



**Isle of Man
Government**

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Office of Human Resources

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30 January 2013

Consultation – Draft Fairness at Work Policy

(To supersede current Prevention of Bullying, Harassment and Victimisation at Work Policy)

In light of concerns raised by both employers and employees regarding the continuing effectiveness of the 2009 Prevention of Bullying, Harassment and Victimisation at Work Policy, the Office of Human Resources (OHR) identified the need to review this policy. In order to clarify issues and concerns regarding the policy, a public consultation seeking views on how the existing Policy might be improved was initiated in July 2012.

After reviewing the consultation responses and conducting research into current best practice, it was decided that a new policy and guidance should be drafted. Working in collaboration, a joint working group consisting of representatives from OHR, the Trade Unions and Staff Welfare produced a draft document entitled 'Fairness at Work: Policy and Guidance'.

The aims, values and principles set out in the new policy and guidance link directly with the 'Good Government' priority identified in the Chief Minister's 'Agenda for Change' document published in 2013. This priority recognizes Government's commitment to "demonstrate the behaviours we value in our staff, including innovation, empowerment, courage to challenge and a focus on service and tackle any culture of blame..." The Fairness at Work Policy is broader in scope and more generic than the current Prevention of Bullying, Harassment and Victimisation at Work Policy, and focuses on promoting a culture in which all members of staff are treated fairly and consistently and with dignity and respect.

Anyone wishing to comment on the content of the attached document should send their views by post or e-mail to: Ann Anderson

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Please note that it will be assumed, unless you indicate otherwise, that you do not object to your response being made public. If you wish all or any part of your reply to be treated as confidential, then please indicate this clearly in your response.

The initial consultation period ends on 14 March 2014 and all final written views and comments should be submitted by 5.00 pm on that day.



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Following consultation, the proposed programme will be to:

- review all comments received from consultees;
- publish a document on its website summarising the main points made;
- amend the Fairness at Work Policy and Guidance if appropriate;
- submit the revised Policy and Guidance to the Council of Ministers for endorsement.

I look forward to receiving your views and comments on this draft document.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Callister', with a large, stylized initial 'C'.

Jon Callister
Chief Officer

