

Date: 14<sup>th</sup> October 2024

## **NOTICE OF ORDINARY BOARD MEETING**

In accordance with Schedule 1 of the Local Government Act 1985, Notice is hereby given that the next Board Meeting of Port St Mary Commissioners will be held in the Board Room at the Town Hall on **Wednesday 23<sup>rd</sup> October 2024 at 6.30p.m.** Private session of Port St Mary Commissioners will be held following conclusion of the Public Board Meeting.

1. Only business of a formal nature as defined in the Agenda for the meeting which is set out below, may be discussed as defined in Port St Mary Commissioners Standing Orders governed by Section 27 of the Local Government Act 1985 [as amended by Section 8 Local Government Act 2006]. All Commissioners are urged to attend and bring with them their copy of Standing Orders.

Hayley Kinvig  
Clerk

**PORT ST MARY COMMISSIONERS**  
**ORDINARY BOARD MEETING**  
**23<sup>RD</sup> OCTOBER 2024**  
**AGENDA – OPEN SESSION**

Item Number	Item	Action Required
<b>1.</b>	<b>OPENING OF THE MEETING</b>	
1.1	Welcome, Apologies & Declarations	As required by Board members
<b>2.</b>	<b>MINUTES</b> <b>Four Members who were present are required to approve Minutes</b>	
2.1	Minutes of the Ordinary Meeting held on the 25 <sup>th</sup> September 2024	For Board approval
<b>3.</b>	<b>MATTERS ARISING</b>	
3.1	Matters arising from previous meetings	Clerk to provide necessary updates
<b>4.</b>	<b>MOTIONS – None</b>	
<b>5.</b>	<b>FINANCE</b>	
5.1	Invoices for settlement in October	For Board approval
<b>6.</b>	<b>PROJECTS</b>	
6.1	PSM Events	For Board discussion
6.2	Mariners Shelter	For noting
6.3	Beach Cleaning	For noting
<b>7.</b>	<b>HOUSING</b>	

7.1	Housing Officers Report	For Board discussion
7.2	Tenancy Arrears Report	For Board discussion
7.3	Housing Association correspondence	For Board discussion
<b>8.</b>	<b>PUBLIC CORRESPONDENCE &amp; COMMUNICATIONS - None</b>	
<b>9.</b>	<b>PLANNING MATTERS</b>	
9.1	Planning Applications	For Board discussion
9.2	Planning Approvals	For noting
<b>10.</b>	<b>POLICY &amp; RESOURCES</b>	
10.1	Letter issued to DOI re the High Street	For Board approval
10.2	Traffic Data - PSM	For information
10.3	Town Hall music & dancing licence	For Board approval
10.4	Draft newsletter – to be tabled	For Board discussion
10.5	Office opening hours	For Board discussion
10.6	2024/25 Meeting Dates	For noting
<b>11.</b>	<b>PUBLIC CONSULTATIONS</b>	
11.1	Annual Leave and Rest Breaks Consultation	For Board response
11.2	Parental & Caring Rights Consultation	For Board response

11.3	Review of the Minimum Wage Act 2001	For Board response
<b>12.</b>	<b>INVITATIONS – None</b>	
<b>13.</b>	<b>ANY OTHER BUSINESS OF AN URGENT NATURE (BY PERMISSION OF THE CHAIR)</b>	

**PORT ST MARY COMMISSIONERS  
ORDINARY BOARD MEETING  
25<sup>TH</sup> SEPTEMBER 2024 at 7.00pm**

**MINUTE – PUBLIC SESSION**

Present:	Mrs B Williams MBE (Chairman), Mr C O’Meara, Mr N McGregor Edwards & Mr D Scott
Apologies:	Mr L Vaughan-Williams (Vice Chairman), Mrs R Gelling & Mrs J Teare
In Attendance:	Mrs H Kinvig (Clerk)

**A pre meeting with the Department of Enterprise regarding the Town Audit Presentation was held.**

1.	1.1 The Chair welcomed the Board, noted the apologies and declared the meeting open.	
2.	2.1 Minutes of the Ordinary Meeting held on the 28 <sup>th</sup> August 2024 were circulated. <b>NME/DS proposed the Minutes of the Ordinary Meeting held on 27<sup>th</sup> August 2024 be approved and signed as a correct record. COM &amp; BW were in favour. Carried.</b>	HK
3.	Matters Arising:  3.1 The Matters Arising Summary and response to public correspondence by the Clerk from the previous meeting were discussed and noted.	
4.	Motions: None	
5.	Finance:  5.1 Invoices for settlement in September – HK answered queries raised. <b>DS/NME proposed that the invoices for settlement in September were approved and paid. COM &amp; BW were in favour. Carried.</b>	MK
6.	Projects:  6.1 Events  Civic Service – A discussion was had around the Civic Service, due to low attendance it was agreed to budget for the event in the coming year, however let the new Board decide in May 2025 regarding the future of the event. It was agreed should the event continue, it should move around different Churches in the Port.  Monas Queen Service – It was agreed not to alter the service.  6.2 Mariners Shelter – The update was noted.  6.3 Beach Cleaning – HK to draft a letter to the Department of	HK/SM

	Agriculture regarding the negative impact of the Waste Removal Exemption Licence.	HK
7.	Housing: 7.1 Tenancy Arrears Report - The report was discussed and noted.	
8.	Public Correspondence: None	
9.	<p>Planning Matters</p> <p>9.1 Planning Applications:</p> <p>9.1.1 24/90994/B Springfield, Plantation Road for a single storey extension to the rear. <b>There were no objections.</b></p> <p>9.1.2 24/00877/B Marrion House, The Promenade for the conversion of existing basement for additional tourist accommodation. <b>There were no objections.</b></p> <p>9.1.3 24/91066/B Avoca, 7 Primrose Terrace for the installation of replacement windows. <b>There were no objections.</b></p> <p>9.2 Planning Approvals</p> <p>9.2.1 24/00841/B Endfield House, The Promenade for the replacement of external handrail of steps to the front of the property. <b>The approval was noted.</b></p> <p>9.2.2 24/00871/B Bramhope, Plantation Road for the removal of chimney stack from the rear (southern) elevation. <b>The approval was noted.</b></p> <p>9.2.3 24/00749/B Sea View, Clifton Road for a first-floor extension and alterations to dwelling. <b>The approval was noted.</b></p> <p>9.2.4 24/00761/A Old Surgery, Lewthwaites Way for approval in principle for construction of a detached dwelling. <b>The approval was noted.</b></p> <p>9.2.5 24/00598/B Sunny Brow, Lime Street for erection of an extension to replace existing conservatory. <b>The approval was noted.</b></p> <p>9.2.6 24/00600/B Oystercatcher, 2 Perwick Rise for the erection of a single storey rear sunroom to replace existing conservatory and block in existing window to side elevation. <b>The approval was noted.</b></p> <p>9.2.7 24/00718/A Joe Gawnes, Athol Lane for the approval in principle of a detached dwelling. <b>The approval was noted.</b></p>	DG
10.	<p>Policy &amp; Resources:</p> <p>10.1 Standing Order Amendment to start time for ratification – <b>DS/COM proposed to ratify the amendment to Standing Orders updating the start time to 6.30pm. MNE &amp; BW were</b></p>	HK

	<p><b>in favour. Carried.</b></p> <p>10.2 Public Benches – The information was noted.</p> <p>10.3 Southern Civic Amenity Site Waste Audit initial findings – HK to reach out to Malew regarding green waste collections.</p> <p>10.4 2024/25 Meeting Dates – The dates were discussed and noted.</p>	
11.	<p>Public Consultations:</p> <p>11.1 Built Environment Reform Programme – The response was discussed and agreed.</p> <p>11.2 Waste Strategy Consultation – The response was discussed and agreed.</p> <p>11.3 Draft Local Economy Strategic Public Consultation Survey – The response was discussed, HK to circulate for further consideration.</p>	<p>HK</p> <p>HK</p> <p>HK</p>
12.	<p>Invitations: None</p>	
13.	<p>Any Other Business:</p> <p>13.1 RNLI Mosaic event discussed – HK advised that a letter would be issued to the RNLI regarding the maintenance and insurable liability of the mosaic.</p> <p>13.2 DS raised a missing Public Right of Way regarding a path from Rhenwyllan Close to the Promenade – HK to liaise with the DOI.</p>	<p>HK</p> <p>HK</p>

There being no further business the Public Session of the meeting closed at 8.25pm.

