



**Isle of Man
Government**

Reiljts Ellan Vannin

OUR ISLAND PLAN:

2024/25 Update

BUILDING A SECURE, VIBRANT AND
SUSTAINABLE FUTURE FOR OUR ISLAND

MARCH 2024

GD 2024/0019

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1. Foreword



**Chief Minister, Hon
Alfred Cannan MHK
March 2024**

In the 2022 Island Plan, this administration set out a bold vision for the next 10-15 years. 5,000 new jobs, a £10bn economy, and a target population of 100,000.

Crucially, we set out defined targets for this term of office as well. Namely, by 2026 we will have filled 1,800 new jobs; welcomed 2,500 new residents; 1,000 additional homes occupied; improved health outcomes; delivered a new quality assurance scheme for education; redeveloped at least two key brownfield sites using private sector leverage; found an additional £75m of Government income; and delivered 20MW of onshore renewable electricity.

As shown in the Economic Strategy Update laid before Tynwald in January, we are on course to deliver on our headline targets. I make no apologies that the absolute focus of this administration is on creating the economic foundations needed to deliver on our vision and build an Island that is fit for the future.

We are however now facing some increased financial pressure that mean that Government must provide more robust financial controls in order to keep moving forward and maintaining momentum. This updated Island Plan for 2024-25 therefore sets out six clear redefined strategic priorities that this

Council of Ministers will prioritise over the coming financial year:

We will focus on financial discipline so that public services are delivered within budget – despite facing the combination of inflationary pressures and increasing demand on services.

We will continue to prioritise the creation and filling of jobs across the economy, and staying committed to our Economic Strategy. This includes increasing the number of economically active new residents, while also bringing forward measures so that the overall mix of new Isle of Man residents contributes positively to our economy and our society.

Further, there is an absolute need to make progress on our renewable energy commitments and indeed the security of our supply for the future, as well as to provide more homes. This Government will also continue to work hard to increase the reliability of both our air and sea connections.

These redefined strategic priorities will deliver real, meaningful progress on the overall Island Plan.

Work will continue on many other important areas including Health and Education. The Independent Isle of Man Covid Review report was published at the start of January. We take its recommendations seriously and work will continue throughout the year to respond to them, and to the direction agreed in the Tynwald debates scheduled for April and July. We continue to work to deliver on our public sector reform promises and improving culture and productivity.

Combatting financial crime of course remains a high priority for this Island. The second Moneyval inspection is approaching soon, and our dedicated team is working incredibly hard, and liaising closely with industry, to make sure that we are compliant across the key criteria.

In sum, we are laying the foundations to make the Isle of Man a more attractive and prosperous place to live and work, which in turn will sustain and grow productive businesses and services. It is through a continuous and deliberate focus on these strategic outcomes that we will make the Island a secure, vibrant and sustainable place to live.

A handwritten signature in black ink, appearing to be 'M. Allen', written in a cursive style.

2. Chief Executive Officer's Update



**Chief Executive
Officer, Isle of Man
Government
Andy Ralphs
March 2024**

As Chief Executive for the Isle of Man Government, it is my privilege to lead our public services and lead delivery of the Island Plan.

We will get the best results for this amazing island if we work together. The public service has been through a difficult few years, but now is time to look to the future. My absolute priority over the next 12 months is to get this organisation back on its feet, so people feel valued, and our communities know what we're doing and how we're delivering. As part of that, it's important to recognise where progress has been made. The snapshot of recent delivery highlights in section 15 gives a flavour.

Crucially, as we continue to work on these priorities in 2024-25, we will provide continued assurance that public money is well managed. Government finances are having to absorb multiple stresses including the ongoing impacts of COVID, inflationary pressures, and uncertainty in the global financial markets.

We will support Ministers to prioritise and spend money wisely.

The Government set out an ambitious Plan and Economic Strategy in 2022, which continues to evolve in response to events. For 2024, the Island Plan hones in on six redefined strategic priorities. We will prioritise resources accordingly, to drive these redefined priorities forward, while maintaining core services. And we will learn the lessons from the Brunner and Wright reviews, and take forward agreed recommendations that will strengthen our organisation.

We will continue to keep an eye on the longer-term too - building on our UNESCO biosphere status, progressing towards net zero and maintaining our international reputation as a trusted financial centre.



3. Redefined Strategic Priorities

In 2024-25 the Council of Ministers is redefining strategic priorities for this year to bring to the fore agreed national priorities that reflect not only our ambitions but also recognise the financial pressures being applied to public finances. We remain committed to delivering and improving public service delivery particularly in Health and Education, but we must also be clear on the national priorities that will enable us to continue to deliver high quality services and support to our communities this year and into the future.



Financial discipline

Demand on public services is increasing across the board, especially for health, social care and education, while the external economic environment continues to be challenging. Nonetheless, we and Manx taxpayers expect the public sector to deliver efficiently, and provide value for money.

This year, the Council of Ministers and Treasury are demanding focussed attention from departments to ensure services are delivered within budget within this challenging context, and that they direct resources towards our 2024-25 strategic priorities, alongside essential activities and public services. If necessary, given the fiscal restraint needed, lower priority or non-core work will be paused or ceased and proposals for new commitments carefully considered. Manx Care represents just over one-third of total Government spend, making financial control of its budget particularly important. The DHSC will oversee Manx Care's delivery of mandated services within budget, alongside continued positive efforts to improve the efficiency and value of health and care services.



Economic Development

We will continue to prioritise our long term Economic Strategy, sustaining key sectors and supporting new growth. In the first year of the Economic Strategy, the overall number of people employed grew by 700; in 2024-25 we will sustain this pace of progress towards our goal of 1,800 new jobs filled by 2026. We will also concentrate on increasing the number of economically active new residents, who can provide needed skills and investment into the Island.



Residency, migration and security

We will consider measures to help ensure that the overall mix of new Isle of Man residents contributes positively to our economy and our society. We welcome all those coming to the Isle of Man to fill key roles in our economy; so many then also contribute as active members of our communities and society too. We do however need to ensure that Government has proportionate and responsive policy in place so that, overall, inward migration adds to our economy and society. We will also work to keep our Island safe by securing our ports. This includes action to enhance security at points of entry, improve information sharing between law enforcement agencies and carriers.



More homes occupied

We will sustain our priority focus on increasing housing provision, recognising different needs including affordable and essential worker homes. In 2024-25 we will progress redevelopment of key brownfield sites, including three that are publicly-owned via the Manx Development Corporation. We will continue to work on the feasibility and implementation of a Housing Association; continue supporting the private development of brownfield sites via initiatives such as the Island Infrastructure Scheme; and we will bring forward ways to transition empty properties and derelict sites back into practical use.



Energy security: including progress on offshore and onshore wind power generation

These are significant infrastructure projects which take a multi-year effort, and it's critical that we make progress this

year if we are to meet our climate change targets and the ambitions of the Economic Strategy. So, in the next 12 months we will: investigate the route to market for offshore wind; continue work on the development of the legislative framework, which will provide certainty for the overall management in optimising the economic benefit of our territorial seas; and complete a feasibility study for interconnector options.



Travel connectivity: air and sea

Our prosperity relies on being well connected logistically with the UK, Europe and the rest of the world. Securing more reliable air and sea services that meet the Island's needs is therefore a core area for action in 2024-25. While there will always be some disruption caused by external events, we will work closely with partners to improve air and sea connectivity so that travel to and from the Island is enhanced, in alignment with the Economic Strategy and providing more resilience for travelling residents and businesses.

In order to deliver the 2024-25 strategic priorities and maintain essential services while staying in budget, Departments and Statutory Boards are prepared to make difficult decisions regarding the scope of lower priority work if necessary over the next year. In the Island Plan Themes section, we set out an updated summary of the work underneath each of the five interrelated priority themes of the Island Plan, highlighting our Strategic Priorities for 2024-25.

4. Covid Review Report Response

In parallel to the above strategic priorities, we acknowledge the importance of the Independent Isle of Man Covid Review. In 2024-25 the Government will respond to its findings and 31 recommendations, building on improvements already under way. The Government is tabling the report for debate in Tynwald in April 2024; the Government will then fully formulate its response which will be tabled for debate in July 2024.

5. One Vision for the Isle of Man

Our overarching vision continues to be building a secure, vibrant and sustainable future for our Island Nation.

Our vision must be the cornerstone for a long term common purpose, a reference for policy, and a driver for a concerted effort across One Government, to deliver for people now, and for future generations.

In practice, our core strategic objectives 'secure', 'vibrant' and 'sustainable' mean:



We have an Island where everyone feels safe, our economy is secure, our health and education systems support everyone, and we have housing, food, energy, and transport security.



Our Island is vibrant, diverse and welcoming, providing excellent educational, recreational and economic opportunities for all, and our businesses are able to grow with confidence, accessing the skills and people required now and into the future.



We look after and nurture our Island and our resources, driving forward our local agenda towards a fair, inclusive and sustainable society and environment.

This document sets out our policies and the strategic programmes and core actions for the lifetime of the Island Plan including our Economic Strategy until 2026; and sets the course for the longer term delivery of our vision over the next decade and beyond.



This updated version of the Island Plan continues to be informed by the Economic Strategy which was debated and agreed by Tynwald in November 2022. The ambitions and key strategies that flow from this have been integrated so that a single overarching national programme can be developed and reported on in one place using the new Island Plan.

6. Our Workstreams

To work towards a more secure, vibrant and sustainable Island nation for all, our continued focus throughout this term of Government and beyond is on five interrelated priorities as developed from early engagement with Tynwald Members at the beginning of this Political Administration in October 2021.



