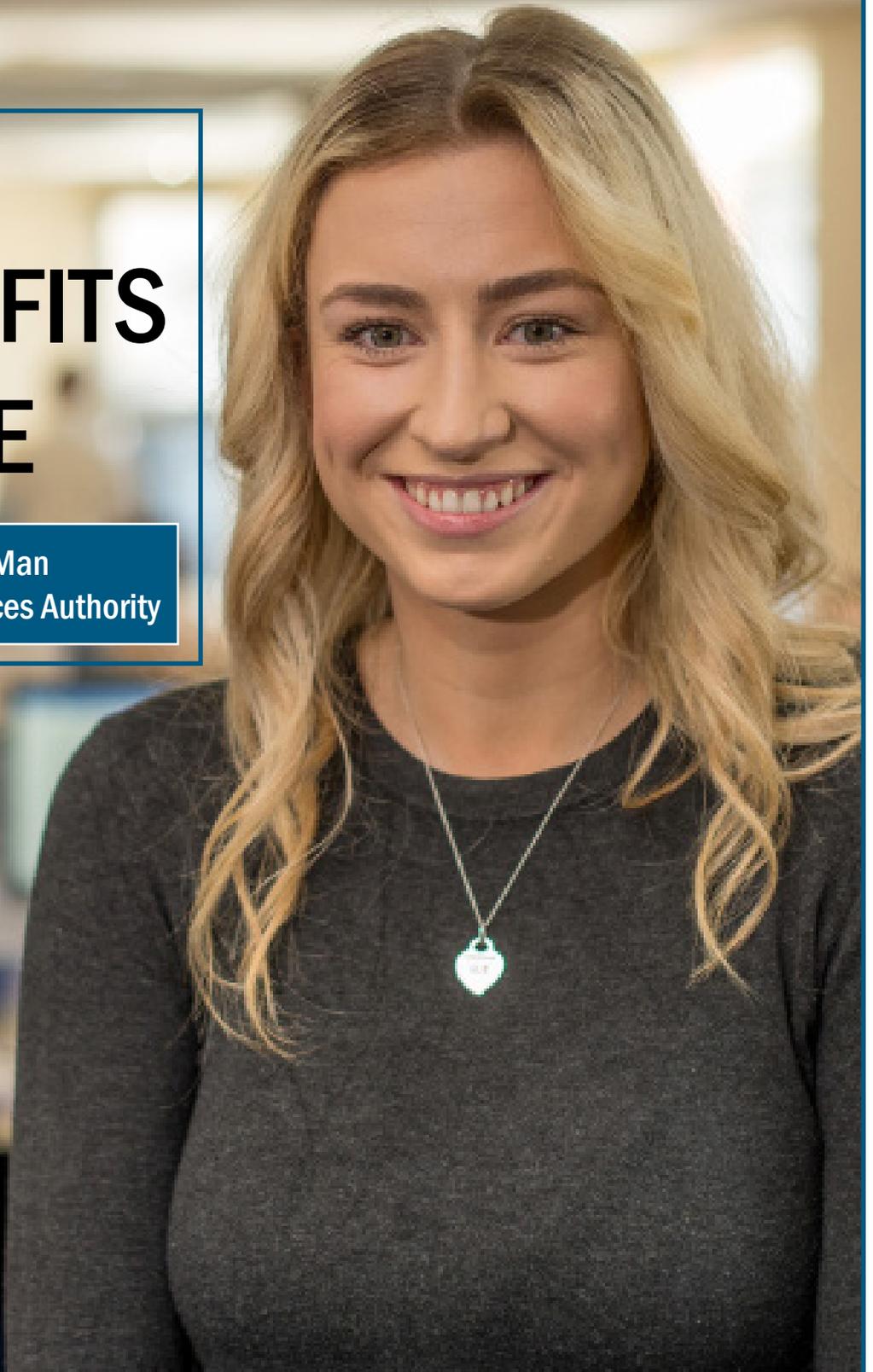


# OUR BENEFITS GUIDE

Isle of Man  
Financial Services Authority





# People are our greatest asset

Our people are at the very heart of our organisation and continue to be our greatest asset. We promote a culture of professional excellence and encourage staff to fulfil their full potential. The aim is to create an environment in which our employees are engaged, challenged and motivated.

