



Start your Nursing Career on the Isle of Man

Registered Nurse Talent Pool

Manx Care, Isle of Man

Registered Nurses Band 5 and Band 6

Manx Care Nurse Talent Pool

What is the Talent Pool and how does it work?

From this recruitment drive we are looking to develop our first Registered Nurse Talent Pool. Instead of advertising each of our Nursing jobs individually, we will be continually looking for great candidates to join our Talent Pool. It means you only need to apply once and we will look for jobs that fit your experience. By applying to the Talent Pool you are agreeing to be put forward for any nursing vacancies you may be suitable for. We appreciate that not every role will be quite what you're looking for, you will not be obliged to accept any interview you are invited to.

What will we do with your information?

When nursing vacancies arise, we will assign you to a job to be shortlisted based on your experience and employment history before the vacancy is advertised. We are happy to accept applications from individuals wishing to work either full or part time.

By applying to the Talent Pool you are consenting for OHR to put you forward for any nursing vacancy you may be suitable for based on your experience and employment history.

You will be notified when we have assigned your application to a specific vacancy for shortlisting.

How do I opt out?

You can opt out of the nursing talent pool at any time by emailing TalentAcquisitionService.OHR@gov.im or withdrawing your application on Jobtrain. Once you have notified us you would like to opt out your application will be removed from the talent pool and you no longer be contacted about any vacancies.

How long will we keep your information for?

We will keep your application in the talent pool until you have been appointed to one of our vacancies or until you have requested to opt out. After 1 year of being in the Talent Pool we will contact you to provide us with an updated copy of your CV.



“I am incredibly proud of the dedication to outstanding clinical practice and care demonstrated by the team”

Paul Moore

Executive Director of Nursing

It is an enormous privilege to be entrusted to lead the nursing and AHP teams on the Isle of Man. I am incredibly proud of the dedication to outstanding clinical practice and care demonstrated by the team.

At Manx Care we offer a unique opportunity to combine your ambitions for developing your clinical practice and experience with a superb place to live and raise a family.

We are one talented team at Manx Care, striving for excellence and strengthening the nursing and AHP voice. Working with us gives you an opportunity to take control, shape the future of care, push the boundaries of

clinical practice and be the best you can be. We offer excellent opportunities for postgraduate education and training, and opportunity for advancing clinical practice.

I'm tremendously excited about the future for nursing and care on the Isle of Man and we're ready to adapt to deal with the challenges that lie ahead. Come and join us, and make this choice a career defining moment for you.



Why Join Manx Care's Registered Nurse Talent Pool?

- **Be the first to know about our vacancies!** - by joining our talent pool your application will be the first to be reviewed by recruiting managers and will hear about all of our vacancies relevant to your skills and experience
- By joining us you'll be stepping away from NHS pressures and demands, as the Island's healthcare system is similar but separate to the UK NHS
- For those relocating or returning to the island you will receive a **refund on your national insurance** contributions made in your first year, this could be up to £4,000!
- **Great on site facilities** and **free car parking**
- The Band 5 salary scale is **£31,540 to £39,990** and the Band 6 salary scale is **£35,505 to £47,919**. Your salary will increase each year until you reach the maximum. Any previous NHS experience will be used to increase your starting pay. We offer **shift allowances** of:
 - Time + 30% for work after 8pm
 - Time + 60% for work on Sundays and Bank Holidays
- You will enjoy **competitive annual leave entitlement** of 27 days and 10 public holidays.
- For candidates not on the Isle of Man we will reimburse your **interview expenses** and give you a **relocation package** of up to £7,000 to get you, your things and your family to the island. You will also be eligible for **housing assistance** to help contribute towards your mortgage or rent on the island.
- For those relocating or returning to the island you will receive a **refund on your national insurance** contributions made in your first year, this could be up to £4,000!
- Developing our team to be the best they can be is important to us and we actively support your own personal **career goals, aspirations** and **development**.
- Working in a **busy environment** where you can **make a difference** to the people of the Isle of Man.

Community Nursing

We provide invaluable nursing care, support and advice to people living in their own homes or residential homes.

Community and District nurses are an integral part of Manx Care allowing the people of the Isle of Man to have high quality care in a place they choose.

