

MARK KEMP

**INDEPENDENT
CANDIDATE FOR
RUSHEN**

**GENERAL ELECTION
2016**

VOTE KEMP

ON THE 22 SEPTEMBER AND RECLAIM YOUR ISLAND
www.reclaimyourisland.im

Dear Voter,

I wanted to take this opportunity to tell you a little bit about myself and why I am running for Rushen. Hopefully, between this manifesto and in talking to me when I'm out and about or coaching the Nomads, we'll develop a strong sense of togetherness and you'll see me as the man to walk with you through the next five years as your political representative, guide and confidant.

So, why am I running for MHK? Quite simply to make things better for us all and to ensure that there's a future for our children and grandchildren. I changed my career four years ago, moving away from a lucrative life as an accountant and I became a teacher. I'd worked hard for eighteen years making rich people richer and for what? I wasn't making a difference to anyone's lives. I wasn't helping to make the world a better place. This bothered me and so I decided to do something about it. I became a teacher.

I undertook the journey into teaching at my own expense, paying for my qualification and my degree myself (despite that I was eligible for financial assistance, government refused to offer it but this only made me more determined). I volunteered for six months to get my foot in the door, worked at virtually minimum wage for two years thereafter and now I am qualified. Money was never my motivator. Seeing the look on a student's face when they achieve something...that's what motivates me.

It's been a wonderful experience, and what amazing, hard-working people we have in education. What an incredible bunch of young adults my former students are. I was really sad to have to say goodbye to them but I had to if we are to survive the next government and give future generations the opportunities they deserve.

Whilst the schools themselves are full of amazing leaders and staff who work tirelessly for their students, there is something missing. Namely, a functional budget. Too often I was running out of text books or a piece of technology was breaking or staff were having to cover lessons during planning time and none of this was the fault of the schools or the leadership teams, this was down to central government and the budget cuts the schools had to endure; £9M between 2011 and 2015 which equated to a drop of almost 10% and this despite that the Isle of Man was already lagging far behind the spend of most OECD countries.

Bad as that is, it doesn't stop with education. The Department of Home Affairs has been hit with cuts, enforced and otherwise and we saw the effects of an under staffed police force when that spate of unresolved burglaries hit. The Health Service is mired in controversy, we have people using food banks, we have fuel poverty and bizarre deals being struck between the Office of Fair Trade and Manx Gas and we have mounting MEA debt and a huge pension deficit, all despite the cries of "We are celebrating 31 years of unbroken economic growth." Economic

growth is cause for celebration but it's not a complete measure of how well a country is performing and it is not a measure of a country's well-being.

I want to utilise my skills as an accountant and a company director, and those of a teacher to turn things around and to help put the Island back on a sound financial and social footing. I won't be bullied or pushed around by the Establishment and I recognise the potential of the Isle of Man and the fantastic people that live here. I want to be a part of the next chapter in the storied history of the gem of the Irish Sea and I want to see our children and grandchildren grow up in a prosperous, caring society and on an island full of opportunity.

Turning to local issues, wouldn't it be nice if the Ballakilly recreational area was finally up and running, perhaps with a new skate park? Wouldn't it be fantastic if we could attract business' to the South of the Island, have ample affordable housing, if we could regenerate Breakwater Road and sell the Marine Biological Station and create more jobs for locals? Wouldn't it be nice if we could put Rushen on the map as the premier destination for beach tourism on the Island? With your vote, I can push to make all of this a reality.

Rushen is beautiful place within which to live, so let's show the rest of the Island what we've got and enhance what we have. Let's do it together.

My very best regards,

A handwritten signature in black ink on a light green rectangular piece of paper. The signature is cursive and appears to read 'John F. Kennedy'.

Economic growth without social progress lets the great majority of people remain in poverty, while a privileged few reap the benefits of rising abundance.

John F. Kennedy – 1962

Polling stations

CRUS1 – Methodist Hall, Station Road,
Port Erin

CRUS2 - Scoill Phurt Le Moirrey, Port St
Mary

CRUS3 – Ballafesson Methodist Hall,
Ballafesson

CRUS4 – Ballafesson Methodist Hall,
Ballafesson

Counting station

Scoill Phurt Le Moirrey, Port St Mary

National issues

Budget reform

In a best case scenario, ZBB may reduce SG&A costs by 10 - 25% within six months.

