

A BETTER PLACE TO POLICE



**ISLE OF MAN
CONSTABULARY**



The Isle of Man is a self-governing Crown Dependency, roughly equidistant between England, Scotland and Northern Ireland. With a population of approximately 85,000 people, the Island offers an excellent quality of life; beautiful scenery; superb facilities for outdoor pursuits; and a safe society in which to enjoy family life.

The Isle of Man Constabulary (IOMC) is a small force with an establishment of 231 officers and 119 support staff. It delivers a full range of functions including; response, neighbourhood policing, serious crime investigations, safeguarding, armed response and roads policing. The IOMC punches well above its weight across all the respective policing disciplines and experiences the full ambit of criminality, but, fortunately not in the severity or high volume experienced by other forces across the United Kingdom

The differences that set us apart

An Effective Justice System

The enormous case backlogs which today characterise the UK court system, eroding public confidence and delaying justice, are largely absent in the Isle of Man. Most cases reach court in a matter of weeks from the point of charge. Many are concluded in less than a month. Custodial sentences are frequently longer than in the UK, especially in relation to lifestyle offenders and organised criminals.





Charging Decisions

Prosecutions in the Isle of Man are brought by the Attorney General's Chambers. The Police make the majority of charge decisions, including in contested cases. The Attorney General's Chambers has a small team of professional and motivated prosecutors who advise on more serious cases and work positively with the Police. Charge decisions are made on the "threshold test". A full file is not required to initiate a prosecution. Police bail is not used as a means of regulating prosecutor workloads.



Multi Skilling

In a small organisation flexibility is crucial. The IOMC needs to be able to flex resources to meet priorities. Many roles which in the UK have been civilianised, from Custody to Scenes of Crime are therefore performed by warranted Constables. Officers in a wide range of roles may also be trained in skills which, in the UK, are limited to a small pool of specialists. For instance, the IOMC draws its Authorised Firearms Officers from across all teams and departments, including detective units. During the annual TT races officers from all ranks and roles must expect to join the front line in order to manage a renowned international sporting event and its associated festivities.





A Sense of Achievement

In the UK, crime detection rates are abysmally low. At the same time, resources are unavailable to properly investigate relatively serious offences such as burglary. These conditions are not conducive to high morale or professional pride. In the Isle of Man over half of recorded crimes are detected, and all serious allegations are thoroughly investigated. The IOMC approaches reports of crime objectively and with the sole objective of establishing the truth. We aren't led by the first account we receive. This impacts on public attitudes to policing. Ties between the police and the community are still strong, and public confidence is high. Police and prosecutors work hard to keep the communities they live in safe. Most of the time, it feels like we're winning.



A Supportive Public Policy Environment

The Isle of Man Government recognises the safety of the Island as a key attraction for people and businesses. It understands the important part that a confident and effective police force plays in maintaining public safety. There are far fewer complaints against police officers in the Isle of Man than the UK. These are overseen by a fair and objective Complaints Commissioner. Investigations are undertaken by an Inspector from within the IOMC unless the case relates to a senior officer. The Independent Office for Police Conduct has no jurisdiction in the Isle of Man. The Chief Constable has created a permissive environment where people are allowed to make genuine mistakes so long as they learn from them and develop.



Focus on Core Activity

In the UK officers may sometimes feel that the senior officers in their force are absorbed with “strategic” issues which are at best loosely related to the core business of law enforcement and crime prevention. In a smaller policing body there is a naturally closer relationship between command ranks and operational staff. As a result our organisational plans and objectives are tightly focused on core police activity, from countering the threat of organised drug supply to managing the risk posed by recidivist offenders. The IOMC does not adopt political positions or espouse contentious causes and the Chief Constable reinforces his operational independence wherever necessary.



Pay & Conditions

Whilst the Isle of Man mirrors UK pay bands at each rank, the Department of Home Affairs has exercised discretion to improve starting pay for Constables. The first three Constable pay bands are not used. Pay for a PC therefore starts at £33,690 and rises to £48,231 over three years. Income tax is also significantly lower in the Isle of Man than the UK, with a starting rate of 10% and top rate of 22%. Married couples can also opt to be jointly taxed, doubling the tax free allowance for single income households to £32,000 per annum. Officers working here take home significantly more of their pay. Finally, the Isle of Man has a separate police pension scheme from the United Kingdom. Although this was amended in 2015, changes were not retrospectively applied to existing members, and the scheme continues to link benefits to final salary rather than average pay.





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