



**THIRD REPORT OF THE
SELECT COMMITTEE ON THE
FUNCTIONING OF TYNWALD**

**CONTINUOUS PROFESSIONAL
DEVELOPMENT**

THE LORD BISHOP

MEMBERS' PAY

2017-2018

**THIRD REPORT OF THE
SELECT COMMITTEE ON THE FUNCTIONING OF TYNWALD
CONTINUOUS PROFESSIONAL DEVELOPMENT; THE LORD
BISHOP; MEMBERS' PAY
2017-18**

On 20th June 2017 it was resolved:

That a Select Committee of five members be appointed, comprising the Speaker as Chairman, one Member of the Council of Ministers (Mr Boot), one Member of the Legislative Council (Mr Cretney) and two other Members of the House of Keys (Dr Allinson and Mr Baker):

A) *And that Tynwald approves the following and refers them to the above select committee to report with recommendations to Tynwald on the changes required for their implementation:*

[...]

2. Recommendation 3 – The Bishop:

a. That the Bishop should remain an MLC;

b. That Tynwald consider whether the Bishop should be included in the quorum of the Legislative Council and whether he should be allowed to abstain.

[...]

5. Recommendation 11 – Training:

a. That there should be continuous professional development training for Members of Tynwald.

B) *And that Tynwald refers the following items to the select committee for further consideration to examine and report with recommendations on:*

[...]

4. Recommendation 6 – Scrutiny:

a. That the scrutiny role continue to be delivered principally by four Standing Committees of Tynwald (“the four principal committees”), namely the Public Accounts Committee and, following reform, the Economic Policy

Review Committee, the Economic and Infrastructure Review Committee and the Social Affairs Committee, as renamed;

- b. That the members of the four principal committees be paid at the same level as Departmental members;*
- c. That the Programme for Government be the focus of the reformed Policy Review Committees;*
- d. That the Terms of Reference of the reformed Policy Review Committees set down their key tasks and, if such Committees are able to examine Estimates, that the Terms of Reference of the Public Accounts Committee be amended so that the first limb refer to “accounts” rather than to “papers on public expenditure and estimates”;*
- e. That the Chairmen and Members of the four principal committees have appropriate familiarisation and training concerning the work of the Executive and best practice in scrutiny and questioning;*
- f. That consideration be given to supporting the work of Select Committees of Tynwald through external advice and expertise.*
- g. That the Tynwald Auditor General Act 2011 and the Tynwald Commissioner for Administration Act 2011 be brought into force.*

5. Recommendation 7 – Legislation:

- a. That, when leave is given to introduce a Bill, the House of Keys approve the proposed topic of the Bill as opposed to approving the Long Title; and that the Speaker certify the Long Title of the Bill as introduced as corresponding to the terms in which leave was given.*

C) and that the Committee prioritise the work on Recommendations 1 & 2 (and other issues relating to Legislative Council) and to report back with recommendations on the election and role of the Legislative Council in October 2017, and by the December 2017 sitting on the remainder of the recommendations.

On 18th July 2017 it was further resolved:

That the Select Committee on the Functioning of Tynwald should have the authority to consider the following issues when deliberating:

[...]

- 2. Whether the Lord Bishop should retain his vote;*

[...]

4. *And whether the following changes to draft Bill procedure be adopted:*
- i. *Draft legislation be automatically referred to the relevant principal committee instead of being subject to the existing formal consultation procedure; but that the relevant principal committee seek the views of the public;*
 - ii. *In considering the draft Bill, the committee take evidence from experts in the field and from persons who may be affected by the proposed legislation;*
 - iii. *Amendments to the Long Title of a Bill be authorized by an instruction moved immediately after second reading (which instruction would be open to amendment);*
 - iv. *Amendments to the Long Title of a Bill be taken at the end of the clauses stage.*

On 17th October 2017 it was further resolved:

That Tynwald notes the recommendation in the Report by The Lord Lisvane that an independent review of all Members' pay and allowances be undertaken; and refers this recommendation to the Select Committee on the Functioning of Tynwald to report with recommendations on the terms of reference of such a review.

NB Matters on which the Committee has already reported are excluded from the above list.