Our core values drive everything we do:

**Acting with Integrity; Respecting Others; Achieving Excellence.**



Chloe Allcote: Assistant Manager, People & Culture

*“Since joining the Authority, I have had continuous support in my own personal development.*

*I have had the opportunity to further my education by undertaking a professional qualification, as well as the chance to put my learning into practice in real workplace situations.*

*Throughout my development, I have been fully encouraged by my line manager who has given me the support and confidence to achieve my goals.”*

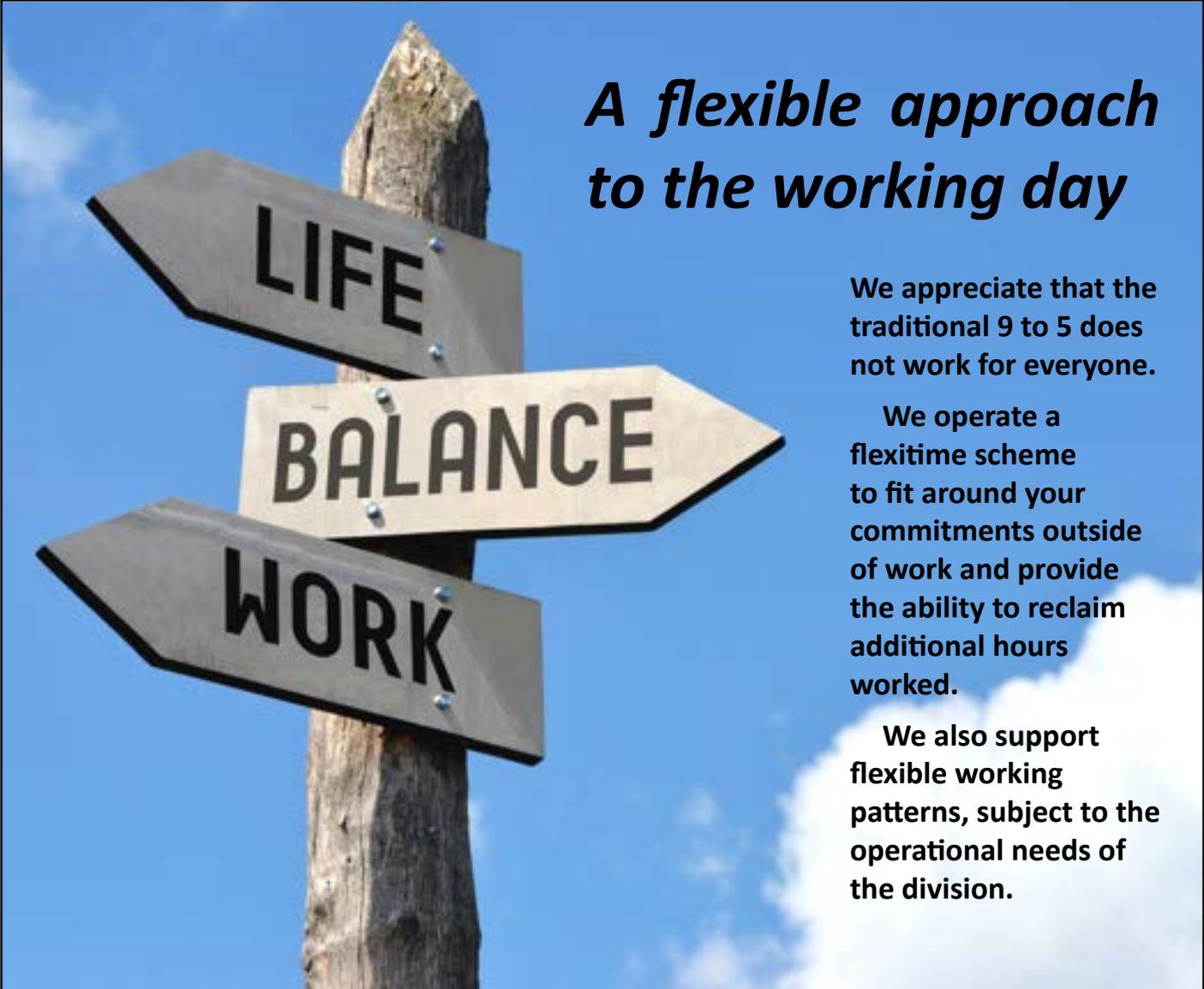
# You'll receive a competitive salary

To fulfil its regulatory objectives, the Authority aims to attract candidates of the highest calibre.

In order to remain competitive in the job market, the Authority offers a competitive salary which aims to reflect market rates in the private sector.

## Generous annual leave

We offer a generous annual leave entitlement to all our employees, in addition to 10 Manx public holidays. You will enjoy a minimum of 25 days annual leave (rising to 28 days after a qualifying period).



## *A flexible approach to the working day*

We appreciate that the traditional 9 to 5 does not work for everyone.

We operate a flexitime scheme to fit around your commitments outside of work and provide the ability to reclaim additional hours worked.

We also support flexible working patterns, subject to the operational needs of the division.

## Equality, Diversity & Inclusion

Our Equality group meets regularly to ensure that as an employer we are addressing equality, diversity and inclusion matters and following best practice.



