



**Isle of Man
Government**

Reiltys Ellan Vannin

Department of Environment, Food and Agriculture

Rheynn Chymmyltaght, Bee as Eirinys

Our Island, our Environment, our Future

**Department Plan
2014-2017**

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1. Our Purpose

The Department is working for a clean, safe, healthy, attractive and vibrant environment which will be enjoyed by present and future generations alike.

We will protect and enhance our natural environment, guided by the core principles of environmental, economic and social sustainability whilst optimising quality of life, international reputation, food security, energy security and outdoor amenity, and enhancing the health and safety of the public and those at work.

This encapsulated in the strap line: **Our Island, our Environment, our Future.**

2. Our Values

In DEFA we work together as a team taking pride in delivering the very best, sustainable, service to make a positive difference to our community.

Ours is an environment where:

- We value, trust and respect one another;
- We communicate clearly, openly and honestly;
- Innovation and creativity are recognised and appreciated;
- We positively influence and inspire each other;
- Continuous development is promoted.

3. Our Aims

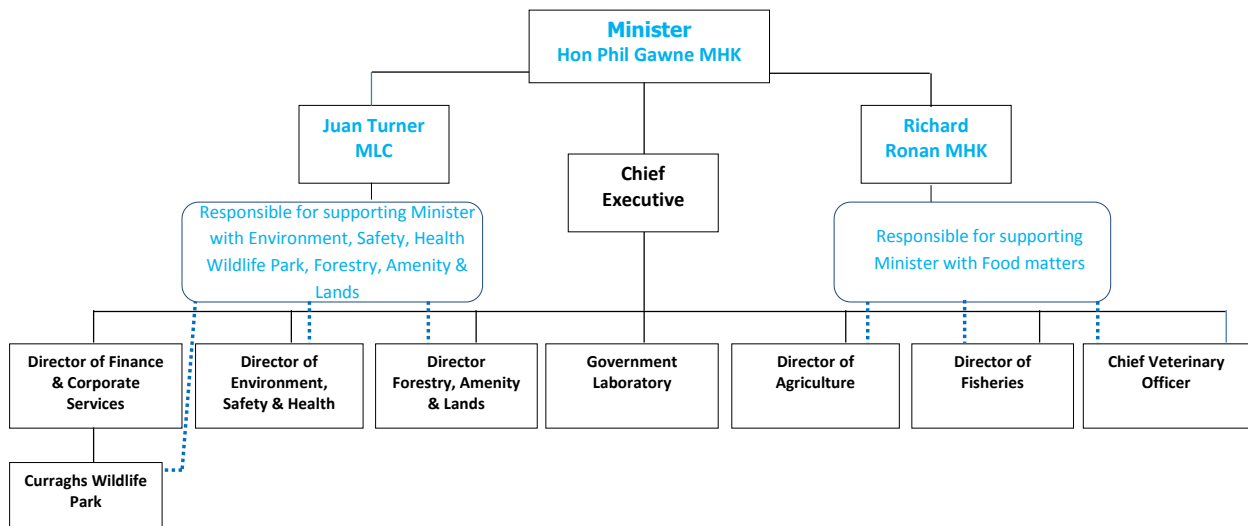
To work with Businesses, Stakeholders and Government partners under the guidance of the Council of Ministers and their Environment and Infrastructure Policy Sub-Committee, in the following areas:

- Sustainable management of the natural environment and biodiversity.
- Increasing energy independence.
- Acting to reduce the effects of climate change.
- Ensuring there are thriving food businesses and plenty for us all to eat.
- Growing the economy while safeguarding our natural resources.
- Protecting our health and promoting active enjoyment of the Isle of Man.
- Protecting the health and safety of those at work and those affected by work activity.

These aims support Government Priorities which are specifically identified in sections 5 to 9.

4. Who we are

Under the Government Departments Act 1987 each Department consists of a Minister and one or more Members of Tynwald. The 1987 Act, whilst providing for the Minister to exercise the functions of the Department, also allows him to delegate functions to others. The Minister retains an active interest and involvement in all aspects of the Department, but has delegated responsibility to the Department’s Political Members as follows:



The Chief Executive of the Department is the Department's Accounting Officer under the Financial Regulations and Capital Procedures. He is responsible for the efficient and effective execution of the Department's policies and programmes and for ensuring that sound and impartial advice is provided to the Minister and his political colleagues. He also leads the Department's Senior Management Team, comprising the Directors of the six operational divisions and the Government Analyst.