Committee Membership

The Hon J Watterson SHK (Rushen) (Chairman)

Hon G G Boot MHK (Glenfaba and Peel)

Mr D C Cretney MLC

Dr A J Allinson MHK (Ramsey)

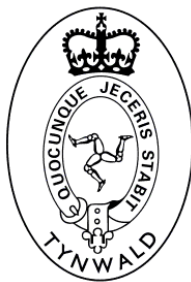
Mr T S Baker MHK (Ayre and Michael)

Copies of this Report may be obtained from the Tynwald Library, Legislative Buildings, Finch Road, Douglas, IM1 3PW (Tel: 01624 685520) or may be consulted at www.tynwald.org.im

All correspondence with regard to this Report should be addressed to the Clerk of Tynwald, Legislative Buildings, Finch Road, Douglas, Isle of Man, IM1 3PW.

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To: The Hon Stephen C Rodan, President of Tynwald,
and the Hon Council and Keys in Tynwald assembled

**THIRD REPORT OF THE
SELECT COMMITTEE ON THE FUNCTIONING OF TYNWALD
CONTINUOUS PROFESSIONAL DEVELOPMENT;
LORD BISHOP; MEMBERS' PAY
2017-2018**

I. BACKGROUND

1. In June 2015 Tynwald resolved:

That Tynwald is of the opinion that the Isle of Man Government should establish an independent review using its powers under the Inquiries (Evidence) Act 2003 to examine the functioning of the branches of Tynwald and to consider options for reform.¹

2. Lord Lisvane was appointed on 26th April 2016 to carry out the inquiry. He reported in June 2016, having taken a wide range of evidence from Members of Tynwald; the Clerk of Tynwald and other officers; and the general public.
3. The Lisvane Review was debated in July 2016, when Tynwald resolved (on an amended motion):

¹ Hansard 1726, T132

That Tynwald receives the Review of the Functioning of Tynwald [GD No 2016/0047]; notes the recommendations contained therein; and resolves that the recommendations be submitted to Tynwald for debate and decision in April 2017.²

4. The planned debate in April was delayed to June 2017³, when Tynwald debated the recommendations on a motion in the name of the Chief Minister, which was comprehensively amended.
5. We had a limited extension of the remit by way of an Instruction to the Committee in July to allow us to consider issues in a wider context, and a further extension of our remit in October to include recommending terms of reference for a review of all Members' pay as a matter for consideration. We also have had the issue of elections of the Chief Minister referred to us for report. Much of the original remit has been reported on already.

Matters covered

6. This Report deals with three issues which have received Tynwald approval in outline:
 - Continuous Professional Development for Members of Tynwald;
 - The position of the Lord Bishop; and
 - The remit of an inquiry into Members' pay.

II. CONTINUOUS PROFESSIONAL DEVELOPMENT

7. Lord Lisvane commented in his Report:

I have already mentioned the need for training for Members of scrutiny Committees, but I agree that there is a need for more general training for Members of Tynwald. The Clerk recognised this, and mentioned plans for briefing on freedom of information and data protection. The Third Clerk noted that the move to digital delivery had required a considerable training initiative.⁴

8. Lord Lisvane also said:

I welcome the readiness of the Clerk of Tynwald and his staff to engage with Member training and development. Whether this is provided in-House or also draws upon outside resource (perhaps from other jurisdictions) I am sure that this will be well worth while.⁵

² Hansard 2054, T133

³ Hansard 742, T134

⁴ Lisvane Chapter 9, paragraph 34, page 68

⁵ Lisvane Chapter 9, paragraph 35, page 68

9. Tynwald adopted the comments by Lord Lisvane when it resolved, among the matters which it approved and sought action on, to include the following in our remit:

5. Recommendation 11 – Training:

a. That there should be continuous professional development training for Members of Tynwald.