- Deloitte, 'Zero-Based Budgeting Zero or Hero?' 2015



Foreword

Just how much money is getting wasted by our government due to their reluctance to change the way the budget is prepared? Only this year we heard from the Minister for Infrastructure that he *spent £473K on resurfacing the Sloc road* because he, “...needed to spend the money on something.” - a senseless waste of public money.

In 2010, Anne Craine (Treasury Minister) promised a review of the budget process however she wasn't re-elected in 2011 and so Eddie Teare reviewed the budget and began his assault on pre-schools and education, pensioners, support services and the disabled. *This wasn't the sort of budget review the Island needed* and it has continued to be mired in controversy. The unchecked use of consultants has also been a matter of public debate.

How does the Government prepare the budget right now?



Government uses an historical or incremental basis – this means that they take last year's budget and “add a bit” each year. As you can see above, this often leads to departments spending their budget surplus on anything they can think of so that the budget doesn't get reduced in the next financial year.

What sort of review do we need – is there good news?

We need to review spending trends by department and scrap the old and failed system of historical or incremental based budgeting. We need to *implement zero based and priority based budgeting* but as these processes are time consuming, even for those used to them, we

will need to phase in the changes over two years and this will provide time for training, cultural change and for the processes to be put in place.

According to a paper by Deloitte Consulting LLP, ***zero based budgeting*** (“ZBB”) can reduce costs by between 10 and 25% within six months of implementation. Erring on the lower side, ***this could amount to savings of circa £50M every year*** (at the top end circa £130M). *These numbers have been calculated at a very high level and are indications only.*

Priority based budgeting (‘PBB’) reaps its own rewards too. ***PBB helps us to look at projects and investments and define whether there’s a return on investment*** and whether the return is significant enough for money to be spent on said project/investment or something else that may yield a higher return, be a safer proposition or have a more urgent social imperative.

PBB can be used to engage the public in matters such as spending money on care homes verses buying Pinewood shares for example. Although engaging the public on matters of national importance is essential, we need to be aware of the time constraints and so we must also be aware that not every decision can go to a debate.

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

Lastly, PBB can help us to define where we need to spend money, for example, healthcare, education and the police being areas of extreme importance.

Conclusion

ZBB and PBB not only save money but potentially they save lives too with the prioritising of essential public services.

Pension reform

“...exceptionally difficult balancing act.”

- Chief Minister Allan Bell
February 2016



Foreword

Government have known about the problems for many years but for some reason, they haven't until recently taken the matter seriously. So, what can we do to secure a happy retirement?

State Pension

In order to sustain pension payments, *the National Insurance Fund ('NI Fund') needs topping up and reforms need to be brought in* if we are to prevent the depletion of the NI Fund by the mid-2050s. A costly Ci65 Ltd report was commissioned in 2014 which suggested a host of reforms, most of which have now been implemented by Tynwald. What seems to be missing from the overall solution is a commitment and an actual strategy to boost the NI Fund.

I believe that by *encouraging inward investment* into the Island to create jobs and then *further encouraging and incentivising students to return to fill those jobs* (see 'Education' for more on why we want this) we are tackling one part of the problem which is increasing NI contributions.

Further to this (and longer term) we can licence our seabed through *profit arrangements* with the likes of DONG Energy (not just bland fixed fee licencing), and through arranging a licence akin to the Norwegian or Icelandic taxation model of taxing the activity where *we get an increased tax take so we are creating a vast revenue stream which can be put towards essential services and topping up both the NI Fund and the Public Sector Pension Reserve*. As an example, the Norwegian Petroleum Fund was set up in 1990 to channel excess revenues from oil extraction into their NI Fund (more on this under 'Economy – growth and development').

Public Sector Pension

It wouldn't be fair to suddenly cap and to tax the lump sum of retiring public sector workers as these people have planned for their retirement, however *we can't continue to stand idly by and watch liabilities continue to escalate*. Suggested reforms could include:

15 years to retirement	New entrants
Cap lump sum at a lower level	Cash purchase scheme
Tax lump sum	Extend retirement age to 60 (needs public consultation)
Convert pension to average salary scheme	
Less than 20 years of service	
Move to cash purchase scheme	
Extend retirement age to 58	

Other potential initiatives aimed at helping ease the pressure on the public sector reserve and NI Fund are:

- Educate people on healthy living – prevention will ease the burden on healthcare leaving more money for topping up reserves (see ‘Healthcare’ for more – longer term and cultural strategy)
- Create incentives for the long term unemployed to return to work; the increased NI revenue will help to top up the NI fund and those joining the workforce will free up welfare monies which again, could go into the pension reserve and/or NI fund.