A detailed breakdown of the 2014/15 revenue and staffing budget is presented at Appendix A, together with the Treasury budget targets for the 2015/16 and 2016/17 financial years. The schemes included in the Isle of Man Government’s Capital Programme Estimates are presented at Appendix B. Further details regarding the Directorate structures and functions can be found on the Department website at <http://www.gov.im/defa>

The Department's headquarters is at Thie Slieau Whallian, Foxdale Road, St John’s and the principal telephone enquiry number is +44 (0)1624 685835. The Government Laboratory is situated in Ballakermeen Road, Douglas, telephone number +44 (0)1624 642250.

5. Government and Departmental Priorities

This plan is intended to clarify the Department's priorities and intended actions over the next three years to March 2017. The plan takes account of the Government's priorities, which were laid out in the Agenda for Change document, which was described as a manifesto for change and endorsed by Tynwald in January 2013.

The Chief Minister has laid out three key priorities which are:

- stimulating economic growth
- protecting the vulnerable
- rebalancing the government's finances.

Government has now agreed an Economic Strategy, Vision 2020, which lays out how economic growth will be achieved.

This plan identifies how the Department will contribute to those priorities, plus the underlying five key Policy areas which are laid out in the Agenda for Change document. Where Departmental actions in this document are sourced from the Agenda for Change, the references are acknowledged in brackets.

The five key Policy areas are:

- Our Economy (OE)
- Environment and Infrastructure (EI)
- Good Government (GG)
- Income and Expenditure (IE)
- Welfare Reform and Wellbeing (WR).

The Department's Minister is the Chair of the Environment and Infrastructure Policy Sub-Committee (E&I Committee) of the Council of Ministers, which takes responsibility for the Environment and Infrastructure policy matters. The E&I Committee membership also included the Minister for Infrastructure and political representatives of the Department of Economic Development and the Chair of Manx Utilities Authority. The Committee is supported by Officers from the member bodies. The E&I Committee policy report was agreed in Tynwald in May 2013.

This plan is produced following the Council of Minister's report regarding Smaller, Simpler Government, which was agreed by Tynwald in January 2014. This introduced the new Government structure including the loss of DCCL, DoH and DSC, plus the creation of the MUA, Cabinet Office and DHSC. The change has relocated the Curragh's Wildlife Park into the Department. However, the plan does not fully take account of the potential phase two of this report which may therefore necessitate further changes.

The Health and Safety at Work Inspectorate (formerly a part of DOI) has also been amalgamated with Environmental Health and Food Safety functions within the Department (DEFA), which will allow work place and environmental issues to be dealt with by a single multi-disciplinary Environment, Safety and Health Directorate.

Throughout this document, initials are used alongside actions to acknowledge their references to Agenda for Change, E&I Policy document and Smaller Simpler Government.

6. Stimulate economic development

Context from the Agenda for Change:

"We see further development of our diversified economy as being key to the future of the Island. We will create growth and with it good quality jobs for our people. We will ensure our education system is developing the skills and knowledge needed to support our economy."

Context from Government's Economic Strategy - Vision 2020:

The Department has a significant role to support three of the eight key themes identified in Vision 2020, which are intended to create the following outcomes:

"Destination Island (Tourism): The Isle of Man offers high quality and unique experiences for visitors and residents within a stunning and globally significant landscape. A place which provides a true source of inspiration, where distinctive local character is maintained and celebrated. The Island has an unrivalled reputation for outdoor adventure, heritage and culture with a year-round programme of events, headlined by the world-renowned TT races"

"Distinctive local food and drink (Retail and Produce): Flourishing businesses reliably supply locally-produced staple and artisanal products, profitably exporting and contributing to a local food culture celebrated and valued by residents, visitors, retailers and the hospitality sector."

"Offshore energy hub (Harnessing the future waves of power): The Isle of Man can be a viable hub for offshore energy, creating diverse jobs ranging from working on offshore energy platforms, to financial and professional services."

Department perspective:

The Department will work with the offshore energy, food, forestry and outdoor amenity business sectors to facilitate economic growth and support the wider economic development.

The Department will:

- a. **Work with neighbouring jurisdictions, producer organisations, the Queenie Management Board and other stakeholders towards a fully integrated approach to the management of fisheries in the northern Irish Sea.**
 - i. Propose a five-year plan to achieve management integration and improve sustainable profitability for the fisheries.