10. We are pleased to report that work on this has already started. Following the General Election in 2016, Members have received an enhanced initial briefing which was organized by the Clerk of Tynwald's Office and that this process continues by way of a Continuous Professional Development Programme.⁶
11. This Programme has been added to by a CPA-funded development programme in McGill University, Canada for new Members of the House of Keys. Furthermore, new Members have gone to Westminster to see the work of the United Kingdom Parliament in two delegations, led by each of the presiding officers. There has been an increased level of activity in relation to international links involving visits to the Island by Members of legislatures from other jurisdictions and this has contributed to a growing sense of awareness of professional issues. We are grateful to the Commonwealth Parliamentary Association and the Westminster Foundation for Democracy for their efforts in assisting in this process.
12. The Continuous Professional Development Programme is now an established part of the improved system of formation for Tynwald Members and the Tynwald Management Committee should ensure that this continues.

Recommendation 1

The Tynwald Management Committee should be responsible for overseeing the Members' Continuous Professional Development Programme.

III. THE LORD BISHOP

13. In debate on the position of the Lord Bishop it has been made abundantly clear that the presence of the Lord Bishop as a Member of Tynwald has a notable influence on the proceedings of Tynwald. The combination of the presence of the Lord Bishop on the Island and the continuing existence of the Diocese is a matter of great importance to the Island in general for social and community reasons; the Lord Bishop represents a significant part of our continuing heritage. The existence of the Diocese is not a mere

⁶ See Annex 1 for a statement of progress to date

historical accident that we wish to preserve, but a continuing part of the Island's cultural life. Tynwald has resolved that the Bishop should remain a Member of the Legislative Council.

14. We are asked to consider specifically two matters in connection with the Lord Bishop:
 - whether the Lord Bishop should be included in the quorum of the Legislative Council; and
 - whether he should be allowed to abstain.
15. There is a further related issue: whether the Lord Bishop should retain his vote. A proposal that the Bishop be deprived of his vote has been rejected twice: once on the basis of a disagreement between the Branches and once (in July 2017) on the basis of being rejected in both Branches. Although this is not the question that Tynwald referred to us for consideration and report, it is part of the background that we are entitled to consider. A decision on whether the Lord Bishop should retain his vote sets the context in which the other matters should be decided.
16. A key question which Members have raised is the likelihood of the survival of the Diocese as an independent unit if the Lord Bishop were to lose his vote. The Committee wrote to the Archbishop of York for clarification on this point. His response is printed as an appendix to this Report.⁷ It makes it clear that loss of the Lord Bishop's vote would probably mean the loss of the Lord Bishop and the downgrading of the Diocese to a part of another Diocese based in England. We believe that this would have a detrimental impact on the Island's status and influence.
17. We note that it is helpful that the Lord Bishop makes Tynwald votes an uneven number, as this means that the President only very rarely needs to use his casting vote. This is more important in connection with committee elections and combined votes than normal votes where the Branches vote separately (when the President's casting vote is in line with the Keys).

Quorum – general

18. The Bishop, in common with all other Members, is bound by the Standing Orders of both Tynwald Court and the Legislative Council, which provide that he must attend every sitting unless leave of absence is given. It is on this basis that he forms part of the quorum of Legislative Council and, by extension, Tynwald. It is rare (in the case of the Lord Bishop, even unheard of) for leave to be withheld.

⁷ See Appendix 1

It is a basic rule of Tynwald that all Members must attend Tynwald and the branch of which they are a Member, unless they seek leave of absence, and all Members must cast a vote if they are present in the Chamber. Formal leave of absence is regularly given to Members in order to enable business to be carried on outside Tynwald.

19. The main reason the former Bishop gave for him to be discounted from the quorum calculation was to make it easier for him to miss sittings. He said in his oral evidence to Lord Lisvane:

I wonder whether the Bishop should be counted among the Members that count towards a quorum in Legislative Council, then in Tynwald, because one of the privileges of being a Bishop here is that one is a diocesan and as a diocesan Bishop I am expected to chair a number of committees, be a member of other committees and do various other things – maybe at the bidding of the Archbishops or whatever – in the UK or internationally. Given the difficulties of travel sometimes on and off the Island and the fact that I do not have a staff to deal with stuff like any other diocesan, having to rush back, sometimes very early in the morning, to get back to Tynwald, and dash off late at night after a session, it would be quite useful if I was not a member of the quorum, I think.⁸

20. It should be noted that the Attorney General's presence does not count towards the quorum of Legislative Council or Tynwald, although he is still under an obligation to attend. A change in the rule relating to the quorum would indicate that the Bishop was not always expected to attend sittings, unlike all other Members. To remove the Lord Bishop from the quorum would make it easier for a Bishop to miss sittings of Tynwald Court and the Legislative Council in pursuit of other duties; indeed, this is the purpose of the proposal.

