



**Isle of Man Constabulary
RECRUITMENT INFORMATION**

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The Isle of Man Constabulary has preserved the finest traditions of British policing, whereby our officers are omni-competent and are able to flex across various disciplines to service our demands. The Island is renowned as the safest place in the British Isles and experiences not only relatively low levels of crime, but also low harm in terms of severity. Nevertheless our officers are exposed to the variety of criminality and policing challenges which colleagues are exposed to in the UK and beyond, but fortunately just not as frequently. The Constabulary certainly punches well above its weight and we have enjoyed notable success in tackling serious and organised criminality and have a positive outcome rate of 48% which is greater than anywhere else in the United Kingdom and is indicative of our commitment to provide justice for victims of crime. Our mission is quite simple – keeping people safe and our vision is to ensure that we remain the safest island in the British Isles. We will achieve this by focussing on our three key policing purposes; protecting vulnerable people, reducing harm in our communities and tackling criminality, whilst putting the victim at the heart of everything we do. We are a values driven organisation and we are absolutely committed to valuing, developing and inspiring our officers and staff to make a real difference and be part of something that enables the Isle of Man Constabulary to be greater than the sum of its parts.

Chief Constable Russ Foster



Welcome

Thank you for your interest in the Isle of Man Constabulary.

We are delighted that you are considering to transfer to the Isle of Man Constabulary, and we want to do everything we can to help you make an informed decision about what would potentially be an exciting new opportunity and career for you.

This brochure is designed to give you a insight into the Isle of Man Constabulary, our values, the pay and benefits you would receive and a sense of what the role of a Police Officer is on the Isle of Man.

IOM Constabulary: Who are we?

- The Constabulary is currently composed of 167 Constables, 42 Sergeants and 14 Inspectors in addition to the Command Team.
- We have 104 support staff spread throughout all areas of the force providing administrative and technical support, and 50 Special Constables who, at times of high demand, act temporarily as regular Constables.
- Our Volunteer Police Youth Scheme, which currently has 14 Cadets from school years 10 and 11, offers young people the opportunity to gain an insight into the Police service in a co-ordinated and safe way but primarily functions to help develop and grow a group of young people.
- During 2022/23 the Isle of Man Constabulary had a positive detection rate of 48%.
- The Isle of Man Constabulary was the first police force to be awarded the Investors in People Champion status and the first organisation on the Island to receive the British Standard for valuing people through Diversity and Inclusion.

Command Team

Chief Constable
Russ Foster



Supt Steve Maddocks



D/Supt Jed Bibby



Supt John Phillips



T/Supt Dave Dobbie



DCI Juliette Everett



CI Danny Rotchell



T/CI Bobby Syme



T/DCI Michelle McKillop



T/DCI Darren Hughes



The Isle of Man Constabulary provides a policing service to approximately 85,000 residents with the policing philosophy centred on neighbourhood policing. The island is split into 4 neighbourhood teams under the leadership of 2 Inspectors.



Inspector Paul Kemp leads a team of 40 Police Constables, 4 Sergeants and 4 support staff spread across the Northern, Southern and Western Neighbourhood Policing Teams. There are 3 "out of town" stations - Castletown, Peel and Ramsey.



T/Inspector Charles Maloney leads the Central Neighbourhood Policing Team which is made up of a team of 55 Police Constables, 12 Sergeants and 2 Support

The Neighbourhood Policing Teams are supported by the Criminal Investigation Department made up of a number of teams dealing with serious and organised crime, child sexual exploitation, economic crime and scientific support functions. Investigators are accredited to the Initial Crime Investigators Development Programme and mirror best practice and associated Applied Professional Practice familiar across the UK Police Service.

Protective Services provide support for operational activities including Road Safety, Multi Agency Public Protection Unit (which is co-located with partner agencies), Firearms and Alcohol Licensing which is co-located with partner agencies.

The Operational Support Group incorporates a number of teams specialising in firearms, search and public order functions.

The operational arms of the Constabulary are supported by the Organisational Development Department which provides crucial support around Finance, Information Management, Information Technology, Recruitment and Retention, People Development and Force Infrastructure. The Office of Cyber-Security & Information Assurance acts as the focal point in developing the Island's cyber resilience, working in partnership with private and third sector organisations across the Island alongside the wider population.