**PORT ST MARY COMMISSIONERS**

**MATTERS ARISING & PUBLIC CORRESPONDENCE REPORT**

**Matters Arising**

**Standing Orders** – Revised copies have been circulated electronically and are publicly available to view on the website.

**Green waste refuse collections** – Malew no longer collect green waste separately due to the cost incurred in running the service.

**Built Environment Reform Programme consultation** – The response was submitted.

**Waste Strategy consultation** – The response was submitted.

**Draft Local Economy Strategic Public consultation** – The response was submitted.

**RNLI Mosaic** – A letter was issued to the PSM RNLI and has been acknowledged.

**PROW Rhenwyllan to the promenade** – The matter has been passed to the DOI.

**Public Correspondence**

N/A



Item 5.1

PORT ST MARY COMMISSIONERS - Invoices to be paid in October 2024

Inv#	Date	Invoice number	Supplier	Details	Housing	Net (£)	VAT (£)	Total Cost (£)	Nominal code
4306	05/10/2024		Andrew McEwan	Public toilets - repair roof, dispose of rubbish		170.40	1,008.29	1,178.69	5400
4307	17/09/2024	35	Ballagawne Nurseries	Compost, fertiliser and plants for planters and 1 x barrel		1,967.80	0.00	1,967.80	5260
4308	24/09/2024		Rick Buckley	Window cleaning for PSM Town Hall for September 2024		40.00	0.00	40.00	5150
4309	30/09/2024	SINV00523288	BHX/Egan Reid	A3 paper, A4 paper and cream coloured paper		126.99	25.40	152.39	5170
4310	24/09/2024	1541205154	B&Q	Ronseal woodstain and Dulux matt		103.33	20.67	124.00	6020
4311	04/10/2024	1545571902	B&Q	Betterdri 40m 3 arm rotary ailer		116.67	23.33	140.00	6100
4312	24/09/2024	1370336	CuPlas	Toilet seat for upstairs town hall toilets		20.00	4.00	24.00	5150
4313	21/09/2024	6762	HireMe	Pavilion - 3rd deep clean		337.50	67.50	405.00	5690
4314	13/09/2024	33180	Island IT	Microsoft exchange and 365 business standard - September 24		163.60	32.72	196.32	5140
4315	07/10/2024	33304	Island IT	Microsoft exchange and 365 business standard - October 24		163.60	32.72	196.32	5140
4316	30/09/2024	145693	JCK Limited	Hire of sweeper and tipping		222.21	44.44	266.65	6056
4317	09/10/2024	145993	JCK Limited	Hire of sweeper and tipping		216.66	43.33	259.99	6056
4318	26/09/2024	182119	JDW Engineering	Empty and service portable toilets		165.00	33.00	198.00	5400
4319	17/09/2024	27511	JRB Enterprise Ltd	Dog gloves and waste bags - 10 cases of 800 per case		283.00	56.60	339.60	5210
4320	07/10/2024	54	K Christian	Repair roof on public toilet		585.00	0.00	585.00	5400
4321	31/08/2024	24/7624	Liftmann	Callout to repair Town Hall lift		74.00	14.80	88.80	5150
4322	31/08/2024	24/7625	Liftmann	Supply and fit trailing cables to Town Hall lift		2,179.55	435.91	2,615.46	5150
4323	31/08/2024	24/7626	Liftmann	Service Town Hall lift		118.00	23.60	141.60	5150
4324	31/08/2024	24/7627	Liftmann	Callout to repair Town Hall lift - new drop gate required		92.50	18.50	111.00	5150
4325	18/07/2024	3629	Mc2	Visual examination of roof of Town Hall, log condition and prepare detailed report (includes mileage)		5,503.50	1,100.70	6,604.20	5150
4326	26/09/2024	INV-7638	MC Locksmith	6 FR - replace external door locks and handle	FR	124.80	24.96	149.76	6100
4327	18/09/2024	010-382916	leG	Town Hall gas supply - 11/07 - 18/09/24		1,383.37	276.67	1,660.04	5151
4328	10/09/2024	SPI4422755	Manx Utilities	Fee to change street lighting timers for MGP		139.00	27.80	166.80	5900
4329	02/10/2024	SPI4422963	Manx Utilities	Contracted maintenance and repairs - 6 repairs		2,078.86	415.77	2,494.63	5900
4330	09/10/2024	U2507719	Manx Utilities	Pavilion - electricity 02/07 - 04/10/24		80.71	5.30	86.01	5690
4331	01/10/2024	24358	Orb	Payroll for September 2024		60.50	12.10	72.60	5170
4332	11/09/2024	12281	Reliance	Annual service of Town Hall fire alarm and emergency lighting		651.43	32.57	684.00	5150
Sub total Pg1						17,167.98	3,780.68	20,948.66	

Inv#	Date	Invoice number	Supplier	Details	Housing	Net (£)	VAT (£)	Total Cost (£)	Nominal code
4333	11/09/2024	12282	Reliance	Annual service of Town Hall fire alarm and emergency lighting		85.00	17.00	102.00	6020
4334	20/09/2024	12302	Reliance	Repair heat detectors in the Workshop, replace smoke detector		360.00	72.00	432.00	6020
4335	07/10/2024	164083	SCS	9 gas boilers serviced	Various	654.50	130.90	785.40	6100
4336	05/10/2024	164079	SCS	7 oil boilers serviced	Various	555.63	111.13	666.76	6100
4337	04/10/2024	164057	SCS	Pavilion - kitchen sink waste clogged, sink removed, waste unblocked		244.66	48.93	293.59	5690
4338	04/10/2024	164058	SCS	11 SFA - repair joint on oil tank pipe	SFA	144.86	28.97	173.83	6100
4339	04/10/2024	164059	SCS	Pavilion - urinal waste pipe leaking, repaired		303.11	60.62	363.73	5690
4340	04/10/2024	164060	SCS	14 SMA - fit new expansion pipe to boiler	SMA	188.68	37.74	226.42	6100
4341	04/10/2024	164061	SCS	2 CB - replace faulty valve on toilet	CB	115.38	23.08	138.46	6100
4342	04/10/2024	164062	SCS	7b SMA - gas boiler had low pressure, topped up (recharge)	SMA	46.75	9.35	56.10	6100
4343	04/10/2024	164063	SCS	6 PR - repair flow switch on oil boiler	PR	150.25	30.05	180.30	6100
4344	04/10/2024	164064	SCS	20 SFA - replace broken toilet syphon	SFA	107.72	21.54	129.26	6100
4345	04/10/2024	164065	SCS	2 BB - fit new expansion vessel to oil boiler	BB	186.88	37.38	224.26	6100
4346	04/10/2024	164066	SCS	6 FR - disconnect gas cooker	FR	46.75	9.35	56.10	6100
4347	04/10/2024	164067	SCS	4 SMA - repair oil boiler	SMA	173.63	34.73	208.36	6100
4348	04/10/2024	164068	SCS	Pavilion - replace boiler fan, service pump		266.96	53.39	320.35	5690
4349	04/10/2024	164069	SCS	2 CB - reset heating system	CB	51.25	10.25	61.50	6100
4350	24/09/2024	163785	SCS	Pavilion - fire and alarm system inspection and service		348.00	69.60	417.60	5690
4351	07/10/2024	9188	Southern Civic Amenity Site Board	Commercial waste - 60 kg		14.86	2.97	17.83	5210
4352		Various	Southern Civic Amenity Site Board	Green waste		150.57	30.11	180.68	5260
4353	27/09/2024	202409000041	SPAR	Fuel for DLO vehicles		236.69	47.34	284.03	6020
4354	10/09/2024	96576	UFP	Pavilion - replace fire prevention equipment		113.00	22.60	135.60	5690
4355	31/08/2024	SINV13285	Viking	Ink for Town Hall printer		101.98	20.40	122.38	5060
4356	18/09/2024	SI-00038634	WDS	Odour neutraliser, toilet roll, hand towels, gloves		193.58	38.71	232.29	5152
4357	20/09/2024	SI-00038728	WDS	Black sacks		76.87	15.37	92.24	5152
4358	02/10/2024	SI-00039433	WDS	Toilet cleaner, hand towels, hand soap, toilet roll		110.29	22.06	132.35	5152
4359	20/09/2024	050IN202412	Yess	Coolwhite pin and double turn lamp		46.04	9.21	55.25	6100
Sub total Pg2						5,073.89	1,014.78	6,088.67	
<b>22,241.87</b>						<b>4,795.46</b>	<b>27,037.33</b>		