Building great communities



An environment we can be proud of



An Island of health & wellbeing







Outstanding lifelong learning and development opportunities for all



A strong and diverse economy

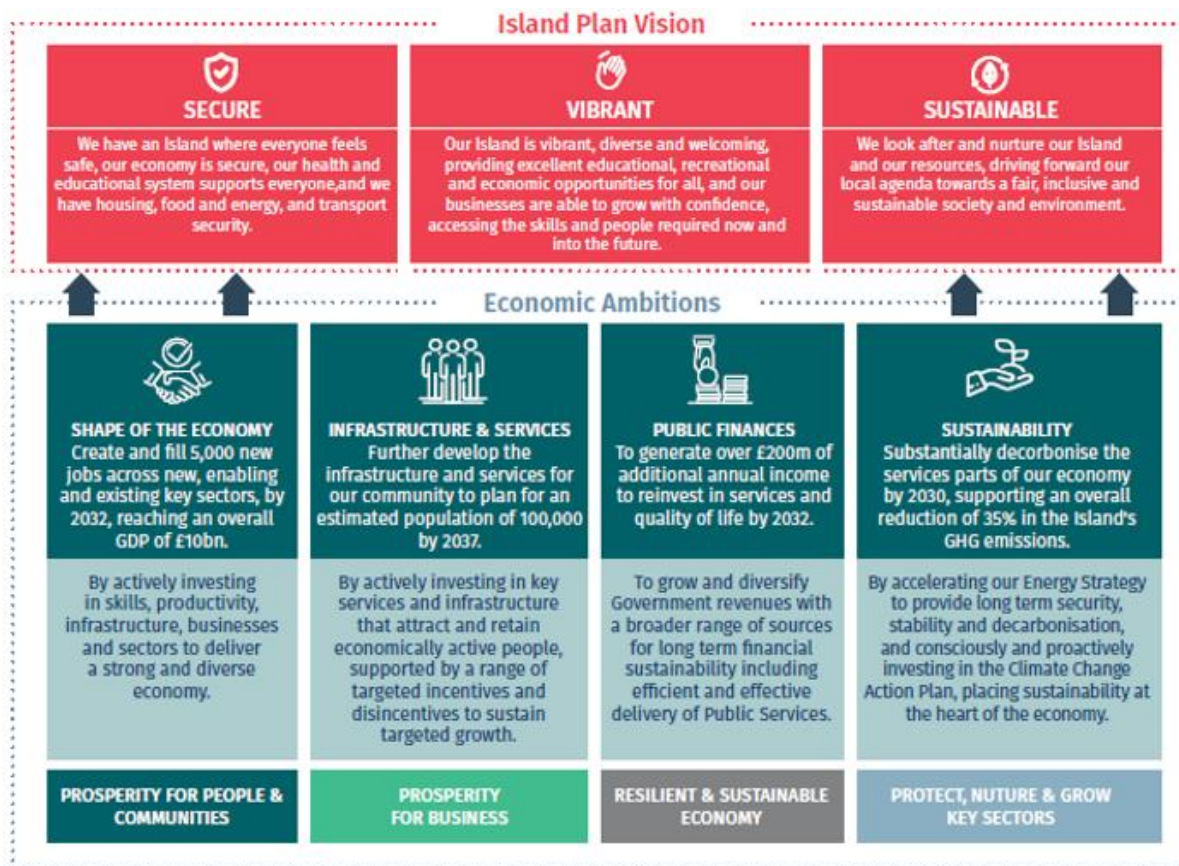
Our priorities have been further informed by the publication and Tynwald approval of the Economic Strategy, which has four primary ambitions and vision statements that link directly to the Island Plan vision and priorities.

Economic Objectives

 Prosperity for people and communities	 Prosperity for business	 Resilient & sustainable economy	 Protect, nurture & grow key sectors of the economy
<p>This means...</p> <ul style="list-style-type: none"> > Increase to median earnings > Reduce the Income Inequality gap > Invest in improving public services & infrastructure <p>Example Initiatives:</p> <ul style="list-style-type: none"> > Review of tax structure: Individual tax > Further support Island's education & skills offering > Childcare strategy - affordable and accessible childcare > Education & skills strategy > Household focused digital adoption > Health – facilities, wages, public awareness > Infrastructure - Cultural, Leisure & Transport facilities > Housing – especially for 20-40 year olds 	<p>This means...</p> <ul style="list-style-type: none"> > Increase business productivity > Increase business Innovation & Investment to drive new revenue streams > Improve quality & grow size of workforce <p>Example Initiatives:</p> <ul style="list-style-type: none"> > Business-focused digital and technology adoption and Infrastructure Investment > Business growth support programmes & Incentives > Access to finance > Refinements to regulation and regulatory remits > Infrastructure Investment and regeneration: reform planning policy legislation > Support labour market: Migration and employment enablement > Policy in support of Improving Individuals' business-ready skills, knowledge and experiences: > Education & skills: business-focused measures 	<p>This means...</p> <ul style="list-style-type: none"> > Balance the age profile of the population & reduce dependency ratio > Maintain healthy Government finances over the long term > Improve the Island's environmental and social sustainability <p>Example Initiatives:</p> <ul style="list-style-type: none"> > Environmental Sustainability policy – Climate Change Plan > Review of tax structure: Corporate Tax (domestic) > Impact of OECD 'pillar-two' solution - Corporate Tax (International) > Monetising the green economy 	<p>This means...</p> <ul style="list-style-type: none"> > Adapt & modernise enabling sectors of the economy > Maintain or grow current key sectors > Grow new sectors <p>Example Initiatives:</p> <ul style="list-style-type: none"> > Adapt & modernise enabling sectors - consider active support/Investment for; Retail, Hospitality, Leisure, Property & Energy being attractive to people and business. > Protect, nurture and grow the current key sectors – through Investment & support to find new markets, support productivity & Innovation to remain relevant including: Financial Services, Digital, Production and Visitor Economies > Develop and grow new sectors - through active product development and Investment including: knowledge, data and green economies

7. Island Plan on a Page

The Plan on a Page brings together the Island Plan Vision and themes and the Economic Strategy’s Economic Ambitions; and outlines the Strategic Programmes that feed into the achievement of the overall Island Plan vision. Tynwald provided strong support for the Economic Strategy and its incorporation into the Island Plan. Our Redefined Strategic Priorities will progress our vision and themes.



Live Island Plan Initiatives

Building great communities	An Island of health & wellbeing	A strong and diverse economy	An environment we can be proud of	Outstanding lifelong learning and development opportunities for all
<ul style="list-style-type: none"> Built Environment Reform Programme Housing & Communities Board Action Plan Residency, Migration and Security Highway Maintenance Charter Legal & Justice Reform Implement the Road Safety Strategy Strategy for the Long Term Provision of Residential, Nursing & Respite Care Transport Strategy 	<ul style="list-style-type: none"> Restoration & Recovery Programme Health & Care Transformation Mental Health & Suicide Report Recommendation Suicide Prevention Strategy Starting Well & Developing Well in Childhood Review of Harms Caused by Illicit Drugs & Develop Policy to Address Harms Blue Light Strategy Implement Recommendations of the July 2021 Poverty Report Mental Health & Children's Mental Health Strategy Carer Strategy & Young Carer Strategy Child First policy 	<ul style="list-style-type: none"> Economic Development Travel Connectivity: Air & Sea Workforce & Skills Strategy Engineering and Manufacturing Strategy Taxation Strategy International Relations Strategy Financial Crime Strategy 4 DfE Executive Agency Programmes 	<ul style="list-style-type: none"> Offshore Wind Onshore 20MW Renewable Energy by 2026 Territorial Seas Climate Change Action Plan Implement Waste Strategy Energy Strategy Agriculture Strategy Food Security Strategy UNESCO Biosphere Periodic Review Environment Strategy 	<ul style="list-style-type: none"> Childcare Strategy Education Continuous Improvement Island Campus Research

8. Our Economic Focus

The Government commissioned a strategic partner in 2021 to help build a comprehensive report into the Isle of Man's current economy, looking at the wider global opportunities and threats, developing a strategic economic approach and finally providing a monitoring and delivery framework. Based on this research, Government produced a Draft Strategy "Our Island, Our Future".

The Draft Economic Strategy was subject to public consultation during the summer of 2022, including being the lead item in the content and discussions at the inaugural Isle of Man Government Conference in September 2022. Following this extensive engagement, a revised version was debated and approved by Tynwald in November 2022:

<https://islandplan.im/economicstrategy>

The vision of the Strategy is to develop a strong and diverse economy, which is sustainable, ambitious and built on firm foundations to provide economic success, rewarding career opportunities and prosperity which positively impacts all residents on the Isle of Man.

To achieve this vision we aim to make the Island a more attractive place to live and work, which in turn will sustain and grow productive businesses and services. Combined, this will provide more diverse and sustainable public finances that support the best possible public services and quality of life for all of our Island residents.

We will achieve this through a significant £1bn long term public and private investment programme – we will invest in our people, our economy, our Island and our public services to secure 5,000 new jobs and a £10bn economy by 2032. We will

develop our infrastructure to support a population of 100,000 by 2037, with appropriate incentives / disincentives to achieve targeted and sustainable population growth. We will generate £200m additional public income by 2032 to reinvest in public services for our residents and improve quality of life. We will substantially decarbonise the service parts of our economy by 2030, in line with our Climate Change plans.

These ambitions are underpinned by four key strategic objectives:

- 1. Prosperity for people and communities**
- 2. Prosperity for business**
- 3. Resilient and sustainable economy**
- 4. Protect, nurture and grow key sectors of the economy**

Which in turn will help make the Isle of Man:

- A more vibrant place for residents to live, building great communities with better services, and a higher quality of life. With improved public services and outcomes for residents, enabled by stronger and more sustainable public finances.
- An attractive, enterprising, competitive and business-friendly Island, with a productive, highly skilled, business-ready workforce.
- A sustainable and responsible Island, representing forward-thinking approaches to environment, taxation, and regulation, with increased Government income and improved facilities for all ages.
- A competitive and fair economy which is strong and diverse, and supports a number of enabling, existing and future sectors.