Police Headquarters is home to:

- Central Neighbourhood Policing and Specialist Teams
- Public Protection Unit
- CID
- Digital Evidence Unit
- Roads Policing Unit
- Command Team
- Communications Department
- Facilities Department
- Organisational Development
- Intelligence and Special Branch Unit
- Information Hub
- Firearms Administration
- Vetting Unit
- Operational Support Group
- Dog Unit
- Victim Suite (including medical room, interview rooms & photographic studio)

The Scientific Support Department, Information Management Unit & PNC Bureau and Economic Crime Unit are all based at the Department of Home Affairs Headquarters at Tromode.

MAPPU (Multi Agency Public Protection Unit) including Police Early Action Team and Sex Offender Management are based with the Alcohol Unit in Lord Street, Douglas.

There are 3 outstations - Castletown in the south, Peel in the west and Ramsey in the north of the island. Officers can also utilise offices within some Commissioners buildings to provide local drop-in centres for residents.

The Training Department is based at the Department of Home Affairs Staff Development Centre in Port Erin where they have access to a specialist IT Suite, Custody training area and a Dojo.

Custody is located in an annexe at the rear of Police HQ, and the Emergency Services Joint Control Room is located in a separate building behind Police HQ.

Pay and Benefits

Pay and Annual Leave

The IOMC has pay and conditions parity with England and Wales, so your reckonable service as an Officer within your Home Office Force will transfer to the Isle of Man Constabulary.

Police Pension

Any new joiners since April 2018 join the amended 2010 pension scheme, this also applies to most transferees (user guide is accessible here: <https://www.gov.im/media/1362229/police-pension-regulations-2010-guide-march-2021.pdf>). The pension remains a final salary scheme unlike the UK's Career Average (CARE) scheme. Each year of service counts for a 75th of your finishing salary. This equates to the full pension term being 37.5 years.

At full service the maximum pension payable can be half of your finishing salary yearly and an automatic, tax free lump sum of twice your yearly finishing salary.

There are a number of options with the pension, including whether you transfer your pension from the UK into the Isle of Man scheme to 'buy' service. Buying service in the Isle of Man Scheme is not day-for-day and proper financial advice should be sought on whether you choose to leave your already accrued pension in the UK or transfer it to the Isle of Man scheme.

The Isle of Man Police Federation recommend speaking to a financial advisor before making any significant decisions regarding your pension, and more information can be available from the Isle of Man's Public Sector Pensions' Authority.

Isle of Man Tax and NI

What are the tax rates in the Isle of Man?

The Isle of Man operates a simple taxation regime with two tax rates (or bands) for individual personal income. The standard (or lower) rate is 10% and the upper rate is only 20%.

The standard rate (10%) tax threshold is £6,500 for a single person, £13,000 per couple. The remaining balance is taxed at the upper rate.

What are the personal allowances?

For the 2023/2024 tax year, the personal allowance (tax free earnings) for a single person is £14,500* and for a jointly assessed couple, £29,000*.

*From 6th April 2023 the Personal Allowance is reduced by £1 for every £2 that a person's income is in excess of £100,000 or £200,000 for a jointly assessed couple.

Isle of Man compared to other Jurisdictions

To see how the Isle of Man compares to other countries, see the chart below:

Jurisdiction	Tax free allowance (Per person)		Tax Bands	
Isle of Man	£14,500		10%, 20%	
U.K	£12,570		20%, 40%, 45%	
Ireland (€1=€1.15)	€3,087 (applied as 'single person credit' and an 'employee tax credit')		20%, 40%	

Gross Income	£25,000	£30,000	£35,000	£40,000	£45,000	£50,000	£100,000
Income tax by Jurisdiction							
Isle of Man	£1,450	£2,450	£3,450	£4,450	£5,450	£6,450	£16,450
UK	£2,486	£3,486	£4,486	£5,486	£6,486	£7,486	£27,432
Ireland (€1=€1.15)	£1,913	£2,913	£3,956	£5,956	£7,956	£9,596	£29,956
National Insurance by Jurisdiction							
Isle of Man	£1,921	£2,471	£3,021	£3,571	£4,113	£4,163	£4,663
UK	£1,492	£2,092	£2,692	£3,292	£3,892	£4,492	£5,519
Ireland (€1 = €1.15)	£1,000	£1,200	£1,400	£1,600	£1,800	£2,000	£4,000
Total income tax and National Insurance by Jurisdiction							
Isle of Man	£3,371	£4,921	£6,471	£8,021	£9,563	£10,613	£21,113
UK	£3,978	£5,578	£7,178	£8,778	£10,378	£11,978	£32,951
Ireland (€1 = €1.15)	£6,000	£7,200	£8,443	£10,643	£12,843	£15,043	£37,043

*Figures rounded to the nearest £ amount.

