



ISLE OF MAN
ATTORNEY GENERAL'S CHAMBERS
BUSINESS PLAN
2023 – 2026

Contents

Introduction by His Majesty's Attorney General	Page	2
About Us – who we are and what we do	Page	3
Core Values and Guiding Principles	Page	4
Strategic Aims and Key Deliverables	Pages	5-7
Key Work Streams for 2023	Pages	8-9
Contact Us	Page	10

INTRODUCTION BY HIS MAJESTY'S ATTORNEY GENERAL

Walter Wannenburg KC MLC

I am pleased to present the Business Plan for the Attorney General's Chambers (AGC) for 2023 – 2026. The Business Plan has been agreed by Chamber's Senior Leadership Team: it demonstrates the service we provide on behalf of the Crown and our clients and our support of government in all its facets. It confirms our commitment to enhancing the interests of the Island and to protecting the rights and privileges of its people.

In addition to our essential work of providing legal advice to the Government, the Legislature and the Crown, assisting in the safeguarding of the Island's vulnerable children and adults, providing the independent prosecution service for the Island, AGC has various other areas of work upon which to focus. As more fully referenced hereafter, these include legislative drafting services, continuing advice in relation to the response to Covid-19, and on tackling financial crime and work arising from the Island's forthcoming Moneyval Assessment.

The Business Plan records in tabular form:

- AGC's Core Values and Guiding Principles, the former being informed by recent Values workshops where every member of Chambers was able to participate;
- how each of our Divisions are concerned in producing Chamber's "Key Deliverables" by reference to our various Strategic Aims, and
- our key work streams for the forthcoming year.

It is not possible to refer to the work of all teams who deserve mention. I am extremely grateful to all colleagues, in every one of our Divisions, who have maintained the high levels of service expected of AGC and promoted the supportive team culture during challenging times.

About Us

Who we are and what we do

The Attorney General's Chambers is the office which supports the roles of two Crown Officers: His Majesty's Attorney General and His Majesty's Solicitor General.

The Attorney General's Chambers is in effect their legal Chambers, staffed by Civil Servants, many of whom are qualified lawyers required to uphold the professional standards of their governing body and those set by the Attorney General.

The Crown Officers, and as a result Chambers, have a necessarily unique, politically neutral and autonomous position. They are part of the Public Service, but distinct from Government and Parliament, providing advice to both but also, where statute requires, making decisions in their own right.

It is absolutely essential that statutory decisions which need to be made by the Crown Officers are free from any interference. A good example of this is whether the relevant tests are met in order to prosecute a person for an alleged offence.

The Crown Officers and Chambers' staff must therefore always stay neutral to the political stance of the current administration, however they are also duty bound to assist with everything the administration tries to achieve, making sure impartial legal advice is provided when requested and cooperating with colleagues across Government and any other stakeholders.

- Chambers is organised as follows:-
- the Crown Office;
- the Prosecutions Division;
- the Litigation Division;
- the Commercial Division;
- the International Cooperation and Asset Recovery Division;
- the Primary Drafting Division; and
- The Advisory and Legislation Support Division

