

A man in a dark suit, white shirt, and striped tie stands on a grassy hill. Behind him is a coastal town with buildings and a harbor with a small boat. The text is overlaid on the image.

MARK KEMP

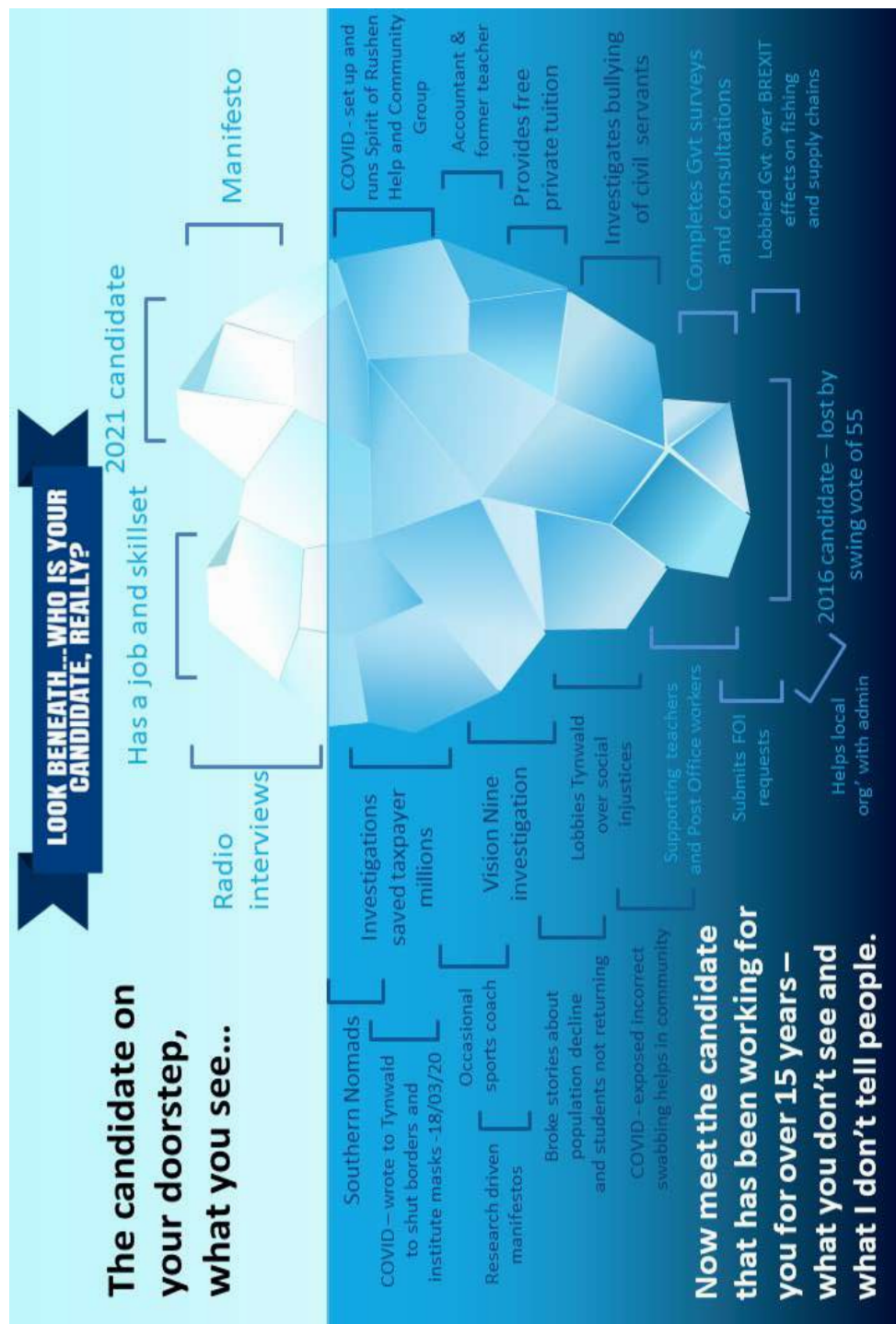
**INDEPENDENT
CANDIDATE FOR
THE GREAT PARISH
OF RUSHEN**

**GENERAL ELECTION
2021**

VOTE KEMP

ON THE 23 SEPTEMBER AND RECLAIM YOUR ISLAND

www.reclaimyourisland.im



Dear Voter and fellow Parishioner,

Here we are again, it's General Election time and it's my genuine pleasure to stand again and ask for the honour of representing you.

The Isle of Man is a truly beautiful place to live and work in and it's something I always remark upon with my international clients. In addition to our surroundings, we have the wonderful people of the Isle of Man. During lockdown 1 and amidst the fear and anxiety of an unseen threat and the unknown consequences of COVID-19, we saw how easily we rise to a challenge and support our neighbours and it didn't stop there, lockdowns 2 and 3 came and went and we stood firm each time. Throughout these lockdowns people were working for and supporting each other and that is forever a badge of honour for this island and I want to say thank you for your kindness and bravery in the face of this pandemic, a threat that never broke us and that brought out the best in us.



So, another five years have almost passed and we stand at the precipice of a new House of Keys. You may recall that ***I was a swing vote of just 55 away from being elected***, with Mr Skelly, the new President of Tynwald, pipping me to it. The consensus among people that voted for me was that they were tired of being let down and they wanted an MHK that wasn't afraid to rock the boat. They wanted to elect someone that couldn't be bought by an Administration, and who would be open and transparent about their intentions and actions.

I think it's fair to say that we've seen many things that needed someone on the inside fighting for you and one only needs to look at the Douglas Promenade scheme, the Liverpool ferry terminal project, the state of our roads, children going hungry, increases in homelessness and food and fuel poverty, the escalating mental health situation, the continued increase in salaries and numbers of the Executive in the civil service along with accusations that the Chief Secretary and not the Chief Minister runs the Island, lack of budget reform and diversification of the economy, the lack of affordable and ecologically responsible homes, the state of our health service and the limited action on climate issues.

In addition to the above, we've seen the public Vision Nine inquiry take evidence privately thus showing once again that Government prefers to skulk in the shadows rather than walk in the light. In addition to my breaking stories in 2016 about population decline, students not returning, the huge overspend on Salisbury Care Home and the 30% of each GCSE cohort that gets left behind each year, I wrote an expose about Vision Nine before submitting evidence to the Economic Policy Review Committee in 2017.

I have continued to fight for you from outside of the Keys and I managed to ascertain that the traffic management portion of the Promenade budget had no limit set on it and that there is a huge funding gap of circa £660,000 on Special Education Support Officer provision for

children on margins. I challenge you to balance that. . .we can't afford to support students, but we can afford to set open ended DoI budgets.

Balance this also. . .the Department of Education can't afford to, or won't provide free meals to vulnerable and hungry children over the summer holidays, but £123,000 can and was spent on media training for Ministers! Priorities are wrong and it's a shame that most MHKs haven't stood up to be counted on these issues and that the rest have given up fighting.

We all know that there is a drugs problem here and my investigations have uncovered a problem that is bigger now than it was when I was a teacher and due to police numbers being slashed between 2011 and 2016, a true evil has been allowed to take hold and spread its tendrils with vulnerable/at risk children now being targeted as couriers for 'cross county lines' trafficking of drugs into schools. The police are working valiantly to safeguard our children, but they need more financial support from Government.

On March 18 of 2020 I wrote to all Tynwald members to request that the borders be shut and mask wearing be implemented. Of course, the issue was outside of my influence, but one has to speak up during matters of national crisis and you just hope that you are heard. Luckily for us, it was the voices of a brave team of senior medical professionals that were heard and they got our borders closed. I broke this story five days before the national media and my investigations have uncovered the aforementioned and that the Chief Minister and the Council of Ministers had their hands forced. This brave team put forward 17 recommendations that I believe saved many lives. There are some incredible civil and public servants that have our backs and I just wanted to give them recognition and a shout out in a piece of public literature.

I'd also like to take the opportunity to say thank you to all the essential, key and critical workers that kept this island running since March 2020, who looked after our health, policed our streets, tended to our medical needs, kept key Government departments ticking over, kept shops stocked, bins emptied, kids educated, took people to work and kept buildings clean. The list is huge and I apologise if I've missed anyone. A huge thank you goes out to the people of Rushen who pulled together during the lockdowns, you made me proud to live here.

On local issues, I want to address speeding, the lack of progress on getting a skate park in the area, charities being charged at Port St Mary town hall, community centres and I'd like to talk to Rushen Parish Commissioners about installing a walk and talk in the Ballakillee recreational area for all Sheltered Accommodation residents in Rushen among other things.

Turning to why I'm standing again, quite simply, I love our Island I want to help people. I'm driven to it, and while I believe that I have been helping our island community through my years of investigations and lobbying of Tynwald members as well as locally through my community/constituency work and by setting up and running the Spirit of Rushen Help and Community Group, and through providing free private tuition to students and more (*see iceberg infographic on inside cover*), I want to do more and I want to change the dynamic within Tynwald and the civil service so that it's the people of the Isle of Man that are driving the Programme for Government, not the Council of Ministers.

How do we make that happen I hear you ask? I am working with a four pillars approach - sustainable island, budget reform, education reform and diversifying the economy. The pillars stand on a platform of focusing on the public's mental health and increased youth engagement and all of this is wrapped up in civil service reform. In order to make the aforementioned happen, I will, if elected, be asking all members of the House of Keys to work with me on a ***Safeguarding the Future Bill***. This Bill will become an Act and the Act will be a binding framework for the Council of Ministers when they are forming future Programmes for Government. No more Council of Ministers forcing their minority vision on Tynwald, the manifestos of elected MHKs along with additional public engagement will create the overarching aims and binding framework for future Programmes for Government.

