

Isle of Man Constabulary TRANSFEREE INFORMATION PACK



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I would contend that the Constabulary is a model public service: it has successfully dealt with highly significant budget reductions, consistently meeting its budget targets; it has enjoyed considerable operational success; it has undergone notable cultural and organisational transformation; and it has a proud dedicated workforce, who are driven by a deeply embedded set of values and a shared desire to keep the Isle of Man as safe as possible.

**Chief Constable
Gary Roberts**



Moghrey mie...

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

We are delighted that you are considering joining our unique Police force, and we want to do everything we can to help you make an informed decision about what could potentially be an exciting new opportunity for you and your family.

This pack is designed to give you a insight into the Isle of Man Constabulary, our values, and the practicalities of the organisation as well as some information about the Isle of Man itself.

IOM Constabulary: Who are we?

- The Constabulary is currently comprised of 156 Constables, 41 Sergeants and 12 Inspectors in addition to the Command Team.
- We have 91 civilian 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.
- In 2016, Isle of Man Constabulary attained Customer Service Excellence standard.
- In the most recent Isle of Man Social Attitudes Survey (2016/17), the police services returned the highest average score of all the Isle of Man Public Services, which is unchanged from the previous year. The second highest degree of public trust was associated with the police, with 85% of respondents indicating that they have confidence in the organisation.

Our Command Team

Chief Constable
Gary Roberts



Superintendent Steve
Maddocks



Superintendent Jed Bibby



Superintendent Phil
Drowley



D/Chief Inspector Lynne
Skelly



Chief Inspector Allan
Thompson



D/Chief Inspector Dave
Dobbie



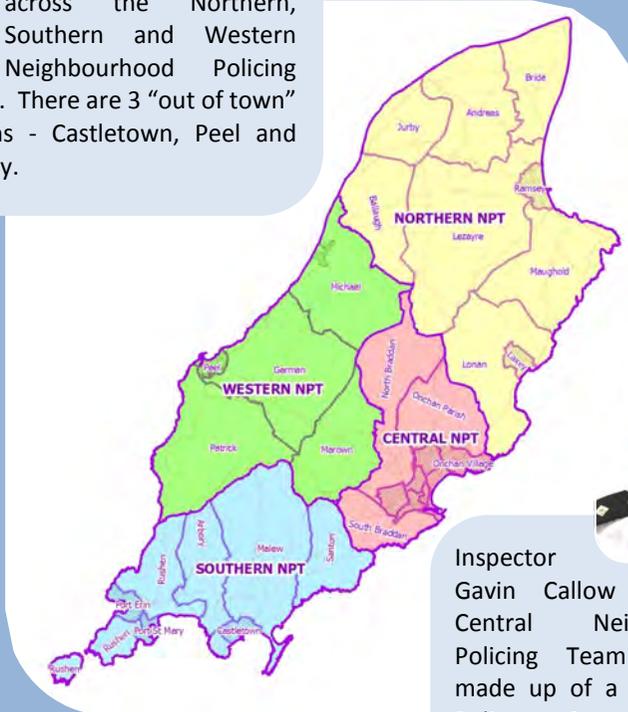
Chief Inspector Cathryn
Bradley



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 four neighbourhood teams under two Inspectors.



Inspector Mark Newey leads a team of 27 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.



Inspector Gavin Callow leads the Central Neighbourhood Policing Team which is made up of a team of 58 Police Constables, 10 Sergeants and 2 Support Staff who are all based at Police Headquarters.

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 ICIDP standard and mirror best practice and associated Applied Professional Practice familiar across the UK Police Service.

Protective Services provide support for operational activities involving Road Safety and the Multi Agency Public Protection Unit 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 Information Management functions, people development and force infrastructure.



Police Headquarters is home to:

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

SOCO and IMU & PNC Bureau are based at the Department of Home Affairs Headquarters at Tromode, Douglas.

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

The Dog Unit is based at the Sea Terminal in Douglas.

There are three 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 People Development Centre in Port Erin where they have access to a specialist IT Suite, Custody training area and Dojo.