Core Values and Guiding Principles

In Chambers we will strive to:	Be Customer Focused	Continuously improve	Be Professional and Approachable	Be Respectful	Act with Honesty and Integrity
We will achieve this by:	<ul style="list-style-type: none"> Our customers are at the centre of everything we do 	<ul style="list-style-type: none"> We use all our resources efficiently 	<ul style="list-style-type: none"> We take our responsibilities to ourselves, our colleagues, Chambers and Government seriously 	<ul style="list-style-type: none"> We respect ourselves, our colleagues, our customers and our environment 	<ul style="list-style-type: none"> We will treat everyone equally and fairly
	<ul style="list-style-type: none"> We respond to all our customers promptly and appropriately 	<ul style="list-style-type: none"> We constantly review our working practices to identify efficiencies 	<ul style="list-style-type: none"> We communicate clearly, appropriately and regularly with our customers and colleagues 	<ul style="list-style-type: none"> We work collaboratively and conduct ourselves professionally 	<ul style="list-style-type: none"> We work in the best way to achieve our outcomes
	<ul style="list-style-type: none"> Our customers receive a consistent and reliable service 	<ul style="list-style-type: none"> We respond to and learn from feedback and our experiences 	<ul style="list-style-type: none"> We continually strive for excellence in everything we do 	<ul style="list-style-type: none"> We trust and are trusted 	<ul style="list-style-type: none"> We have open and honest conversations
	<ul style="list-style-type: none"> We create good relationships with customers and colleagues to foster better working outcomes 	<ul style="list-style-type: none"> We take responsibility for our self-development 	<ul style="list-style-type: none"> We are self-aware and attuned to the feelings of others 	<ul style="list-style-type: none"> We are inclusive and treat our customers and colleagues fairly 	<ul style="list-style-type: none"> We are true to ourselves and each other
	<ul style="list-style-type: none"> We provide an exemplary service 	<ul style="list-style-type: none"> We are accurate in the work we undertake 	<ul style="list-style-type: none"> We do what we have committed to do 	<ul style="list-style-type: none"> We support our colleagues and empower them to challenge, change and innovate 	<ul style="list-style-type: none"> We are accountable for ourselves and our actions

Strategic Aims and Key Deliverables

No	STRATEGIC AIM	KEY DELIVERABLE		DIVISION(S)
1	Deliver our responsibilities under the Island Plan	Island Plan deliverable: Island of Health and Wellbeing – collaboration with community partners in delivering services that help and assist people in keeping safe and well	Efficiently deliver services which meet the responsibilities of HMAG under section 100 of the Mental Health Act 1998 to manage the property and affairs of persons who lack capacity	Crown Division – statutory functions team
		Island Plan deliverable: An Environment we can be proud of – reducing and preventing harms	<ul style="list-style-type: none"> • Provide timely and effective prosecution and international co-operation services • Support our partners in delivering services for families and children which ensure the safety and wellbeing of the child is of paramount importance 	Prosecutions Division ICART Division Litigation Division
		Island Plan deliverable: A Strong and Diverse Economy - meeting or exceeding global standards and enhancing our reputation as an internally responsible and increasingly sustainable jurisdiction	<ul style="list-style-type: none"> • Assist local and international law enforcement agencies by enforcing forfeiture and asset recovery in the Isle of Man on their behalf and where appropriate, make requests of other countries to support domestic investigations in suspected criminal cases • Support the Financial Intelligence Unit (FIU) to help ensure it is appropriately resourced and 	ICART Division Prosecutions Division Crown Division

			supervised to deliver its strategic and operational objectives in the fight against financially motivated crime	
		Island Plan deliverable: A Strong and Diverse Economy - Deliver key Legal and Justice Reforms	Work constructively with our partners to ensure the effective implementation of: <ul style="list-style-type: none"> the modernised criminal justice legislation All or any recommendations which flow from the Review of the role of the HMAG undertaken by Mr Stephen Wooler CB 	Prosecutions Division Crown Division
		Legislative Programme	Seek to ensure that the Government legislative programme is progressed in a timely and effective manner through effective liaison with instructing Departments, Boards and Offices and that we have regular contact with the Legislation Sub-Committee of the Comin to ensure that work is allocated in accordance with Government Priorities	Primary Drafting Division Advisory and Legislation Support Division
2	Provide support to our Stakeholders in delivering their objectives	To provide high quality and timely legal advice to all Departments, Boards and Offices forming the Isle of Man Government		Litigation Division Advisory and Legislation Support Division Commercial Division Primary Drafting Division ICART Division Prosecutions Division
		Supporting Departments Boards and Offices in relation to their delivery of the Island Plan and prioritise this work alongside work which supports emerging and national level policy reforms		Commercial Division Advisory and Legislation Support Division Litigation Division Primary Drafting Division