Conclusion

Pensions are a hot topic and there are no popular decisions, only necessary ones. We must act now and employ long term initiatives.

Education

Education is not the filling of a pail but the lighting of a fire.

- William Butler Yates



Foreword

Education is the key to the future. School is the cradle within which we build our knowledge and prepare for the workplace. But is it. . .

On the Isle of Man, we have dedicated, professional staff who do everything they can within budget constraints to ensure our children graduate from primary and secondary education (I know this to be true as I was one of those teachers). Manx students consistently attain good grades and pass rates in their chosen GCSEs and A Levels and so one would be pushed to question the school system over here but question it, we must if we are to provide a quality education for all and not just those that engage with school and can afford university.

What are the problems (high level review)?

Drastic budget cuts of £9M over four years – creates issues with adequate and quality staffing, basic resources, keeping	“...the great majority of students supported through the Isle of Man Government grant system do not return to
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technology working, staff moral and creating a stimulating school environment for the students.	the Island once they have graduated from university." - DED 'Proposals to Accelerate Economic Growth' document
IOM spends less than 50% of the OECD average on education (OECD average 2015 = 5.3% of GDP)	Too many advisors, not enough bodies on the ground
Tuition fees are making higher education harder to access	Limited special education needs transition to the work place
Focus on results, not on every child	Curriculum focused, limited provision of life skills and work place knowledge education
Support services eroded over the years	Pre-schools – previously difficult to access then privatised in 2012 (expensive)
Wasting education monies on ill thought out (but conceptually good) projects like the International Business School (over £17M) and surrendering prime assets like The Nunnery and 'Sangster's Field' for £3M under the government's valuation.	Centralised catering , IT and cleaning services - ITC teachers expected to act as IT support, catering overspend by supplier of circa £1.2M and schools not properly cleaned

What can we do about this – some suggestions?

Finnish model

The Finnish invest heavily in education, they want the very best teachers and with only 11% of applicants successful on average and **with such high standards comes a high degree of trust between teachers and parents**. Finland was ranked by Pearson as **fifth in the world for education in 2014** (UK as sixth) and is ranked sixth in the world in the OECD's 'Universal Basic Skills' report released in 2015. The UK was ranked twentieth.

The Finns work on a 'less is more' principle. Some examples:

Less formal schooling = more options	Less homework = more participation in class
Less time in school = more rest	Fewer students per class = more individual attention
Fewer contact hours for teachers = more planning time	Fewer topics = more depth taught
Less testing = more learning	

These are but a sample of the initiatives in the Finnish system, but whilst there is a cost implication with implementing some of these reforms (and remember that the IOM already

spends less than the OECD average), if the lasting effect is a better educated work force and more socially adjusted adults then it's money well spent.

Spend more on education

The extra money spent now would *drive down benefit claimants* because there are *more skilled workers who are willing to work* and with a population engaging in work, there will be *less mental health problems* that are associated with people feeling devalued and under skilled. Companies won't have to recruit from abroad as much and *a skilled workforce can generate a greater tax take for the government* as there will be more people in work and more earning a higher wage as a skilled worker.

Budgets need to be devolved/given back to Heads of schools so that they can actually manage their schools without interference. Shared services have failed and must be scrapped.

Accessing education

If the government pays for pre-school fees and for tuition fees again, more children can access education. Studies have shown that children under five benefit greatly from social interactions at a young age. Additionally, with government paying for pre-school fees, the economy gets a welcome boost from increased money supply as parents have more in their pockets. I'd like to see children start their schooling at age seven rather than five and this way they are allowed to be children for longer and are able to ease into formal education (this would be almost cost neutral to government and no cost to parents as formal education is paid for by the State). *Finnish children start school at age seven* – remember, in 2014 Finland was ranked fifth in the world for education.