Quorum during Legislative Council elections – Tynwald Court

21. In our last Report we pointed out that if the Bishop's vote did not count towards the quorum, the result would be that in normal circumstances five of the eight elected MLCs would be needed in order for business to continue. The change would be unlikely to lead to many practical difficulties at times when all eight elected MLC posts were filled.
22. In Tynwald Court the quorum of the Legislative Council is a majority of the serving Members of the Branch who are entitled to vote. Normally the number of serving members is nine and the quorum is five, meaning that a sitting can continue with four voting members absent. A fifth member would need to be absent before a sitting would have to be halted as inquorate.

⁸ Review of the Functioning of Tynwald Hansard 1631 ([GD 2016/0047](#))

23. Twice in every five years, four elected MLCs go out of office at the end of February. The number of serving Members then falls to five until the House of Keys has filled the vacancies. The effect of the quorum rule in Tynwald Court is that in a Legislative Council election year, in the event that the March sitting of Tynwald falls before the Keys has filled the vacancies, the quorum falls to three. Thus it is possible for two of the five MLCs to be absent without the sitting having to be halted.
24. If it were decided that the Bishop would not count towards the quorum in Tynwald Court, then, at the point where there are four vacancies in the Legislative Council, the quorum would still be three. However, for a sitting to continue it would be necessary for three of the four elected MLCs to be present. To put it another way, only one elected MLC could step out of the Chamber at any one time. If a second elected MLC were to be absent, however briefly, the sitting would have to be halted.
25. If the Bishop is not part of the quorum of Tynwald Court the question of how to avoid the practical difficulty of holding a March sitting of Tynwald in a year where there is an election for Members of Legislative Council would need to be answered.

Quorum during Legislative Council elections – Legislative Council (sitting separately)

26. In the Legislative Council sitting separately, the quorum is normally five, meaning a sitting can continue with four voting Members absent. A fifth Member would need to be absent before a sitting would have to be halted as inquorate.
27. The quorum can be reduced by the President to four in exceptional circumstances. This rule was put in place in 2008 to cover the circumstances which arose in that year where a Legislative Council election year coincided with a vacancy in the office of Bishop, meaning that for some weeks there were only four serving Members entitled to vote. It is not intended for use in a normal election year where there are four vacancies, unless there was a need for emergency legislation.
28. If it were decided that the Bishop should not count towards the quorum in the Legislative Council sitting separately, it would be necessary to amend Standing Orders of Legislative Council to allow for a quorum to be a majority of Members able to vote (as it is in Tynwald). This is, of course, a matter for Legislative Council.

Abstention

29. At present, in both Tynwald Court and the Legislative Council, the Bishop must vote on every motion. In this respect the Bishop is treated the same as every other voting Member of Tynwald, except Mr Speaker who may abstain in the House of Keys but not in Tynwald Court.
30. The former Bishop said to Lord Lisvane:

...the Bishop sometimes is required to vote on political matters of which he has no opinion, no axe to grind whatsoever. Now, we have been through this: rarely does his vote count. When there is a procedural matter or a political matter, it seems to me it is undesirable that the only way out of voting is for the Bishop to excuse himself from the Chamber. Because electronic voting means yes or no; you simply cannot escape the vote. I think there are times, particularly when the Bishop has been caught having voted in such a way that it divides the Houses, let us say, when it would have been much better if I had been able simply to escape.⁹

31. The question arises whether a Bishop possessed of a vote should be allowed an escape route which is not available to other voting Members? We note that if the Bishop were allowed to abstain there would be an even number of voting Members in Legislative Council, thus making it more likely that a vote would end in a tie in Legislative Council, whether sitting alone or in Tynwald.