## Breakdown by type of expense (rates and housing)

Nominal code	Nominal description	Amount (£)
5060	Photocopying	122.38
5140	Computer Expenses	392.64
5150	Town Hall expenses	10,309.06
5151	Town Hall Heat & Light	1,660.04
5152	Town Hall Cleaning	456.88
5170	Office Expenses	224.99
5210	Refuse Expenses	357.43
5260	Gardens and Flowerbeds	2,148.48
5400	Public Conveniences - General Expenses	1,961.69
5690	Golf - Pavillion	2,021.88
5900	Public Lighting - Street Lighting Power & Cyclic Maintenance	2,661.43
6020	Sundry - Store	942.03
6056	Vehicles - General	526.64
6100	Housing Repairs	3,251.76
		<b>27,037.33</b>

## Breakdown of invoices by supplier (rates and housing)

Supplier	Amount (£)
Andrew McEwan	1,178.69
B&Q	264.00
Ballagawne Nurseries	1,967.80
BHX/Egan Reid	152.39
CuPlas	24.00
HireMe	405.00
leG	1,660.04
Island IT	392.64
JCK Limited	526.64
JDW Engineering	198.00
JRB Enterprise Ltd	339.60
K Christian	585.00
Liftmann	2,956.86
Manx Utilities	2,747.44
MC Locksmith	149.76
Mc2	6,604.20
Orb	72.60
Reliance	1,218.00
Rick Buckley	40.00
SCS	4,302.02
Southern Civic Amenity Site Board	198.51
SPAR	284.03
UFP	135.6
Viking	122.38
WDS	456.88
Yess	55.25
	<b>27,037.33</b>

Breakdown of invoices for Housing only

Supplier	Amount by property (£)	Total by supplier (£)
<b>MC Locksmith</b>		<b>149.76</b>
FR	149.76	
<b>SCS</b>		<b>2,906.75</b>
BB	224.26	
CB	199.96	
FR	56.10	
PR	180.30	
SFA	303.09	
SMA	490.88	
Various	1,452.16	
	<b>3,056.51</b>	<b>3,056.51</b>
Other housing expenses	195.25	<b>195.25</b>
	<b>3,251.76</b>	<b>3,251.76</b>

**PORT ST MARY COMMISSIONERS**

**PROJECTS UPDATE**

6.1	<p><b>Events</b></p> <p><b>Remembrance</b> Arrangement are in hand for the service on the 11<sup>th</sup> November. The parade will leave the school at 10.45am.</p> <p><b>Tynwald Day</b> The following costings have been obtained to run a Ceili on the 5<sup>th</sup> July 2025;</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr style="background-color: #d9ead3;"> <th>Item</th> <th>Cost excl VAT</th> </tr> </thead> <tbody> <tr> <td>Ceili Band</td> <td>£600</td> </tr> <tr> <td>Security</td> <td>£150</td> </tr> <tr> <td>Sundries</td> <td>£100</td> </tr> <tr> <td>Manx Bunting</td> <td>£135</td> </tr> <tr> <td>Hand held flags</td> <td>£165</td> </tr> <tr> <td> </td> <td> </td> </tr> <tr> <td><b>Total cost</b></td> <td><b>£1150</b></td> </tr> </tbody> </table> <p>An ice cream van has agreed to attend with no charge to the LA.</p> <p><u>Recommendation</u> - To ticket the event at a low cost (aiming to break even) and have donation buckets in aid of Manx charities in the hall for the event.</p>	Item	Cost excl VAT	Ceili Band	£600	Security	£150	Sundries	£100	Manx Bunting	£135	Hand held flags	£165			<b>Total cost</b>	<b>£1150</b>
Item	Cost excl VAT																
Ceili Band	£600																
Security	£150																
Sundries	£100																
Manx Bunting	£135																
Hand held flags	£165																
<b>Total cost</b>	<b>£1150</b>																
6.2	<p><b>Mariners Shelter</b></p> <p>Following the site meeting, the representative from the Department of Infrastructure advised that they were content with the work carried out and would recommend that the lease is transferred to Harbours. This has been chased and official confirmation is awaited.</p>																
6.3	<p><b>Beach Cleaning</b></p> <p>Further investigations into the requirement of the licence and the compliance with the Collection &amp; Disposal of Waste Regulations 2000 is ongoing.</p>																

**Housing Officer's Report to Port St Mary Commissioners**  
**23<sup>rd</sup> October 2024**

Subject	Information
<b>September Summary of Housing Works &amp; Repairs</b>	<ul style="list-style-type: none"> <li>• 3 Responsive repairs were carried out by DLO in September.</li> </ul> <p>13 responsive repairs were carried out by contractors in September:</p> <ul style="list-style-type: none"> <li>• 3 Boiler related issues</li> <li>• 5 Plumbing repairs</li> <li>• 2 Electrical issues</li> <li>• 2 Window/Door repairs</li> </ul> <p>Additionally, one boiler was replaced.</p>
<b>Void Properties</b>	Three properties were handed back in September.
<b>September Allocations</b>	There were no vacant properties for allocation in September
<b>Fixed Term &amp; Annual Tenancies</b>	None
<b>Southern Shared Housing Waiting List</b>	<ul style="list-style-type: none"> <li>• No housing applications were processed at this office in September.</li> <li>• There are currently 157 applicants on the waiting list.</li> <li>• 22 applicants have selected Port St Mary in their area choices, 13 have chosen 'all Island' and 50 have selected 'all South'.</li> </ul>
<b>Transfer Waiting List</b>	<ol style="list-style-type: none"> <li>1. One family from another housing authority wishes to transfer to a three-bed house in PSM (<i>this is on hold until further notice</i>)</li> <li>2. One tenant in a three-bed house needs to transfer to a level access property.</li> <li>3. One family currently housed by another authority wishes to transfer to a three-bed house in PSM for health/welfare reasons.</li> <li>4. One tenant in a three-bed house wishes to downsize.</li> <li>5. One tenant in a two-bed ground floor flat wishes to transfer to another area.</li> </ol>
<b>Tenant in Arrears</b>	A tenant agreed an affordable payment plan in January 2023 to clear the rent arrears over time. The tenant has defaulted on this agreement and has not paid anything extra since September 2023. The tenant has been written to many times but has ignored the requests to discuss the arrears. <b>Recommendation:</b> To enforce a payment plan via the courts.



**Office of The Chief Minister**

*Oik yn Ard-Shirveishage*  
Government Office  
Douglas, Isle of Man, IM1 3PG

Local Authorities on the Isle of Man  
Via email

27 September 2024

Dear Sir/Madam,

**Engagement with Altair Ltd. Regarding the Creation of an On-Island Housing Association**

I am writing to provide you with an update on the government initiative to create a Housing Association as part of 'Our Island Plan' in order to address the growing demand for affordable and accessible housing, while also considering future strategies to enhance housing provision across the island.