A little bit about me

Before I sign off, I want to tell you a little bit about myself. I have lived in Rushen most of my life and while I currently live in Port St Mary, I grew up on Droghadfaile Road in Port Erin. I worked at Darnill's World in my teens, I attended Castle Rushen High School and I played for Southern Nomads until a spate of knee injuries curtailed my playing days. I enjoy weight lifting, riding my ebike, walking, reading, politics and world events, and helping people. My favourite TV shows are documentaries, Scrubs, Ted Lasso, Cobra Kai, Vikings, and anything sci fi.



I left school in 1994 and started my career in the finance sector. Almost ten years ago I transitioned into teaching, something I loved dearly and found so much satisfaction in. I really felt like I'd found my place in the world and I felt like I was giving back to society and making a small but important difference, but it wasn't to last. In 2016 I was a teacher and following the election. . .I wasn't. There's always a price for research and revelation. I'm now back working in the captive insurance sector as an accountant.

I do what I can in the community, but I want to make a bigger difference in people's lives. With this manifesto, and through you talking to me on your doorstep, I am sure we'll develop a strong sense of togetherness and you'll see me as your political representative, guide and confidant, and the man to walk with you through the next five years.

You are all stakeholders in this wonderful island of ours, and I hope that on September 23rd you'll help me to reclaim our island by voting Kemp in the General Election.

All the best my friends,

A handwritten signature in black ink, appearing to read "Mark".



National manifesto

In the following pages, you'll read about my national manifesto and how I intend safeguard our futures and bring politics back to the people of the Isle of Man.

Programme for Government and Safeguarding the Future Bill

Programme for Government

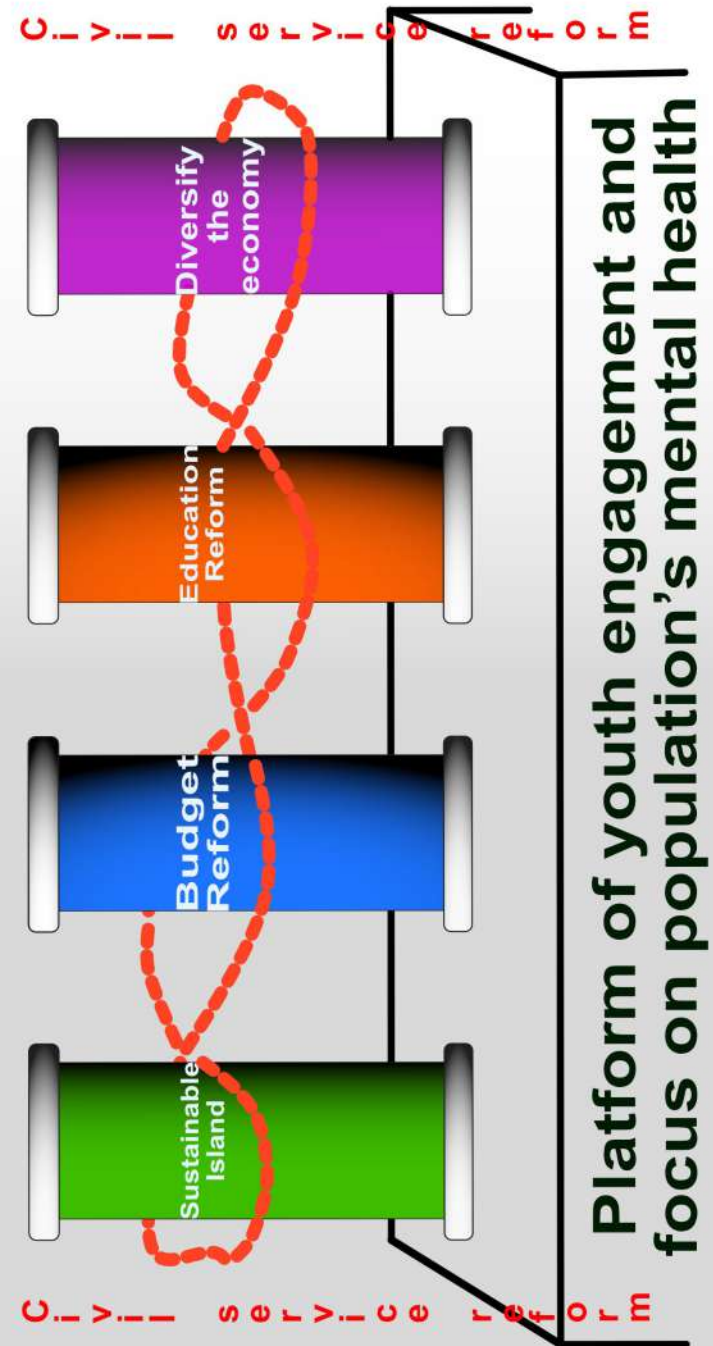
The present system is that elected MHKs vote for a Chief Minister whom in turn selects his Council of Ministers. They then decide upon the Programme for Government and ask Tynwald to vote upon it. Is this as representative as it can be? I don't think so, and that's why I'm proposing the following:

Safeguarding the Future Bill (to become an Act – primary legislation)

This will not be an easy process and a debate on a proposed Bill would be needed first to gather support. There are two routes to get a Bill underway; 1) request that a Minister include the Bill in the Programme for Government, or 2) introduce a Private Member's Bill. Either way, the Council of Ministers will initially produce their own Programme for Government which Tynwald will vote upon. Government has to continue and can't stop while a Bill is drawn up and passed. My intention is that the initial Programme for Government be superseded by the Safeguarding the Future Bill, should it become an Act and a new Programme be drawn up, one that is bound by the new Safeguarding the Future Act.

If all goes well, a working committee of Members from across the House of Keys will work on the framework and criteria of the Bill drawn up from our manifestos and public consultation. The Bill will be representative of the people and will aim to bind the Council of Ministers to a framework with actionable accountability.

4 Pillars to reclaim your future



Pillar 1 Sustainable Island






What do we mean by sustainable?

Simply put, we want to provide for the needs of today without comprising the needs of future generations. I would add, and particularly with the climate in mind, that we need to lay the foundations for future generations to thrive, but again, without compromising the needs of those future generations.

Sustainable how?

- Economically sustainable
- Environmentally sustainable
- Socially sustainable

What comes under our sustainable mandate?

Our communities and people and wellbeing		Our biodiversity and biosphere	
Our energy supply		Our civil and public service	
Our education system		Capital projects and construction	
Our economy and job market – beware growth at any cost		Pensions and our reserves	
Our infrastructure (facilities and amenities, government buildings, roads, IT and mobile networks)		The annual budget process	
Our food supply			

Every decision the next Government makes must be rooted in sustainability. For example, capital projects must have a robust business case that demonstrates the economic sustainability (what's the return on investment and will it remain economical, can it be built without jeopardising or displacing communities), how it will safeguard its local environment (sustaining what came before or blending with it or replacing it, and will it impact the ability of the community to enjoy the area), and it must be socially sustainable, so, is the project acceptable to the public, does it or will it infringe on communities and businesses and will communities continue to support the project, either via acceptance or via patronage?



The Promenade scheme is an example of how sustainability was ignored when drawing up plans and implementing them. Business' are failing, the road has been dug up time and again (ever increasing Co2 emissions from plant and machinery and from materials) and the public purse is taking a hammering from, despite what the DoI say, ever increasing costs (note – I exposed that the traffic management portion of the Promenade budget has no limit).

Community sustainability

People, communities and jobs need to be sustained too. This means investment in roads and pavements, community projects and essential services. I mentioned in my 2016 manifesto that a commitment to investing in mental health provision would be needed, and we now have a mental health epidemic where students are anxious and more nervous than ever and investment in school counsellors is a must. We are also in the midst of the Coronavirus pandemic that is exacerbating the anxieties of many of us.

People were suffering previously, but matters are worse now, especially with jobs being lost in the midst and eventually, the wake of the pandemic. Without healthy people/staff, companies can't sell goods and services and our Government will need to invest in retraining and back to work initiatives as well as increasing job seekers benefits to a living wage level, with appropriate checks and balances in place. Without a mentally and physically healthy population, hospitals get overrun, charities become over-burdened and people continue to suffer, and the sustainability of our island as a place to live upon becomes threatened. For me, happiness should be a given and can be sustained if our Government cares enough to invest in people, mental health services and the community. Everyone has a right to first class mental health and medical care, and we need to elect MHKs that recognise this, not turn a blind eye to it. Sadly, Manx Radio cut my election interview short by around 90 seconds, and the missing part was about mental health, which needs exposure.

Health sustainability

How do we pay for first rate mental and medical care? From the public purse which needs to be managed sustainably, and from sustained income from taxpayers. A budget system that is fit for the future, which is transparent, will enable Treasury to prioritise healthcare. Building dementia and rehab villages will help to house people in need of intensive and focused care and help those with sports injuries to recover in an environment that ensures that they don't become future burdens to the healthcare system. The return on investment can be met from fees charged for the services within the villages and the payback to society will be vast with the Isle of Man becoming recognised as a centre of excellent dementia and rehabilitation care.

Financial sustainability

This will come from an investment in diversifying our economy and in managing the budget process responsibly. This is where zero based budgeting come in. See budget reform on page 16.

Sustainability of our economy - see diversifying the economy on page 25.

Pension reserves sustainability

With an increasingly diversified economy meeting the needs of the fourth industrial revolution and with responsible budgeting, over time, there will be scope to pay back into the reserves. Additionally, I would extend the retirement age for new entrants into the unified pension scheme to 62 then 65. With 15 years to retire, lump sums should be capped at a lower level and retirement age moves to 58, and those with 20 years to go also get a lump sum capped at a lower level and retire at 62.

