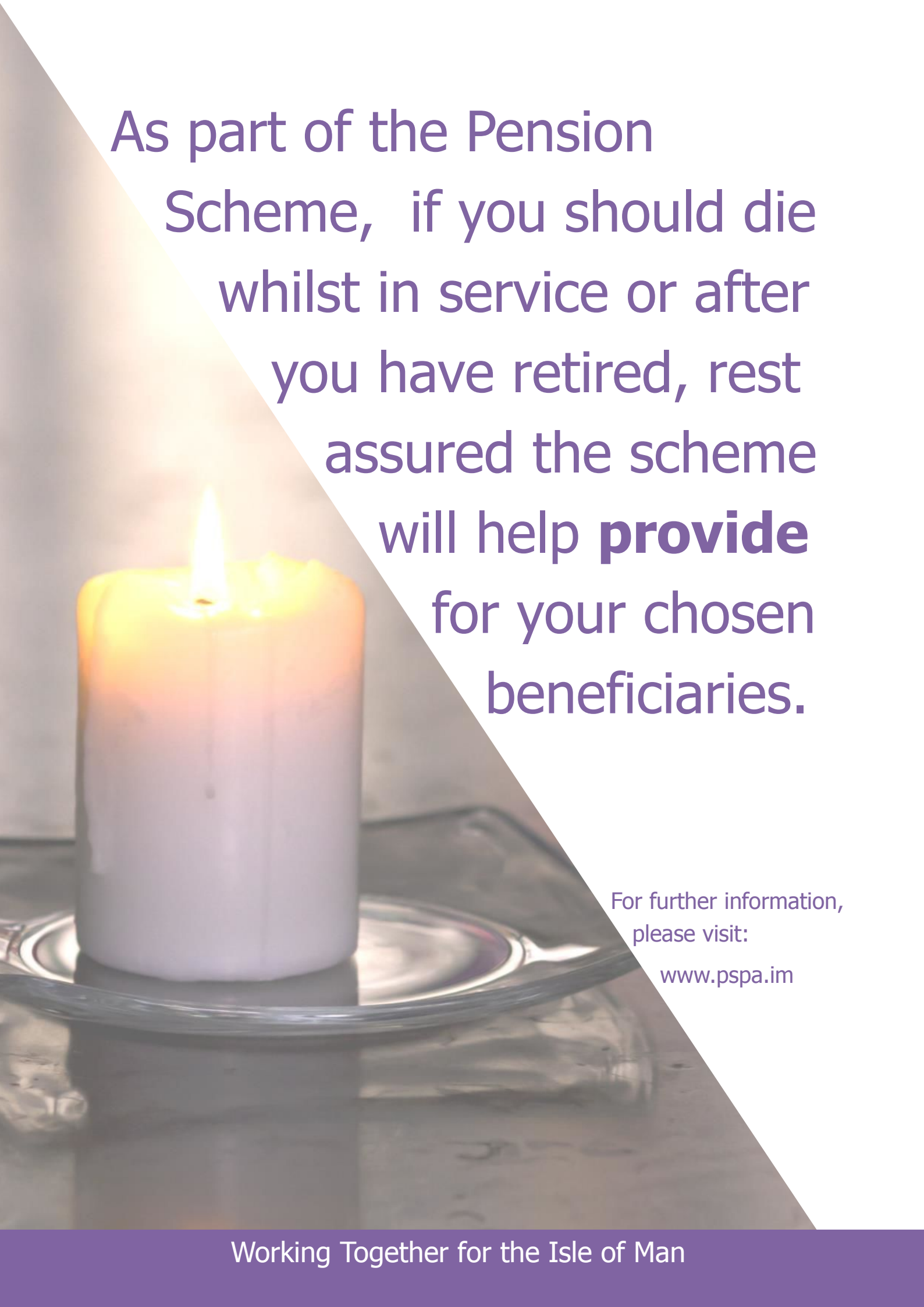




We have  
some **great**  
**sites** across  
the public service  
at which many of  
our people are based.

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.



A lit candle in a glass holder, symbolizing light and hope. The candle is white with a yellow flame, and the glass holder is clear. The background is a soft, warm glow, suggesting a peaceful and hopeful atmosphere.

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)

# 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](http://www.gov.im/jobs) or call our Recruitment Team on **01624 686300**.

Working Together for the Isle of Man