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

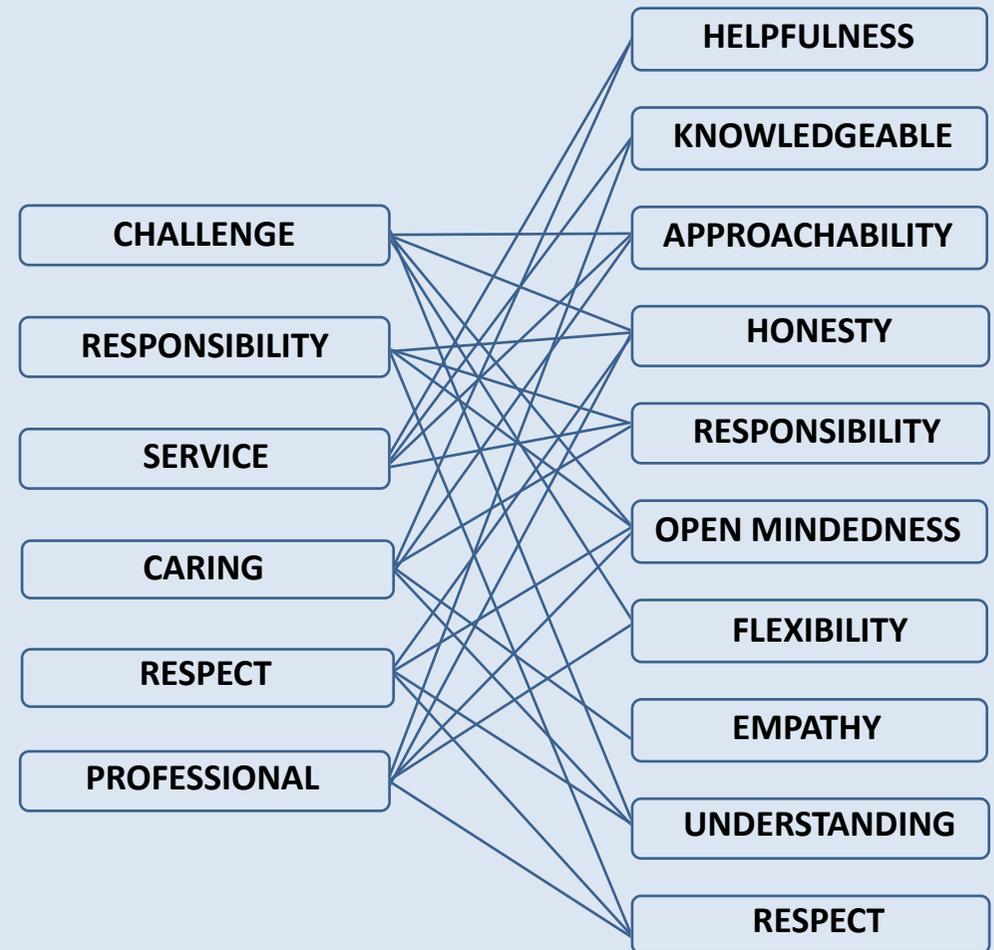
Our Core Values

Our Core Values provide a common foundation for career development and assessment throughout the Isle of Man Constabulary by:

- Identifying the values and behaviours required in recruitment and initial student officer training
- Forming the basis of appraisal to be evidenced in the PDR
- Identifying leadership potential and evidencing leadership qualities
- Highlighting continual development needs

Other benefits include:

- Increased awareness of what is expected
- Further improvement on the quality of service
- Increased job satisfaction
- Improved qualitative productivity
- External measures of how we perform
- Ability to challenge colleagues / managers who do not follow the values framework



Why would you want to relocate to the Isle of Man?



- No stamp duty
- No council tax
- Very low crime rate
- Access to the great outdoors
- Excellent standard of education
- 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
- Very low crime rate
- Favourable pension scheme arrangements*
- Relocation package available to assist with moving costs**

In the Manx 2019/20 Budget, a National Insurance Holiday Scheme was announced which will allow new residents to claim back up to £4000 of their NI contributions paid in the first 12 months of employment on the island. Details can be found at www.locate.im/discover/relocation-incentive.

* Guidance for members joining the scheme after April 2018 can be found at www.gov.im/media/1362229/police-pension-regulations-2010-guide-june-2018.pdf

** Relocation costs of up to £2142 can be claimed upon production of itemised 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 episode one at 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 a complete cycling guide to the Isle of Man at www.visitisleofman.com so whatever your style or ability, don't forget to bring your bike!

Travelling to the Isle of Man

Though a world away in some aspects, the Isle of Man is only a very short hop away from what we affectionately call 'the mainland'. You can fly direct from a number of major UK airports, or choose to come the more scenic route crossing the Irish Sea on the Isle of Man Steam Packet.

You can fly direct to Ronaldsway airport from:

- Belfast International ([Easyjet](#))
- Birmingham ([Flybe](#))
- Bristol ([Easyjet](#))
- Dublin ([Aer Lingus Regional](#))
- Edinburgh ([Loganair](#))
- Liverpool ([Easyjet](#) & [Flybe](#))
- London City ([British Airways](#))
- London Gatwick ([Easyjet](#))
- London Luton ([Easyjet](#))
- Manchester ([Flybe](#))

The Isle of Man Steam Packet (www.steam-packet.com) sails from:

- Liverpool (seasonal)
- Heysham (daily)
- Dublin (seasonal)
- Belfast (seasonal)
- Birkenhead (winter only)

There are many different types of accommodation available on the island, though we'd recommend that you look to stay in Douglas unless you will have access to a car while you're here. As the assessment centre is scheduled for mid-June, it is advisable to book accommodation early. [Booking.com](#) or [Airbnb](#) have a number of options which will let you book rooms without a penalty if you cancel, or you can search via www.visitisleofman.com.