Let's talk about the Green side of things. . .

Biosphere sustainability



Sustainability includes the preservation of biodiversity. Look at the Ramsey Marina plans and the proposed destruction of precious seagrass and the creatures that call the seagrass home. I am going on record now, I will not be supporting any construction in Ramsey Bay.

If we can encourage all local councils to plant flowers in grassy verges we can increase the population of our pollinators thus helping to preserve or sustain a food source. The Biosphere should form the fabric of the Programme for Government and there needs to be a biosphere safeguarding act. The Biosphere team only have a budget of £50,000 (excludes salaries) – they need more to educate and lead on projects and to get involved in nature recovery projects. The next House of Keys needs to work together to ensure that the Biosphere team are given a bigger budget and the ability to offer grants to biosphere projects. **On the 15 August, I took the Biosphere pledge to promise to support the Biosphere Isle of Man principles and to spread the word:**

Protect the Island's natural resources	Make environmental impact positive wherever possible
Help to develop the economy in a sustainable way	Act as an ambassador to promote the Island's outstanding living landscapes through active involvement with Biosphere Isle of Man
Support and promote cultural heritage	Engage with the local community through environmental, social or community groups

Did you know – Port Erin and Port St Mary bays are core marine zones – habitats worthy of the highest protection and already protected in law.

Did you know – the three zones designated, Core, Care and Sustainable Development, are demarked as such to help balance the needs of conservation, people and the economy.



Energy sustainability

Is our energy supply sustainable? Right now, yes, we have security of supply. But is it environmentally sustainable and green? The answer to that is no. What's the solution? Solar, wind, hydrogen, tidal, hydro or a combination of them all? We are taken back to the issue of economic sustainability here while also trying to heed the aforementioned environmental impact and sustainability of supply issues (energy trilemma). Large scale capital projects to replace the ageing power station and diesel generators require vast sums of money and if Britain is going to be 50% dependent on wind by 2030 (Scotland is already 97% intermittent renewable powered) with other energy needs met by nuclear (I accept that this isn't the safest or cleanest method), then there's an abundance of importable energy we can access that will not have released vast quantities of Co2 into the atmosphere and we can do this without compromising ourselves economically.



An additional interconnector could be built as a redundancy on our existing one for less than the cost of onshore or offshore wind farms and expensive solar arrays that aren't as efficient in the British Isles weather system as say, perhaps Europe or Africa. Provided we can create a load balancing solution (when energy demand increases, we can sustain our needs and when it drops, we can store excess), there will be a way to incorporate some of the other aforementioned intermittent renewable options if they are efficient enough and the cost is sustainable. To mitigate biomass burning, we can look at compressed air storage. *Turn to page 14 for more information.*



Sustainability of our food supply



Sustainability includes our food supply and in a post BREXIT world, there are no guarantees, so why don't we explore vertical farming which uses a fraction of the water and land that regular crop growing uses, yields are three times the crop in some cases and are pesticide free. Jobs can be created and thus we add a little bit to the sustainability and diversification of our job market.

Government/DEFA will need to work more closely with farmers regarding sustainable farming methods and the reduction in the use of environmentally harmful chemicals, and our fishing industry regarding fishing sustainably (this includes Government being more defensive of our waters and standing up to the UK and Ireland over vessels entering and fishing our waters and being more honest about the stocks of scallops). Fishing and farming are the backbone of any island nation and we must work harder to support same and drive innovation where we can.

What's the bottom line?

The bottom line is that we must weave sustainability into every bit of the Government fabric. We must become zero carbon as soon as possible, we must preserve our biosphere not just soundbite it, we must feed and educate our children, all of them, leave no child behind, our budget process and subsequent spending HAVE to change to more sustainable practices or we will continue to throw away money while teachers and nurses remain underpaid and children remain unfed. Capital projects must be economically, environmentally and socially sustainable and in order to make this happen, the next Administration and the civil service must be brave when dealing with powerful individuals and companies and not fall prey to bribery, manipulation or threats and I'm going on record again to say that I cannot be bought and will always put the Isle of Man and the people within first.

We need to enshrine our Biosphere in law to safeguard it and to ensure that the Isle of Man Government considers the Biosphere in everything they do. The Biosphere should be woven into every Programme for Government and I would like it to form the fabric of the Safeguarding the Future Bill (see page 5). The five Es that the Biosphere Isle of Man team work to (Education, Environment, Economy, Engagement and Enjoyment) exemplifies that. Please use this link to learn more and maybe take the biosphere pledge like I have. <https://www.biosphere.im/our-5s>

Energy supply and sustainability (expanded. . .)

Continuing on from page 10. . . I have had meetings with the Climate Change Team and a briefing. I'll now walk you through some scenarios and their costs.

Setting the scene

Base load - in short, it's what is required to ensure minimum energy supply and for the system to operate within its limits.

Dispatchable generation – is flexible plant which can be started and shut down on demand. Power output can be varied quickly. If you want to utilise renewables for this, one must recognise that wind and solar power are intermittent and aren't always producing, and we need dispatchable generation to meet peak demand. Hydrogen is an option but it is very expensive.

Intermittent renewables are wind, solar and tidal. The power output of these is highly dependent on weather conditions and solar panels don't convert energy at night and returns load factor at 10% (produces 10% of rated maximum load required but at a cost of £50/MWh). Wind has a load factor of 37% (£52-£59/MWh) and tidal is very new and expensive technology (£286/MWh) and returns maximal gains at the turning of the tides. That being said, despite the costs, tides are well understood and are dependable, and as the ocean is 832 times denser than air, it creates more force on turbines than air.

IOM Co2 emissions – as at 2019, the largest contributor was energy supply at 33% or 245 kilotonnes per year, then transport at 22%, residential at 20% followed by agriculture at 15% and business at 7%. Waste management is at 3%. Energy supply is the only sector where emissions are increasing.

The energy trilemma is to obtain security of supply but at an affordable price and whilst meeting environmental targets.

The UK is transitioning to net zero and currently generates 52% of all of its electricity from low carbon sources. Work has been carried out to accommodate intermittent renewable tech' (remember, wind, solar, tidal). In 2019 the UK's electricity mix was 49% fossil fuel, 23% renewables, 20% nuclear and 8% from interconnectors.

The UK is expected to commission 40GW of offshore wind to meet its 2030 target. It is able to do this because of its nuclear baseload capacity. At times the British market will have surplus generation from wind farms compared to demand, which means there would be limited opportunity for a neighbouring jurisdiction with similar wind resource to export excess power to Britain. The UK has also committed to building a new generation of nuclear reactors, biomass combined with carbon capture and storage, and hydrogen storage, which allows it to increase this wind capacity even further towards 2050. The UK has also invested in more interconnectors which will allow it to export additional energy to Europe (remember, we currently export excess energy to Britain, but per the above, this won't last as our energy won't be needed).

Note - the Isle of Man's total energy consumption in 2017 was 2,138GWh.

How do we replace our energy infrastructure?

The current mission, signed off by Tynwald, is to achieve net zero by 2050 and to source 75% of electricity from renewables by 2035.

Remember that energy trilemma? - to obtain security of supply but at an affordable price and whilst meeting environmental targets. Note this as we move forwards.

I'd like to see intermittent renewables utilised extensively on the Isle of Man but the greater the amount of installed intermittent renewables on Island, the higher the costs to consumers. These capital expenditure costs ('CapEx') could soar to £6.1b with household energy bills of £4,700 per household per annum (average bills are currently around £1,475 for electricity and gas or £1,240 for electricity and oil, per annum).

I met with the IOM Climate Change Team on June 21 and the meeting was a big eye opener. Since then, they have shared various video presentations with me which I have been working my way through. Five scenarios have been developed by Ove Arup, consultants, the least expensive costing £1.07b and the most expensive costing up to £6.1b.

The scenarios are:

- **SCENARIO 1 – SOLAR, WIND AND LARGE-SCALE BIOMASS** (highest proportion of intermittent renewables of the first three options, and therefore highest cost to consumer) – **cost £1.49b or £1,142 per household per year.**
- **SCENARIO 2 – IMPORTED RENEWABLE POWER & BIOMASS** (lowest proportion of on-Island generation, large dependency on two interconnectors) – **cost £1.4b or £1,073 per household per year.**
- **SCENARIO 3 – DECENTRALISED GENERATION & BIOMASS** (lowest cost to consumer and the lowest retail price of all scenarios. This is mostly due to it having the lowest installed capacity – you're seeing small scale community solar and roof-top solar on 50% of new builds with some wind projects, new interconnector and repurposing of the existing one. Biomass provides dispatchable energy) – **cost £1.07b or £820 per household per year.**
- **SCENARIO 4 – HIGH INTERMITTENT RENEWABLE CAPACITY** (higher cost to customers than all three previous scenarios. This is a result of the high required installed capacity. In addition, the lack of dispatchable generation means that high peak charges from Britain cannot be avoided. The high peak charges occur when local weather conditions do not allow for generation from intermittent renewables in Britain, which will also affect the Isle of Man) Note - the very high proportion of intermittent renewables means that at times there could be 317MW of excess generation capacity compared to demand, for example midday in the summer. Storage can only provide a temporary solution to this over-generation as Britain will also have a similarly high capacity of renewable generation at these times and therefore, the Island will have to pay the UK to take its excess power and export at a loss. This could result in higher charges. – **cost £1.8b or £1,379 per household per year.**
- **SCENARIO 5 – OFFSHORE WIND AND HYDROGEN** (probably what everyone thinks of when they think about renewable energy and replacing our existing diesel stations etc. Power comes from an offshore wind farm onto the Isle of Man. Note that the overall costs are nearly six times higher than Scenario 3, despite there being over

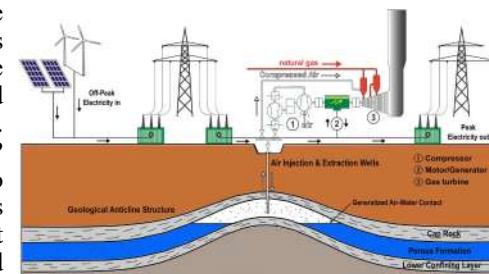
nine times the required capacity to achieve security of supply from an N-1 resilience)
– **cost £4.5 to 6.1b or £3,450 - £4,700 per household per year.**

The upside to scenario 5 is that excess wind could be converted to hydrogen to power vehicles and to provide heating. Presently, producing hydrogen is very expensive. A power purchase agreement would be needed to export power, but Britain and Ireland won't need our excess due to them being renewable and exporting. Contracts for Difference would also be required but that would mean that wind power generated would go straight to the UK instead of onto the Island and we'd have to re-import that energy.