Conclusion

32. It seems clear to us that if a Member has a vote then they should necessarily count towards the quorum of Tynwald and the Branch of which they are a Member. Also, if a Member can vote then they should vote on everything, in the same way as other Members are obliged to do. On the other hand, if the Lord Bishop loses his vote then he is unable to count towards the quorum in a proper way and he might as well have the right not to attend.
33. The main question, therefore, is not the one in the remit but the matter of whether the Lord Bishop should retain his vote, from which the answers to the other questions flow. We make three recommendations accordingly, the second and third being dependent on the first.

Recommendation 2

- a. The Lord Bishop should retain his vote.**

(if the above recommendation is agreed to)

- b. Any Member of Tynwald who has a right to vote should be under the same duty to exercise that vote as any other Member; this applies to the Lord Bishop.**

(if the above recommendation is agreed to)

⁹ Review of the Functioning of Tynwald Hansard 1640 ([GD 2016/0047](#))

c. Any Member of Tynwald who has a right to vote should be under the same duty to attend and count towards the quorum as any other Member; this applies to the Lord Bishop.

IV. MEMBERS' PAY

Introduction

34. The basic salary of Members of Tynwald is calculated by reference to a specified point on a Civil Service salary scale (at the moment about £40,000). Additional sums are payable to certain office-holders as percentages of the basic salary. These are: Chief Minister 80%; President of Tynwald 50%; Speaker of the House of Keys 60%; Minister 50%; Member of the Treasury 40%; Member of Department(s) 30%; Chairman of the Civil Service Commission 40%; Chairman of the Planning Committee 10%. A Member of Tynwald who is the Chairman of the Isle of Man Post Office, the Manx Utilities Authority, or the Isle of Man Office of Fair Trading also receives a 10% enhancement.

35. Lord Lisvane commented:

It is a strength of the system that basic salary is pegged to a Civil Service pay point, but Members should not be involved in setting the level of Members' allowances. An independent review of pay and allowances, including assessing relative comparators, needs to be undertaken urgently.¹⁰

Lord Lisvane recommended that the "relativities" between jobs should be examined.

36. Lord Lisvane also noted:

In a discussion paper of 22nd April 2016 the Standing Committee of Tynwald on Emoluments issued a consultation paper on Remuneration for Scrutiny Roles, seeking Members' comments by 27th May. The paper sought levels of additional remuneration which would reflect the importance of the scrutiny role. The thrust of their proposals was similar to my conclusions, except that I recommend that the Chairmen of the major Committees should be paid the same as Ministers, rather than +40% to Ministers' +50%.¹¹

37. Tynwald considered Lord Lisvane's recommendations and referred to the Select Committee consideration of a review of MLC's pay:

¹⁰ Lisvane Chapter 9, paragraph 29, page 66

¹¹ Lisvane Chapter 9, paragraph 27, page 68

c. That the pay and enhancements for Members of Legislative Council be reviewed in light of their amended responsibilities.¹²

38. On 17th October 2017 it was further resolved, by combined vote:

That Tynwald notes the recommendation in the Report by The Lord Lisvane that an independent review of all Members' pay and allowances be undertaken; and refers this recommendation to the Select Committee on the Functioning of Tynwald to report with recommendations on the terms of reference of such a review.¹³

39. We take the later vote as replacing the original part of our remit and we focus on one inquiry for all Members of Tynwald. However, in setting the terms of reference we take note of the previous resolutions in relation to Members' pay, which we discuss below.

Terms of reference

Basic principles

40. Tynwald adopted the following basic principles in relation to Members of Legislative Council:

That in any examination of the pay and enhancements of Legislative Council Members the following principles should be observed:

- *The salary and benefits must be sufficient to allow everyone to be able to serve;*
- *The salary and benefits must be at a level to attract a diverse collection of community members;*
- *An enhanced role in scrutiny should be recognized; and*
- *Any change to the structure for pay and allowances must not result in an increase in overall costs of Members' remuneration.¹⁴*

41. We take these principles as applying to the inquiry into all Members' pay, not just the pay of MLCs.

Job description for Members of the Legislative Council

42. Tynwald agreed a basic job description for Members of Legislative Council as follows:

¹² Tynwald Votes and Proceedings - June 2017

¹³ Tynwald Votes and Proceedings - October 2017

¹⁴ Tynwald Votes and Proceedings - November 2017

Job description

- *Members of Legislative Council are a fundamental part of Tynwald. They also play an active role in Government of the Island; they may be called on to take roles in Government or in Tynwald.*