All figures are based on £30,000 in annual earnings for a single person claiming no further allowances*

Why would you not want to live in the Isle of Man?

- **No stamp duty**
- **No council tax**
- **Very low crime rate**
- **Access to the great outdoors**
- **Excellent standard of education (with access to student tuition fee grants and means-tested maintenance support)**
- **Lower rate of income tax than in the UK**
- **Smaller organisation - you're a name, not just a number**
- **Opportunities to take on additional specialist roles**
- **Beautiful scenery**
- **Favourable final salary pension scheme arrangements**
- **A relocation package is available to assist with moving costs (currently £2,142 can be claimed upon production of receipts)**



In 2016, the Isle of Man became the first entire Island Nation in the world to be awarded UNESCO status as a UNESCO world biosphere region. The Isle of Man's Biosphere status reflects the fact we are a special place for people and nature and recognises our vibrant community, valued environment and resilient economy. For more information, or to get involved (once you're here), visit www.biosphere.im.



You might know the island from the world famous [TT Races](#) which take place over a two week period in late May/early June. Each year, thousands of motorcycle fans travel from all over the globe to experience the unique thrill of watching world class motorcycle racing on closed public roads, with the added excitement of being able to ride the same course themselves once the roads re-open. During TT 2016, Raw Cut TV was given unprecedented access to officers on duty over the TT period, producing a two part documentary, 'TT Blues' which aired on ITV4. You can watch the episodes here www.dailymotion.com/video/x6rc40j.



If a slightly slower set of wheels is more your style, the Isle of Man is a veritable playground for mountain bikers and road cyclists alike. If you're looking for a challenge, you could start training for the [End2End MTB Challenge](#) - a 75km route starting in the north of the Island which incorporates 1500m of climbing. There's also the [Longest Day Longest Ride](#) and the [Manx MTB Enduro](#), or you could just explore one of the many trails which have been built through the countryside. Check out www.trailforks.com/region/isle-of-man-14558/ which has a wealth of information about all things MTB.

For the road cyclists amongst you, there are some big shoes to fill. As the birthplace of Mark Cavendish and Peter Kennaugh, two of the greatest cyclists of the modern generation, the Isle of Man is attractive to cyclists of all ages and abilities. You'll find much more information about what the Isle of Man can offer at www.visitisleofman.com so whatever your interests are, there will be something appealing to all ages.

How does the recruitment process work?

STEP 1: Complete & Submit Application Form

Before sending your application, please ensure that you complete every section. Please take care with your spelling and grammar when completing your application.

STEP 2: Application Form Shortlisted

All correctly completed applications will be marked against set criteria by our Organisational Development specialists, and successful applicants will be notified of their progression to the next stage of assessment.

STEP 3: Assessment Centre

Candidates who are advanced to the Assessment Centre stage will be invited to a formal assessment programme which takes place over a day. Candidates will be tested against the College of Policing's Competency and Values Framework

Candidates will undertake a fitness test to ensure candidates meet the minimum national standards for Police Fitness which includes a bleep test to level 5.4 and grip strength.

Successful candidates will move to the next stage of the assessment.

STEP 4: Vetting Checks, Professional Standards Enquiry, References and medical

Once the Assessment Centre is completed an initial offer is made pending the candidates passing the required medical and vetting/PSD checks.

STEP 5: Offer of Employment

You're in! Successful candidates will receive an official letter of appointment from the Head of Organisational Development.

STEP 6: Commence Employment and initial Training

We will work with you to arrange a mutually beneficial start date where you will be provide with a full induction and also Law conversion training to help you understand and learn our local laws and processes.

For the initial part of the process all communication with candidates will be via email. If you cannot find the answer to any questions within this document, please email our dedicated recruitment team.

PoliceJobs@gov.im

How to Apply

We welcome applications from everyone irrespective of gender or ethnicity. Appointment will be based on merit alone. The pay, terms and conditions of Isle of Man Constabulary officers are the same as those offered in England and Wales. **For more information about transferring to the Isle of Man Constabulary** please contact **PoliceJobs@gov.im** Applications for all ranks will be considered at any time as there is no closing date.



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www.iompolice.im