The service accepts referrals for patients aged 16 and above who require nursing assessment, care planning and care delivery in support of patients who are acutely, chronically or terminally ill including:

- Long term partnerships with and support of patients with chronic disease, and chronic degenerative disease, their families and carers
- Promotion of self care through education and empowerment of individuals and their carers
- Promotion of continence and assessment of incontinence
- Health promotion, advice and support and more

The Community Nursing Team consists of District Nurses, Senior Registered Nurses, Registered Nurses and Senior Health Care Assistants.

As a district nurse you would lead and support a Community Nursing Team to deliver care in a variety of community settings including the Patients' homes, Residential Homes, Sheltered accommodation, GP Surgeries, Community Clinics.



Westmoreland Road
Community Nursing Team



We have a fantastic team of people who are passionate about their work and strive to deliver the best possible

care. Working across the island allows our nurses to embrace what island life has to offer. The District Nursing Service has 5 teams spread across the island providing a 365 day service. The care we provide helps to prevent hospital admissions and allows for speedier discharges from hospital. We holistically assess and plan appropriate care/treatment in partnership with our patients. Our care is patient centred with the emphasis on empowering individuals to self-care to the best of their abilities and remain in their own homes

Anna Quirk, Community Senior Nurse



District nursing on the Isle of Man, where I was born and raised, has been a long and very rewarding career for myself and I am looking forward to continuing to be a part of in this evolving service long into the future. **It's such a privilege to nurse patients in the community;** caring for people within their own home environment really enables you to build a good working relationship with them, their families and carers which is so beneficial to planning and

Kelly-Ann Henderson, Registered Community Nurse



I love working as a Community Nurse as I enjoy helping patients stay at home for as long as possible. It is a rewarding career where you get to build long term professional relationships with patients and their family. I enjoy working on the Isle of Man because of the sense of community. **There is a feeling of belonging amongst the Manx community** and I feel as a Nurse working for Manx Care I can liaise closely with other professionals and disciplines. This enables me to provide high quality, person-centred care to patients

Laura Trayler, Registered Community Nurse



Working on the Isle of Man allows for a brilliant work life balance, **my role allows me to travel around the island visiting people in their own homes – nowhere is too far** and there is a great community spirit. Outside our work the beautiful views and scenery provide the perfect back drop to a varied amount of walks and outdoor activities to recharge your batteries. I love community nursing as it allows me to properly offer holistic care to patients. We look after people in their own home which allows us to gain a much better understanding of the person you are nursing and make a real difference to their lives.

Gemma Cowley, District Nurse

Mental Health Nursing

The Mental Health Service provides a range of services for people of all ages in the Isle of Man who are experiencing mental health problems.

The Mental Health Service aims to ensure that people are provided with services in the right place, at the right time with the right results.

We embrace a holistic approach to wellness, with the principles and values of the recovery approach at the very heart of our services. We aim to support people's recovery from mental health problems and to promote wellbeing in the community we serve. We encourage and promote the involvement of service users and carers in the planning and delivery of care and anyone being cared by us or working with us will be treated with respect and integrity.

It is important to us that we provide high quality services that focus on the needs of the people using them.

Manx Care has a mix of community and in-patient Mental Health roles giving you the opportunity to develop your knowledge and skills and have a varied career across the whole Island.

Your main duties would be to build effective relationships with your patients and also with their relatives and carers. You might help one person to take their medication correctly while advising another about relevant therapies or social activities within the hospital one of our community health centres or in someone's home.

Working as a Mental Health Nurse on the Isle of Man offers you the chance to make a difference to the community and have a career with excellent employment prospects and various career paths to take.



Laura Matthews
Mental Health Nurse
Child and Adolescent Mental Health Service



'It's a beautiful place to live whatever the weather - and the sunsets can be spectacular'

Read Tara Duddy's story about why she loves her role within the Integrated Mental Health Services and what the Isle of Man could offer you. After living in England for six years, during which she studied at university then qualified as a mental health nurse, Tara was missing home, her family and the 'chilled-out' lifestyle of the Isle of Man. We spoke to Tara to find out more about her career and lifestyle on the Isle of Man.

