

**MINUTES OF THE MEETING OF THE CHIEF OFFICER GROUP
HELD ON TUESDAY 23 JANUARY 2018 AT 10.00 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 N Black, Chief Executive, Department of Infrastructure
Dr M Couch, Chief Executive, Department of Health and Social Care
Mr M Kelly, Chief Executive, Department of Home Affairs
Mr M Lewin, Acting Chief Executive, Department of Economic Development
Mrs S Lowe, Chief Financial Officer, Treasury
Mr R Lole, Chief Executive, Department of Environment, Food and Agriculture
Miss K Parkinson, Executive Assistant to the Chief Secretary, Cabinet Office

005/18 MINUTES OF THE MEETING HELD ON 9 JANUARY 2018

Having been previously circulated the minutes of the Chief Officer Group ("the Group") monthly meeting held on 9 January 2018, were agreed and subsequently signed by the Chief Secretary.

006/18 MATTERS ARISING FROM THE MINUTES OF THE MEETING HELD ON 9 JANUARY 2018

There were no matters arising.

The SLDP Project Team – Andrew Patrick, Hirelle Moore, Steve Blackford, Carl Glover, Nick Leece in attendance for the following item.

007/18 SLDP GROUP – UPDATE ON ENGAGEMENT WITHIN THE ISLE OF MAN GOVERNMENT

Andrew Patrick provided the group with an overview and update on the project and Nick Leece provided the Group with a demonstration of the framework named the Engagement Index, and the various applications available within the tool.

The Group asked for an overview of the values and behaviours section within the framework, Carl Glover provided an overview of the work undertaken by the Manx Sports Recreation employees at the NSC. Stating that all employees had the opportunity to feed into the work which has built a framework, which is now encouraged in daily practice and through recruitment.

The Chief Executive, DHA asked whether they had referred to the Have Your Say Survey results from last year, and whether the framework had made a significant difference since implementation. Carl Glover explained that they had not received the results for MSR yet, but this task would be undertaken once results had been delivered.

The SLDP Project team confirmed that they had met and discussed with a number of officers from LEaD, OHR who had agreed to take forward the next steps and populate the applications, the Project Team felt that they were not able to take the framework any further as LEaD have the corporate backing and should now take the framework, populate and share across the Public Service.

The Group discussed whether this framework would replace the current code of conduct, and the name of the framework. It was agreed that the Engagement

Index didn't really fit the purpose of the framework. There were a number of suggestions given to the Project Team including Engagement Toolbox. The SLDP Project Team agreed that they would re-consider the name.

It was agreed that the SLDP Project Team would meet with LEaD to discuss the implementation of the framework, and would also meet with the Employee Voice Group which includes representatives from all Departments and come back to the Group in 2 months to provide an update.

Jon Callister, Executive Director – OHR, Anne Shorrocks, Head of Employment Services- OHR and Hannah Leighton, Recruitment Improvement and Project Manager – OHR were all in attendance for the following item.

008/18 ISLE OF MAN PUBLIC SERVICE PEOPLE STRATEGY – ATTRACT AND HIRE

The Executive Director, OHR provided the Group with an update on the People Strategy – Attract and Hire project.

The Head of Employment Services expanded on what had already been undertaken over the past 6 months, particularly around the recruitment team, how the team had been restructured and how that team are currently working to implement the changes to allow attract and hire proposals to work.

The Recruitment Improvement and Project Manager provided an overview of the proposals for the next 6 months including:

- Provide regular communication to employers about changes which may impact recruitment
- Create a business case and options appraisal for talent pools and pipeline recruitment
- Write a business case to remove 5 GCSE's as standard recruitment criteria for Administrative and Executive Officers and Secretarial grades
- Reduce length/remove the application form

Following discussion it was agreed that Anne and Hannah would come back to the Group in 6 months with an update on progress and provide the proposals for the next 6 months. It was agreed that each Chief Officer would provide 2 names of individuals with a success story within the Public Service to be included in the social media content.

Dan Davies, Director Change and Reform & Executive Office ('Director C&R and EO') – Cabinet Office, and Jennie Wheeler, Change and Reform Programme Lead – Cabinet Office were in attendance for the following item.

009/18 PROGRAMME FOR GOVERNMENT WORKSHOP

The Director C&R and EO provided an update to the Group following the Tynwald Members workshop where the group discussed the threats and opportunities for the Isle of Man in the short term.

It was agreed that the Group would take away the actions to be revised within their Departments and Sub-Committees and provide any updates or amendments to the Change and Reform Programme Lead by 8 February 2018.

It was also discussed that the political sponsor for each individual action would also need to be revised with a number of changes within Departments.

010/18 CHIEF OFFICER GROUP PLAN FOR 2018

The Group discussed the Plan which the Executive Assistant to the Chief Secretary had put together, it was agreed that it would be discussed at each meeting and updated on a regular basis.

It was agreed that the following would be included on the plan:

Criminal Justice Strategy – CoG/CoMin Workshop
Planning Review – CoG/CoMin Workshop required on 1 March 2018

Population and Census – CoG Workshop
Economic Modelling - CoG Workshop

011/18 ANY OTHER BUSINESS

There was no other business.

The meeting ended at 12.25pm

W. Alow
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Chief Secretary
13/2/18
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Date

