

**MINUTES OF THE MEETING OF THE CHIEF OFFICER GROUP
HELD ON TUESDAY 14 MARCH 2017 AT 10.00 IN THE KING ORRY ROOM, CABINET
OFFICE, GOVERNMENT OFFICE**

Present: Mr W Greenhow, Chief Secretary, Cabinet Office
Mr N Black, Chief Executive, Department of Infrastructure
Mr M Lewin, Acting Chief Executive, Department of Economic Development
Dr M Couch, Chief Executive, Department of Health and Social Care
Mr M Kelly, Chief Executive, Department of Home Affairs
Mr R Lole, Chief Executive, Department of Environment, Food and Agriculture
Mrs S Lowe, Chief Financial Officer, Treasury
Miss K Parkinson, Executive Assistant to the Chief Secretary, Cabinet Office

Apologies: Prof R Barr, Chief Executive, Department of Education and Children

021/17 FUTURE POLICY AREAS

The Group had a discussion around the list of future policy areas, and prioritisation of the workshops. It was agreed that the Executive Assistant would confirm dates with the Group in due course. The Group agreed that the first workshop would be held within the next week to discuss saving initiatives once every Chief Officer had met with the SAVE Team.

The Executive Director, Office of Human Resources ("Executive Director, OHR") was in attendance for the following item.

022/17 UPDATE FROM OHR

The Executive Director provided the Group with an update on the following items:

a) Industrial Job Evaluation and Grading Support (JEGS)

The Group had a discussion with regards to Industrial JEGS.

b) Sickness Absence Reports

It was agreed that the report on open absences would be circulated to the Group two weeks in advance of the monthly report. It was further agreed that the Executive Director, OHR would look into a review of the system and explore whether it would be possible for absences to be closed when the employee completes their return to work.

The Executive Director, OHR stated that the OHR Quarterly Report at the end of March would include a benchmark following the CIPD report released in the UK recently.

c) Public Services Commission Pay Negotiations

The Group had a discussion with regards to the public services commission pay negotiations.

d) Isle of Man Government Public Service People Strategy

The Executive Director, OHR stated that there had not been an update to the Isle of Man Government Public Service People Strategy since it was created in 2009. The Programme for Government states what it will achieve for our

customers but not how our people will deliver the Programme for Government. The Executive Director, OHR confirmed that he would like the Group to help build, develop and own the People Strategy. It was agreed that as part of the future policy area discussions we would include this, and that an initial workshop would be arranged for 11 April and then a further workshop arranged for 25 April 2017.

023/17 ANY OTHER BUSINESS

The Group had a discussion with regards to the SAVE Programme. It was agreed that a workshop would be arranged for the Group to discuss as part of the future policy area workshops.

The meeting ended at 12.30pm.

W. Alaw.....
Chief Secretary

11/4/17.....
Date