My mum's Manx and I first moved to the island when I was seven. Later I went to England after completing my "A" levels to pursue my career in mental health.

I spent six great years in England but in August 2020 I decided to come home. By that time I was ready for the more relaxed, slower pace of life the Isle of Man offers. It's a great place to live and to work; to me, the island's like a little hidden treasure that over time really captivates you.

I'm part of the community mental health team and really enjoy travelling around the island to visit our service users. There's such a variety to the work and I see clients either in their homes or out in the community.

Every day's different; we might go for a walk, or for a coffee and that gives us an opportunity to really connect with our service users and also to get to know their families, friends and carers. It's so rewarding to have that personal connection and to be part of their recovery journey.

There are no speciality teams in the island, such as early intervention or eating disorders teams, so that type of care falls under the community mental health service for adults. Because of this, you have the opportunity to develop your skills and knowledge with Manx Care in areas that wouldn't otherwise be open to you.

If you were to ask me to recommend the Isle of Man to people looking to relocate I wouldn't know where to start. Everyone here is so friendly and welcoming and always willing to offer help and advice, whether it's about jobs or what activities are on offer.



Tara Duddy, Community Mental Health Professional

Nursing at Nobles Hospital

Noble's Hospital opened in July 2003 on a green-field site is situated at the Strang, just outside Douglas, the capital of the Island. It is furnished and equipped to the very highest standards with approximately 240 in-patient beds, of which 60 are paediatric and obstetric beds and the remaining 184 include medical, surgical and a 6-bedded ITU/HDU facility.

There are 2 hospitals on the Isle of Man, in the north of the Island is a small "cottage hospital" facility which incorporates a 27-bed step-down facility and a nurse-led Minor Injuries Unit.

Nobles Hospital is a busy and fast paced environment where you will see a variety of patients each day. There are many opportunities to work on all kinds of wards such as:

- Emergency Department
- Surgical/Acute Surgical wars
- Oncology/Haematology
- Intensive Care Unit
- Paediatric Services
- Orthopaedic/Trauma Ward and many more.

Manx Care is currently undertaking a root and branch review of the hospital, its services and its pathways in keeping with its 5-year clinical strategy. This promises to be a truly exciting time for the hospital.

Hospital nursing on the Isle of Man will provide you with an exciting and rewarding career where you can make a difference to the patients you care for.



Nobles Hospital
Douglas, Isle of Man



‘When kayaking in Port Erin bay - you could think you were in the Canaries’

Read Crystal's story about why she loves her role in the Emergency Department and what the Isle of Man could offer you. Crystal has been working for Manx Care since 2010 where she started as a Band 5 nurse on the bank and moved on to become a full time Band 6 Nurse in the Emergency Department. We spoke to Crystal to find out more about her career and lifestyle on the Isle of Man.

Working in Nobles ED has given me the opportunity to implement service improvement projects that I am passionate about and because of this I was shortlisted for the Rising Star Nursing Times award in 2019.

As a small yet diverse and supportive nursing team there are many opportunities for development such as ATLS, APLS, ALS, trauma training as well as link roles - bringing your topics of interest to ED.

With emphasis on teaching and development of individuals, the Isle of Man is known to produce inspiring individuals which is evident across different fields including sporting opportunities.

The island offers gorgeous scenic walks and outdoor activities. When kayaking in Port Erin bay, you could think you were in the Canaries.

The island also has dark sky status where you can see the northern lights but if you are looking for a city break, it's quick and convenient to hop on the plane or boat to the UK or Ireland. Above all, the people of the Isle of Man are like none other. For example, it's a place where the general public go the extra mile to reunite people with lost belongings and pets.

For me I love living on the Isle of Man with such a laid back, outdoors way of life and with the city just a short flight away - its the best of both worlds.



Chrystal Mylchreest, Registered Nurse

Hear from our Senior Nurses at Nobles Hospital below to find out what working at Nobles Hospital can offer you and the wards you could have the opportunity to work on.