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 recruitment team on:

PoliceOrganisationalDevelopment.DHA@gov.im

Relocating to the Isle of Man - a case study

This Isle of Man is a unique place to live and work. Crime is at a low not seen since the 1970's, unemployment is 1.8% (compared with 4% in the UK) and with only 382 people per square mile, you can never accuse us of being overcrowded. We are proud of our Manx heritage with the [Manx language](#) enjoying something of a revival in recent years, and there is nothing on earth quite like sitting in a field on a sunny June afternoon, watching motorbikes fly by at 200+ mph during the world famous [TT Races](#).

The Isle of Man is a special place, but don't just take our word for it! Stephen Gadman, a member of the Central Neighbourhood Policing Team, moved to the Isle of Man with his family in 2015. This is his story...

Moving to the Isle of Man

My wife and I have a young family and wanted a safer place to raise our children, with a better work-life balance, where we could spend more time together as a family. My mother was Manx and we visited the Island every year so I knew it well. I applied to transfer from Greater Manchester Police to the Isle of Man Constabulary and was thrilled when I was accepted. My wife was expecting our second child so it felt the right time to take the plunge and move.

Favourite thing about the Isle of Man

The landscape and scenery is stunning; even on a windy day the Island has a natural beauty which is addictive. We love the slower pace of life and the sense of community the Island offers. We lead a healthier lifestyle with more outdoor activities, especially walking our two dogs. Our children are happy and we are more relaxed. We have more time for each other and appreciate the little things. I love my job on the Island, especially during [TT](#) and Manx Festival of Motorcycling.



What would you say to others considering a move to the Isle of Man?

Let the culture and nature of the Island wash over you. You will soon find that moving here is the best thing you'll ever do as a family and you won't look back. I recommend visiting the Island in winter so you experience the colder climate and speak to other "come-overs" who can give you the pros and cons of Island life. Once here, it's good to escape every now and then for a sense of scale. We really appreciate Island life when we return.

How the Isle of Man differs to the UK

Even within a small island house prices vary massively from one town to the next, depending on location and the age of property. There is [less crime](#) and the Island is less densely populated than the UK. There are not as many UK national brands on the high street, but this is part of the charm of living here and there are hardly any traffic jams. People are proud to live on the Isle of Man and everyone knows everyone. The Manx people are passionate about their culture (and gossiping is a favourite pastime!)

Plans for the future

We're here for the long term. I'm on the Sergeants' promotion process. My wife has set up her own digital marketing company which is going from strength to strength with local & UK clients and we recently bought an old Victorian house which we are in the process of renovating.

For a more in depth look at life on the Isle of Man, check out www.locate.im where there's a wealth of information about jobs, lifestyle, leisure and much more.

How does the recruitment process work?

Obviously, being on the Isle of Man has its perks, but it does make the assessment process a little more complicated than just driving down the motorway for an interview. The following information should give you an idea of what to expect from us, so that you can concentrate on making sure that we see the best from you.

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 & Medical

Candidates who are advanced to the Assessment Centre stage will be invited to travel to the Isle of Man to attend a formal assessment programme over the course of 2-3 days. The Isle of Man Constabulary will subsidise travel and accommodation expenses for successful candidates up to £500 (upon the production of itemised receipts). The Assessment Centre will consist of:

- Fitness Assessment - all candidates will be subject to a fitness test (the bleep test)
- Medical - lung capacity, eyesight & colour vision test, hearing test, mobility test, consideration of existing conditions and possible urine test
- Interview
- Group Exercise

STEP 4: Checks & References

Once the Assessment Centre is completed, we will carry out vetting checks on those candidates who successfully progress to the next stage. We will also contact your current force for personal details including any complaints or discipline matters.

STEP 5: Offer of Employment

You're in! Successful candidates will receive an official letter of employment from our Organisational Development Department in early July. Then it's up to you to arrange your move, and make the trip over for the start of your new island life, and the next exciting chapter of your career.

STEP 6: Biometric Vetting

Once you arrive, samples of your fingerprints and DNA will be taken to carry out some final vetting checks against our databases. You will be required to consent in writing to this process.

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, then you can email our dedicated recruitment team

How to Apply

To apply, please download an application form from our website:

www.iompolice.im

The closing date for receipt of applications is **Friday 24 May 2019**.

Short-listed applicants will be invited to attend a Fitness Test, Assessment Centre and Medical taking place between ***Monday 18 June - Thursday 20 June 2019**.

Successful candidates will be expected to commence employment on **Monday 9 September 2019**.

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 please contact the People Development Manager, Sergeant Paul Kemp at Paul.Kemp@iom.pnn.police.uk.

* You must be available to attend these dates as only in exceptional circumstances can specific times/dates be requested.



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www.iompolice.im