For further information on progress the 2023 Economic Strategy Annual Report is available [here](#).

9. Economic Strategy Vision Statements

The Isle of Man's vision is to develop a **strong and diverse economy**, which is **sustainable**, ambitious, and built on **firm foundations** to provide **economic success**, rewarding **career opportunities** and **prosperity** which positively impacts **all residents** on the Isle of Man.

To achieve this vision, we aim to make the Island a more **attractive and prosperous** place to **live and work**, which in turn **will sustain and grow productive businesses** and **services**. Combined, this will provide more diverse and **sustainable public finances** that support the **best possible public services** and quality of lives for all of our Island residents.

We will achieve this through a significant £1bn long term public and private investment programme – investing in **our people, our economy, our Island and our public services** to secure **5,000 new jobs** and a **£10bn economy** with infrastructure that can support **100,000 Island residents** over the **next fifteen years**, with appropriate **incentives / disincentives to achieve targeted and sustainable population growth**.

10. Principles for One Government

'One Government' as an approach requires everyone across the public service to have certain considerations at the forefront of public service delivery. Our culture should be one of People First.

To be sustainable and deliver the best quality of life for people requires key principles to be embedded across all of Government:

Listening – to continue to understand the changing needs of our people.

Strategic thinking – to take account of long-term interests and aspirations of the Island.

Stewardship – to take care of public funds and ensure value for money.

Prioritisation – to effectively determine where Government resources are most needed.

Productivity – to ensure resources are used effectively in the best interests of serving our people.

Delivery – to provide a quality and efficient service for the public.

Accountability – to recognise shortcomings, seek improvement and accept responsibility.

11. Key Messages

The Isle of Man is secure, vibrant and sustainable.

The Isle of Man is a place of opportunity. We offer our residents **a better quality of life** and a place of **economic security and stability**. Our economy is thriving because of our **diverse, innovative business landscape** and **competitive tax environment**. Our **vibrant community is set in a beautiful UNESCO Biosphere**, with **sustainability and resilience** at the heart of everything we do.



Better quality of life

With the lowest crime rate in the British Isles, the Isle of Man is a safe place to live, with extremely low geopolitical risk and a highly stable Government. The Island has a strong economy, with healthy Government reserves, an Aa3 Moody's credit rating and GDP growth across the last decade, as well as ambitious plans to double GDP in the next decade. There are career opportunities for all levels, and an excellent quality of life, with an average commute time of 20 minutes and 95 miles of beautiful coastline to enjoy. The Island also offers an excellent education system, with high standards of teaching and a strong track record for sports and culture. Residents can also benefit from an NHS free at the point of use, integrated healthcare system, and access to free medical treatment in the UK. With tax benefits, competitive salaries, and diverse international and local employers, the Island is truly a prosperous home for people and businesses.



Economic security and stability

The Isle of Man is home to a thriving economic mix of economic sectors, leading international corporations, medium and small companies, and

entrepreneurs who are well-connected logistically, digitally and economically with the UK, Europe and the rest of the world. As the world's oldest continuous Parliament the Island is proud of its political stability, underpinned by a tri-cameral system predominantly filled with independents, resulting in long term stability and strong democratic engagement. The Island prides itself on being internationally responsible and was the first jurisdiction to sign up to numerous Organisation for Economic Co-operation and Development information sharing measures, playing its part on the global stage.



Diverse, innovative business landscape

The Isle of Man is the place for entrepreneurially minded individuals and businesses. It is home to a large number of prominent and high-quality global brands across a diverse spread of business sectors, including aviation, tourism, finance, e-business, e-gaming, e-sports, manufacturing, agriculture, construction, retail, food & drink, aerospace, shipping, biomed and more. The Island's unique regulatory and governance systems supports businesses, with a proven ability to regulate and grow niche or new sectors. Businesses thrive in the Isle of Man with a significant level of Government support and a commitment to

a 15-year Economic Strategy, with an ambitious vision for the Island's future. Businesses value the Island's stability, with 96% of those surveyed strongly agreeing the Island is a safe place to do business.



Competitive tax environment

Personal tax rates in the Isle of Man are among the lowest in Europe, with no inheritance tax, no stamp duty, no capital gains tax and a £200k tax cap for high net worth individuals. For businesses, the Island offers 0% standard rate of corporate income tax and a firm commitment to a long term view when it comes to taxation policy setting, while ensuring compliance with international obligations. The Isle of Man also currently offers no purchase restrictions for commercial and residential property, and low insurance costs ensured by the Island's low crime rate.



Vibrant community set in a beautiful UNESCO Biosphere

We have a progressive, modern society with a strong sense of history and heritage, which is home to exceptional individuals, communities and families. The Island has a distinct Manx history, culture, music, language and folklore shaped by ancient Celtic and Viking roots, while also

being an international mix of cultures, with more than 50% of residents not Manx born. The Isle of Man is the first whole jurisdiction to be named a UNESCO Biosphere (an international site of excellence where active conservation sits alongside responsible development), recognising the balance of people and nature and celebrating and protecting the breadth and range of biodiversity. 40% of the Island is dedicated to nature, with 18 scenic glens, 32 beaches and 95 miles of coastline, encompassing an abundance of marine life, birds and wildlife including an official bird sanctuary site on the Calf of Man.



Sustainability and resilience

The Island is developing an economy that is resilient over the long term, including diversifying into new sectors and maintaining large Government reserves. It has also pledged to make the transition to a net zero and sustainable economy by 2050, where social and environmental factors are fully embedded in economic policy-setting and businesses are supported to achieve Environmental, Social and Governance ('ESG') goals. The Island's resilience and adaptability has been proven time and time again, through agile responses to international challenges and a self-sufficiency that enables effective and timely action.

12. Delivery & Performance Management

Delivery matters. Whether it is a transport system designed for an inclusive and connected Island or a new scheme to assist people into work, the end result must work for people. Government exists predominantly to serve people as well as to act in the best long-term interests of the Island. Our culture must be one of “people first” and we must seek not to express what we “can’t do” but rather find out what we “can do” to take the Island forward and help people progress.

We must strive to create an accessible and caring environment that we can be proud of, that gives people and businesses the platforms to succeed.

The following actions are in place to enhance Government’s policy and delivery:

- ***The Isle of Man Government Conference is now held annually to allow for public interaction on key issues.***
The first two conferences in 2022 and 2023 drew more than 1,700 people and an additional 1,100 students attended the Youth Impact Summit. In this way, we have provided a unique opportunity for the Manx public to engage with and question political representatives directly on the big issues which are important to our Island.
- ***The Island Plan is updated annually and brought to Tynwald each year for debate and approval.***
This version of the Island Plan sets out Redefined Strategic Priorities for 2024-25 within the established Plan.
- ***Government departments and Statutory Boards are required to produce Annual Reports, and in the case of Government Departments, should include their Department plans. These should be brought to Tynwald for debate and scrutiny, led by the Minister or Chairperson.***
For Departments (and where relevant for Statutory Boards), these should include any actions in fulfilment of Our Island Plan.

Governance Reforms

- The Operational Performance Board has been established to provide oversight of operational performance across Government and to allow for both support and enhanced governance to be provided to the Chief Executive Officer (Isle of Man Government). The work and remit of this board, which will take an interest in Government productivity and efficiency, will also be supplemented by the appointment of Non-Executive Directors to the Cabinet Office, who will also sit on this board. The Government Code has been changed to provide for the appointment of NEDS to Government Departments if they wish.
- The Public Services Commission (PSC) has made what are considered to be crucial changes to the delegations and authority of the Chief Executive Officer regarding performance and management functions in respect of Chief Officers. These changes mean that, as well as remaining accountable to the Minister, Chief Officers are fully accountable to the Chief Executive Officer, who is able to carry out key management functions, including matters related to capability and disciplinary if required, and include the authority to give reasonable instruction to Chief Officers. The CEO is required to carry out Performance Appraisal and Review in respect of Chief Officers. This closes a long outstanding accountability gap at the very top of the civil service, which has been in place since the start of the Ministerial system in the 1980s

These actions bring enhanced transparency, visibility, accountability, scrutiny, and oversight of how Government is performing to meet the service needs of the public.

Policy formulation, delivery and performance management are at the centre of how Government functions to ensure that we work together for the people of our Island. This is managed through the improved governance framework outlined in the next section.