As part of this project, the Department of Infrastructure committed to Tynwald to engage with key stakeholders, including Local Authorities and tenants, to ensure their input informs the development process, before returning to Tynwald for a decision as to whether a Housing Association should be created.

In order to ensure such engagement is non-bias, we have commissioned Altair Ltd., a leading consultancy firm with expertise in housing and community development, to conduct a consultation process. Altair Ltd. will be scheduling in depth appointments with Local Authorities who hold significant housing stock, as well as endeavouring to engage with all other Local Authorities, recognising that the timeframe for doing so is challenging.

It is important to note that at this stage, the creation of the Housing Association is not expected to result in the transfer of any Local Authority housing. However, we believe that the views of Local Authorities are crucial to shaping the direction of this initiative. Your feedback will help us assess the appetite and potential for Local Authority involvement in the future.

Altair Ltd. is keen to understand your perspectives, and I encourage you to engage with them when they reach out. Your insights will be invaluable in informing the feasibility and design of this project, ensuring it meets the needs of our communities.

Thank you for your cooperation, and I look forward to your valuable input as we continue to explore this important initiative.

Yours sincerely

**Hon Alfred Cannan MHK**  
**Chief Minister**

Hon Alfred Cannan MHK  
Chief Minister  
Chiefminister.privateoffice@gov.im

Thu 03/10/2024 12:31

Dear Hayley Fargher,

I hope this finds you very well. My name is [REDACTED], and I work for the consultancy firm Altair.

As you will recently have been made aware, we have been appointed by the Isle of Man government to provide consultancy support for their initiative to create an on-island Housing Association. An essential part of our support is engaging with Local Authorities across the island.

While the creation of the Housing Association is not expected to result in the transfer of any Local Authority housing at this stage, we believe that the views of Local Authorities are crucial to shaping the direction of this initiative. Your feedback will help us assess the appetite and potential for Local Authority involvement in the future.

**Would you (or another suitably placed colleague) therefore be available to participate in a virtual interview, via Microsoft Teams, with one of my colleagues?**

If so, please indicate your availability on the following dates:

- Friday 4th October
- Monday 7th October
- Tuesday 8th October
- Wednesday 9th October
- Thursday 10th October
- Friday 11th October

Please do also let me know if you require any further information before agreeing to an interview.

Kind regards,

**A response was issued to advise that a meeting could not be held until the Board had met.**

**PORT ST MARY COMMISSIONERS**

**Tenancy Arrears Report for the October 2024 Meeting**

**Week 28 2024/25 commencing 7 October 2024**

**Management Summary**

Unpaid rents have increased in the period from £24,668.69 in September to £25,404.43 in October, an increase of £735.74 or 2.98%. While the cost of living, inflation and interest rates crises continue to bite along with the new tax policy of central government, significant progress has recently been made with reducing arrears. A detailed analysis of rents follows.

The **first graph** shows the rent arrears by sector over the last 12 months. As in previous months, all arrears are housing related:





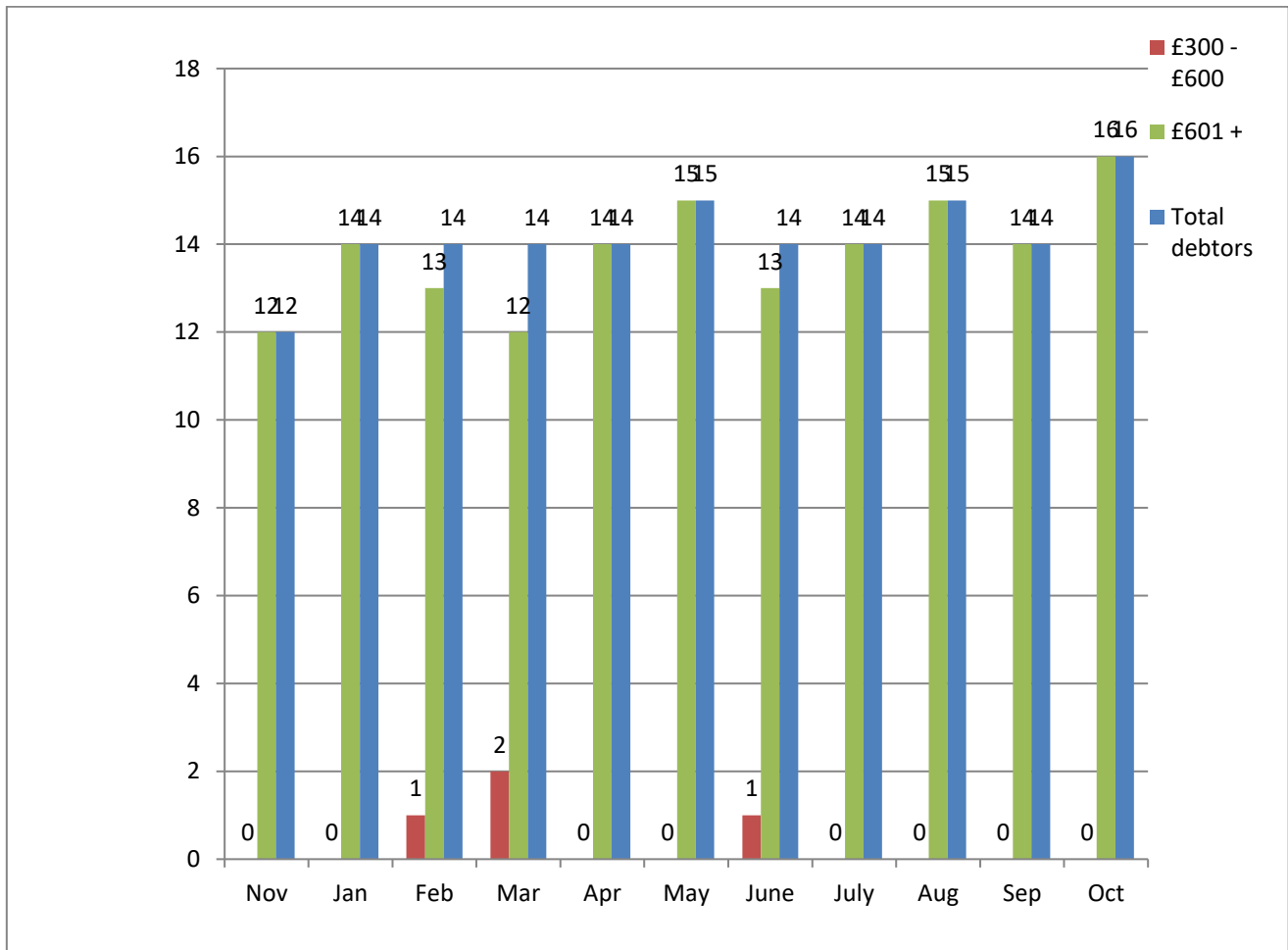
## Tenancy Arrears Report for the October 2024 Meeting

**Week 28 2024/25 commencing 7 October 2024**

(Continued)

### Number of Debtors and Actions Taken

The **second graph** shows the number of debtors by debt level:



Below is a detailed analysis of the arrears and the separate action being taken for each tenant.

### **Uncontrolled debt**

There are currently 3 tenants with uncontrolled debt. The Finance Officer has started the small claims process with regards to tenants 1 and 3 and will keep the Clerk and Board updated on progress.

### **Tenant 1 – Arrears £2,842.83 (no movement since previous report)**

A request was made for a judgment on an instalment order which was granted by the court with payments of £100.00 per month to be received from 14<sup>th</sup> September 2020. The finance officer instructed the then tenant to make payments no later than the 23<sup>rd</sup> of each month, but the now former tenant defaulted on the court order. The party has been written to and advised that small claims proceedings will commence unless a payment plan is agreed and adhered to,

however, a reply hasn't been received. Small claims paperwork has been prepared and will be submitted soon.

**Tenant 2 – Arrears £863.34 (previous tenant)**

This amount was previously removed from the report and reinstated at the request of the Board. The Authority's staff cannot locate the former tenant.