- *Members of Legislative Council are an important resource, supporting the publicly elected Members of the House of Keys in their Governmental and parliamentary roles. They provide a distinct and influential voice in political life on the Island, based on an understanding and experience of Island life.*

- *Members of Legislative Council take part in debates and votes in Legislative Council and Tynwald, so an ability to express ideas in a public forum is necessary.*

- *Members of Legislative Council promote, examine and scrutinise legislation, so an ability to read legislation in detail is necessary (but tuition is provided).*

- *Members of Legislative Council scrutinise Government in Legislative Council, Tynwald and Committees in debate and through questions and motions.*

- *Members of Legislative Council provide advocacy for individual members of the public.*

- *Members of Legislative Council exercise a consultative role in the course of which they improve lines of communication between Departments.*

- *Members of Legislative Council take part in the roles of Government and Tynwald by assisting with maintaining links with interest groups on and off-Island.¹⁵*

43. We refer these basic guidelines about the job of a Member of Legislative Council to the pay review; we do not consider that Members of the House of Keys need a similar detailed job description, as the fact of their popular election is enough.

Cost of any proposals

44. Lord Lisvane and Tynwald have been clear that it would not be acceptable for the total pay bill for Members of Tynwald to be increased, so the main constraint on any recommendations will be that the overall cost must be neutral. In other words, the inquiry will only be about relativities in the system between different posts. The inquiry must not result in an increase in overall pay budget for Members of Tynwald.

45. We specifically recommend that no change be made to the principle that the pay of Members of Tynwald be linked to Civil Service pay.

¹⁵ Tynwald Votes and Proceedings - November 2017

46. We do, however, draw a distinction between the pay for Members of Legislative Council and Members of the House of Keys. The terms of reference expressly allow for the role of a Member of the House of Keys and a Member of the Legislative Council to be considered separately, to enable a full range of options for the Review.
47. Overall, a basic target of the inquiry will be to define levels of pay which will ensure that all members of the public can afford to serve, but that there will be no increase in levels of pay overall for those serving as Members.
48. We have left the remit of the inquiry as broad as possible in order to allow the inquiry latitude to make wholesale reform of the system, so that it can reflect the expectations of the public and Members, as well as the demands of the modern political world.

Recommendation 3

The basic terms of reference of an inquiry into Members' pay should therefore be:

That Tynwald is of the opinion that the Isle of Man Government should establish an independent review to examine and report on the emoluments of Members of the House of Keys and Legislative Council, including all pay and allowances, with recommendations for a structure for salary and any related payments; and that the review should have regard to the following principles:

- **The salary and benefits must be sufficient to allow anyone to be able to serve in Tynwald;**
- **The salary and benefits must be at a level to attract a diverse collection of community members;**
- **Enhanced executive and scrutiny roles should be recognized;**
- **Any change to the structure for pay and allowances must not result in an increase in overall costs of Members' remuneration; and**
- **The recommendations of the review should maintain the principle of linking Members' basic pay to Civil Service salary levels.**

J P Watterson (Chairman)

G G Boot

D C Cretney

A J Allinson

T S Baker

January 2018

ANNEX 1 - CPD FOR MEMBERS 2016-DATE

New Members' Induction 2016

Session subject	Speaker/presenter	Session date
Induction session for new Members – full day various subjects	Various	28/09/2016
Media Training	Cabinet Office	29/09/2016
Isle of Man Govt / Cabinet Office overview	Cabinet Office	29/09/2016
Committee system	Deputy Clerk	30/09/2016
Data Security	Government Technology Services	30/09/2016
History of Tynwald / Constitutional Law and History of IOM	President and Deputy Clerk	30/09/2016
Role of being an MHK	Presiding Officers	03/10/2016
FOI / SARS	Cabinet Office	03/10/2016
Data Protection / Data Controller	Information Commissioner	03/10/2016
Legislation	Attorney General's Chambers	05/10/2016
Understanding the Budget	Treasury	05/10/2016
Departments of Government presentations	Various	07/10/2016

CPD Programme 2017 - date

Following discussions with Members and feedback received after the induction process for new Members in September 2016, and along with considering recommendations made by Lord Lisvane, the Office has scheduled a number of short lunchtime sessions that we hope Members will find interesting and informative.