Scenario 3 looks like our best shot in the short term but we need to find a way to reduce biomass from trees to nil as with the use of biogas. Bioethanol derived from miscanthus (a crop that farmers could grow on fallow land) is an alternative, however. Compressed air storage offers another option. The opportunities to export will diminish over the next 10 years, hydrogen is still too expensive to produce and store, and we will need interconnectors to England, Ireland and/or Scotland. Multiple interconnectors give us redundancy (look up how Jersey's internet cables were severed by a ship's anchor) and the repurposed existing AC interconnector will keep us going until the cost of hydrogen and tidal power comes down, whereby we could replace the biomass generation with same.

To conclude, we need to push on to net zero as fast as we can but we need to do it in an affordable way and we can do that with scenario 3. The household energy cost to the consumer won't drastically increase, we'll be importing green energy while making our own and we will achieve our environmental targets. It's worth noting that assets built on-Island also have an 11% uplift on cost, which leads to higher CapEx costs than equivalent constructions in the UK. As costs come down, we can move to more intermittent renewables to generate excess to power, say, the hydrogen cars of the future.

Compressed air energy storage could be the solution to us losing reliance on biomass burning for dispatchable energy. We have mines on the Island where the air would likely be stored, so this is a realistic option. How does compressed air storage work? Excess power is taken from the grid to compress the air and the heat generated is stored to heat up the air when you release it again to power turbines. The compressed air is expanded to meet peak power needs and air can be stored for long periods of time. Power can also be supplied within minutes.



Efficiency of 55% can be achieved, but using an adiabatic method (stored heat - still experimental at scale) efficiency can climb to 70% and costs look to be around £100m to £175m and a plant could last for up to 60 years. Compressed air energy storage can also 'black start', which means it doesn't need an external power source to restart operations in the event of a power failure.

Air source heat pumps in well insulated homes would provide heating, and renewable electricity as described could power these devices. Our Government will need to help transition homes to cleaner heating and new houses and flats should be built with these as standard. Proper insulation is a must.

Pillar 2 Budget reform

In my 2016 manifesto I pushed for priority and zero based budgeting and the Isle of Man Government has moved slightly in the right direction.

Priority based ('PBB')

The idea behind this model is to give priority to health, emergency services and education in the budget process. I believe the healthcare part of the budget is now under priority based budgeting.

I intend to push to have emergency services and education placed under PBB.

PBB can reap rewards. It helps us to look at projects and investments and define whether there's a return on investment and whether the return is significant enough for money to be spent on a project/investment or something else that may yield a higher return, be a safer proposition or have a more urgent social imperative.

PBB can be used to engage the public in large capital projects for example and although engaging the public on matters of national importance is essential, we need to be aware of the time constraints and so we must also be aware that not every decision can go to a debate.

PBB not only helps in the setting and implementation of government aims but it helps the government to determine whether they are qualified to provide a service and whether it can be better provided privately (best use of tax pounds) and whether other entities are already providing the same service.

Zero based

In 2010, Anne Craine (Treasury Minister) promised a review of the budget process, however, she wasn't re-elected in 2011. Eddie Teare replaced her and began his assault on pre-schools and education, pensioners and support services but this wasn't the sort of budget review the Island needed because it was slash and burn. The unchecked use of consultants has also been a matter of public debate across Administrations.

How does zero based budgeting work?



Imagine your household budget. . .you build it up item by item so that your spending doesn't exceed your earnings (you don't take last month's budget and spend up to that limit again this month if you can avoid it, and you don't add 5% each week or month to your overall budget either). No, you take each week as it comes, you make a list of what you need and you see if you can afford what's on your shopping list. You build your budget up from zero and

every item you buy has been vetted by you as a need or a want and you prioritise based on needs and what you can afford.

Under zero based budgeting, there's scope to save around £500,000 (at the lower end) across several departments (possibly £5-10m at the top end in some departments) each year



and by examining headcount in the upper echelons of the civil service, there's scope to save a lot of money each year. My contention here, and I've got a lot of information on same, is that there has been a gradual building of cabals and silos among the top tiers of the civil service and there are friends promoted or hired, people who will say yes without question hired, and those that would seek to subvert democracy strategically placed. It is here that savings can be made in personnel costs.

Capital projects will require a keener eye from now on, for example, the cost of the ferry terminal in Liverpool is set to increase by another £13.8m to £51m! There have been annual increases on this project. The appointment of an Auditor General will help stem the bleed of public money on these projects, but I feel that this appointment is the equivalent of sticking one's finger in a hole in a dam. More needs to be put in place.

We need zero based budgeting to force department heads to build up their budget requests in a clear business plan process where every bit of spend uses a traffic light system to prioritise spending requests which can be scrutinised and debated in a clear and open manner. We need transparency, responsibility and accountability in the budget process, and zero based budgeting will give us that as well as huge savings that could be redirected into topping up the pension reserves, obtaining more nurses and police officers (police were down 19 officers in 2015 and had 17 part time officers - this is being rectified), building a dementia village or homeless village, or reforming education as well as increasing the pay of teachers.

The whole budget process needs line of sight by MHKs earlier than February of each year. I acknowledge that the budget process is time critical but MHKs need to be able to participate in the process earlier and before the budget goes to Tynwald for a vote.



How does Government prepare the budget now?

Government uses an historical or incremental process based on a Basic Expenditure and Activity Review ('BEAR') and the results of which aren't seen by Tynwald members until February. Due to the fear of budget squeeze, Ministers and departments spend to their limits each year (see Sloc road spend of £473,000 because the DoI needed to "...spend the money on something") then essentially take last year's budget and add a bit. You can see the scope for the waste of taxpayers' money here.

Conclusion

Giving priority in the budget process to education and emergency services as well as healthcare, will ensure that the right areas of the budget are ring fenced when times are hard.



Utilising zero based budgeting, we will begin to see a true surplus of Government funds which can be reinvested in diversifying the economy, reforming education and for topping up reserves.

Quote from a Public Accounts Committee report on the annual Basic Expenditure and Activity Review process, 2010-2011 - *'The Island is working towards less dependence on VAT. A rise in the rate to 20% would generate additional income for the Island of around £20M.'* I ask you this. . are we still working towards less dependency?

Pillar 3 Education reform

You will either step forward into growth, or you will step backward into safety - Abraham Maslow



We have great teachers, leadership teams, support officers, admin and site workers who all work tirelessly for our students. They do this under sometimes intolerable working conditions and with very little support and encouragement from the Department of Education. Without these wonderful people, students

would have gone without an education during the pandemic’s lockdowns.

Funding gaps

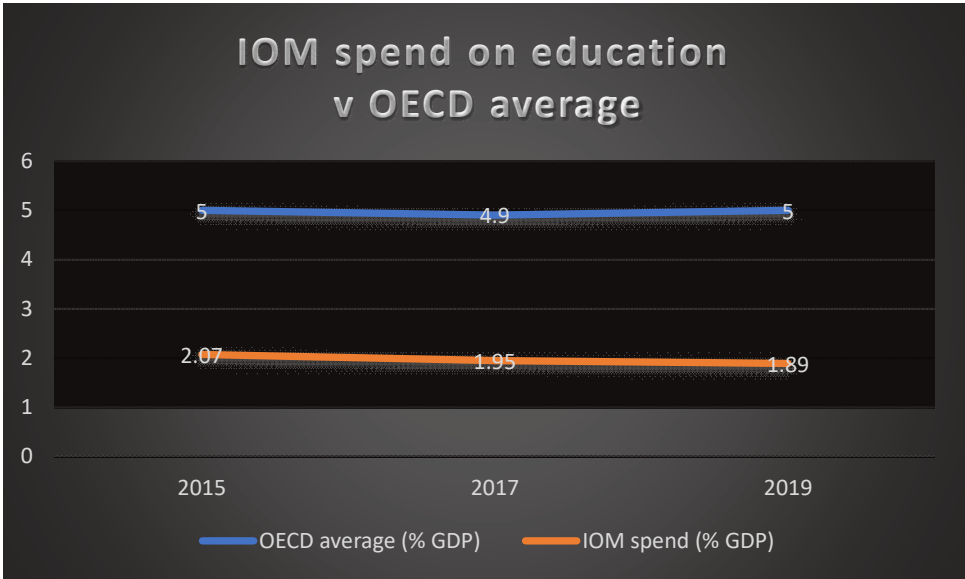
Everything the staff do, they do within tight budget constraints and teachers will often put their hands in their own pockets to help a student out, I know this because I’ve done it myself and the day that I had to buy a revision book for a student was the day I decided to stand for Rushen back in 2016. I don’t mind spending money on students, I did it frequently in my teaching days, and I provide free private tuition now, but I don’t think that it’s right that a school should be running out of essential educational stock.