# Defined benefit pension scheme

As a Statutory Board of the Isle of Man Government we offer a defined benefit scheme where both you and the Authority contribute towards your future. Further information about pension terms can be found at [www.pspa.im](http://www.pspa.im)

## Family provisions

Maternity, paternity, adoption and bereavement leave are all available depending upon your circumstances.



Andrew Kniveton: Head of Policy & Risk

*“Working in a small jurisdiction presents a number of challenges. We need to be able to punch above our weight and deal with a range of issues that can be as deep as it is broad.”*

*“My colleagues and I strive to uphold the Authority’s core values of Integrity, Respect and Excellence in all we do for the wider benefit of the Isle of Man.”*



# Strong focus on personal development

Working for the Authority provides a unique perspective on the financial services sector and can equip you with highly marketable skills and knowledge.

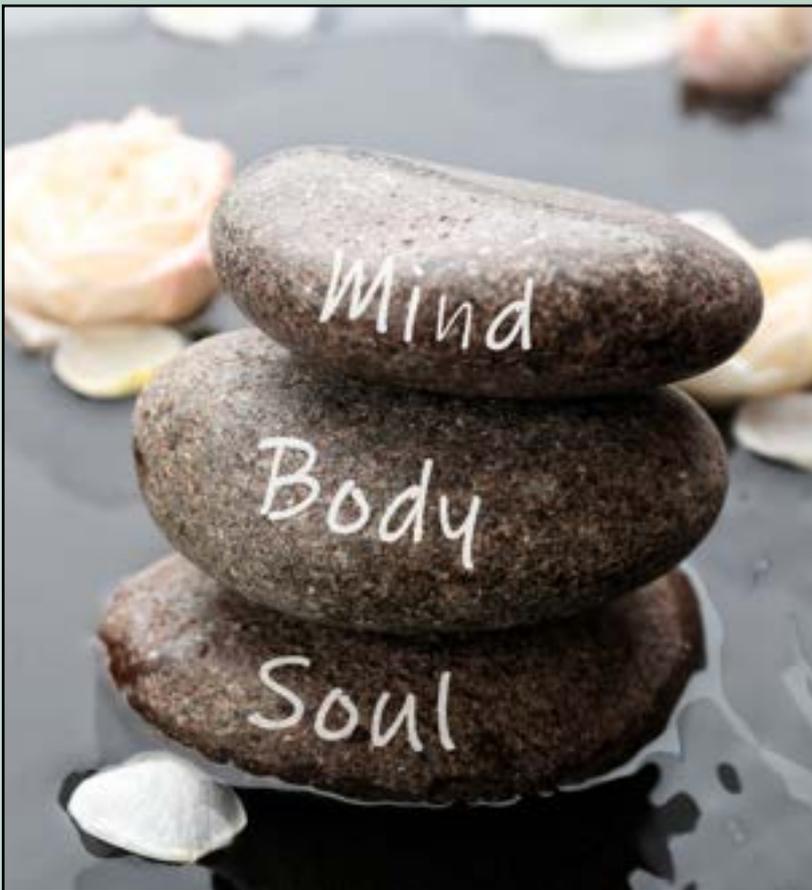
There are unrivalled opportunities to progress your career thanks to our focus on continuous personal development. Working with the financial services regulator also means that you are contributing to the overall well-being and international reputation of the Isle of Man.

Learning and development are supported in many forms, such as structured on-the-job training, professional qualifications, soft skills, internal training sessions, secondments, mentoring, project work and

attendance at conferences and seminars.

All staff have access to Learning, Education and Development (LEaD), the Isle of Man Government's dedicated training division, which offers an extensive range of in-person and online courses.

We expect our staff to have equivalent knowledge, experience and, as appropriate, professional qualifications, in line with employees of the regulated entities we deal with on a day-to-day basis. As such, we invest significantly in our people to support the attainment of professional qualifications, both financially and in terms of time off for study leave and to sit exams.



## Supporting your health and well-being

Our HR team is committed to supporting the health and well-being of all Authority staff.

We work closely with local charities and groups to provide awareness sessions, including training and activity-based learning to help colleagues manage their own mental and physical well-being.

Staff can speak confidentially to our designated Mental Health First Aiders, while further assistance is available via our staff welfare team and the occupational health service.

Our colleagues take part in a wide range of well-being activities, from the staff choir to mental health awareness sessions, and can also participate in the Cycle to Work scheme through deductions from monthly salary.

## Corporate social responsibility

Our Environmental Team is devoted to ensuring the Authority plays a positive part in looking after our environment.

As a Biosphere Partner, we have introduced initiatives such as regular litter picking and recycling.

Our Social Committee organises events throughout the year to bring people together and enjoy some down time outside of the workplace.

An active Charity Committee helps to raise thousands of pounds for good causes, including our nominated charity of the year.

## Home working

While roles within the Authority are predominantly office-based, we do support ad-hoc and regular patterns of home working.