More vocational schooling will engage a wider range of students. Some students simply don't like the school environment. We all learn in different ways and for some, the strict school environment is too restrictive and they don't see it as a helpful and nurturing environment. Some students are simply more kinaesthetic ('hands-on') learners and they need to be up and about, moving around and exploring things; it helps them to concentrate more. Of course they will need to do complete their core subjects or Maths, English and Science but they can spend the rest of their time in vocational learning attaining qualifications they feel are going to be useful to them. *The alternative is that they disengage with school and learn and achieve very little.* This way, they come away from school with qualifications and a pathway.

I have been working with local business' over two projects:

- 1) To create internships for students so that they can learn about the work place and develop a career path from an early age. Employers get to train someone up to eventually join the company as a ready-made employee that knows the people and the culture as well as the requirements of the sector and the role.

- 2) To create a certificated programme of learning for students looking to enter the finance sector when they leave school. Business studies lessons don't teach students about the working environment, it's all business theory and accounting. The 'Certificate in Finance Sectors' will initially be an unaccredited certificate of learning that teaches school leavers about roles, responsibilities, industry sectors, key terms and what is expected from the new employee on day one and the weeks following.

The Isle of Man should be paying the full amount for university tuition fees so that no students are left behind or disadvantaged. ***All students should have the opportunity to go to university.***

Although we're talking about spending money when government says that we have none, at the beginning of this manifesto we looked at how government can save between 10 and 25% of its operating costs each year from changing the budget process. Additionally, the school year could be shortened from 195 days to 180 days saving the government circa £500K in teaching cover costs and creating opportunities for parents to take their children on holiday outside of the expensive UK peak travelling times.

The money is there for education reform, we just need to access it and then we'll all be able to see the benefits of our children having access to pre-school and university education, and of more disposable income for parents.

More focus on the child and less on results

Schools are almost bullied by governments into ensuring they attain enviable results. As an example, when students are in year 10 studying for their core GCSEs, the last thing they need is teachers in non-core subjects harassing them to study for mock exams. ***Let's take some pressure off the students*** and let's give them time to assimilate what they've learned and time to study for what's important. Again, less is more – with less pressure comes more time to reflect and more time to study. Also, some time for kids to be kids is just as important as homework and studying. Results can improve this way and students will engage more with the process. Also, mental health issues such as anxiety can be managed and reduced if we take some of the pressure off these, our children.

Fewer subjects studied per child equals more depth of knowledge and more time to assimilate facts (the same breadth of subjects will still be available to choose from). Both teachers and students are under less pressure and ***have more time for experiential learning tasks***. The minimum amount of GCSEs at grade C or above required by most employers and government are five. Universities are happy with five, sometimes six subjects as this is sufficient for A Level grade predictions and so, taking less GCSEs and being under less pressure to achieve in multiple subjects (some of which the student may not even be interested in but had to tick a box) can help students to achieve higher grades. Universities require three A Levels for admission to courses.

With fewer subjects studied, students could have *shorter school days and more time for social activities and sporting activities (good for reducing childhood obesity and for enhancing social skills)* which can either be run by the schools or by private companies funded by government (this again should be cost neutral as children would normally be in school). Jobs could be created in this new ‘After School Sector’. Alternatively, the school day remains the same length and the students, studying less subjects, receive twice the tuition time per subject.

Conclusion



Whilst there is much work to be done to improve our education offering, there are still things we can celebrate. We have dedicated and compassionate teachers on the Isle of Man and low rates of teacher assault (safe place to learn), we have access to some vocational courses in secondary education, schools are moving towards becoming more stimulating environments and we aren't bound by law to follow the UK or any other country's educational system. Also, GCSE results this year returned 5 x A*-C pass rates over 60%, but we must question why roughly 330 children didn't fall into that bracket?