- ii. Seek all-party engagement in the plan development, agreement and subsequent implementation.

b. Work with the local food producers to enhance local food profitability, quality and diversity, acknowledging the contribution to Vision 2020

- i. Establish and launch food business strategy, which delivers GDP growth from the farming, fishing and food chain.
- ii. Increase profitable import substitution and product export.
- iii. Introduce and promote a local provenance food label under the stewardship of an independent, government and industry-funded body.
- iv. Ensure a level playing field by applying fair and effective regulation and enforcement where necessary.
- v. Support local businesses to promote the Island in target markets (OE 4).
- vi. Provide analytical services and advice on food safety, food labelling and occupational health and safety to local food producers.
- vii. Enhance the Island's disease-free status to enhance both profitability and product quality.

c. Ensure Businesses are equipped with suitable skills and resources

- i. Invest in the Mill Road Food Park to facilitate expansion in food processing and marketing and maximise the return from the site.
- ii. Support new entrants into the food industries.
- iii. Help more young people to find employment (OE 5).

d. Promote the value and utilisation of our amenity, cultural and landscape resources (EI 8)

- i. Government will work with the tourist sector to harness the economic opportunities associated with eco and adventure tourism (EI 8.1).
- ii. Government will prepare a nomination to the UK of the Isle of Man for UNESCO Biosphere Reserve status by 31 March 2014 (EI 8.2).
- iii. Government will engage the farming industry in seeking enhanced public access and improved biodiversity and landscape management through voluntary additional arrangements within the Countryside Care Scheme (EI 8.3).
- iv. Facilitate economic development through innovative use of all our resources and opportunities, both ourselves and in partnership with the private sector.
- v. Continue to provide recreational angling opportunities, at no net cost to the taxpayer.
- vi. Deliver the Department's plan to achieve a profitable sawmill by March 2017.
- vii. Agree an Amenity Strategy for the Department which delivers sustainable economic growth and contributes to quality of life visitors and Manx residents.

- viii. Agree a strategy by October 2014 which will grow the visitor numbers and spend at the Curragh Wildlife Park to seek profitability by March 2018.
- ix. Develop methodology and capability in the Government Laboratory to undertake as much as possible of the analytical requirements of the wider Government and community.

7. Protect the vulnerable – *protecting people from the environment*

Context from the Agenda for Change:

"We see the continuing welfare and wellbeing of our community as fundamental to our quality of life. We must educate and develop our young people to give them the skills they need to be able to contribute fully.

We recognise that the way we currently provide our social welfare is no longer sustainable. We will radically reform our social politics, ensuring that those in greatest need are supported and protected. This will be done in a way that is both affordable and fair. The traditional "universal services for all" model of provision is no longer sustainable and some services will be means-tested in the future."

Department perspective:

The Department has a significant role in protecting the public from the external environmental factors and agents that may harm them in their normal lives. In particular we have a significant role to ensure that everyone has a safe and healthy home and operates in a safe and healthy work place. This is often undertaken in partnership with Local Authorities, other Government Departments and other public and private sector partners.

The Department will:

a. Ensure the community have access to safe food, housing and environment

- i. Implement the Housing in Multiple Occupation legislation and associated administration and inspection processes.
- ii. Support DOI to bring forward legislation to control the dilapidation and abandonment of private sector rental or potential rental housing.

- iii. Provide Environmental/Public Health, Food Safety and Pest Control services, to ensure the public remain protected from environmental factors and agents that may cause them harm.
- iv. Provide analytical support to the Manx Utility Authority to assist in the provision of safe drinking water, and to the Office of Fair Trading checking the safety of consumer products.
- v. Work with the Departments of Health and Social Care and Home Affairs to introduce initiatives to stop cigarette smoking in cars containing children.

b. Ensure that businesses and employers achieve and maintain proportionate standards of health and safety risk management

- i. Provide occupational health and safety services to ensure that the community is adequately protected from work activity risks.
- ii. Work collaboratively with other Departments and Agencies to promote cost-effective and proportionate control of health and safety risks in all public, commercial, industrial and government premises.
- iii. Work pro-actively with managers of businesses and organisations to raise awareness of how they can identify and control the risks associated with their own specific undertakings.

c. Identify sustainable ways to reduce the financial and environmental cost of energy in the medium to long term (EI 1)

- i. Government will explore opportunities to develop potential offshore energy production in Isle of Man territorial seas for export to neighbouring jurisdictions; this may include the establishment of strategic partnerships (EI 1.1).
- ii. Government will develop a national energy strategy which balances the competing needs of supply security, sustainability and affordability (EI 1.2).
- iii. The Department will seek loan provision and then introduce a Manx Homes Energy Efficiency Scheme to allow the self-funding investment in energy efficiency measures in domestic and commercial properties (EI 2.4).
- iv. Use our natural resources, including our forestry biomass, to work towards building a post carbon fuelled Island (OE 8).

d. Develop a realistic strategy for food security in the Isle of Man (EI 7);

- i. which meets the varying challenges of both short and long term food security for the Manx Nation (EI 7.1).
- ii. whilst facilitating the retention and development of appropriate infrastructure to meet those needs.
- iii. And balances a sustainable industry with affordable food.