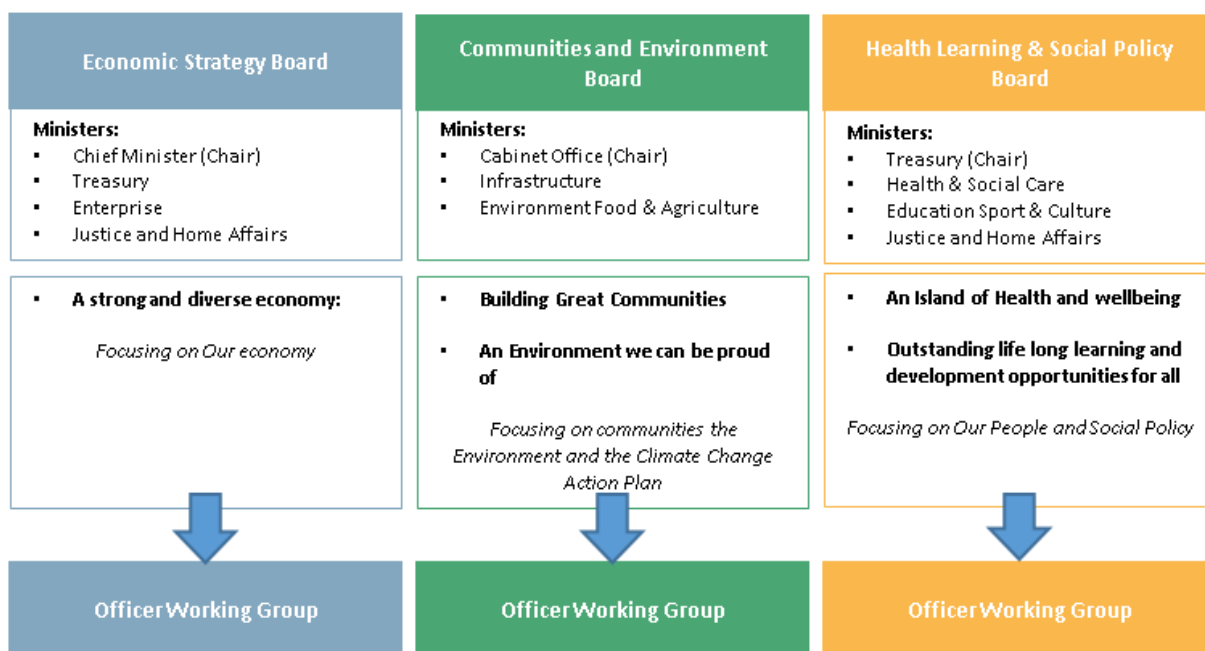
13. Oversight and Programme Management

The Council of Ministers oversees the delivery and performance management of the Island Plan, setting direction and managing escalations and conflicts together with cross-Government policy.

Three key Council Island Plan Boards supported by officer working groups, bring together policy and delivery oversight







































spanning the whole Island Plan agenda – see diagram below. These are now supplemented by priority-specific Boards for which cross-Government coordination is particularly needed, for example on housing, energy and justice. Council governance arrangements will continue to adapt in this way to meet requirements and drive progress.

Island Plan Boards



14. Completed Island Plan Actions

A significant number of Island Plan actions have been completed over the last year, as shown in the table below:

	2023											
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
 <p>Building great communities</p>				 Establish a Community Safety Partnership	 Commission an independent review into the role of Attorney General							
 <p>An Island of health & wellbeing</p>	Finalise Domestic Abuse Protocol Publish Carer and Young Carer survey findings	 Publish Suicide Prevention Strategy and produce action plan	 Restoration & Recovery initial business case developed	 Create action plan to implement recommendations of the Tynwald Committee Mental Health & Suicide Reports	Consider the role, benefit and remit of a Children's Commissioner across Government	 Review the Blue Light Strategy.	 Heath & Care Transformation Programme - Annual report to Tynwald (then each July from 2024)	 Complete review into harms caused by illicit drugs	 Develop a Domestic Abuse Plan for consultation.	 High level Suicide Prevention implementation plan and resource plan laid before Tynwald	 Tynwald debate on Illicit Substance report	 Publish National Autism Strategy
 <p>A strong & diverse economy</p>		 DfE Agency annual plans published  Outline Tax Strategy complete  Present National Insurance Review to Tynwald  Consultation on further reforms for Work Permits in January 2023							 Annual Economic Strategy Report to Tynwald  Enhance current apprenticeship training partnerships with employers.  Plan to support preparation for the 2025 Moneyval inspection completed			 Continue ongoing support for training, internship and higher education, with promotion of support through key community events and experiences
 <p>An environment we can be proud of</p>		 Initial feasibility report into commercial options for onshore wind		 Bathing area review  Complete trial for year round bathing water quality testing	Publish a plan for Water Security		 Develop a plan for Energy Security  Climate Change – Annual report to Tynwald (then each July from 2024)  Commence implementation work for Onshore 20MW renewable energy			 Market testing for future offshore wind opportunities carried out		
 <p>Outstanding lifelong learning and development opportunities for all</p>		 Revised UCM Strategy		 Draft Youth Strategy			 Report into the review of Education Funding  Youth Strategy finalised  Bring forward Childcare Strategy business case	 Education Quality Assurance Plan implemented				

Note 1: Actions planned for completion in 2023 that are still to be completed will be shown in each Island Plan theme set out in the remainder of the document.

Note 2: Whilst some positive progress was made with the Housing & Communities Board Action Plan this was refreshed and the new plan was approved in January 2024. New actions can be seen in Building great communities theme.

Note 3: In 2023 the Legal & Justice Reform programme was referred to as one broad action, what is shown above and in the theme are the specific actions completed with any future planned actions in the Building great communities theme.

15. Delivery Highlights

Jobs

The Department for Enterprise (DfE) has directly worked with existing and new businesses to support the creation and filling of 588 jobs for 2023. DfE agencies supported record levels of 84 eGaming licenses awarded, delivered major initiatives and events such as the Innovation Challenge, leveraged new private sector investment, and 1,600 new registrations via Locate.im including seven high-net-worth individuals.

Infrastructure

DfE launched a new Island Infrastructure Scheme in 2023, subsequently confirming support to unlock £50m of private sector investment for residential apartments, office, leisure and enhanced public realm across three prominent brownfield sites, as well as supporting in principle 18 major planning applications that have the potential for over 800 homes and 300 new jobs. The National Broadband Plan continued, with over 75% of targeted homes passed, so supporting ongoing continued investment to deliver 99% of all homes fibre ready.

Visitor numbers

In 2023, air travel was up 6% and sea travel up 7%; it was a record year for cruise visits, and overall visitor numbers grew, exceeding 318,000. This placed the Island as one of the strongest growth areas post pandemic across the British Isles, achieving 5th position in Sky Scanners global "hidden treasures", and supported by a good recovery in TT visitor numbers to 43,000, and a global 260% increase in digital audience.

East Quay Peel

DOI completed the high quality regeneration of East Quay in Peel in November 2023, within budget. The

scheme has met the aspirations for all users, with a fully reconstructed highway designed for a 40 year lifespan, wider and fully accessible footways, and surfaced using a high quality sandstone. Additional facilities, including electric vehicle charging pods and extra disabled parking spaces are now available. The working harbour edge was also improved, with existing street lighting being fully replaced, water/electric pedestals introduced for boat users and new railings to replace the old railings along the length of Station Quay.

Flood Alleviation

DOI continued important flood alleviation works throughout the year. The second phase of river flood defence work in Laxey was completed, with the third and final phase planned for summer 2024; a number of surface water flood alleviation improvements were also successfully completed, including a new gravel trap and culvert entrance improvements in Glen Road; new drainage for sections of the Manx Electric Railway and Snaefell Mountain Railway; as well as a new flood defence wall on the River Glass at Tromode Industrial Estate to protect the area to a high standard against potentially devastating flooding - as experienced during storm Desmond in 2015.

Reduced waiting lists

Manx Care partnered with specialist healthcare providers to reduce waiting lists for a broad range of patients and service users, including for cataracts, mental health and outpatient appointments, including: a 77% reduction of the waiting list for Ophthalmology daycase procedures (mainly cataract-related); a 43% reduction of the waiting list for orthopaedic inpatient and daycase procedures (predominantly hip & knee replacements); and a 42%

reduction in the waiting list for General Surgery inpatient and daycases.

Healthcare inspections

The Department of Health and Social Care (DHSC) arranged for external, independent regulators to carry out assessments of health and care services delivered or commissioned by Manx Care, many for the first time. Inspections of most services are nearly complete, and the published reports highlight both areas of good practice, and recommendations for improving the quality and safety of services.

Reciprocal Healthcare

This arrangement between the Isle of Man and the UK was updated and has extended the period of free emergency health care to six months. This means that people from the Isle of Man who require emergency treatment in the UK will receive their treatment at no cost, if they take ill within 6 months of their arrival. The agreement extends both ways.

Quality assurance in education

The Department for Education Sport and Culture (DESC) introduced a new Quality Assurance Framework for Schools and Educational services. The framework will support the continual improvement of all schools and educational services, supported by evidence and validated by a globally recognised external provider.

UCM, skills and lifelong learning

A new strategy sets a clear direction for University College Isle of Man (UCM) over the coming years, strengthening its student-centred approach through enhanced digital provision and curriculum changes to meet future employment needs. The refreshed UCM Strategy is complemented by a new Skills Board and the refreshed Apprenticeships and Vocational Training Assistance Scheme (VTAS) which also offer support for lifelong learning.

Youth services

A new youth strategy will support the

further development of the youth services provision across the Island. The first element is the opening of the Outdoor Learning Centre, previously known as Ardwhallan. The Outdoor Learning Centre will aim to improve the health and well-being of young people through adventure and problem solving activities, and provide support to children and young people who are experiencing difficulties. A further focus is on developing 5 regional youth hubs, building on the foundations of providing young people with 'somewhere to go, someone to talk to and something to do'.

Education and sports facilities

Funding secured to enable the design phase of a new secondary school and sports facility including a swimming pool in Castletown sets a clear vision for the provision of educational and sporting facilities in the south of the Island.

Domestic Abuse

The Department of Home Affairs has introduced the Domestic Abuse act which aims to protect people from abuse. So far 11 people have been convicted of Domestic Abuse or related offences. Further cases are pending. Additional protection has been provided by the issue of 18 Domestic Abuse Protection Notices and 15 Domestic Abuse Protection Orders – these have provided timely protection for victims

Community Safety Partnership

The Department of Home Affairs has introduced the Community Safety Partnership which brings together different parts of Government for a co-ordinated approach to keeping our community safe. Operational since May 2023, the Partnership has set out the initial priority areas to be work to improve youth justice, domestic abuse and support for complex families

Legal Services

The Department of Home Affairs has concluded the first review into legal services in the Isle of Man, the Garnier review, for over twenty years. We are

working with the Law Society to ensure the recommendations are implemented to improve access to the legal services profession, training and development, and regulation.

