

**MINUTES OF THE MEETING OF THE CHIEF OFFICER GROUP,  
HELD ON TUESDAY 13 MAY 2014 AT 10.00 AM  
IN THE KING ORRY ROOM, CABINET OFFICE, GOVERNMENT OFFICE**

**Present:** Mr W Greenhow, Chief Secretary, Cabinet Office  
Prof R Barr, Chief Executive, Department of Education and Children  
Mr C Corlett, Chief Executive, Department of Economic Development  
Mr R Lole, Chief Executive, Department of Environment, Food and Agriculture  
Mr C Kniveton, Acting Chief Executive, Department of Health and Social Care  
Ms P Primrose, Director of Finance and Research, Department of Home Affairs  
Mr N Black, Chief Executive, Department of Infrastructure  
Dr M Couch, Chief Financial Officer, Treasury  
Mr J Callister, Chief Officer, Office of Human Resources, Cabinet Office

**In attendance** Mr D Davies, Director of Business Change and Reform, CO  
Mrs A Martin, Chief Operating Officer, Attorney General's Chambers  
Ms C Hunter, Head of Communications, CO  
Ms J D Hetherington, Assistant to the Chief Secretary, CO

**049/14 MINUTES OF THE MEETING OF 8 APRIL 2014**

Having been previously circulated, the minutes of the meeting of 8 April 2014 were agreed and signed by the Chief Secretary.

**050/14 MATTERS ARISING**

**a) Consultation on 14-16 qualification reform**

Minutes 038/14c & 041/14a

The Chief Executive Officer, Department of Education and Children advised that there had been over 500 responses to its 14-16 qualification reform consultation which was due to close on 16 May 2014.

The Group considered that this level of response was extremely encouraging and reflected a high level of engagement with stakeholders.

**051/14 ISLE OF MAN CONSTABULARY - MODERNISING TO MEET FISCAL CHALLENGES**

**Mr G Roberts, Chief Constable, joined the meeting for this item**

The Group received a presentation from the Chief Constable and noted the strategic approach being taken by the Isle of Man Constabulary to address current and future fiscal challenges.

The Group noted the overarching strategy, constraining issues, progress made to date, changes planned and the future challenges being faced. The Group further noted the progress being made in respect of a number of workstreams, in particular the restructuring of the Constabulary; rationalisation of functions; proposals for alternative methods of delivery and the approach being taken in respect of succession planning.

**The Chief Constable left the meeting**

#### **052/14 ISLE OF MAN GOVERNMENT - SINGLE LEGAL ENTITY**

The Executive Director, Office of Human Resources presented a discussion document which gave consideration to the Isle of Man Government becoming a single legal entity.

The Group discussed a number of potential benefits to Government (e.g. enhancement of collegiate working relationships across Departments) in addition to a number of possible implications (e.g. legislative amendments).

Following discussion, it was agreed that the Executive Director would bring further information back to the Group for consideration, to include learning outcomes from The Scottish Government on this issue.

#### **053/14 REVIEW OF FINANCIAL DIRECTIVE 30**

The Executive Director, Office of Human Resources presented a discussion document which considered a review of Financial Directive 30 (FD30).

The Group noted that this review was being undertaken following an earlier decision (November 2013) that the Treasury and OHR should review the provisions of FD30 to ensure they provide sufficient clarity and avoid unnecessary bureaucracy (Minute 094/13 refers).

Following a detailed and lengthy discussion, it was agreed that the Chief Financial Officer would seek to amend the Directive via Treasury.

#### **054/14 MINISTERIAL CAPACITY BUILDING PROGRAMME**

The Chief Secretary advised that the Ministerial Capacity Building Programme was continuing to progress well and was proving to be beneficial for both the Council of Ministers and Departmental Chief Officers. The Group noted that the Programme would be completed by 29 May 2014.

#### **055/14 COUNCIL / COG POLICY WORKSHOPS**

The Chief Secretary advised that further Council / COG policy workshops would be organised following completion of the Ministerial Capacity Building Programme.

#### **056/14 "HAVE YOUR SAY" EMPLOYEE ENGAGEMENT SURVEY**

The Director of Business Change and Reform advised the Group that a full and detailed analysis of survey results would be presented to the extended Chief Officer Group on 20 May and to the Corporate Leadership Group on 23 May 2014.

#### **057/14 ANY OTHER BUSINESS**

##### **a) Flexi-leave**

The Group discussed differentials in the levels of flexi-leave taken by senior managers across Government. Following discussion, it was agreed that the Executive Director, Office of Human Resources, would seek further clarification with regard to flexi-leave allowances and report back to the Group in due course.

**058/14 DATE OF NEXT MEETING**

10.00am, Tuesday 10 June 2014, King Orry Room, Cabinet Office.

W. Alow

Chief Secretary

10/6/14

Date

