



**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

**Chief Constable Russ Foster**



## Failt ort ...

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

We are delighted that you are considering joining 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



Supt Steve Maddocks



D/Supt Jed Bibby



Supt John Phillips



T/Supt Dave Dobbie



DCI Juliette Everett



Supt Danny Rotchell



CI Bobby Syme



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



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

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 Licens-

The Operational Support Group incorporates a number of teams

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
- CID
- Digital Evidence Unit
- Roads Policing Unit
- Command Team
- Communications Department
- Facilities Department
- Organisational Development
- Sensitive Intelligence 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.

Protecting Vulnerable People Team, 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.

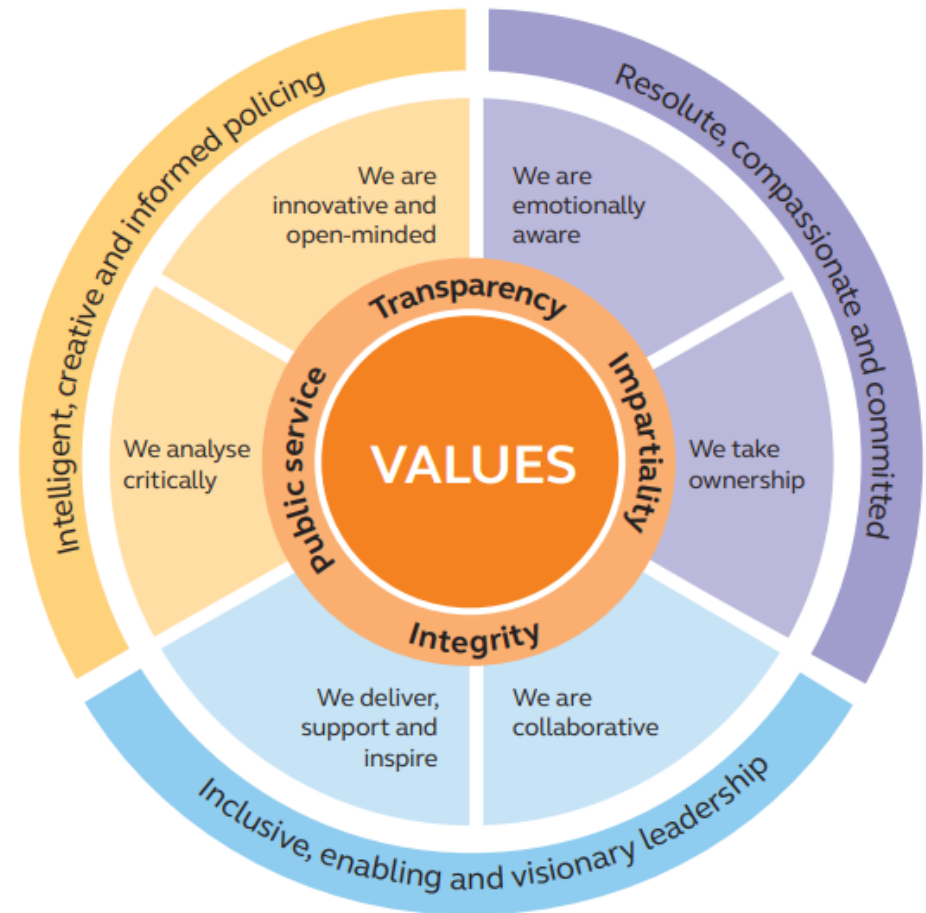
The Training Department is based at the Department of Home Affairs Staff Development Centre in Port Erin where they have access to a specialist IT Suite, Custody training area and a Dojo.

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.

## Our Values

The Competency and Values Framework aims to support all policing professionals, now and into the future. It sets out nationally recognised behaviours, competencies and values, expected of a Police Officer. The framework will ensure that there are clear expectations of everyone working in policing which in turn will lead to high standards for the benefit and safety of the public we serve.

The framework has six competencies that are clustered into three groups. All of the competencies are underpinned by four values that should support everything we do as a police service.



## Pay and Benefits

The IOMC pay scales are shown below you will move through the increments annually from your joining date.