Renewed Fisheries Management Agreement

This was agreed between the Isle of Man and UK Governments and increased the fishing quota available to the Island - enabling local fishermen to fish commercially-viable quantities of herring in 2023, for the first time in nearly 25 years, as well as small and extremely valuable lobsters, known as langoustines, from 2024.

Air and water quality

The Department of Environment, Food and Agriculture (DEFA) also started an air quality trial in 2023, and completed bathing water quality testing - both of which will afford valuable information.

Energy strategy

The first iteration of the Isle of Man Energy Strategy 2023 was published and approved, and sets out a vision in which our net-zero ambition supports the economic strategy, taking advantage of low carbon technologies and optimising our own abundant natural resources. This strategy will be updated annually.

Gas regulation

On behalf of Council of Ministers, the Cabinet Office rapidly delivered the Gas Regulation (Amendment) Act 2023 through the Branches, to provide powers for urgently needed safeguards for vulnerable gas customers. In January 2024 an Order was made under the Act using these new powers. The Order prohibits a public gas supplier from disconnecting specified groups of vulnerable customers in the winter period each year.

Vaping restrictions

In response to public and political concern the Cabinet Office accelerated progression

of the Vaping Products Bill through the Branches in 2023. The Bill introduced age restrictions on the sale and importation of vaping products, as well as restrictions for point of sale displays to reduce the visibility of those products to children.

Preventing financial crime

The new Financial Crime Strategy (2024-2026) was approved in Tynwald, allocated additional investment by Treasury, and underscores the Government's proactive stance in addressing financial crime. As a member of MONEYVAL, the Island is focused on a comprehensive cross-Government work programme, fostering collaboration with regulators and industry to implement a unified 'One-Island' approach.

Service merger

On the 16th January 2024 Isle of Man Passports, Immigration and Nationality moved from the Cabinet Office to Customs and Excise Division of Treasury. The main aim of this merger is to strengthen both Customs and Immigration law enforcement at the borders. Bringing the two functions together has enabled a crossover of skills, and builds resilience in day-to-day operations with a focus on maintaining compliance with the Common Travel Area Agreement, the Customs and Excise Agreement, and the operational relationship with the UK.

Governance reform

Planned improvements to enhance the oversight and leadership of the Isle of Man Government have also now been delivered, with a new Chief Executive Officer and Chief Operating Officer for the Cabinet Office appointed and in post; an Operational Performance Board established to support the Chief Executive's leadership of the public service, with a focus on driving productivity; and non-executive directors appointed including for the Cabinet Office and new Airport Board.



Island Plan Themes

The next five sections set out each Island Plan theme which together remain the basis of our long term Island Plan. Key links to the strategic priorities for 2024-25 are highlighted.



16. Building great communities

Our Island’s infrastructure and services are critical elements of the Economic Strategy enabling us to attract and retain economically active people, resulting in sustained targeted growth.

The ethos and character of our towns and villages is a vital component of our Island’s infrastructure and services. Whilst building great communities goes far beyond traditional bricks and mortar, housing and associated matters are a cornerstone of the success of the Economic Strategy. We must also consider our built environment, transport and the road systems available to our communities going forward supporting improved quality of life for everyone, including young people and families.

Building great communities also involves ensuring our legal and justice system is fit for purpose; one that is fair and efficient for the citizens it serves.

Over the lifetime of this Plan, we will:

1. Establish a Housing and Communities Board to bring together and focus policy and actions across Government on housing for all. This will include legislative, financial and practical interventions as appropriate as a priority for our Island, so that public and private sector housing is accessible, secure and affordable. [\[See 2024 Strategic Priority: More homes occupied\]](#)
2. Develop an action plan to ensure every resident has a safe and secure home which will include the bringing of vacant and derelict buildings back into use and continue with the feasibility and implementation of a housing association. [\[See 2024 Strategic Priority: More homes occupied\]](#)
3. Revive our urban landscape and improve the public realm in a sustainable way by transforming Government owned brownfield sites via the Manx Development Corporation, for the benefit of all citizens. [\[See 2024 Strategic Priority: More homes occupied\]](#)
4. Through the Built Environment Reform Programme:
 - a. Ensure our planning policies and legislation are fit for purpose by performing a review ensuring alignment with Climate Change targets and initiatives and sustainability.
 - b. Review the Town Centre First model (in Scotland) as a possible template for regeneration.
5. Develop and implement a plan to further secure our Island, enhancing security at points of entry, improving information sharing between law enforcement agencies and carriers, and protecting the most vulnerable. [\[See 2024 Strategic Priority: Residency, Migration and Security\]](#)
6. Introduce a new charter for a standard regular schedule of road, roadside and pathway and leisure route maintenance.
7. Ensure the Island’s Road Safety Strategy aligns with the needs of the community.
8. Ensure that we meet the needs of our older population and those with disabilities living in all our communities, from design and adaptation, care and extra care provisioning through to the provision of residential, nursing and respite care
9. Develop an integrated and socially inclusive Public Transport Strategy with recommendations and delivery plan which meets the needs of communities, keeps people connected in work, leisure and access to services and supports transition to Net Zero.
10. Complete Local Economy Strategy to help inform longer term leisure infrastructure supporting a vibrant community and the growth in economically active population. [\[See 2024 Strategic Priority: More homes occupied\]](#)
11. Undertake a review of the Criminal Justice Strategy to ensure our legal services and justice system is fit for purpose and meets the needs of the Island.

The strategic programmes that sit beneath ‘building great communities’ priority are:

Building great communities

- Built Environment Reform Programme
- Housing & Communities Board Action Plan
- Residency, Migration and Security
- Highway Maintenance Charter
- Legal & Justice Reform
- Implement the Road Safety Strategy
- Strategy for the Long Term Provision of Residential, Nursing & Respite Care
- Transport Strategy



Planned Island Plan Actions: Building great communities

**Strategic Priorities*

	Q4 2023/24			Q1 2024/25			Q2 2024/25			Q3 2024/25			Q4 2024/25			Future Years	
	Jan	Feb	Mar	Apr	May	Jun	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	25/26	27
Built Environment Reform Programme*			◆ Set Policy Direction: Create a strong evidence base			◆ Incentivise Investment: Investigate and recommend a supportive framework											
	Set Policy Direction: Ensure a fit for purpose Development Plan		◆			◆ Incentivise Investment: Implement co-ordinated activity for Lower Douglas											
			◆ Improve the Planning Process: Proactively respond to Climate Change						◆ Incentivise Investment: Bring vacant buildings and sites back into beneficial use								
	Improve the Planning Process: Provide a modern and responsive service		◆			◆ Set Policy Direction: Adopt town centre first approach			◆ Improve the Planning Process: Develop faster and more proportionate planning processes								
Housing & Communities Board Action Plan*						◆ Change How We Work Housing Association Feasibility Assessment Complete					◆ Addressing Homelessness Identify, review and amend relevant policies in respect of housing, social services, mental health, addiction services, and other relevant services to incorporate provisions that support homelessness prevention			◆ Addressing Homelessness Establish a community-based referral mechanism to support individuals at imminent risk of becoming homeless.			◆ Homes for All - Explore policy options for those with additional housing needs including older and disabled persons
					◆ Addressing Homelessness -Explore effective ways to signpost individuals, families, agencies and organisations to the most correct and up-to-date information and services available within the homelessness pathway		◆	◆ Homes for All - Review residency requirements for those who meet essential worker criteria									◆ Change How We Work - Housing Association Launch
Residency, Migration and Security*			◆ Council of Ministers approval of delivery paper for securing our entry points			◆ Implementation Plan Complete		◆ Inward migration Policy Report debated in Tynwald									
Highway Maintenance Charter				◆ Complete final charter													
					◆ Public Rights of Way and Public Paths Report												
Legal & Justice Reform				◆ Effective implementation of the Sexual Offences and Obscene Publication Act 2021							◆ Bring forward Justice Reform (Amendment) Bill to enable effective implementation of the Justice Reform Act 2021			◆ Undertake a review and update of the Criminal Justice Strategy			
Implement the Road Safety Strategy														◆ Report on and update the Island's Road Safety Strategy and action plan			
Strategy for the long term provision of residential, nursing & respite care				◆ Principles for long term provision of residential, nursing and respite care				◆ Draft Strategy complete						◆ Public Consultation complete			◆ Strategy completed
Transport Strategy																	◆ Transport Strategy – Submission to Council of Ministers



17. An Island of health and wellbeing

Staying physically and mentally fit and healthy benefits not only the individual but also society. We cannot expect to be immune from serious diseases, global pandemics or the daily pressures of life, but facilitating healthy lifestyles, access to sport and culture, and encouraging a good work-life balance is as important as developing high quality health and social care services. This is a fundamental link between our economic success and our health and wellbeing. [\[See 2024 Strategic Priority: Economic Development\]](#)

There is a clear benefit to taking a long term public health view in Government policy making. Over the lifetime of this plan, we will:

1. Ensure the Health and Care Transformation project is delivering the

2. Address how waiting times and access to health and social care can be improved as a priority. [\[See 2024 Strategic Priority: Residency, Migration and Security\]](#)
3. Ensure the proper development of integrated healthcare and early intervention so that health and social issues, including child health and mental health, can get attention more quickly and in a joined-up way, delivered within communities. [\[See 2024 Strategic Priority: Residency, Migration and Security\]](#)
4. Ensure appropriate provision of services and support is available to victims of abuse and those at risk or in need of protection.
5. Provide appropriate support for those who choose to care for others at home.
6. Undertake a review of harms caused by illicit drugs and develop policy to address harms.
7. Value partnership with third sector and community groups by commissioning specific services where possible.
8. Review financial support towards meeting nursing home fees and social care costs.
9. Recognise the link between healthy places, active lifestyles and overall wellbeing in policy choices.
10. Implement approved recommendations of the July 2021 Poverty Report, including increasing the Minimum Wage towards parity with the Living Wage to address income disparities. [\[See 2024 Strategic Priority: Economic Development\]](#)