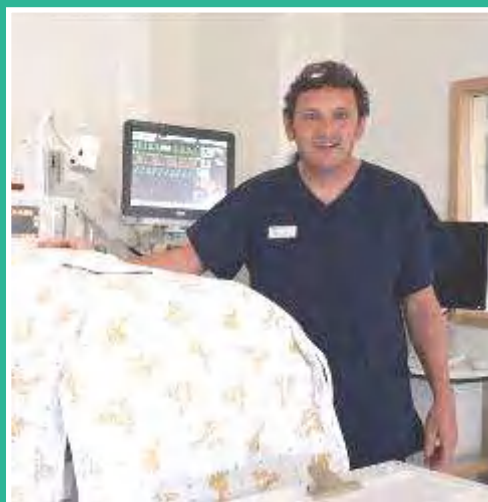
The Unit thrives on the nursing staff who work there. We believe in, and invest in, staff. To experienced staff who come, it gives them an opportunity to exercise their experience and skills and to have a direct input into how the Unit functions. To those less experienced, we can provide an environment which gives exposure and experience for them to enhance and develop.

The unpredictable nature of our workload and the opportunities to experience other aspects such as the In Flight Nursing means that life here is very interesting and more exciting than you might think at first glance. We expect a lot and give a lot. Flexible work patterns, annual leave, funded study leave and educational developments to mention a few.

Although we are an independent nation, on an island in the middle of the Irish Sea, we have all the right

connections with regional and national organisations and are not isolated in any way professionally.

We have a dedicated team of progressive medical staff lead by an experienced Neonatologist which means that our service will continue to develop.



Paul McCann, Lead Nurse Neonatal Services

Working on our wards will provide you with plenty of variety! We work with both male and female trauma and elective patients, so you will have lots of opportunities to really develop your skills and experience in both of these areas of care.

Whether you have experience working within this specialty already, or are a newly qualified nurse, you'll find we really care about development and that you'll be supported to achieve your aspirations.

We're a big team here, with lots of experience and knowledge so there'll be plenty of help to get you settled into the team.

If this is your first step into this area of nursing, you'll be able to work through the competency framework, whether this be towards part of a degree or for practical experience. In addition, if you're interested in becoming a link practitioner, we have opportunities to do so, as we have active link roles with infection control, nutrition and diabetes to name a few.

Working in the Isle of Man will also provide you with the opportunity to gain practical nursing experience


of major traumas, as the Isle of Man is home to the TT races and Festival of Motorcycling.

During these events, several major traumas can be admitted each day, with many of these patients then requiring care on our wards.

We also really value having a real multi-disciplinary approach to our patient care here, and we have strong links with both our Physiotherapy and Occupational Therapy teams.



Nicola O'Hagan, Senior Sister Trauma and Orthopaedic Wards



A special place to live and work

The Isle of Man occupies a central position in the Irish Sea and the British Isles - between England and Ireland. The Island is accessible by sea and by air, with over 200 weekly flights off Island.

The Island is blessed with an extensive coastline, stunning natural landscapes and unspoilt beaches and is a popular holiday destination. Measuring 33 miles long and 13 miles wide, with a population of over 80,000 people, the Island has a diverse landscape, including glens, forests and beaches.

The Isle of Man is a self-governing country, but has always had and continues to have very strong ties to the UK. The Island offers an excellent education and an NHS style free healthcare system.

The Island has a strong national Manx identity and culture that is community spirited and celebrated with cultural, food and drink and sporting festivals throughout the year including the world renowned TT races, the Isle of Man Food and Drink Festival and the Manx Telecom Parish Walk.

Those living in the Island benefit from an unbeatable quality of life and great lifestyle opportunities. The Island is one of the safest places to live in Europe and is the only Island Nation in the world to be awarded UNESCO Biosphere status, making it a truly unique location to live and work.

All the information you could need on the Isle of Man is available for you at www.locate.im.

About Manx Care

Manx Care is a new public sector organisation responsible for delivering health and social care services across the Isle of Man.

Its' creation marks a once-in-a-generation shift in the way these services are provided to the Island's population. It forms part of an on-going transformation programme that aims to establish Manx Care as an exemplar of successful integration of both health and social care. Find out more about Manx Care at www.manxcare.im.





Apply now to join our Nursing Team on the Isle of Man