**Tenant 3 – Arrears £782.78 (no movement since the previous report)**

Dependent has spoken to the housing officer and has promised to clear arrears once they receive their inheritance.

**Controlled Debt**

The following tenants have controlled debt but due to the amounts, are being brought to the Boards attention:

**Tenant 4 – Arrears £1,642.72 (decreased by £50 since the previous report)**

The former tenant had experienced difficulties obtaining the correct wage from their employer and had agreed to pay an extra £50 per month. The former tenant has been adhering to their payment plan with £50 expected later this month.

**Tenant 5 – Arrears £2,948.15 (increased by £144.94 since the previous report)**

The tenant had been paying rent weekly and working to reduce arrears. The DHSS were also paying the tenant's rent, however, this has now stopped as the tenant is back in work. The tenant had agreed to a payment plan, but hasn't adhered to it, but was spoken to by the finance officer and the tenant has submitted a letter of explanation to the Board with a promise to arrange a new payment plan which will include taking out a loan to clear the bulk of their arrears.

**Tenant 6 – Arrears £3,134.56 (decreased by £151.55 since the previous report)**

The tenant was making regular payments in excess of their monthly rent and a monthly payment is due around the 25<sup>th</sup> of the month, however the June payment didn't arrive, the July payment was insufficient and the August payment hasn't been made with an insufficient September payment arriving on the 2 October. The tenant had promised to pay £550 in August then £650 per month thereafter until arrears are cleared. The housing officer has sent the tenant a notice to quit the premises and is now liaising with the tenant.

**Tenant 7 – Arrears £1,114.24 (no movement since the previous report)**

The tenant is not adhering to their payment plan and they are only paying rent without reducing arrears. The tenant has been written to.

**Tenant 8 – Arrears £927.78 (decreased by £425.46 since the previous report)**

As the former tenant is now in a residential home, the family are paying down the arrears in instalments with another payment due imminently.

**Tenant 9 – Arrears £3,603.61 (increased by £72.32 since the previous report)**

The tenant has retired from full time employment and is now living in a smaller property which, along with now receiving benefits, is allowing them to cover their rent. The tenant has been written to previously with a firmer letter sent last month and has agreed to a new payment plan but is yet to adhere to it. The housing officer will meet with the tenant in October.

**Tenant 10 – Arrears £1,962.84 (increased by £87.39 since the previous report)**

The tenant is adhering to their payment plan with several payments due this month.

**Tenant 11 – Arrears £1,280.15 (increased by £84.98 since the previous report)**

The tenant had left their employment and has to wait six weeks for benefits, however, they are paying their monthly rent with several payments due this month. The tenant will be returning to work soon, but the DHSS have yet to pay the tenant's rent. A payment plan has been agreed with the tenant.

**Tenant 12 – Arrears £897.07 (decreased by £162.61 since the previous report)**

The tenant is paying extra each week to reduce arrears with three more payments due this month.

**Tenant 13 – Arrears £1,336.52 (increased by £327.86 since the last report)**

The tenant's direct debit failed again and the housing officer has made the tenant aware of same.

**Tenant 14 – Arrears £640.54 (decreased by £85.06 since the last report)**

The tenant has been written to.

**Tenant 15 – Arrears £847.93 (new addition to the report)**

The tenant has been in to see the housing officer and has agreed to start paying down their arrears later this month.

**Tenant 16 – Arrears £730.92 (new addition to the report)**

The tenant has been written to.

**Two tenants have been added to the report.**

**PORT ST MARY COMMISSIONERS**

**PLANNING MATTERS**

**9.1 Planning Applications**

24/91068/B – 23 Perwick Road to replace existing rear conservatory with an extension and realign existing retaining wall.

24/91043/B – Manesca Building, The Quay for the siting of a steel shipping container for the storage of shellfish.

**9.2 Planning Approvals**

24/00660/B – The Old Bakehouse, Athol Street for the erection of a rear porch and a part stone/timber rear boundary wall.

Item 10.1

**PORT ST MARY COMMISSIONERS**

**HIGH STREET – LETTER ISSUED**

The Honorable Tim Crookall MHK  
Minister for Infrastructure  
Sea Terminal  
Douglas  
Isle of Man  
IM1 2RF

Dear Minister,

**Subject: Formal Complaint Regarding the Failure to Restructure the High Street, Port St Mary.**

On behalf of the Board of Port St Mary Commissioners, I am writing to lodge a formal complaint regarding the ongoing and unacceptable condition of the High Street within our jurisdiction. Despite repeated requests and documented evidence submitted by our office, the Department of Infrastructure has not taken the necessary steps to restructure and repair this failing roadway.

The High Street serves as a critical thoroughfare within our community, facilitating daily transportation for residents, businesses, and emergency services. Unfortunately, this road has been in a state of disrepair for over a decade. The road suffers from extensive potholes, inadequate drainage, eroded pavements and subsidence, which have been exacerbated by a historic lack of maintenance.

Our office has formally communicated these concerns to the Department of Infrastructure on multiple occasions, dating back to 2018. In these communications, we highlighted the road's deteriorating condition and the urgent need for a comprehensive restructuring project. Regrettably, the Department's response has been limited to temporary measures, such as patching potholes, which have failed to provide a sustainable solution and have quickly deteriorated.

In November 2022 a presentation was provided by the Department to Port St Mary Commissioners representatives, Local MHK's and relevant political members. At that presentation, it was stated that on the Department's Pedestrian Environmental Audit, both the footpaths and highway condition came out as 'poor/very poor' with accessibility issues and the road and pavements having structurally failed. I have appended some information which was provided by the Department in that presentation.

The ongoing neglect of the High Street has had a significant negative impact on our community. We have received numerous complaints from residents and local businesses regarding increased vehicle damage and safety hazards. Furthermore,

the deteriorating condition of the road has contributed to a decline in public safety and has led to accidents that could have been avoided with proper infrastructure.

Given the critical nature of this issue, we formally request that the Department of Infrastructure prioritise the restructuring and repair of the High Street. We strongly recommend that the following actions be taken:

- **Full Resurfacing & Restructuring:** Replace the existing road structure and surface and replace the existing damaged pavements with new, durable materials to ensure long-term stability.
- **Improved Drainage Systems:** Upgrade drainage systems to prevent water accumulation and erosion/further subsidence.
- **Reinforcement of Road Edges:** Strengthen the road's edges to prevent further deterioration and ensure the safety of all users.

We urge the Department to allocate the necessary resources and initiate the restructuring project as a matter of urgency.

For reference I also attached a previous Freedom of Information received from the Department in May 2022 regarding the High Street along with some email correspondence from September 2022.

The current state of the High Street is untenable and poses a serious risk to public safety and the well-being of our community. The failure to address this issue in a timely and comprehensive manner reflects poorly on our collective responsibility to ensure safe and reliable infrastructure. We, therefore, request a written response from the Department outlining the specific actions that will be taken, along with an estimated timeline for the project's completion.

We look forward to your prompt and positive response to this critical matter.

Yours sincerely,

Hayley Kinvig

Clerk

## Funding

This is a capital project for Highways, which requires submission of a business case.

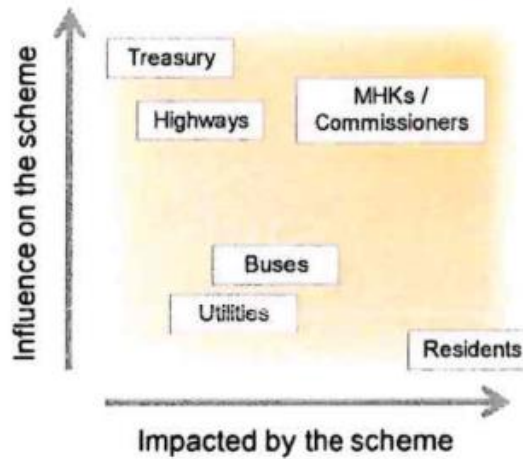
Funding bids were made for High Street in 2021 & 2022.