- e. Enhance and promote accessible amenity and recreation supporting improved community health and well-being**
- f. Extend Animal Welfare legislation to all kept animals; establishing animal protection measures that meet the expectations of our community.**

8. Protect the vulnerable – *protecting the environment from people*

Context from the Agenda for Change:

“We must provide an Island infrastructure that enables people to live, work and travel and to enjoy a good quality of life. We must also provide the support which new and existing business needs to flourish. We must use our natural resources sustainably and ensure we respond to the global challenges, responsibilities and opportunities which food security, energy security and climate change present.”

Department perspective:

The Department has a significant statutory responsibility to protect the Island and maritime environment from damaging human activity, whilst facilitating important and desirable development in a balanced way. Our aim is to ensure future generations are able to enjoy the same high quality environment, thriving economy and vibrant community as we do today.

The Department will:

- a. Protect and enhance the sea, air, water, land and biodiversity**
 - i. Lead the development and delivery of a Biodiversity Strategy to optimise the Island’s Biodiversity and meet our obligations under the Rio Convention on Bio Diversity (CBD).
 - ii. Monitor and maintain the Isle of Man’s Nuclear and Coastal Erosion strategies.
 - iii. Monitor and actively manage the Isle of Man’s river and sea water quality.
 - iv. Provide effective and appropriate Environmental Protection.
 - v. Work with Upland land managers and user groups to ensure the ongoing success of this delicate ecosystem so it continues to be protected, enhanced and enjoyed, in a balanced way.

b. Address the issues posed by the effects of climate change (EI 2)

- i. Lead the development of policies and strategies to ensure that the Government and Public understand the risks of climate change to the Isle of Man and adapts to these risks (EI 2.3).
- ii. Lead the implementation of the Government's greenhouse gas emissions target for the Isle of Man of 80% reduction of 1990 levels by 2050 (EI 2.1).
- iii. Lead the development of policies and strategies that will deliver reductions in greenhouse gas emissions to meet that target (EI 2.2).

c. Deliver effective and pragmatic enforcement

- i. Introduce more effective and less bureaucratic environmental protection legislation.
- ii. Ensure enforcement activity complies with Departmental Enforcement policy.

d. Encourage sustainable economic activity in harmony with our natural resources (EI 9)

- i. Lead the formulation of a long term strategy for sustainable development which meets the needs of the present generation without compromising the ability of future generations to meet their needs (EI 9.1).
- ii. Champion sustainability across the public services, community and private sector.
- iii. Propose a five-year strategy for the development of the Department's estate to clarify the management objectives and outcomes.
- iv. Propose a five-year strategy for the development of the Inland Fisheries and rivers to clarify the management objectives and outcomes.
- v. Support the development, implementation and use of a Marine Spatial Planning process for the sustainable use of our territorial seas (EI 3).

9. Deliver the very best sustainable customer service**Context from the Agenda for Change:**

"We recognise that the world has changed immeasurably in the past decades; we must continue to adapt to those changes. We will ensure we continue to be recognised as an internationally responsible, reputable and competitive jurisdiction. In rebalancing and

redistributing the Budget, we will control Government expenditure and apply charges where necessary but in a fair manner.

We recognise that Government must change. We will lead the change to a more efficient way of working, using technology to support better delivery of services and reduce bureaucracy. We will work in partnership with, and listen to, the views of staff and our customers.”

Department perspective:

As an enthusiastic and committed team of professionals, we aim to work together to ensure a culture of teamwork, continuous improvement and efficiency, in order to achieve the very best sustainable customer service.

The Department will:

a. Ensure our people, budget and organisation are aligned to our priorities

- i. Challenge everything that we do to ensure value for money and contribute to Government Budget rebalancing initiative.
- ii. We will continue to drive efficiency and grow income to minimise operating costs and improve future opportunities.
- iii. Continue to evolve the Department’s structure, values and culture to ensure we are best able to meet our future needs and deliver services as cost effectively and flexibly as possible.
- iv. Introduce and embed mobile working in the Environment Directorate, then extend to other appropriate teams.
- v. Identify opportunities to enhance efficiency and reduce operating costs through increased utilisation of technology.
- vi. Deliver the Department’s plan to achieve a profitable sawmill by March 2017.
- vii. Adopt an ethos of continuous improvement of our people and services.

b. Create a happy and valued team who do the right thing, in the right way

- i. Demonstrate the behaviours we value in our staff, including innovation, empowerment, courage to challenge and a focus on service (GG 6).
- ii. Engage all areas of the Department to embed and live up to our values.
- iii. Undertake annual staff engagement surveys and implement responding initiatives, to enhance discretionary productivity.
- iv. Monitor and manage staff sickness absence.
- v. Undertake effective performance management at all levels of the team.