The strategic programmes that sit beneath 'an island of health and wellbeing' priority are:

An Island of health and wellbeing

- Restoration & Recovery Programme
- Health & Care Transformation
- Mental Health & Suicide Report Recommendation
- Suicide Prevention Strategy
- Starting Well & Developing Well in Childhood
- Review of Harms Caused by Illicit Drugs & Develop Policy to Address arms
- Blue Light Strategy
- Implement Recommendations of the July 2021 Poverty Report
- Mental Health & Children's Mental Health Strategy
- Carer Strategy & Young Carer Strategy
- Child First Policy



Planned Island Plan Actions:

An Island of health and wellbeing

**Strategic Priorities*

	Q4 2023/24			Q1 2024/25			Q2 2024/25			Q3 2024/25			Q4 2024/25			Future Years	
	Jan	Feb	Mar	Apr	May	Jun	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	25/26	27
Restoration & Recovery Programme*				◆ Restoration & Recovery funding submission completed													
Health & Care Transformation *							◆ Heath & Care Transformation Programme – Annual report to Tynwald										
Mental Health & Suicide Report Recommendations																	◆ Recommendations of the Tynwald Committee Mental Health & Suicide Reports Implemented
Suicide Prevention Strategy																	◆ Suicide Prevention Action Plan Implemented
Starting Well and Developing Well in Childhood *																	◆ Define and deliver early intervention strategies
Review of Harms Caused by Illicit Drugs & Develop Policy to Address Harms				◆ Review of Illicit Substance Policy principles debated in Tynwald													
Blue Light Strategy																	◆ Feasibility studies for Central and Western Blue Light Hub
Implement Recommendations of the July 2021 Poverty Report *																	◆ Align minimum wage with living wage ◆ Household Income and Expenditure Survey (HIES) analysis ◆ Implement recommendations of the July 2021 Poverty Report
Mental Health & Children's Mental Health Strategy																	◆ Publish the strategy and action plan
Carer Strategy and Young Carer Strategy																	◆ Publish Carer and Young Carer strategy and action plan
Child First Policy																	◆ Research into the development of a Child First Policy completed



18. A strong and diverse economy

Our economic success is dependent on many factors, and recent experiences with COVID and also the current inflationary pressures have served to highlight both the strengths of our economy and the challenges we face.

The Economic Strategy has been developed to address and improve the Island's economic prosperity and sustainability and its recommendations drive the Island Plan's goals in ensuring our economy remains strong and diverse into the future. One of the key ambitions of the Economic Strategy is to generate over £200m of additional annual income to reinvest in services and quality of life by 2032 in order to ensure long term financial sustainability, including an efficient and effective delivery of Public Services.

Over the lifetime of this Plan, we will:

1. Ensure that there is focus on delivering public services within budget in the increasingly challenging financial

- landscape. [\[See 2024 Strategic Priority: Financial Discipline\]](#)
2. Continue to progress the implementation of the Economic Strategy ambitions. [\[See 2024 Strategic Priority: Economic Development\]](#)
3. Ensure the Island's tax system and financial structures continue to meet international standards whilst supporting economic growth.
4. Deliver a National Insurance Review, considering fairness and future funding requirements for public services including health and social care.
5. Safeguard our air and sea connections. Ensure we are a well-connected Island enabling travel to, from and around making us an attractive place to live, visit and do business in. [\[See 2024 Strategic Priority: Travel Connectivity: By Air & Sea\]](#)
6. Bring forward measures for proportionate and responsive controls so that, overall, inward migration adds to our economy and society. [\[See 2024 Strategic Priority: Residency, Migration and Security\]](#)
7. Continue to ensure our approach to investment in our strategic infrastructure is well informed.

8. Creating a more economically active population by retaining and attracting a younger, more diverse population, as well as the commitment to improve the prosperity and quality of life for all residents of the Island. [\[See 2024 Strategic Priority: Economic Development\]](#)
9. Ensure our global engagements and relationships enable strong partnerships and economic growth.
10. Use the Skills Board and the Skills Strategy to enable a highly skilled, highly productive and business ready workforce, recognising our diverse international workforce and the value that it brings to our economy. [\[See 2024 Strategic Priority: Economic Development\]](#)
11. Continue to support and develop existing business sectors and enable new business sectors, ensuring the Island is an attractive place to live and work. [\[See 2024 Strategic Priority: Economic Development\]](#)
12. Complete the rollout of the National Broadband Plan, driving 99% Fibre Broadband available Island wide such that all parts of our economy and society can benefit from modern and ultrafast internet capability. [\[See 2024 Strategic Priority: Economic Development\]](#)

The strategic programmes that sit beneath 'a strong and diverse economy' priority are:

A strong and diverse economy

- Economic Development
- Travel Connectivity: Air & Sea
- Workforce & Skills Strategy
- Engineering and Manufacturing Strategy
- Taxation Strategy
- International Relations Strategy
- Financial Crime Strategy
- 4 DfE Executive Agency Programmes



Planned Island Plan Actions: A strong and diverse economy

**Strategic Priorities*

	Q4 2023/24			Q1 2024/25			Q2 2024/25			Q3 2024/25			Q4 2024/25			Future Years	
	Jan	Feb	Mar	Apr	May	Jun	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	25/26	27
Economic Development*		◆ Finance Skills Campaign				◆ Innovation Challenge Finale						◆ Beneficial Ownership legislation ready		◆ DfE Executive Agency Plans Published			
	◆ Engineering Skills Campaign				◆ Local Economy Strategy Produced				◆ Work Permit Reform			◆ Economic Strategy Annual Update					
								◆ National Broadband Programme Completion			◆ Digital Isle & Visit Destination Day		◆ Economic Strategy Annual Debate				
Travel Connectivity: Air & Sea*		◆ Agreement on strategy vs operations ownership agreed by Council of Ministers												◆ Strategic sea services –response to Select Committee September Report			
				◆ Liverpool Ferry Terminal Opening				◆ Strategic Air Services Policy									
Workforce & Skills Strategy			◆ Publish Workforce & Skills Strategy														
					◆ Implement a revised apprenticeship scheme based on the review undertaken.												
Engineering and Manufacturing Strategy																	
		◆ Review the engineering and manufacturing sector						◆ Develop a 10 Year engineering and manufacturing strategy									
Taxation Strategy			◆ Tax Strategy published														◆ Adopt OECD Pillar 2
International Relations Strategy																	
								◆ International Relations Strategy Completed									
Financial Crime Strategy																	◆ Moneyval inspection 2025
4 DfE Executive Agency Programmes	◆ Publish 4 DfE Executive Agency 2024 Programmes																◆ Publish 4 DfE Executive Agency 2025 Programmes



19. An environment we can be proud of

Our environment is far more than just protection of the landscape. We live and breathe our environment every day, whether walking through a town centre, exploring an Island glen, driving a country lane or cycling. Our environment is multi-dimensional and determining more clearly the boundaries and balance between people and nature will go a long way to improving our quality of life – and help achieve a sustainable Island for the future.

Our Economic Strategy ambition for sustainability is to decarbonise the services parts of our economy by 2030, supporting an overall reduction of 35% in the Island’s greenhouse gas (GHG) emissions. This will be achieved by accelerating our Energy Strategy, prioritising the decarbonisation of our electricity system to provide long term energy security and stability together with providing support to the services sector to substantially decarbonise.

Over the lifetime of this Plan, we will:

1. Deliver the Climate Change Plan 2022-27 to achieve our statutory climate change targets. [\[See linked 2024 Strategic Priority: Energy Security: Including progress on offshore and onshore wind power generation\]](#)
2. Ensure a vibrant Island Offering for young people today and attract people to live and work on the Island to grow the economically active population. [\[See 2024 Strategic Priority: Economic Development\]](#)
3. Develop and publish an updated Plan for the future of Agriculture to better assist the sector in meeting the needs of the Island, our communities and the agricultural sector, as well as an updated Plan for Food Security.
4. Ensure that environmental considerations are embedded across Government decisions and infrastructure.
5. Ensure street policy is informed by communities so that streets and places are inclusive, easy to navigate, safe and healthy and reflects the wishes of the people who live there.
6. Develop a plan for Climate Change Adaptation, including flood management and mitigation.
7. Deliver sustainable sewage treatment across the Island.
8. Deliver a strategy for waste management.
9. Review our approach to ensuring clean air, watercourses and bathing water by undertaking regular, year round bathing water quality testing in areas based on use not designation, carrying out air quality monitoring in a variety of locations, and meeting or exceeding international standards in relation to environmental waste.
10. Deliver a strategy for energy security, making renewable and green energy available for all Island residents and businesses. [\[See linked 2024 Strategic Priority: Energy Security: Including progress on offshore and onshore wind power generation\]](#)
11. Developing both Offshore and Onshore Wind capabilities which will not only support the transition to Net Zero in line with the Climate Change Action Plan, but will create new revenue streams for future economic sustainability.