School budgets have taken a hammering over the years, teachers’ pay has not risen with inflation, it is around 30% below where it should be according to the NASUWT union. One of my first jobs if elected is to seek to have this issue resolved once and for all. It’s worth noting that by reforming the budget process, the money can be found to make this redress of pay a reality.

Another matter that urgently needs a resolution is the funding shortfall for children on margins. 250 students in the last academic year were classified as children on margins (looked after children, English as a second language, children with CAHMS and support workers and early help, and free school meals) almost 6% of the on roll cohort. Bottom line, there is a funding shortfall of around £660,000 per year on Special Education Support Officers and part time staff are being used where full time staff are needed. Note that this scenario doesn’t include students with mental health concerns.

High schools are left without student counsellors for four and a half days a week, and nurses are available for only a day per week. We are soon to enter a new school year where students will be carrying the mental scars of lockdowns with them and whatever the scale of the mental health situation previously, you can bet that it will scale upwards until we see more money invested in education and linked services.

So how bad is the education funding crisis?
Year on year, the Isle of Man has seen spend on education decrease as a percentage of GDP (a measurement that seeks to capture a country's economic output. It is a monetary measure of the market value of all the final goods and services produced in a specific time period), see chart on next page.



As you can see, the Department of Education and the last House of Keys failed education. I have mentioned two funding gaps in education, but another one exists, and that one is for the reform of education. If we remove the barriers to learning (if a child struggles to read, let them listen, if they can’t write, let them dictate) we can help students get on and help close that gap. A dyslexia policy was written in 2012 but wasn’t rolled out. . .why?

Education reform

Key Stage 3 and GCSEs
It starts with more money being spent on education. Higher wages to redress imbalances and to attract more professionals from the private sector. Why do we need more professionals? To enable the curriculum to be flexed and I’m proposing that Key Stage 3 in high school be revamped to include more STEM (Science, Technology, Engineering and Maths) subjects in order to get students onto pathways that suit them earlier. This also gives students an insight into the jobs of the future – 3rd industrial revolution (digital) now blending with the 4th revolution (automation and integration of smart technology – Industry 4.0 which is cyber-physical systems, internet of things, on-demand availability of computer system resources and cognitive computing) thus making many of today’s jobs obsolete, however, people will still be needed to think up new concepts and design and build them.

I’m also proposing that year nine move towards including BTEC qualifications so that students are picking up awards and studying vocational subjects that fill a need for the learner that wants to specialise early. In studying BTECs, students also learn about exam technique earlier and this is good preparation for GCSEs.

The four main learning styles are:

Visual (spatial – by observing)	Verbal (linguistic – reading and writing)
Aural (auditory – sound and music)	kinaesthetic (tactile, manipulate, touch)

The other three are:

- social (interpersonal – learn well in groups, work well with others)
- solitary (intrapersonal – prefer self study and to work alone)
- logical (math based – complex problem solvers, use science and strategies)

In truth, most of us are a blend of several styles but are schools able to cater to the different learners? If you look at GCSE results, you will see that year on year, around 30% of every cohort don't get their five A-Cs (new system, 9-4) and this is down to a number of mitigating factors but largely, it's down to schools being unable to cater to a range of different learners, in particular, kinaesthetic learners who will be feeling boxed in by having to sit in classrooms taking down powerpoint presentations when they need to be moving, testing, using trial and error and in a non-traditional learning environment to retain and recall information. This is where we circle back to pathways. If we can revamp Key Stage 3 to create pathways, we must also look at how to reform Key Stage 4 to allow these pathways to continue and not leave any child behind.



An additional upside to offering early pathways and considering different learners, is that you will be creating more skilled workers, not all of which would want to go to university. More skilled workers increase the profile of the Isle of Man for companies seeking to relocate and more skilled workers equal less people on jobseekers and other benefits. You will also go some way to mitigating the mental health crisis in adults because you will have more people working who will feel valued, this instead of people feeling worthless and slipping into depression.

Fewer subjects per child if they want that

It would allow for a greater depth of knowledge in subject areas and it take away some pressure from students that are feeling overloaded. With fewer subjects studied, students could have shorter school days and more time for social activities and sporting activities (good for reducing childhood obesity and for enhancing social skills) which can either be run by the schools or by private organisations funded by government (this could be cost neutral as children would normally be in school, so the costs could come from the existing budget). Jobs could be created in this new 'After School Sector'. Alternatively, the school day remains the same length and the students, studying less subjects, receive twice the tuition time per subject.

By reducing workloads we allow teachers more time for planning (less stress and burnout) and students get more time to assimilate knowledge. By reducing workloads and testing, we engage with more students and reduce stress and the risk of anxiety, something that is currently on the rise. When we need to be agile and flexible, such as in a pandemic, with reduced workloads we can be.



New schools

In the coming school year, Ballakermeen High School ('BHS') will have around 1,700 students and the school as at its limit when I worked there in 2016 (circa 1,550). BHS has been forced to buy three mobile classrooms, at a cost of £250,000 each. An alternative to this would be to recycle cargo containers and this would create a saving to the taxpayer of around £150,000 per mobile classroom. Cargo containers are now used all around the world to create homes and office buildings among other things.



We recognise that Castle Rushen High School ('CRHS') desperately needs to be replaced. This is my old stomping ground and of course, being a resident of Rushen, I care about the place and I recognise the need for the high school in the south of the Island to be replaced. What you don't know is that CRHS could have had its useful life extended! Compared to other schools, it was lower down the list in terms of schools that needed replacing but a former Minister was keen

to see the school replaced (for reasons I won't disclose here) and funding requests for repairs began to get denied. This led to the school becoming unfit for purpose and jumping the queue. Meanwhile, BHS has nowhere to expand into.

CRHS will now be replaced and despite the murky history of the decision process, I find this exciting for the students of the south. Done right, CRHS could be a land mark school, built to cater for project based learning, such as you see in Finland, it could be zero Co2 from energy production and usage, and have plenty of open spaces for students and staff to enjoy. Any new school needs to factor in a suite for the mental and physical health requirements of both students and staff and must be adequately staffed.



If CRHS is built as a project-based learning school, we will be taking a big step towards creating students capable of filling the jobs of the future. Project based learning requires students to work together as they tackle complex, real-world problems that emphasise uncertainty, iterative thinking, and innovation. Project-based learning fosters a sense of purpose in young learners, it pushes them to think critically, and it prepares them for modern careers that prize skills like collaboration, problem-solving, and creativity – all the attributes needed for the jobs of the future (remember the fourth industrial revolution).

We need to look into creating a specialist language centre on the Island for speech, language and communication, including autism. Have a look at/Google, I CAN's Meath school.

I believe there is a need for a sixth form college on the Isle of Man and this can be attached to UCM in name and function. Unfortunately, the Nunnery is now in private ownership, so a site would have to be found, but the need exists. We have students that take a year out to consider next steps, we have students that can't engage with schools but are smart enough to push on academically, and we have students that fall ill and then need to re-enter education. I believe that a sixth form college will keep young adults in education for longer and help to increase the amount of young professionals willing to enter the workforce. In addition, a sixth form college can create a second chance for students looking to go to university.

Soft reform

Classical music in corridors creates a calming effect on students and oxygenating plants in all buildings help oxygenate the surroundings and reduce Co2 in classrooms (a hidden menace that affects learning and attention). Allowing students to wear slippers in school will also help calm them and make them feel comfortable in what are often uncomfortable surroundings. The use of specific colours for mood effects are used in schools around the world though this is unproven. Truancy is a rising issue in schools and we need to understand why this is, not necessarily jump to punishing parents.

Teens



Teens could start school later to accommodate their biological needs. Sleep is vital for people of any age but for Teens, profound mental, physical, social, and emotional development requires quality sleep and they have a tendency to be Night Owls with their sleep drive building up more slowly and their bodies wait longer to release melatonin. Left to their own circadian rhythm, Teens would go to bed around 11pm to midnight and get up around 8am to 9am. *'Sleep benefits the brain and promotes attention,*

memory, and analytical thought. It makes thinking sharper; recognising the most important information to consolidate learning. Sleep also facilitates expansive thinking that can spur creativity. Whether it's studying for a test, learning an instrument, or acquiring job skills, sleep is essential for Teens. Given the importance of sleep for brain function, it's easy to see why teens who don't get enough sleep tend to suffer from excessive drowsiness and lack of attention that can harm their academic performance.' This would require cooperation from Bus Vannin who to date, have been uncooperative with schools and a consultation with parents but consider this. . .many of us are now working from home, so the logistics of child/Teen care, aren't as prevalent.

Wrap up

People used to move to the Isle of Man so that their children could grow up in a safe and well-funded learning environment. It was widely believed that we had a world class education system but the reality now is, we don't. With hard work we can change how we do things, export our new model to other countries and get people to move here again due to our reinvigorating one of our unique selling points. We can change how we do things and **on the 12 August, I took the NAHT union pledge to work with the profession**, listen to and act on the views of school leaders for the best interests of all learners.

Pillar 4 Diversify the economy

What is economic diversification? Think about the expression, ‘*don’t put all of your eggs in one basket*’. It’s a risky prospect when you’re on a long journey. . .anything can happen to destroy your eggs, but if you had two or three baskets, well, you had backups and therefore, you’ll still have provisions should you drop one basket or have it stolen.

Years ago, the Isle of Man Government got lucky and PokerStars ended up on our shores. The thinking at the time was, ‘we have them, the rest will follow’. They didn’t, and the Government sat on its heels for seven years before they started a concerted marketing effort. We missed out on a lot of business, and it’s the same with what we have today. . .the Government has been complacent and hasn’t made that big effort to diversify the economy. Instead, it’s allowed the Chamber of Commerce to dictate to it and the focus has been on growth. Well now we’re seeing the post BREXIT world and we’re suffering through a global pandemic. Has the light gone on in CoMin’s heads? I don’t think so as there’s still the focus on growth (and growth without heed to the health of the economy and the people that work within it), and there’s very little diversification going on, so with the coming jobs apocalypse thanks to the fourth industrial revolution, and thanks to BREXIT and COVID, we’re facing an uphill struggle to get ahead of the situation.