Furthermore if you are working on a variable shift pattern covering the hours between 8pm and 6am you will be entitled to a 10% hourly increase for working unsociable hours this averages to £1,200 pa before deductions.

Police Constables and Sergeants are paid at an hourly rate and any overtime is paid at either time and third, time and a half or double time for working bank holidays.

ANNUAL PAY SCALE POINTS	YEARLY SALARY
1	£28, 551.00
2	£29, 751.00
3	£30, 957.00
4	£32, 163.00
5	£34, 575.00
6	£39, 432.00
7	£46, 044.00

Length Of Service	Annual Leave (Days)
Less than 2 years' relevant service	22
2 or more years' relevant service	25
10 or more years' relevant service	27
15 or more years relevant service	28
20 or more years relevant service	30

### Blue Light Discount Card

Blue Light Card provides those in the NHS, emergency services, social care sector and armed forces with discounts online and in-store. Blue Light Card also works with small and large companies across the UK to get involved in supporting the Blue Light community through offering our members discounts through Blue Light Card.

Visit <https://www.bluelightcard.co.uk> for more information

### 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.uk/media/1362229/police-pension-regulations-2010-guide-march-2021.pdf>). The pension remains a final salary scheme with each year of service counts for a 75<sup>th</sup> 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 your current scheme 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 or transfer it to the Isle of Man scheme.



## Role of a Police Officer, what to expect...

Upon joining the IOMC you will begin your 2 year training period will commence with a 15 week initial training course which takes place at our Port Erin Training Facility. You will be provided with in depth training around the law, processes, personal safety training and conduct a number of scenarios to prepare you for the next phase of training.

Upon completion of your initial training you will undergo a 15 week tutoring phase where you will be assigned a tutor constable who will guide you in transferring your new skills into the practical application of Policing in the Community. You will work with one of our operational Policing teams on a shift pattern which covers day, evening and night shifts. During this tutoring phase you will also undertake your driver training to ensure you can respond safely to incidents using emergency response lights and sirens.

Once you have successfully completed your tutoring phase you will move to independent patrol for the remainder of your initial 2 year training period where you will be provided further training and mentoring to continue your development.

### After your 2 year Training Period

Once you complete your initial 2 year training period you will become eligible to apply for a variety of specialist roles ranging from:

- Community Policing Specialist
- Detective
- Firearms Officer
- Roads Policing Officer
- Search Team
- Forensics
- Safeguarding
- Financial Crime

## What do recent recruits say.....

I'd already had one career that lasted over thirty years, but I'd always wanted to be a Police Officer. Despite my age that desire never left me and I took the chance to join at an age when a lot of cops are hanging up their boots! One of the best decisions I've ever made. The job is everything I'd hoped it would be, every shift is different and as far as job satisfaction is concerned, being a Police Officer is on a whole different level. There are 'scary' times but they are rare and comes with the job but you have your team around you. Overall, it's exciting, I work with an amazing supportive team and you get to do what everyone who isn't a cop, wishes they could do. **Police Constable 151 Steve Brown**

I joined the job as I wanted to do something that helped the community and was actually able to impact people's lives. I love how different each day is and you don't know what to expect when you come in to start your shift, no two days are the same and there is never a boring day! **Police Constable 171 Jo Akitt**

## 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. Ensure your eye test form is completed by your optician and any supporting documentation is also provided.

### 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: Fitness Test and IT Assessments

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.

The IT assessments will ensure candidates are able to navigate and have the basics understanding and use of IT ranging from the use of Microsoft Office applications and the use of email.

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

### STEP 4: 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 Constabulary's Values and Behaviours through a variety of interviews, scenarios and Group Exercises.

### STEP 5: Checks, References and medical

Once the Assessment Centre is completed an initial offer is made pending the candidates passing the required medical and vetting checks. Successful prior to moving to the next stage.

### STEP 6: Offer of Employment

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

### STEP 7: Commence Employment and initial Training

You will be provided with a date to commence your employment as a Police Constable and begin your initial training.

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](mailto: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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