[\[See linked 2024 Strategic Priority: Energy Security: Including progress on offshore and onshore wind power generation\]](#)

The strategic programmes that sit beneath ‘an environment we can be proud of’ priority are:

An environment we can be proud of

- Offshore Wind
- Onshore 20MW Renewable Energy by 2026
- Territorial Seas
- Climate Change Action Plan
- Implement Waste Strategy
- Energy Strategy
- Agriculture Strategy
- Food Security Strategy
- UNESCO Biosphere Periodic Review
- Environment Strategy



Planned Island Plan Actions: An environment we can be proud of

**Strategic Priorities*

	Q4 2023/24			Q1 2024/25			Q2 2024/25			Q3 2024/25			Q4/2024/25			Future Years	
	Jan	Feb	Mar	Apr	May	Jun	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	25/26	27
Offshore Wind*		◆ Climate Change Act secondary legislation presented to the Council of Ministers				◆ Submission of Marine Infrastructure Management Act (MIMA) secondary legislation presented to the Council of Ministers											
			◆ Climate Change Act secondary legislation debated in Tynwald				◆ Submission of Marine Infrastructure Management Act (MIMA) secondary legislation debated by Tynwald										
Onshore 20MW Renewable Energy by 2026*	◆ Scoping Report Submission & Consultation					◆ Appoint onshore wind manufacturer		◆ Appoint engineering, procurement, construction contractor for onshore wind									◆ Minimum 20mw renewable onshore energy
																	◆ Planning application ready to submit. Statutory consultation starts
Territorial Seas			◆ Completion of feasibility assessment of a new interconnector between the Island and another electricity transmission system			◆ Hydrocarbons licence variation finalised											
Climate Change Action Plan						◆ Climate Change – Annual report to Tynwald						◆ Draft national strategy on sea defences, flooding and coastal erosion					
Implement Waste Strategy												◆ Report on International Environmental Waste Standards					◆ Waste Strategy Implemented
																	◆ Deliver effective and sustainable sewerage treatment infrastructure for Peel operational by December 2024
																	◆ Deliver effective and sustainable sewerage treatment infrastructure for Garff operational by December 2025
Energy Strategy *																	◆ Annual Energy Strategy update
																	◆ Develop policies that will enable opportunities to explore the Islands natural energy resources
Agricultural Strategy			◆ Publish a plan for the future of agriculture														
Food Security Strategy			◆ Develop and publish a plan for food security														
UNESCO Biosphere Periodic Review																	◆ Prepare for UNESCO Biosphere periodic review
																	◆ Submission for UNESCO Biosphere periodic review
Environment Strategy							◆ Updated environmental policies & legislation drafted for debate										◆ Undertake and complete a trial for year round air quality monitoring (2 year trial).



20. Outstanding lifelong learning and development opportunities for all

We all know that a good well-rounded education will provide us all with the best possible start in life, but we also recognise that lifelong learning is a fundamental pillar of our social and economic success.

Over the lifetime of this Plan, we will:

1. Review education funding and delivery so resourcing is focused into the right areas with the most positive impact.
2. Ensure attainment and quality benchmarking of education services.
3. Establish apprenticeship partnership and employers to reflect the current and future needs of the Island's economy and contribution to global sustainable development. [\[See linked 2024 Strategic Priority: Economic Development\]](#)
4. Deliver improved ongoing support for training, internship, higher education, re-skilling and upskilling initiatives. [\[See linked 2024 Strategic Priority: Economic Development\]](#)
5. Implement the Childcare Strategy and any necessary changes to employment law so parents can access childcare at various stages and balance home and work commitments. [\[See linked 2024 Strategic Priority: Economic Development\]](#)
6. Consider the potential role, benefit and remit of a Children's Commissioner and Child First policy approach across Government.
7. Research the development of niche educational and training campuses based on the Island's sector strengths.

The strategic programmes that sit beneath 'outstanding lifelong learning and opportunities for all' are:


Outstanding learning and development opportunities for all

- Childcare Strategy
- Education Continuous Improvement
- Island Campus Research



Planned Island Plan Actions: Lifelong learning and development opportunities for all

**Strategic Priorities*

 Childcare Strategy*	Q4 2023/24			Q1 2024/25			Q2 2024/25			Q3 2024/25			Q4 2024/25			Future Years		
	Jan	Feb	Mar	Apr	May	Jun	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	25/26	27	
Childcare Strategy*				◆	Phased Implementation of the Childcare Strategy from budget 2024/25 commences													Childcare Strategy implemented ◆
Education Continuous Improvement																		Core curriculum implemented ◆ Revised modern curriculum created ◆
Island Campus Research																		◆ Research into the viability of developing niche educational and training campuses based on the Islands sector strengths

21. Legislation Plan 2021-2026

The Legislation Plan is based on requirements identified at Departmental level and sets out the intended list of primary legislation to be introduced by Government in the administration.

From time to time, there is a need to adjust the legislative plan or incorporate new legislation required for national reasons or emerging priorities.

The Council of Ministers Legislation Sub Committee keeps the Legislation Plan under review.

Where required, it can assist in prioritisation of drafting resources at the Attorney General’s Chambers, should that need arise.

Government Departments and Statutory Boards are responsible for driving their legislative work, which must include associated policy development and delivering on legislative commitments. In addition to the progression of the primary legislation below, considerable work is ongoing to produce important secondary legislation, which is required to give effect to primary legislation.

Completed legislation

Act	Department	Purpose
Income Tax Act 2022	Treasury	Annual Bill
Manx Care (Amendment) Act 2022	DHSC	To allow for new regulations in respect of complaints about health and care services
Capacity Act 2023	DHSC	To provide a clear legal framework to support and protect people who lack capacity to make their own decisions.
Animal Welfare Act 2023	DEFA	To make provision relating to animal welfare and to empower the Department of Environment, Food and Agriculture to apply legislation of the United Kingdom relating to the welfare of animals to the Island; and for connected purposes.
Trusts and Trustees Act 2023	Treasury	To amend the Trustee Act 2001 in respect of trustees’ duties, powers and liabilities, to amend the Trustee Act 1961 in respect of trustees’ powers and the powers of the court, to amend the Limitation Act 1984 in respect of actions against trust property and to amend the Apportionment Act 1982 in respect of entitlement to income arising under a trust; and for connected purposes.

Energy Act 2023	DEFA	To provide for the application to the Island by order of United Kingdom legislation pertaining to energy; to amend the Energy Act 1980; to amend the Gas Regulation Act 1995; and for connected purposes.
Gas Regulation (Amendment) Act 2023	Cabinet Office	To amend the Gas Regulation Act 1995 to reallocate the power to set parameters within which a public gas supplier may fix tariffs, and for connected purposes.

Bills awaiting Royal Assent or in Branches

Vaping Products Bill 2023	Cabinet Office	To make provision in respect of the manufacture of vaping products, the composition of vaping liquids and the sale, importation, advertising and promotion of such products; and for connected purposes
Income Tax (No 2) Bill 2023	Treasury	To confirm the Income Tax (personal allowance) (temporary taxation) Order; to amend the Income tax Act 1970; and for connected purposes.
Sanctions Bill 2023	Treasury	To provide for the implementation in the Island of United Kingdom sanctions provisions; to amend the Terrorism and Other Crime (Financial Restrictions) Act 2014 so as to align certain provisions more closely with equivalent provisions of United Kingdom law; and for connected purposes.
Local Government (Amendment) Bill 2021	DOI	To amend the law relating to local Government, in relation to local authority district boundaries, the establishment of joint boards, standards of conduct of local authorities and their members and officers, the status of joint committees, byelaws and the standardisation of such provisions; to insert provisions regarding the disposal of open spaces into the Local Government (Miscellaneous Provisions) Act 1984; to add the circumstances in which the Public Sector Pensions Authority provides assistance under the Public Sector Pensions Act 2011; to add provision for remote attendance at local authority meetings to the Elections (Keys and Local Authorities) Act 2020; to amend the Elections and Meetings (Local Authorities) Act 2021; to repeal the Douglas Market Act 1956 and references to it in other enactments; and for connected purposes.
Fines and Penalties Bill 2023	DHA/AGC	To bring up to date the fines in all enactments so that they accurately reflect the maximum fine to be imposed as a result of the global amendments made by the Interpretation Act 2015.
Employment (Amendment) Bill 2023	DFE	To amend the Employment Act 2006 to make further provision for family leave rights and whistleblowing; and for connected purposes.

In development and planned: 2024-2025

Financial Services (Miscellaneous Amendments) Bill	Treasury	To amend existing regulatory law to ensure it reflects current developing international standards.
Contempt Of Court Bill	AGC	A bill to update the law on contempt in respect of courts and tribunals.
Retirement Benefit Schemes (Amendment) Bill	Treasury	To update requirements for Retirement Benefits Schemes and to increase consumer protection.
Public Sector Payments Bill	Treasury	To replace the Payments of Members' Expenses Act 1989.
Extradition Bill	DHA	A Bill to provide for persons in one territory to be sent to another territory for the purposes of law enforcement.
Electronic Transactions (Amendment) Bill	DFE	To make amendments to the Electronic Transactions Act 2000 to further facilitate the use of electronic services by businesses and the public sector.
Proceeds Of Crime (Amendment) Bill	DHA	To revise the Proceeds of Crime Act 2008: 3 Bills required.
Charities Registration and Regulation (Amendment) Bill	AGC	To amend the Charities Registration and Regulation Act 2019 to provide for the HMAG to appoint an officer in Chambers to perform certain functions of HMAG under the Act.
Safeguarding (Amendment) Bill	CO	To allow for changes to the composition of the Safeguarding Board, through regulations; it requires repeal of provisions in the Safeguarding Act 2018.
Police (Miscellaneous Amendments) Bill	DHA	To reform the police complaints and conduct processes, as per HM's Inspectorate of Constabulary and Fire & Rescue Services' recommendations; and other provisions.
Justice Reform (Amendment) Bill	DHA	To make additional provisions and corrections to the Justice Reform Act 2021.
Gas (Economic) Regulation Bill	CO (CURA)	To provide for economic regulation of public gas suppliers by CURA.
Town and Country Planning Amendment Bill	DEFA	To expand the definition of 'development' and provide for a system of prior approvals following the grant of planning approval; and to make provision for the correction of errors in an approved development plan.
Regulation Of Surveillance (Amendment) Bill	DHA	To empower the police to gain access to electronic devices where the person under investigation has refused to co-operate.