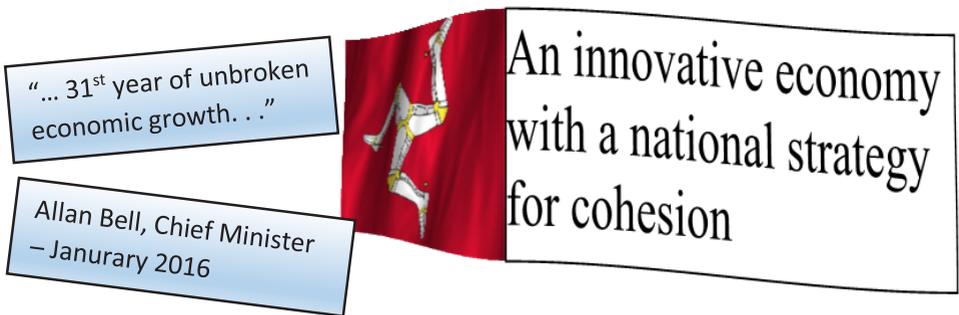
Incremental changes to how we provide education can make a big impact on the lives of our children and on the economy and public finances. By reducing teacher workloads we allow teachers more time for planning and students get more time to assimilate knowledge. By reducing student workloads and testing, we engage with more students and reduce stress and the risk of anxiety, something that is currently on the rise. The less students that are troubled by mental health issues as they get older means we have more productive members of society, more people willing to be socially responsible and the welfare burden is eased thus aiding public finances.

With more vocational subjects, internships and courses pitched at introducing students to the work place, the economy benefits.

People used to move to the IOM so that their children could grow up in a safe and well-funded learning environment. With hard work we can change how we do things, export our new model to other countries and get people to move here again due to our reinvigorating one of our unique selling points. We can, with political and social will, change what we do.



Economy – growth and development



“Economic growth is important precisely because it can help people to lead better lives, but to take growth itself to be a fetishistic object of admiration is part of the problem.” – Amartya Sen

Foreword



I think it's fair to say that our present Chief Minister could learn something from Amartya Sen. Allan Bell is well known for quoting statistics about unbroken economic growth when his economic policy is under scrutiny or attack. It's easy to believe that the strategy is working when he tells you we've entered our 31st year of unbroken economic growth, but are we getting the full story?

Economic growth should lead to higher incomes, more material wealth, higher tax revenues, improved public services, reduced unemployment and reduced poverty. In the Isle of Man, we've seen the opposite in most cases; reduction in police officers and teaching support staff, a healthcare system in disarray, questionable statistics over unemployment (the government measure doesn't capture what it should), a widening wealth gap, static high net worth tax take and increasing food and fuel poverty.

The Cantrill Self-Anchoring Striving Scale (‘Cantrill Ladder’) measures social well-being. It's a scale from 0 (worst possible life) to 10 (best possible life) asking respondents how high up the ladder they feel they are now and would be in five years. **The Gini coefficient** is a test designed to measure or represent the income distribution of a nation's residents. It is a measure of inequality. You will **note that these aren't used by government and so declaring the Island a success due to unbroken economic growth is only telling us half the story** about how we are doing as a nation.

Key drivers of growth are the 5 Is:

- Innovation and enterprise, including research and development
- Investment (by government and by private companies and people)
- Incentives to invest – governments need to provide a range of financial products that encourage outside investment
- International trade and growth of trade links
- Increase in productivity – labour and capital (machines)

Potential solutions – grow the economy

- Encourage more start-ups to form (incentivise these companies)
- Create an environment where local businesses are ambassadors for the Island, and encourage residents to be the same; a more open and accessible government will aid this process
- Create tax breaks for companies to relocate to the IOM
- Grow what's left of tourism and sort out our transport links – a weaker pound will mean foreign holidays are more expensive so people will likely holiday locally
- Retail – create an 'Isle of Man One', our own version of Liverpool One. The Douglas Masterplan isn't happening and a push for inward investment into the Island could make this a reality
- Create jobs and encourage our students to return and take up these jobs (increases tax take and increases pension contributions, however we need to create an Island worthy of them returning to)
- The TT – we don't need Vision 9, we don't need a World Series, we need local companies to be supported by government in running and helping to grow the TT. The expertise is here, not in the UK or anywhere else.