These sessions have been kept as short as possible in order that Members can attend without taking too much time out of their work schedule, but are intended to also highlight areas that can be pursued further if the Member chooses. We would be happy to liaise with Members if they wish to look into the subjects further.

Mr Speaker said: *“I am fully supportive of this programme and am keen to encourage attendance at these events. A successful attendance at the sessions will ensure the continuation of the programme and Members are also encourage to forward their own ideas for sessions that they believe would fit into this forum and would be beneficial to themselves and their colleagues. Indeed, if Members wish to sponsor a session they should advise the Office would be pleased to hear from you.”*

Session subject	Speaker/presenter	Session date	Status
Statutory Interpretation	External - Paul Beckett	22/02/2017	Delivered
Social Media	External - Derek Flint	31/10/2017	Delivered
Communicating with the media	External - Jason Roberts	05/12/2017	Delivered
Creating Cyber Resilience	External - Andrew Fitzmaurice	17/01/2018	Planned
GDPR		27/03/2018	TBC
De-escalation (3 hour session)	LEAD	23/04/2018	Planned
Reading financial accounts			Idea
Speed reading / advance learning techniques			Idea
Questioning techniques for Scrutiny Committees			Idea
Legislating for Legislators (introduction to a series of sessions)			Idea

External Activities

The following opportunities have been provided through our connection with CPA UK

Subject	Session date
Members visit to Westminster –18 Members attended a 3 day study visit in Westminster.	March and October 2017.
CPA sponsored course for new parliamentarians at McGill University – 5 Members	May 2017

APPENDIX 1

Letter from the Archbishop of York

14th November 2017

THE OFFICE OF
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OF YORK



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14 November 2017

Your Honour,

Thank you for your letter of 19 October.

You asked me for my view on the impact that removing the Lord Bishop of Sodor and Man's vote in the Legislative Council of Tynwald would have on the consideration of whether to continue the Diocese of Sodor and Man as a separate entity with its own Bishop, and whether such a move would increase the risk of losing the Bishop of Sodor and Man.

It must be said that the Lord Bishop's vote on the Legislative Council is a matter of great importance to the Church of England. It mirrors the position of the Diocesan Bishops in England who sit in the House of Lords. The Lord Bishop has been part of the legislative processes on the Isle of Man since the beginnings of democratic government and the Lord Bishop's position reflects the nature of the spiritual tradition of the Isle of Man. A voice on the Legislative Council without a vote would seem to me to be a very weak position. It would be akin to the position of the Deans in the Channel Islands, who are allowed to speak but not to vote in the parliament. You may be aware that the Channel Islands do not form a separate diocese and have no diocesan bishop; instead they are incorporated into an English Diocese.

I am aware from my discussions with Bishop Peter that the absence of a spiritual vote in Tynwald will cause an issue for many residents of the Island, particularly where voting is required on ethical issues. I know that the Bishop is regularly contacted on moral and ethical matters which have come forward in Tynwald. The Bishop serves on Tynwald as a focus for all faith groups on the Island and his voting role on the Legislative Council is testimony to the fact that Tynwald takes seriously the spiritual nature of the Island's identity, and its moral and ethical responsibility for the life of its people.

I am aware of the Review of the Functioning of Tynwald Report by Lord Lisvane KCB DL dated June 2016. I note his conclusion in paragraph 43 on page 37: "I can find no compelling reason to remove the vote from the Bishop, nor the Bishop from the Legislative Council. On the contrary, I think his membership is desirable."

To conclude, I consider the voice and the vote of the Lord Bishop of Sodor and Man on the Legislative Council of Tynwald to be extremely important, both for the Isle of Man and for the Church of England. If the Lord Bishop's vote were to be removed, in my view this would significantly undermine the case for Sodor and Man being a separate diocese.

With every blessing,

[Signature]

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