



**Isle of Man
Government**
Rellys Ellan Vannin

Isle of Man Public Service Noble's Hospital Nursing

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 what we can 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

Noble's Hospital Isle of Man



Postgraduate Education and Training Centre - Keyll Darree

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.

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

Noble's Hospital Isle of Man



We take your development seriously

At Noble's hospital 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.

Noble's Hospital Isle of Man



The Island's Healthcare

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. The Department of Health and Social Care (DHSC) was formed in April 2014, bringing together about 3,500 people who provide a broad range of health and social care services for the Manx community operating a budget of £271,495,000. 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 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

The Department of Health and Social Care recognises that relocating to the Island can be costly and a **relocation package** is offered to staff to assist you with this for many of our posts.

Financial assistance is offered to cover removal costs, up to a total of **£7,000**.



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.

The DHSC 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.



Many staff choose to settle in the Douglas or Onchan areas because of their **close proximity** to Noble's Hospital.

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

Housing assistance

The DHSC 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 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.



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).

We've also introduced 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.



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 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.

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 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.





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

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 appreciate that the same working pattern doesn't work for everyone! **Flexible working opportunities** are available in many of our posts.

Our Great Facilities

If you're looking to work in an environment with **great facilities**, look no further. At Noble's Hospital you will be able to enjoy working in a hospital with...

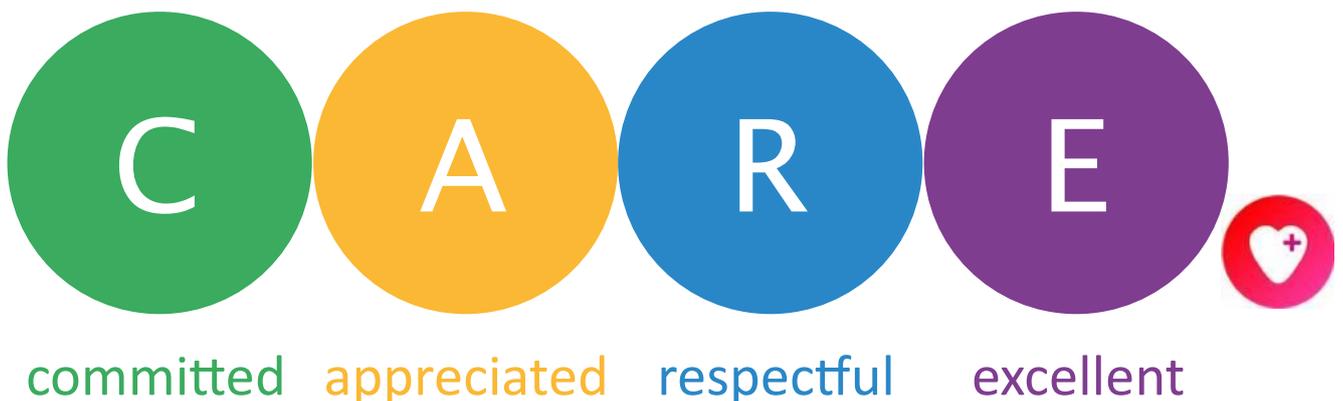
- Education and Training centre on site
- Coffee room and staff canteen
- Modern, clean wards
- Rooftop terrace so you can sit and relax during breaks
- Green spaces to relax in during your lunch or if you fancy a walk
- Ample free parking
- Helipad facilities
- New units including a new Endoscopy, Neonatal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



What are our **values**?

Within the Department of Health and Social Care we are committed to a set of **core values** which describe how we work. If your values reflect ours, then the Department of Health and Social Care could be the right choice for a career for you.

Our CARE qualities help to ensure that the Department is a place you will enjoy working in, and that our customers are receiving the best possible service.



For further information about opportunities with the Isle of Man Public Service, please visit www.gov.im/jobs to see our latest vacancies **and** our Public Service careers website hr.gov.im/careers, alternatively you can call our Recruitment Team on **01624 686300**.

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