Is the Island’s economy diverse? Yes it is, and by virtue of having different sectors within it, which we’ve had for quite some time. The better question is ‘has the Isle of Man Government continued to actively diversify the economy’? The answer to that is, not really. The Department for Enterprise will claim that it brought us blockchain, esports and alternative banking but all three of these are very new additions and underdeveloped.

Economic diversification is a key element of economic development in which a country moves to a more diverse production and trade structure. A lack of economic diversification is often associated with increased vulnerability to external shocks that can undermine prospects for longer-term economic growth, e.g. BREXIT and COVID.

The World Trade Organisation says, ‘diversification helps to manage volatility and provide a more stable path for equitable growth and development. Successful diversification is all the more important now in the wake of slowing global growth and the imperative in many developing countries to increase the number and quality of jobs.’

The Fourth Industrial Revolution is building on the Third, the digital revolution that has been occurring since the middle of the last century. It is characterised by a fusion of technologies that are blurring the lines between the physical, digital, and biological spheres.



I mentioned in my education reform pillar that with every threat to an economy, there comes opportunity. If the Isle of Man moves quickly, we can adapt education to create students that will fulfil the jobs of the future in fields such as emerging technology breakthroughs in artificial intelligence, robotics, the Internet of Things, autonomous vehicles, 3-D printing, nanotechnology, biotechnology, materials science, energy storage, and quantum computing. We can attract these sectors to the Isle of Man and fulfil their staffing requirements, even encourage an entrepreneurial

sector within.

Other Ideas for diversifying our economy:

- Reuse and repair economy - people can reskill and we can cut waste by repairing and reusing broken or old goods.
- Hemp products sector and using hempcrete in construction for non-load bearing walls (hempcrete walls are fireproof, transmit humidity, resist mould, and have excellent acoustic performance).
- Explore setting up a cannabis sector and decriminalising same. We can’t stop people using it recreationally, but we can regulate this and enforce use at home and in purpose built cafes only (currently, it is costing the taxpayer to prosecute those even with tiny amounts of cannabis on them, and we are potentially ruining the lives of young people caught with it who’ve possibly made a mistake). We allow alcohol consumption and we know the perils of abuse of that. Cannabis is better understood now so explore setting up a cannabis sector and extracting taxes from same.
- Emerging green sectors and technologies should be encouraged. We will have a busy promenade in Douglas, so how about testing kinetic roads. We have engineers and students wanting to enter that profession, so how about encouraging new manufacturing arms – build components for the green sector, e.g. components for wind farms, which we are surrounded by. This ties up with my education reform of Key Stage 3.
- Make Nobles Hospital a centre of excellence for training doctors and nurses, and I’m thinking about knee and hip replacements and eventually making Nobles a training hospital. We could become experts in 3D printing these joints and other body parts. We could be world class in mental health if we wanted to be and we could build mental health retreats or villages and dementia villages – these would all create jobs and put the IOM on the map again.
- As previously mentioned in my sustainable island pillar, vertical farms could help with food sustainability and create new jobs.



Other options include last mile drone delivery, cryostasis (bit fantastical, but could be explored), sports rehab villages and cryo therapy, biohacking, chat rooms which could evolve into chat robots for lonely people, and fintech companies.

We could pioneer a blockchain economy and we could use this within Government and the civil service to create auditable, encrypted data files which don’t end up accidentally deleted or lost. Blockchain could be used for online voting at elections and public referendums.

We can achieve what we want to, we can be world class, we can innovate. The only limiting factors for the Island are money and the will to innovate. With a reformed budget process and less wastage in every budget year, money could be found to invest in new sectors which would generate jobs, taxes and fee revenue and therefore, safeguard our future.

Civil service reform

There are some excellent, intelligent, diligent people in the civil service and they care a great deal about us and the Isle of Man. Unfortunately, most of these people are lower down the pecking order. A number of the executive (not all) are the ones helping to bring this island to its knees and something needs to be done.

The role of the Civil Service is, with integrity, honesty, impartiality and objectivity, to assist the duly constituted Government of the Isle of Man in formulating its policies, carrying out decisions and in administering public services for which they are responsible.

Civil servants are employees of the Commission and, subject to the provisions of the Civil Service Code; they owe their loyalty to the Government which they serve. Note that Government serves us. They should not seek to frustrate or influence the policies, decisions or the actions of Ministers. Civil servants should serve the Government in accordance with the principles set out in the Code. Here is a link to the code <https://hr.gov.im/.../the-government-code-february-2017.pdf>

So, if our civil servants are supposed to live by a code and conduct themselves with integrity, impartiality and honesty, why do stories keep popping up about senior civil servants getting large payoffs or resigning only to resurface elsewhere in the service, why are private companies working with Government absorbing civil servants then the company in question gets a number of lucrative contracts? Why do we keep hearing about executive appointments that sound like the title or role was made up while zero hour workers are being abused and crushed underfoot? Cover ups, blocking freedom of information requests, obfuscation when people try to determine how much has been wasted on a capital project, a constant stream of bullying cases, people blacklisted, baffling purchases of vehicles, cabals, silos, infighting, whistleblowers finding themselves unable to work because of tip offs to future employers and so on. . .the list long.

The civil service needs reform and it needs it at the top most urgently. Who runs this this island? Is it the Chief Minister or the Chief Secretary? Further, there is a cabal of self-serving individuals wreaking havoc and I want this broken and for good. There are some great people that care about this Island working in the civil service and they are being stepped on and hushed up. It's time this stopped, and this island started to meet its potential.

How do we make reform happen? Asking for it or debating it endlessly in Tynwald doesn't work. The elected MHKs in September need to attack this with zest and make reform happen, and it'll start with reforming the budget process to make the spending of our money more transparent. While this is being put in place, MHKs can work together on a Safeguarding the Future Bill, which I will be proposing, if elected, that will bind future Administrations and senior civil servants to a criteria set by the people, not by CoMin which is advised by the Chief Secretary.

If elected, I will be scrutinising and asking for changes to whistleblowing and bullying procedures, one such change would be that employees are allowed to digitally record meetings. Another change would be that 'independent' means just that!

The whole tender process needs a review, and there needs to be a clear three strike policy

with incompetence and zero tolerance for anyone subverting democracy or profiteering from their role.

In addition, GTS (Government IT services) need more staff in order to cope, but they need a lot more resources in order to make Government digital and this would include incorporating blockchain with data files. The Government and Commissioners' websites need to be upgraded and need to be designed to give people a clear pathway to information – right now it feels like Government's website has been designed to be confusing and light on information.

Having civil service staff work in other departments as secondments will help to break down silos and it will cross pollinate skills, ideas and knowledge. Of course, more needs to be done on the silos and this is where a clean out of Government HR and the Cabinet Office executive is needed as they are enabling the present broken system. In addition, we need to look very closely at making the Government a single legal entity because right now, the walls between departments are conveniently hindering progress and are clouding investigations into bad practice and wrongdoing.

A full debrief on the COVID pandemic is needed and the repositioning of staff needs to be looked at along with efficiency levels and turnover of basic tasks within departments – the wheels of democracy and public service can't be allowed to grind to a halt.

Information must be sent to Tynwald members in a timely manner (reports that could lead to huge capital outlays or require bold decisions on the TT, COVID or additional budget outlays need to be presented three weeks prior to a sitting, not the day before or during a lunch recess), must utilise infographics and must cater to a Members who might be dyslexic or colour blind etc. When divulging information, we can't leave anyone behind as they won't be able to participate in debates.

LegCo reform

If we are to have a more democratic and transformative government that engages with the public, we need drastic reform and an end to tyrannical Chief Ministers who buy patronage. We need to slim down Tynwald whilst preserving oversight and good order. My suggested reforms are:

- Explore combining the roles of President, Speaker and even the Lt Governor (not an MLC but a salary burden). Save £75k plus £350k.
- MLCs could be appointed via a system of applying for a position, with eight MLC roles being advertised (one for each department and the prospective MLC would be an expert in a relevant field). The public would vote them in - pay would be £60k per annum with no uplifts. MLCs would act like non-executive Director (involved in policy making and revision but not the day to day decision making. Advice to the MHK and CEO would be permitted). Lose the Bishop's role. Save £1.5k per MLC,
- and £61.5k from the Bishop, which equals £73.5k per annum.



- No more uplifts for ministerial roles. The absence of ministerial uplifts due to a flat salary removes the ability for a CM candidate to effectively buy patronage from MHKs. Save £9,765 per Minister, which equals £78k saved per annum.
- No more uplifts for Board members. Save circa £3.2k each or circa £13k

Total savings would be circa £589,500 per annum.

The Chief Minister must be voted for by the people because we've seen how games can be played by Tynwald members looking for favours in return for a vote or a position on the Council of Ministers and the people deserve to choose their leader for the next five years!

Collective responsibility needs another overhaul. Every 12 months, Ministers should be allowed to amend their list of items where they have a declared position. Ministers should not be punished if on conscience they can't support the Council on a matter and a majority of six should be required for the Council of Ministers to move a project forwards. Dissenting Ministers must be allowed to state their concerns publicly but must be allowed to work with the Council to drive projects forwards and steer wayward ones in the right direction. Full Council of Ministers' minutes should be publicly available for scrutiny, not abbreviated minutes, though commercially sensitive items can be redacted. If a minister feels that an issue is a danger to public health or finances, they must be allowed to bring it to an emergency discussion in Tynwald. They will need to evidence their concerns, however.