Subject to successful bid and approvals, construction would therefore be anticipated to commence in January 24, with estimated timescales of around 6 months for construction.

## Key Stakeholders

*Situated in the heart of the village, the scheme affects many stakeholders.*



**FW: Port St Mary**



Thu 01/09/2022 08:43

Dear Hayley

Please see an update against the relevant items, listed in red below.

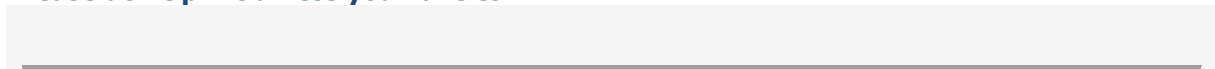
Kind regards,



Senior Asset Engineer  
Dept of Infrastructure, Isle of Man Government  
Sea Terminal, Douglas  
Isle of Man IM1 2RF



**Please don't print unless you have to**



**From:** Hayley Fargher  
**Sent:** 17 February 2022 10:43



**Subject:** Port St Mary

Good Morning All

We were extremely grateful for the resurfacing of the St Marys Avenue, thank you for arranging this.

Can you please confirm if there are any updates on any of the other projects we discussed;

- **High Street** restructuring  
Given the challenging financial position, **High**ways intend to undertake a surface treatment this year. This will extend the life of the road but it is not the optimum solution in respect of a long-term improvement. **The Division is proposing this scheme for funding with a capital bid. If funding is provided it is anticipated that works would commence in 2023.**
- We would also like clarification on the conversations about where the funding has been stopped  
The business case did not meet the criteria set by Treasury for funding in 2022/23. **As written, the Department only put forward bids from each Division that met the criteria.**



- Signage at the hill down to Gansey Point regarding weight restrictions  
Signage has been installed, being one sign on the left hand side of the slip road going down. We would have liked to place a sign on both sides but this would restrict the access of larger vehicles i.e. Water utilities who use this road.
- Priority direction change at High Street/Park Road junction  
The one-way was introduced in 1969, forcing vehicles needing to access the port, harbour and residential areas via Park Road and Queens Rd. This improved the amenity of residents on Atholl Street by reducing traffic flows and provided residents better parking opportunities.

The current layout at Park Road/High Street was introduced in 2011 to improve safety. See attached email.

If the one-way was reversed it would encourage drivers to use Atholl St to access the port area/beach with subsequent loss of amenity for Atholl Street residents.

Highways would not recommend changing the direction of the one way; given the length of time that one-way has operated (which would indicate that it works) and the loss of amenity of Athol Street residents if it were reversed. However, if the Commissioners write to state that they would like further consideration to be given to reversing it, then Highways will review the decision.

We are currently reviewing proposals to reverse the priority at this location. We will consult with Commissioners shortly on the way forwards.

- Perwick Bay Road  
Bottom end needs restructuring. At this time there are no resources for improvement work of this nature. Perwick Bay is on the surfacing backlog list however there is no date for this and it is likely to be several years away.
- Glen Chass  
Poor Road Condition. Given the limited use of this road it is not a priority given the current level of available resources. Due to the width of the road we would undertake this through our 'midi paver' works, which uses a smaller machine. Glen Chass is not on this year's programme, but is on the longer term programme and is likely to be on either the following year or the year after (this will depend on the available budget and market rates as these are contracted works).

#### Additional information

- Seafield Avenue - Completed.
- Parking permits – Consideration by the Commissioners Board Wednesday 23<sup>rd</sup> March await further update.

I look forward to hearing from you.

Kind regards

*Hayley Fargher*

Clerk

Port St Mary Commissioners

**PORT ST MARY COMMISSIONERS****TRAFFIC DATA**

The following data has been provide by the Department of Infrastructure for information.

<b>Location</b>	<b>85%tile Speed</b>	<b>Average Speed</b>
Beach Road	34.81mph	30.22mph
PSM School Area	28.1mph	23.53mph
Plantation Road	26.9mph	22.5mph
High Street (Old Bank)	19.8mph	16.9mph
Lower High Street	14.4mph	12.2mph
Park Road	22.4mph	19.7mph
Park Road (Barn a Beg end)	27.2mph	21.9mph
Queens Road	27.2mph	22.1mph
Fistard Road	29.6mph	24.7mph

Item 10.3

**PORT ST MARY COMMISSIONERS**

**TOWN HALL MUSIC & LICENCE**

The Board are requested to approve an application to the Licencing Court to request a variation to the current Music & Dancing Licence held for the Town Hall.

This variation will allow events to play music until 12.15am (currently 12 midnight) for New Years Eve/Day annually.

Item 10.5

**PORT ST MARY COMMISSIONERS**

**OFFICE OPENING HOURS**

The Board are requested to consider a permanent change to the office opening hours, enabling a lunch time closure 1-2pm daily.

The Clerk instigated the closure during a period of being short staffed, however it works well ensuring staff are not left in the office alone for periods of time. No issues concerning the closure have been brought to the staff's attention.

The proposed revised opening times would be as follows;

Monday – Thursday

9am – 1pm

2pm – 5pm

Friday

9am - 1pm

2pm - 4.30pm

**PORT ST MARY COMMISSIONERS****DATES 2024/25**

<b>2024/25 Meeting &amp; Events Dates</b>	
31 <sup>st</sup> October 2024	Hop Tu Naa costume competition 4 - 5.30pm – Town Hall
11 <sup>th</sup> November 2024	Remembrance Service 10.50am
27 <sup>th</sup> November 2024	Board meeting
5 <sup>th</sup> December 2024	PSM Christmas Market 5-8pm
10 <sup>th</sup> December 2024	Carol Service at St Marys Church 7.30pm
11 <sup>th</sup> December 2024	Board meeting
14 <sup>th</sup> December 2024	Willow lantern making workshop 10 - 4pm – Town Hall
22 <sup>nd</sup> January 2025	Board meeting
26 <sup>th</sup> February 2025	Board meeting
26 <sup>th</sup> March 2025	Board meeting
23 <sup>rd</sup> April 2025	Board meeting
24 <sup>th</sup> April 2025	<b>Local Authority Elections</b>

Members are requested to keep the second Wednesday of each month free for additional meetings as and when required.

# Annual Leave and Rest Breaks

## Overview

Our Island Plan sets out a vision of a secure, vibrant and sustainable Island, with a commitment for the Department for Enterprise to deliver reforms to employment legislation, ensuring the Island is aligned with international standards and remains a competitive and attractive place to work.

Though in 2017 the Equality Act made a number of significant changes to employment law in the Island in relation to discrimination, over a number of years the Isle of Man has been falling behind international standards in relation to employment rights. The Department intends to make a number of changes to employment law in the current administration.

In 2022, the Department consulted on a number of topics that came to make up the Employment (Amendment) Bill 2023 that completed its progress through the Legislative Branches earlier this year. Those measures, which focused mainly on family leave rights and whistleblowing, will be implemented in the spring of 2025.

## Why your views matter

The Department now seeks to make further improvements to employment legislation on the Isle of Man. **This consultation seeks views on statutory provision of annual leave and rest breaks.**

The consultation is issued in tandem with a series of other consultations that can be found on the Consultation Hub in relation to Employment Rights.

Throughout this consultation, the UK's employment provisions may be referenced. It should be noted that now the UK is under a Labour Government, that this may change in the future.

Following this consultation, the Department will review the responses and use this information to inform the development of the Employment (Amendment) Bill that will be brought forward in 2025.

A summary of responses will be published on this page within 12 weeks of the consultation closing.

If you would like to find out more about the Island's current statutory employment rights, please visit the [Guides to Employment Rights page on gov.im \(opens on a new tab\)](https://www.gov.im/categories/working-in-the-isle-of-man/employment-rights/guides-to-employment-rights/) <<https://www.gov.im/categories/working-in-the-isle-of-man/employment-rights/guides-to-employment-rights/>> .