			Prosecutions Division ICART Division
		Help support the Chief Minister, Council of Ministers and its Committees in collective decision making and working closely with all relevant Departments, Boards and Offices	Crown Division Commercial Division Advisory and Legislation Support Division Litigation Division Primary Drafting Division
3	Ensure the effective delivery of the Constitutional and Statutory functions of the HMAG	To provide a high quality, timely and effective prosecutions service	Prosecutions Division
		Provide effective governance and oversight of registered charitable bodies	Crown Division Advisory and Legislation Support Division
		Providing advice to His Excellency and representing the Crown in matters before the Courts	Crown Division
		Providing an effective service to ensure the representation of children in family court and the management of the financial affairs of adults who lack mental capacity	Crown Division
		To ensure compliance with our statutory obligations to include Climate Change, Equality and Health and Safety	Crown Division
4	Improving our culture and managing ourselves more efficiently	Embed within Chambers the Principle of One Government of: Listening, Strategic thinking, Stewardship, Prioritisation, Productivity, Delivery and Accountability	All Divisions
		Embed the principles of the "Great Place to Work" initiative and any other similar initiatives introduced by Government to improve culture	All Divisions
		To publish our Chambers Business Plan and Operational Plan annually	Crown Division to lead with assistance from all other Divisions

Key Work Streams for 2023

Key Work streams for 2023			
Aim number	Work stream	Deliverable	Division
3	Provide all help and assistance required by Government to ensure the effectiveness of the Review into the Covid Response on the Island to be undertaken by Kate Brunner KC	Provision of such information to the Review as HMAG is permitted to provide within such timescales as are required by the Review	All Divisions
		Attendance at the Review by officers in Chambers who are asked to attend to give evidence	All Divisions
1	To scope the changes that are required in order to effect the Tynwald Resolution for the separation of the Prosecutions Division taking into account the recommendations of the Review into the role of the HMAG undertaken by Mr Stephen Wooler CB	The production of a scoping document which identifies the legislative and operational changes that are required to effect the change to include identification of all/any resources needed to implement these changes	Prosecutions Division
	To scope (and where possible implement) the changes that are required to put into effect any recommendations made in the Review into the role of HMAG being undertaken by Mr Stephen Wooler CB as are approved by Tynwald	The production of a scoping document which identifies the legislative and operational changes that are required to effect the change to include identification of all/any resources needed to implement these changes	Crown Division (and other Divisions depending upon the Recommendations made)
4	Improve the use of our current practice management system to more effectively progress and monitor the work undertaken within Chambers and to consider what changes may be required to improve our practice management system	Production of a document which sets out the Lifecycle of a Matter within the current practice management system and to ensure that these new processes are embedded across Chambers	Crown Division (with assistance from all other Divisions)
		Production of an IT Plan and Policy which identifies the future digital strategy for Chambers and the implementation plan	Crown Division (with assistance from all other Divisions)

2 and 4	Improvement of Management Reporting within Chambers both internally and to our stakeholders	Identification of reporting needs and KPI's for each Division	All Divisions
2 and 4	Improve (and where possible standardise) our instruction and allocation processes within Chambers so as to ensure that full instructions are received and work is allocated appropriately according to grade	The agreement of an instruction and allocation procedure for each Division	All Divisions
4	Improvements in transparency of Chambers policies and procedures	A review of all policies and procedures with a view to ensuring that they are easily accessible to all relevant persons	Crown Division
4	Publish our Business Plan and Operational Report	Publish our Business Plan on or as near as practicable to the 1 st January 2023 and to publish our Operating Report (covering the first year of the Business Plan) as soon as practicable after the 31 st December 2023	Crown Division (with assistance from all other Divisions)
1	Assist Government with better understanding of the court processes around child care matters	Provide on-site training to social workers within the Social Care Division of Manx Care	Litigation Division
2	Assist Government in better understanding legal processes which may affect them in the delivery of their functions	Provide training to relevant officers across Government as to the processes needed in relation to employment law matters before the Employment and Equality Tribunal	Litigation Division
		Provide training to relevant officers across Government as to the standard contracts, financial security documents and supplier terms and conditions	Commercial Division
4	Improve communication and culture within Chambers	Maintain and improve the terms of reference of the Staff Engagement Group to ensure that it forms a relevant part in terms of decision making in Chambers	Crown Division

Contact Us

We welcome feedback on this Business Plan.

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