A review of Government's commercial confidentiality clauses on deals with the private sector should go ahead and be debated in the next House of Keys. I believe that contracts should be available for public scrutiny, though a company's name doesn't have to be attached until they win a tender or contract. We, as taxpayers, are stakeholders in the Isle of Man and our money is paying for the wheels of Government to turn and for private companies to undertake contracts. We deserve to know how our money is being spent.

For the record, I do support a recall mechanism for MHKs which I believe should be based on a code of conduct, but this needs to be carefully thought through.

I am also in favour of the Isle of Man Government using public referendums on important national matters but again, this needs to be thought through and referendums shouldn't be called upon frequently or the wheels of Government will stop turning.

Youth engagement

In 2016, I broke the story about students not returning to the Island. At first, there was a mad scramble within Government to hush the story and the media outlets didn't cover it until 2017 when the next Administration was forced to face the issues.

I spent many years in teaching and I was reminded every day how smart and talented our students are and that they did have voices and that they needed to be heard. Unfortunately, Mr Quayle's Government and the last House of Keys have failed to deal with the tide of students leaving our shores and they have failed to listen to our future business men and women and leaders but I intend to change that.

Politicians need to be seen in the schools, that includes primary schools, and that might only be to read a story to children who will sit and listen and ask questions. In the high schools, politicians could be acting as teaching assistants on occasion, especially in politics, business and economics, sociology and even PE lessons. Why PE lessons? It's to humanise the politicians and it's to lead the way in fitness, which is extremely important. 5-10 minutes at the end of a Games lesson could be given up to an MHK whom has partaken in the lesson and whom can engage with young adults who have endorphins pumping through their systems. The messages don't need to be long, just impactful and engaging enough to let our students know that MHKs aren't faceless, aren't to be feared or revered as something special and that they can and should be approached when there's a problem.

Giving young children and teens something to do outside of school is key to keeping them engaged with the Isle of Man and retaining fond memories of their home when they are at university. Most of you know that I am a keen advocate of skate parks, outdoor velodromes, inflatable obstacle courses on our beaches (in the summer), supporting sports and arts clubs and creating an island that is vibrant and fun for children and teens. All successful candidates will need to push at a local level on these matters.



Our youth are dealing with unprecedented issues such as COVID and the fallout of same. Some will have parents losing jobs, others will be nervous about resuming their studies and many more will have already been dealing with a range of anxiety and mental health conditions, of which I saw much during my time in teaching. We must create a robust network of school counsellors who are on site as anxiety has a habit of spreading among cohorts and can lead to a range of adverse conditions for students and them underachieving at school and entering adulthood feeling like failures. We must start to engage more and listen to our students.

Circling back to what I said about the keen minds of our students, I had the pleasure of working with several Junior Achievement teams on the Company Programme, and these students were already entrepreneurs and keen to flex their engineering, IT and business minds. These are people with amazing ideas and the next Administration would be foolish to ignore them and not to encourage a young, vibrant entrepreneurial sector. We must provide more opportunities for personal growth, because even at such a tender age, these young adults are able to teach us and show us new ways of doing things.

We need to:

- Invest in future-proofed and essential skills for youth entering the workforce and people whose work is in transition;
- Invest in sector-specific skills and technical training to address the most pressing problems facing our society, which includes climate change;
- Invest immediately in job-creation programmes.

Many of my students would tell me that they just don't get enough training in matters of personal finance, and I've listened to that. I am proposing that DESC follow Ontario's lead and integrate mortgages, debt and budgeting into the curriculum. Ontario's new maths curriculum for 14-15 year olds prioritises financial literacy and teaches students about the upside of saving and how to use a credit card responsibly. Ontario's government wants to emphasise practical life skills and financial literacy is linked to better financial outcomes later in life. Side note, a lack of financial literacy is said to have cost adults in the US some USD415 billion in 2020, this according to the National Institutes of Health. So, I've listened to my students, and I want to do something about it.



This leads us into what's being said right now about affordable housing. Young adults are stuck in a mire of renting at high values, unable to get onto the property ladder. Increased engagement with young adults on this matter could be transformative in terms of our housing market and how new homes are built, especially when you consider how invested in the planet younger generations are. Although desperate for affordable homes, our youth want ecologically responsible homes. As regards the wider topic of our climate, our youth do their research, they're interested, and they have a voice on a critical issue. We need to work with these generations on a subject that they'll enthusiastically pursue and maybe we'll learn a thing or two along the way.



releasing land for rent to mobile home owners (mobile communities). What Government must also do is hold developers to their promises and make them build the one quarter of affordable homes from every eight units they have planning for, no more deferred developments.

To provide affordable homes, our Government must look at how houses are built and consider changing planning to allow for new houses built for low income earners and first time buyers - manufactured houses, including creating communities using repurposed cargo containers, 3D printed small homes for singles,



Public's mental health

Frustratingly, Manx Radio removed my dialogue about mental health from the interview I did. We need all of the exposure we can get on this issue, so I am disappointed that a taxpayer funded establishment did this.

In my 2016 manifesto, I identified that the health of a nation wasn't being considered in Government's drive for ever increasing economic growth. The Cantril ladder measures social well-being (scale of 0 to 10 with 0 being the worst a person can be). The Gini coefficient is a test designed to measure or represent the income distribution of a nation's residents, it's a measure of inequality. To my knowledge, the Isle of Man doesn't employ these tools to assess the nation's well being. I believe we should be utilising tools such as these because they will inform Government and could lead to proactive measures to support people or demographics.

When I worked in high schools, the well being of staff and students was only just being addressed and staff were being trained to practice as well being counsellors. It's useful training, but it's not enough. Did you know that high schools only have a qualified counsellor in for half a day per week? I recall the rising tensions and anxiety levels with students long before COVID hit so if provision was inferior in 2016, it's worse now.

Right now and following this pandemic, Government needs to step in and work on solutions for the huge volume of students with anxiety and those with other conditions that aren't being seen to. You can't rely on teachers to fill this void, they are overworked, underpaid and can't take on the duties of a professional from a different field of expertise and teachers would certainly benefit from one to one therapy sessions of their own.


Burnout is a problem with adults in high stress jobs. Some of these people never recover and they spiral into debt and mental health issues because they can't keep motivating themselves. Other people are losing jobs and business' because of pandemic fallout and this creates self esteem and anxiety issues which can also spiral. To keep our workforce healthy, Government needs to recruit mental health practitioners, psychologists (and I believe this process has started) and needs to support business' and charities that are providing the same service. Mental health charities on the IOM get little or no support from Government, yet they provide much needed counselling to people in desperate need.

A minimum standard for mental health care needs to be implemented on the Isle of Man because incorrect advice can be hugely damaging. There needs to be legislation for charities looking to provide mental health services.

Loneliness needs to be addressed. It's a huge issue on the Island and the pandemic exacerbated this. When you're in the hole, you feel like you have no one to turn to. There are charities that provide listening services, we have adult mental health services but we don't have a unified and defined strategy for dealing with loneliness. This goes for children and adults.

We need to tackle poverty head on because people are being left behind. No one should be left behind! Benefits reform is needed to help people post COVID and to help people get back on their feet and perhaps retrain or start a business. Benefits shouldn't be punitive.

Back to school issues. .online bullying and sexting can be hugely harmful to young minds. Equally, young people are curious and have hormones exploding inside them, they have limited life experience and can be immature. We have to balance providing education on these issues with appropriate school and police intervention.


 We don't have eating disorder specialists over here and self-harm comes in waves, like a fashion (but never goes away), and it can act like a virus with students coming into contact with self-harmers becoming additional cases. The way the school system is set up, 30% of every GCSE cohort is failed and a good portion just wander in the long night of joblessness or drift from job to job feeling devalued. Over time, this negatively builds on the psyche and self-harm can continue into adulthood. Teenagers suffering from depression, low self-esteem and self-hatred are most at risk for self-harm. Self-harming behaviours may be triggered in response to stressful life events (the breakdown of a relationship, bullying, family breakup or experiencing any form of abuse).

Using this manifesto to spread awareness. .signs of self-harm are:

- social withdrawal, loss of interest spending time with friends and engaging in other recreational activities
- physical injuries, such as cuts or scratches on the body, or scars that look to be from past self-inflicted injuries
- continual attempts of the person to hide or cover up a part of their body, which may be an attempt to cover up self-injury.

If you suspect that someone is self-harming, start by talking to the Samaritans who can offer advice. You may be able to talk to a GP about accessing help as well.

CAHMS and Social services are overworked and underfunded and are failing children all over the Island, partly through no fault of their own (there are some amazing people working for these bodies), but also through poor policy, planning and in some cases management apathy towards situations and I know of a number of cases whereby children have been allowed to stay with parents that aren't capable of looking after children or who are mentally unstable and have conditions such as borderline personality disorder and narcissistic tendencies and they use their kids as tools of manipulation and keep them in line via the cycle of abuse. These kids grow up with mental health and detachment issues of their own, they aren't rounded individuals, they are people constantly searching for validation and acceptance and they can turn out like their abusive parents. More needs to be done to protect vulnerable children and teens and the courts need to start recognising these issues instead of defaulting to the status quo. Training for family court personnel on these issues would be a huge step forward.

 Money is a problem. There hasn't been enough set aside to support Government services or to hire mental health practitioners but I am hoping that is changing. I would like to see us build a dementia village, a mental health recovery village and a physical rehab village because we shouldn't forget that debilitating injuries can play their part in eroding someone's mental health because they are struggling to complete tasks they used to take for granted.