- vi. Tackle any culture of blame and encourage a pragmatic approach to risk (GG 7).
- vii. Promote a healthy and safe working environment to all of the Department's areas of operations, for the benefit of staff and members of the public alike.

c. Seek and take account of customer, team and individual feedback

- i. Establish and monitor customer satisfaction.
- ii. Actively request feedback.

d. Contribute to the Good Government initiatives identified in Agenda for Change, including the intent to:

- i. Create a smaller, simpler Government (GG 1).
- ii. Cut employment costs (GG 2).
- iii. Reduce bureaucracy and improve transparency (GG 3).
- iv. Improve focus on the customer (GG 4).
- v. Routinely report on our corporate performance across Government (GG 5).

e. Contribute to the Income and Expenditure initiatives identified in Agenda for Change, including:

- i. Ensure that money owed to Government is collected (IE 6).
- ii. Increase the number of Government services attracting a charge where necessary (IE 7).

Appendix A – Resources

Revenue Budget	2014/15	2015/16	2016/17
	£	£	£
Corporate Services	717,750	873,150	972,250
Agriculture	8,119,750	7,959,750	7,959,750
Fisheries	738,750	723,750	723,750
Forestry	1,641,050	1,557,050	1,463,950
Env't Safety & Health**	1,498,300	1,450,310	1,450,310
Government Laboratory	655,750	645,750	640,750
Wildlife Park	404,000	412,900	412,900
TOTAL	13,775,350	13,622,660	13,623,660
Personnel Estimates	2014/15	2015/16	2016/17
	FTE	FTE	FTE
Corporate Services	7.63	7.63	7.63
Agriculture	18.54	18.54	18.54
Fisheries	13.45	13.45	13.45
Forestry	54.94	54.94	54.94
Env't, Safety & Health **	27.95	27.95	27.95
Government Laboratory	12.99	12.99	12.99
Wildlife Park	12.34	12.34	12.34
TOTAL	147.84	147.84	147.84

Capital Programme	2014/15	2015/16	2016/17
	£	£	£
Ballure Cliff Stabilisation Phase 2	15,000		
Food Park Development Phase 2	410,000	28,000	
Farming Improvement Scheme	510,000	340,000	340,000
Essential Building Maintenance	200,000	200,000	200,000
Wildlife Park Maintenance	100,000	100,000	100,000
Grant for Meat Plant Refurbishmnt	1,600,000		
Food Park Dev't Phase 3 Design	28,000	*	*
Food Park Dev't Phase 3	*	*	*
Food Park Dev't – Vacant Units	*	*	*
TOTAL	3,524,000	1,033,000	665,000

* Figures are included in the total figure but not currently declared separately

**Figures include impact of HSWI merger with DEFA

NB. No inflationary increased are included in the Revenue budget allocation, meaning any such increases must be met within these figures.

Appendix B – Legislative Programme

LEGISLATIVE PROGRAMME (as at March 2014)			
Name of Bill	Description	Lead Officer	Current Programme Year
Environment and Climate Change Bill	Policy to be finalised - Bill previously known as Energy Conservation Bill	Director of Environment, Safety and Health	2013/14
Pesticides Bill	To enable some EU legislation to apply	Agricultural Policy Manager	2013/14
Animal Welfare Bill	Introduce new provisions for the welfare of animals	Chief Veterinary Officer	2013/14
Dogs Act	Introduce provision for compulsory Micro-chipping and return fees for stray dogs collected	Environmental Health Team Manager	2013/14
Game Bill	Consolidation exercise of the Acts from 1882, 1927, 1957 and 1971 and need to protect Blue Hares	Senior Biodiversity Officer (Zoology)	2014/15
Agricultural Marketing (Amendment) Bill	Amendments to current provisions as 'next steps' in moving agriculture industry forward	Agricultural Policy Manager	2014/15
Wildlife (Amendment) Bill	To reflect the Island becoming signatory to the Convention on Biological Diversity	Principal Biodiversity Officer	2014/15
Health and Safety Legislation	Streamline and simplify the legislative framework via the revocation of Regulations and Acts which are no longer fit for purpose.	Director of Environment, Safety and Health	2014/15
Environmental Protection Bill	To include provisions for air quality control, waste etc.	Director of Environment, Safety and Health	2015/16