More information on the [Employment \(Amendment\) Bill 2023 \(opens in a new tab\)](https://www.gov.im/categories/working-in-the-isle-of-man/employment-rights/employment-amendment-bill-2023/) <<https://www.gov.im/categories/working-in-the-isle-of-man/employment-rights/employment-amendment-bill-2023/>> .

## Reasonable adjustments and alternative formats

The Department is committed to equal opportunities and our aim is to make our documents easy to use and accessible to all.

We will take steps to accommodate any reasonable adjustments and provide such assistance as you may reasonably require to enable you to access or reply to this consultation.

## Do you support an increase in the statutory provision of paid annual leave allowance?

This is the number of days an employer **must** give their employee off per year.

*Please select only one item*

- Yes
- No
- Unsure

Please explain your view:

Do you support an increase in order to align paid annual leave to the UK's provision (5.6 weeks)?

*Please select only one item*

- Yes
- No
- Unsure

Please explain your view:



Do you think statutory annual leave should increase over 5.6 weeks?

*Please select only one item*

- Yes
- No
- Unsure

Please explain your view:

If you are an employer, what impact on your business do you think an increase in statutory paid annual leave would have?

*Please select only one item*

- Insignificant
- Minor
- Moderate
- Major
- Severe

Please explain your view:

## Working Time and Rest Breaks

Currently on the Isle of Man, employers outside of those specified in the Shops Act 2000 (predominantly retail) are not legally obliged to give their staff rest breaks, other than breaks given for health and safety reasons and if the employee or worker is of school age. This includes the time that must pass between working days/shifts.

Neighbouring jurisdictions hold regulations that are based on the European Working Time Directive. These rules include limits to weekly working hours, a minimum daily rest period and a minimum weekly rest period.

There is potential for the Department to make rest breaks a legal requirement. If so, the Department may also need to specify how often these breaks must be taken and how long for.

## Should statutory rest breaks be extended to all workers and employees?

These may be paid or unpaid.

*Please select only one item*

- Yes
- No
- Unsure

Please explain your view:

## Do you feel that you have sufficient break times provided by your employer currently?

*Please select only one item*

- Yes
- No
- No opinion

In the UK, workers have the right to one uninterrupted 20 minute rest break during their working day, if they work more than 6 hours a day. Do you think this would be sufficient?

*Please select only one item*

- Yes
- No, more breaks are needed
- No, less break is needed
- Unsure

Please explain your view:

## Do you think there should be a mandatory time that workers and employees should be provided between shifts/days?

Currently, an employer must provide sufficient time between working hours in order to not impose a health and safety risk. The Shops Act 2000 also lays out provision of maximum hours in a week but these primarily serve retail workers only.

For example, in Ireland, employees are entitled to a daily rest period of 11 consecutive hours per 24 hour period. This would mean that an individual would have to have 11 hours between finishing work, and starting their next working day.

*Please select only one item*

- Yes
- No
- Unsure

Please explain your view:

Additional comments

Do you have any other comments on any of the topics raised?

# Consultation on Parental and Caring Rights

## Overview

Our Island Plan sets out a vision of a secure, vibrant and sustainable Island, with a commitment for the Department for Enterprise to deliver reforms to employment legislation, ensuring the Island is aligned with international standards and remains a competitive and attractive place to work.

Though in 2017 the Equality Act made a number of significant changes to employment law in the Island in relation to discrimination, over a number of years the Isle of Man has been falling behind international standards in relation to employment rights. The Department intends to make a number of changes to employment law in the current administration.

In 2022, the Department consulted on a number of topics that came to make up the Employment (Amendment) Bill 2023 that completed its progress through the Legislative Branches earlier this year. Those measures, which focused mainly on family leave rights and whistleblowing, will be implemented in the spring of 2025.

## Why your views matter

The Department now seeks to make further improvements to Employment legislation on the Isle of Man. **This consultation seeks views on parental and caring rights including redundancy protections, Carer's leave and neo-natal care leave.**

Throughout this consultation, the UK's legislation may be referenced. It should be noted that now the UK is under a Labour Government, that this may change in the future.

Following this consultation, the Department will review the responses and use this information to inform the development of the Employment (Amendment) Bill that will be brought forward in 2025.

A summary of responses will be published on this page within 12 weeks of the consultation closing.

If you would like to find out more about the Island's current statutory employment rights, please visit the [Guides to Employment Rights page on gov.im \(opens on a new tab\)](https://www.gov.im/categories/working-in-the-isle-of-man/employment-rights/guides-to-employment-rights/) <<https://www.gov.im/categories/working-in-the-isle-of-man/employment-rights/guides-to-employment-rights/>> .

More information on the [Employment \(Amendment\) Bill 2023 \(opens in a new tab\)](https://www.gov.im/categories/working-in-the-isle-of-man/employment-rights/employment-amendment-bill-2023/) <<https://www.gov.im/categories/working-in-the-isle-of-man/employment-rights/employment-amendment-bill-2023/>> .

## Reasonable adjustments and alternative formats

The Department is committed to equal opportunities and our aim is to make our documents easy to use and accessible to all.

We will take steps to accommodate any reasonable adjustments and provide such assistance as you may reasonably require to enable you to access or reply to this consultation.

If you would like to receive this document as a paper copy, in another format or need assistance with accessing or replying to this consultation, please email [jasmine.cowin@gov.im](mailto:jasmine.cowin@gov.im) or telephone +44 1624 686559.

## Do you support an extended protection period from redundancy for a period following the maternity leave period?

For example, the UK's policy provides protection from the date of notification to the employer until 18 months after birth. This would mean that for that period of time, that person could not be made redundant.

*Please select only one item*

- Yes
- No
- Unsure

Please explain your view:



If the protection period from redundancy were to be extended for a period directly surrounding the maternity period, should this extension apply to those taking paternity leave?

Currently, fathers are protected for the paternity leave period only.

*Please select only one item*

- Yes
- No
- Unsure

Please explain your view:

If the protection period from redundancy were to be extended, should this also apply to adopting parents?

In the UK, adopting parents are afforded 18 months protection after a child's placement date.

*Please select only one item*

- Yes
- No
- Unsure

Please explain your view:

## Neonatal Care Leave

Currently on the Isle of Man, the statutory maternity period is the same for everyone.

The UK has recently introduced the Neonatal Care (Leave and Pay) Act 2023 that allows eligible employed parents whose newborn baby is admitted to neonatal care to take up to 12 weeks of paid leave, in addition to other leave entitlements such as maternity and paternity leave. Ireland also has a comparable provision in place.

Do you support the introduction of an extended maternity period for those with children admitted to the neonatal care unit?

*Please select only one item*

- Yes
- No
- Unsure

Please explain your view:

If a neonatal care period were to be introduced, would you anticipate any issues?

## How long would you suggest for additional leave and why?

For context, in the UK this currently is 12 additional weeks of **paid** leave whereas in Ireland it is variable dependent on how early a baby is born from their due date.

If this additional period of leave is NOT paid for by the employer, should provision be available for extended Government maternity allowance?

*Please select only one item*

- Yes
- No
- Unsure

Please explain your view:

## Carer's Leave

The Isle of Man does not currently have provision for statutory Carer's leave. This means that Carers on the Island currently have to engage with their employer to work in a flexible manner in many cases however this can limit job opportunities and could be denied.

In the [2022 DHSC & Crossroads Carer's Survey \(opens in a new tab\)](#) </health-and-social-care/the-carers-survey-2022/> , when asked if there was anything that might help Carers to balance work and care, 43% of responding Carers said the ability to take time off with paid Carer's leave would help them.

The UK have recently introduced provision for one week's unpaid leave every year for those with caring responsibilities.

In Ireland, there is an ability to take **unpaid** leave for a minimum of 13 weeks and a maximum of 104 weeks to provide care. For those seeking less than 13 weeks, employers hold the right to refuse the application.

There are compatible provisions in countries across Europe including France, Germany and Belgium.