The Sir Jonathan Michael's report highlights that the Isle of Man Government has a poor relationship with the third sector. This must change.

Healthcare

Good health is not something we can buy. However, it can be an extremely valuable savings account - Anne Wilson Schaef, Clinical Psychologist

Table of DHSC budget v actual spend

	2016/17	2017/18	2018/19	2019/20
DHSC budget (£m)	198.4	210.0	215.4	223.1
DHSC spend (£m)	209.6	218.7	218.6	231.1
DHSC overspend	11.2	8.7	3.2	8.0

 As you can see above, **circa £31.1m extra has been awarded to the DHSC** over the last four years alone. Something isn't right.

Prior to my briefing with Manx Care on 12 August, I'd been investigating our health system and I was attempting to understand why things spiralled out of control so much.

I had ascertained that Nobles was in the equivalent of special measures between 2015 and 2018 and that the UK General Medical Council were refusing to validate senior medical staffs' CPD. I asked Manx Care about this and they gave a refreshingly honest answer and admitted to it. I had also learned from my investigations that a former health minister from the Bell Administration had wanted to circumvent the GMC and align Nobles with the Southern Irish health system.

Back to the briefing, Manx Care are recruiting 200 headcount, healthcare is 29% more expensive on the IOM, not much data is collated digitally but this is changing, and the service plan is being overhauled. The complaints side of things is also getting an overhaul. All of this is good news.

An unfortunate fallout from the above is that recruitment has become expensive and it is difficult for Manx Care/Nobles to recruit staff, therefore, the taxpayer can expect short to medium term hikes in recruited staff pay under the 'Break Glass' recruitment mechanism. Change is underway and it's long overdue. We watch with baited breath.

Worth noting ((from the Sir Jonathan Michael's review) - *'the Isle of Man spent approximately £3,300 per head on both health and care in 2017/18. This was approximately 10% more per head than Scotland; and approximately 28% more than England. Furthermore, compared to England, the earnings of medical consultants on the Island are 20 - 30% higher and the amount paid for pharmaceuticals is 33% higher, yet it is known the costs paid per individual type of drug is the same as in the north-west of England.'*

There is much that needs to be sorted by Manx Care and among that, there's toxic management within the Health service and Social Services. Sort those issues and retaining staff won't be so difficult.

Unfortunately, we're going to have to be realistic, money will have to be spent on our health system to turn it around, but savings can come from cutting loose bullies and ineffectual managers and executive. Further, funding increases should be linked to efficiency targets

being met with scrutiny provided by independent (truly independent) quality regulators. I'll talk more about the Health service within Tynwald, should I get elected. I have done research with 'boots on the ground' staff and I don't want to give too much away to prying eyes at this stage. Sometimes, one has to play a long game to achieve the best outcomes for those working hard and making sacrifices for us.

If elected, I will be supporting an investigation into the decisions made surrounding COVID in 2021, and regarding curious matters like incorrect swabbing at the Grandstand in 2020 (a story I exposed through a source). I exposed the story surrounding Dr Ranson and the closing of our borders in March 2020 four days before the media picked up on it.

Some items I would like to talk about now are giving funding to the exploration of the effect of diet and gut flora on health. Through vertical farms, fresh food could be supplied to hospitals. Funding should be made available for rehabilitation services and physios should be allowed to perform hands on therapies, or should be working with physios in the private sector on this issue. As previously mentioned in this manifesto, the Island could build rehab villages, and with proper rehabilitation, patients wouldn't return seeking further treatments.

I A new sector could be chair exercise therapy. DHSC physios could train members of the public to become chair physiotherapy trainers and courses could be sold to companies, members of the public and public workers who find themselves chair bound for long periods or bed ridden. By focusing on posture and core strength, frequency and severity of injuries could be reduced across the Island.

Once the immediate problems within our health service have been tackled, and this will take some time, I would like to see the Isle of Man reposition itself to become a centre of excellence for joint operations as well as the aforementioned rehabilitation, and for Nobles to become a training hospital.

With regards to Social Services, again, a hard look needs to be taken with regards to management and the executive, and an independent oversight body needs to audit social services on an annual basis. In addition, a paperwork and records audit should be undertaken along with a full procedural review. Training should be given to social workers to enable them to spot narcissistic personality disorders and bipolar disorders, and the courts similarly need training and a new mandate to remove children from abusive households (and I'm also talking about emotionally abusive). A review of suicide cases on the Isle of Man should also be undertaken to see how many suicides were precipitated by the inaction or bullying of parties by social services. Again, I'll told myself back from saying more as experience has taught me to wait for the right moment to reveal the fruits of one's investigations.



SAFEGUARDING BOARD
ISLE OF MAN

How long??!

February 2020

The Isle of Man Safeguarding Board website is currently under construction.

If you have any safeguarding concerns in relation to children please contact (01624) 686179 during office hours or (01624) 631212 out of office hours.

If you have any safeguarding concerns in relation to adults please contact (01624) 686179 during office hours or (01624) 650000 out of office hours.

For any training requirements please contact safeguardingboard.co@gov.im or (01624) 686117 or follow the attached link: <https://selectman-safeguarding.im/learning.com/>

If you have any questions you can contact the Safeguarding Board Office on (01624) 687365 or email safeguardingboard.co@gov.im

Glenys Johnston OBE Independent Chair
 Isle of Man Safeguarding Board
 Email: safeguardingboard.co@gov.im
 Telephone: +44 1624 687365

Local manifesto

I want to talk about local issues now. I grew up in Rushen and spent many a summer's day jumping off the harbour wall, climbing trees in the park and riding around the roads on my bike. I worked for Peter Darnill for nearly eight years when I was at school. I enjoyed socialising in the local establishments and playing rugby with Southern Nomads. Back then there didn't seem to be much missing because as kids and young adults we made our own fun. Rushen has always been a great place to spend the day on a beach and there are some beautiful walks, plus the people are incredibly friendly, but what's missing? Let's see. . .

Recreation

MHKs must be in touch with the youth in our Parish and must, regardless of whether they like sport or not, keep in with local clubs to provide aid where possible as the clubs take kids off parents hands at weekends and stop them wandering the streets.

Ideas for recreation include:

- **Skate and BMX park** - can also be used by scooters, not a honeypot for crime but a social hub and place for kids to make memories. Note that Skateboarding and BMX riding are both Olympic sports. I continued to push for this after the 2016 election but was eventually told by Rushen Parish Commissioners to step off because I wasn't an MHK and they refused to work with me.



- **Inflatable obstacle course and jump towers** - kids have been told to stop jumping off the harbour wall but as ever, they haven't been given an alternative. It's always, "Don't do that, or else...". I mentioned Tarzan Towers back in 2016 and evolving that idea, we can have inflatable obstacle courses on our beaches. What fun!

- **Outdoor velodrome** – this would be a fantastic addition to the South and it would drive trade into the area. Cycling is huge on the Island, so why not keep this trend going and Rushen can be the cycling hub for the Isle of Man. If funds can be generated perhaps build an indoor velodrome with basketball courts and a physiotherapy facility.



Other ideas include a walk and talk area built into the Ballakilly recreational area and better disabled access to the sea.

If elected, I will be pushing for a community centre to be set up in the South (and hopefully across the Island). People can gather for company and to play games, it can host indoor markets, be used for train or re-train schemes, a Dragon's Castle type of fun zone could be in there to help with the return on investment and to drive people into Rushen, volunteers can do tuition in there, charities can use it for counselling and health practitioners can also use it. The list of uses is extensive but I feel in my soul that we need something like this.

Regeneration

Roads, pavements, gullies and hedges – either this sits under the DoI or it sits under local authorities and I will be pushing for these to go back under the DoI who I would hope would bring back the work gangs and then we'd start to see roads and pavements getting resurfaced, pot holes filled in, and areas where DOI responsibility currently ends and local authorities starts, won't be left unfinished. Privatisation hasn't worked and it's only served to ruin our roads and cost the taxpayer far more for jobs such as the Gansey/Shore Road cycle path which is still unfit for purpose and cost over £800,000!

Bay View Road in Port St Mary and Church Road in Port Erin need regenerating and Athol Street in Port St Mary is long overdue resurfacing, as are other roads in Rushen. I will be supporting local authorities in trying to get these issues over the line.

There are building sites in Rushen that have been left for years. This is a blight on our landscape and the natural beauty of Rushen. I will be pushing for measures to be implemented to ensure that developers don't leave sites for more than one year, and that the fences are surrounded by boards that look tidier than what we see now.

Road Safety

There is a speeding issue across the Island and residents have been telling me, as I've been canvassing, that they want to see traffic calming in some estates. I'd like to see traffic calming on busy roads such as Beach Road in Port St Mary, Bay View Road and Ballafesson Road in Port Erin. In addition, the run up to roundabouts also needs traffic calming and this is especially true at the Four Roads where Rushen Primary School is located.

I would like to work with stakeholders to have cars removed from Gansey during prime surfing times as the road becomes a dangerous bottleneck. We should welcome our surfing friends to the area, but we need to find a solution for the parking issue.

Other issues include asking Port St Mary Commissioners to drop charges for charities who would rent the Town Hall, and working with Home Affairs and the Constabulary to get a greater police presence on a regular basis in Rushen. Drugs are a problem across the Island and in our own backyard and vulnerable children are being targeted to become couriers and I will be working with the police on this issue.

I'm under no illusion that there's a lot to get done in the next five years, but I'm practised in negotiating and presenting, and I'm used to working very long hours, and should you honour me with your vote and see me elected, I won't rest during my time as an MHK.



Contact Mark on

Mobile: +44 7624 466692

Email: mark@reclaimyourisland.im

Or find Mark at

Web: reclaimyourisland.im



@reclaimyourisland



@Kemp4Rushen