Regulation of Health and Social Care Bill	DHSC	To create consistency for all health and social care providers for requirements in standards of care and treatment.
National Infrastructure Security Bill	DHA	To define and introduce measures to protect and secure the Island's critical national infrastructure.
Legal Aid Bill	Treasury	To modernise the Acts permitting legal aid to be paid to persons entitled to it.
Criminal Injuries Compensation Bill	Treasury	To consolidate various existing schemes and put on a firmer legal footing.
Elections (Keys and Local Authorities) (Amendment) Bill	CO	Amendments required before 2026 General Election
Treasury (Miscellaneous Amendments) Bill 2024	Treasury	A bill to amend certain enactments in relation to the Tynwald Auditor General's functions.
Public Records Act 1999	DFE	To address anomalies between the current provision, Freedom of Information and GDPR legislation.
Registration Of Electors (Amendment) Bill	CO	To create a gateway for obtaining electors' National Insurance numbers to enable individual registration, including automatic registration for 16 year olds.
Agricultural Marketing Bill	DEFA	To review and update the provisions of the Agricultural Marketing Act 1934
Douglas Bay Tramway (Amendment) Bill	DOI	To ensure the current and future operation of the tramway is on a secure legal footing.

In development and planned 2025-2026

Education (Amendment) Bill	DESC	To address issues such as: additional educational needs; route of appeal for parents, carers and young people (Education Tribunal); Emergency closures of schools; Quality assurance; Governance; catchment areas; looked after children.
National Security/Official Secrets Bill	CO	To replace the Official Secrets Act to keep in line with the UK.
National Insurance Bill	Treasury	To bring forward change in respect of National Insurance and owner-managed businesses.
Information Rights Bill	CO	To update the legislation relating to the sharing of information.
Employment (Amendment) Bill (2)	DFE	To make a number of changes to employment and related law addressing the legislative regime for whistle-blowers, amending the Employment Act 2006

		to: (i) provide greater protection for those not in regular employment; (ii) clarify the definitions of employees and workers; consolidate and update trade dispute and trade union legislation.
Sentencing Bill	DHA	A Bill to modernise sentencing legislation, removing disparities and ensuring other key pieces of legislation that underpin the regime are updated.
Children and Young Person's Bill	DHSC	To increase safeguards and protection for children by introducing provisions dealing with leaving care and corporate parenting, amongst others.
Health And Social Care Services Bill	DHSC	To amend or replace the National Health Service Act 2001, National Health and Care Service Act 2016 and the Social Services Act 2001 to clarify responsibilities between the department of Health and Social Care and Manx Care within those Acts.
Medicines Bill	DHSC	To provide a comprehensive, fit for purpose and up to date framework for medicines legislation.
Fire Safety Bill	DHA	To modernise legislation in respect of the Isle of Man Fire and Rescue Service.
Fire Services Bill	DHA	To modernise fire services' legislation by repeal and replacement of existing provisions in the Fire Precautions Act 1975 and the Fire Services Act 1984.
Hate Crime Bill	DHA	To meet with international obligations around racial discrimination/offences motivated by racial discrimination and aggravation of such offences.
Beneficial Ownership (Amendment) Bill	Treasury	To amend the beneficial ownership Act 2017 in order to comply with Moneyval recommendations.
Housing (and Communities) Bill	DOI	To enable the application of modern housing policy and to progress commitments in respect of homelessness.
Insolvency Bill	Treasury	To modernise and consolidate insolvency law in one Act.
Civil Registration Bill	DFE	To allow modern working practices and enable digital working for the registration of births, deaths and marriages.
Interception Of Communication Bill	DHA	To modernise and reform existing legislation taking into account developments in other jurisdictions.
Coastal Footpath Bill	DOI	To create coastal footpaths and allow access to coastal margins.
Capacity (Amendment) Bill (2)*	DHSC	To introduce statutory safeguards for adults lacking mental capacity with respect to their care and treatment.

Mental Health Bill*	DHSC	To update and modernise legislation, in line with longer-term objectives for reform of mental health.
<i>*Mental Health and Capacity 2 Bills: consideration is being given to combining any urgent amendments rather than progressing full changes in this administration</i>		
Coroner (Powers and Procedures) Reform Bill	Treasury	To modernise legislation and improve powers and procedures of coroners in respect of debt collection.
Gambling Supervision Bill	Treasury	To enhance clarity and consistency of the Gambling Supervision Commission's entry controls, regulatory requirements and supervision of regulated entities; and to provide for sanctions in respect of non-compliance across its regulated sectors.
Financial Intelligence Unit (Amendment) Bill	DHA	To amend existing regulatory law, ensuring it reflects current developing international standards.
Information Sharing (Security) Bill	Treasury	To introduce an information sharing gateway to enable Government departments and agencies to share information.
Estate Agents Bill	DEFA (OFT)	To replace the Estate Agents Act 1975 and Estate Agents Act 1999 and to provide a consumer protection framework around the sale and lease of property.

22. National Outcomes & Indicators

The Island Plan indicators set out below have been published and will be kept up to date periodically. Below is a snapshot of the progress to date.

Outcome	Indicator	Snapshot: Progress to date
Increase jobs in line with Economic Strategy	+1,800 new jobs filled	<p>Persons Employed has grown by 700, a 2% increase (Q3 2022-Q3 2023)</p> <ul style="list-style-type: none"> • Less than 300 registered job seekers (Q3 2023) • 1,500 net new job increase (Q3 2022-Q3 2023) • DfE estimated to have supported 588 new jobs via Executive Agencies (October 2023) • 33 Business Migrant applications approved (October 2023) • Average of 1,300 job vacancies each month listed on the Job Centre in 2023 (October 2023) • 1,483 new work permits approved & nearly 500 visas approved (Q3 2022- Q3 2023) <p>For further information the full 2023 Economic Strategy Annual Report is linked here.</p>
Grow population in line with Economic Strategy	+2,500 new residents	<ul style="list-style-type: none"> • 461 net population increase since last (2021) census (March 2023) • Increase of 99 new residents in Q1 2023 alone (March 2023) <p>For further information the full 2023 Economic Strategy Annual Report is linked here.</p>
Improve infrastructure and services - Housing	+1,000 additional homes occupied	<ul style="list-style-type: none"> • Manx Development Corporation pursuing 170 homes & commercial developments • 11 planning applications supported by DfE covering (Oct 2023); <ul style="list-style-type: none"> ○ 800+ houses ○ 300+ jobs ○ 100+ commercial units • 723* new dwellings with valid planning approval to be developed* (June 2023) <p>For further information the full 2023 Economic Strategy Annual Report is linked here.</p> <p>*Please note this statistic is a total figure, as of June 2023.</p>

<p>Improve infrastructure and services – Public Services</p>	<p>Healthcare: Improve health outcomes</p> <p>Education: Improve learning outcomes</p> <p>Crime: Maintain lowest crime rate in British Isles</p>	<p>Health:</p> <p>Progress towards improved health outcomes are detailed in the Public Health Outcomes Framework dashboard and the Department of Health and Social Care, and Manx Care annual plans and reports. Links to these sources can be found here;</p> <p>Public Health Intelligence</p> <p>Department for Health and Social Care</p> <p>Education:</p> <p>Student Attainment and Destinations data is collected annually and is contained within the Department of Education, Sport and Culture (DESC) Department Plan. For 2023, (pages 12 - 14). The link to the DESC website can be found here;</p> <p>Department for Education, Sport and Culture</p> <p>Crime:</p> <p>The Isle of Man is safer than anywhere in the UK. Crime severity on the Isle of Man has steadily increased over the past 3 years, yet the Island remains the safest place in the British Isles, when compared to all 43 Police Force Areas of England and Wales. The Isle of Man has a crime severity rate over 60% lower than the lowest in England and Wales.</p> <p>For more crime related information please see the Chief Constable's Annual Report 2022-23, which can be found here.</p>
<p>Redevelop Brownfield sites</p>	<p>2 key Brownfield sites developed using substantial private sector leverage</p>	<ul style="list-style-type: none"> • 3 privately owned brownfield sites supported in principle through the Island Infrastructure Scheme. <p>For further information the full 2023 Economic Strategy Annual Report is linked here.</p>
<p>Grow Government Revenue in line with Economic Strategy</p>	<p>+£75m Government income, including leveraging new sources</p>	<ul style="list-style-type: none"> • Tax receipts increased by £40m ahead of budget • Substantial economic benefit estimated in major planning applications • Government income to be confirmed in Budget 2024/25 <p>For further information the full 2023 Economic Strategy Annual Report is linked here.</p>

<p>Progress with Climate Commitments</p>	<p>2.2% reduction in GHG emissions per annum and minimum 20MW onshore renewable generation</p>	<ul style="list-style-type: none"> • Manx Utilities are progressing plans to develop an onshore windfarm to generate 20MW by 2026 • Manx Utilities are currently planning for 10MW onshore solar across public estate • Over £1.1m paid to individuals to improve home energy efficiency through Green Living Grant Scheme (October 2023) • Climate change developing a business emissions reduction strategy • Over 2,250 homes supported by Energy Efficiency Scheme (October 2023) • Manx Utilities updated green tariff developed to help with Economic, Social & Governance (ESG) • DfE & Climate Change building the right business support • New private sector investment vehicle to support climate change action projects in first stages <p>For further information the full 2023 Economic Strategy Annual Report is linked here.</p>
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Isle of Man
Government

Reiltys Ellan Vannin