### Do you have caring responsibilities?

*Please select only one item*

- Yes
- No

Do you agree with the potential introduction of statutory provision for Carer's leave?

*Please select only one item*

- Yes
- No
- Unsure

Please explain your view:

Do you think Carer's leave should be a specific period of time of paid/unpaid leave each year?

For example 5 or 10 days.

*Please select only one item*

- Yes
- No
- Unsure

Please explain your view:

## Should provision be available for a more long term Carer's leave?

For example 3+ months.

*Please select only one item*

- Yes
- No
- Unsure

Please explain your view:



If Carer's leave is unpaid by the employer, should the Carer be able to access social security benefits during this time i.e. Carer's Allowance?

For example, if an individual took 1 week Carer's leave from their employment but didn't normally provide at least 35 hours care per week, they would not currently receive Carer's allowance.

*Please select only one item*

- Yes
- No
- Unsure

Please explain your view:

Additional comments

This consultation has asked questions regarding parental redundancy protection, neonatal care leave and Carer's leave. Do you have any other comments on any of these topics?

A large, empty rectangular box with a thin black border, intended for users to provide their comments on the topics mentioned in the text above.

# Review of the Minimum Wage Act 2001

## Overview

**It is not the purpose of this consultation to seek views on the rate of the minimum wage. Rather this consultation seeks views on the process by which the rate of the minimum wage will be determined in the future.**

Our Island Plan sets out a vision of a secure, vibrant and sustainable Island, with a commitment for the Department for Enterprise to deliver reforms to employment legislation, ensuring the Island is aligned with international standards and remains a competitive and attractive place to work.

Though in 2017 the Equality Act made a number of significant changes to employment law in the Island in relation to discrimination, over a number of years the Isle of Man has been falling behind international standards in relation to employment rights. The Department intends to make a number of changes to employment law in the current administration.

In 2022, the Department consulted on a number of topics that came to make up the Employment (Amendment) Bill 2023 that completed its progress through the Legislative Branches earlier this year. Those measures, which focused mainly on family leave rights and whistleblowing, will be implemented in the spring of 2025.

## Why your views matter

The Department now seeks to make further improvements to employment legislation on the Isle of Man. **This consultation seeks views on the operation of the Minimum Wage Act 2001.**

The consultation is issued in tandem with a series of other consultations that can be found on the Consultation Hub in relation to employment rights.

Throughout this consultation, the UK's legislation may be referenced. It should be noted that now the UK is under a Labour Government, that this may change in the future.

Following this consultation, the Department will review the responses and use this information to inform the development of the Employment (Amendment) Bill that will be brought forward in 2025.

A summary of responses will be published on this page within 12 weeks of the consultation closing.

More information on Minimum Wage and the associated legislation can be found on the [Minimum Wage page on gov.im \(opens in a new tab\)](https://www.gov.im/categories/working-in-the-isle-of-man/employment-rights/minimum-wage/)

<<https://www.gov.im/categories/working-in-the-isle-of-man/employment-rights/minimum-wage/>> .

If you would like to find out more about the Island's current statutory employment rights, please visit the [Guides to Employment Rights page on gov.im \(opens on a new tab\)](https://www.gov.im/categories/working-in-the-isle-of-man/employment-rights/guides-to-employment-rights/) <<https://www.gov.im/categories/working-in-the-isle-of-man/employment-rights/guides-to-employment-rights/>> .

## Reasonable adjustments and alternative formats

The Department is committed to equal opportunities and our aim is to make our documents easy to use and accessible to all.

## The Minimum Wage Act

The Minimum Wage Act was passed in 2001. The original intention behind the Act was to set minimum limits on the lowest pay to workers to act as a 'safety net'.

The Act requires that the Minimum Wage Committee makes recommendations as to the rate of the minimum wage and that the Department for Enterprise and Treasury consult the Committee and consider its recommendations before the minimum rate is specified in Regulations. There is though, no statutory requirement that the recommendations of the Committee be followed.

Regulations under the Act make no provision as to how the Committee should determine what the minimum wage rate should be, other than specifying that the Committee must consider the implications of the rate on a number of areas such as employment, inflation, and the effect of the rate on different groups of workers.

In recent years, the focus on the minimum wage has changed from a rate which provides a safety net to a rate which reflects the cost of living in the Isle of Man, i.e. the Living Wage.

Since 2017 the Isle of Man Government has calculated a living wage rate on an annual basis following a resolution of Tynwald that a voluntary living wage should be introduced.

The Isle of Man Government's current Island Plan goes further and sets out a commitment for a transition from a minimum wage to a living wage by April 2025.

Unlike determination of the rate of the minimum wage, the living wage is calculated on a specific methodological basis. However there is no statutory basis for calculation of the Living Wage.

The fact that the Isle of Man Government, and Tynwald, has agreed that the minimum wage should be brought into line with the living wage raises the question of the current role of the Minimum Wage Committee. As stated above, DfE and Treasury must consult with the Committee before specifying the minimum wage rate, and the Committee is empowered to make recommendations on the minimum wage rate.

If it is simply Government policy for the minimum wage to be pegged at the level of the Living Wage, what is the role of the Minimum Wage Committee? It may be that in future administrations there are issues to consider around the appropriate rate of the minimum wage. It seems that it might be appropriate, for example, for the Isle of Man Government to consult generally prior to introduction of a new minimum wage/living wage rate rather than a statutory Minimum Wage Committee being maintained.

On the other hand, in the UK the new Labour Government has committed to changing the remit of the Low Pay Commission (the equivalent of the Minimum Wage Committee there) so that the Commission takes into account the cost of living, in order to deliver a minimum wage that is 'a real living wage'. It may be that the remit of the Minimum Wage Committee simply needs to be amended in a similar way.

Do you have any views as to whether the Minimum Wage Committee should be abolished, and if so, what should replace it?

If the minimum wage reaches parity with the living wage, do you have any views as to what the method of specifying the rate of the minimum wage rate should be?

Do you have any other views on the Minimum Wage Act 2001 and how it should be amended?

Do you have any other comments?

**PORT ST MARY COMMISSIONERS  
ORDINARY BOARD MEETING**

**23<sup>RD</sup> OCTOBER 2024**

**AGENDA – PRIVATE SESSION**

<b>Item Number</b>	<b>Item</b>	<b>Action Required</b>
<b>1.</b>	<b>MINUTES</b>	
	<b>Four Members who were present are required to approve Minutes</b>	
1.1	Minutes of the Private Meeting held on the 25 <sup>th</sup> September 2024	For Board approval
<b>2.</b>	<b>MATTERS ARISING</b>	
2.1	Matters arising from previous meetings	Clerk to provide necessary updates
<b>3.</b>	<b>FINANCE - None</b>	
<b>4.</b>	<b>HOUSING - None</b>	
<b>5.</b>	<b>PROJECTS - None</b>	
<b>6.</b>	<b>POLICY &amp; RESOURCES</b>	
6.1	Lease updates	For Board discussion & approval
6.2	Onchan Refuse Contract	For Board discussion
<b>7.</b>	<b>STAFFING - None</b>	
<b>8.</b>	<b>REPRESENTATIVE CONFIDENTIAL REPORTS</b>	
8.1	Southern Civic Amenity Site Board	NME to provide update
8.2	Southern Sheltered Housing Joint Board	BW to provide update

8.3	Southern Swimming Pool Board	LVW to provide update
8.4	IoM Municipal Association	JT & DS to provide update
8.5	Southern Authorities Health Care Committee	CO'M to provide update
<b>9.</b>	<b>PRIVATE CORRESPONDENCE</b>	
9.1	Bequest from resident – verbal item	For information
<b>10.</b>	<b>ANY OTHER BUSINESS OF AN URGENT NATURE (BY PERMISSION OF THE CHAIR)</b>	

Note: Local Government Act 1985, section 65; Disclosure of Information 'Any member or former member of a local authority who, without the consent of the authority, divulges any information communicated to him in confidence as such member shall be guilty of an offence and liable on summary conviction to a fine not exceeding £1000.'