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Employee Benefits What We Can Offer You

The Diocese of Sodor and Man is a small and friendly employer which relies heavily upon our handful of highly dedicated employees who work hard to ensure we deliver all the tasks and responsibilities of a modern diocese despite our limited resources. In return we offer flexible working opportunities, generous employee benefits and are committed to supporting the health and well-being of our employees.

The following are some of the benefits which we offer anybody who joins our team:

**Annual Leave –** the Diocese's holiday year runs from 1st January to 31st December. All full-time employees are entitled to 25 days paid holiday per annum as well as the 10 Public Holidays granted by Tynwald ,the Isle of Man parliament. Part time employees are entitled to a pro rata equivalent to the full-time allowance including Bank and Statutory holidays. This will be calculated on a percentage of holiday that a full-time employee receives. Holiday entitlement increases with services as follows

• After 2 years - 27 Days +10 Tynwald granted statutory days

• After 3 years - 28 days +10

• After 4 years - 29 days +10

• After 5 Years - 30 days +10

**Employee Development –** Active encouragement not only to assist performance in the current role but also for the benefit of personal and career development.

**Flexible working times and place –** A range of options available for all employees on how the 40-hour working week can be managed which can take into account caring responsibilities.

Our officers generally work from home.We canhelp with establishing and running a home office base or offer work station provisions in a blended/hybrid arrangement

**Pension –** Employer Pension contributions of 5% on enrolment to the Diocese’s pension scheme with employee’s contribution of 3%.

**Sick Leave and Pay –** the Diocese offers a sick pay and leave entitlement scheme as follows - On successful completion of the probationary period and during the first two years of employment this is 3 months full pay and, after the second year of employment, employees can receive an additional 3 months of full sick pay.

**Phased Retirement –** To assist the transition from working to retirement over a specified period.