Potential solutions – ideas for diversifying the economy

- Build casinos and/or redevelop Summerland and The Castlemona into casinos – job creation and large tax take
- Produce and export medicinal cannabis oil – reduce cost of medicinal burden on health system and export product for a new revenue stream
- Diversify tourism, secure travel links and aim to reduce prices. Increase night life offerings (anyone remember the Easter student festival or the Hen and Stag parties that used to come to the Island?)
- Encourage new technologies - nano-tech, pharmaceutical, robotics and AI companies to start up or relocate here (again, offer incentives)
- Green technology - Wind farms – tax operating profits as opposed to just receiving payment for leasing our seabed; tidal is also an alternative with the tides we have, encourage start-ups, sell excess energy to the UK (they've put the building of nuclear reactors on hold so may need to import electricity)
- Encourage 'digital entrepreneurs' – light up the MUA fibre optic cable

Additionally, we have a £1.5B gas reserve off the East coast of the Island. If we use a model similar to Norway's as opposed to the UK's we can gain a higher tax take on those reserves. We have DONG Energy leasing our sea bed to test wind turbine capability; why don't we seek a share of operating profits as opposed to just taking a licence fee for the lease of the seabed? A 700KW wind farm at 35% efficiency generates profits of over £400M and an agreement whereby we charge tax at 10% would generate an annual revenue stream of £40M.

Conclusion

There are many things past governments and in particular the last Administration have got wrong or have avoided including relying too much on one industry sector and not trying to diversity the economy (the interests of a few are driving the destiny of us all right now), but there's cause to be optimistic. Government can create the right environment for enterprise to flourish.

BREXIT offers the Isle of Man an opportunity to enjoy free trade with many other areas of the world now that the shackles of Europe are about to be thrown off. I don't believe full independence is the way forward but when Britain is getting courted by well over twenty nations for free trade agreements, one of our plans post-BREXIT must be to remain attached to Britain economically speaking but there needs to be a plan B, perhaps a Federation of British Isles, and a plan C in place where the IOM could perhaps attach itself to the EFTA body of countries.



Advances in technology create new sectors, many of which we could attract with our tax structure and our ability to incentivise. We could even become a test-bed for emerging green tech companies, i.e. test kinetic or solar roads on the promenade instead of allowing the 'Rolls Royce' scheme that's going through planning. Excess energy can be

channelled into our grid and sold to the UK.

With record low interest rates (now a quarter of a percent), ***we should be re-financing our loans*** and exploring taking out new loans to aid with the Douglas Masterplan.

Economic growth is a fantastic thing, as we saw in the 80s and 90s, however growth must be balanced. It must be balanced across industries and we mustn't rely on one sector like eGaming. We must push to export more because right now, we're a net importer and the pound is very weak so imports cost more. We must balance the needs of the current generation with those of future generations and we must strive to reduce poverty and narrow the wealth gap; there must be opportunities for us all to prosper.

Healthcare



“...the current model is unsustainable and radical change is needed. Nothing is off the table.”

Howard Quayle, Minister for Health
– February 2015

Foreword

As the Minister says, *the current model is unsustainable*. Nobles Hospital itself is top heavy in management and mired in controversy. I'm sure that we can agree that the nurses and junior staff do the best that they can under terrible conditions at times, and that the newsagents and gift shop offer an honest and loyal service but the hospital and moral is suffering from tinkering around the edges and a refusal to deal with real issues.

In 2012, ten consultants penned a letter raising concerns about patient safety. Has this been dealt with? Tynwald backbenchers called for the resignation of David Anderson as Health Minister and Howard Quayle then stepped into the breach.

Reciprocal Health Agreement

Despite this eventually being renewed, no thanks to the Brown Administration, the matter of repatriation (those who travel off Island should still take out insurance) and referrals to a UK hospital aren't covered. Can we negotiate a better agreement?

West Midlands Quality Review Service ('WMQRS')

Commissioned to carry out a three year review programme, the inspection whilst highlighting the hard work of nursing staff, was critical of the lack of staffing for round-the-clock emergency and critical care, and highlighted systemic issues. WMQRS found a culture of blame with politicians, managers and clinical staff that undermined moral and the quality of care for patients. A lack of trust and a 'drift away' from good practice (per English model) was also prevalent. Many examples of 'due process' weren't being followed. A call for urgent action was raised for Nobles to provide staff with a mechanism to raise concerns about patient safety without fear of reprisal. This is damning stuff but there were positive points of note about cleanliness and patient 'safety walks'.

Of particular concern to anyone that's suffered the loss of medical records was the fact that health records have been kept in Portakabins with leaking roofs and a risk of writing fading due to the proximity of windows and sunlight.

How do we fix these and other problems?

- Bring in a CEO with a proven track record of positive transformative change.
- Matrons will support the CEO.
- Care Quality Commission ('CQC') – the CQC inspect and monitor services to make sure they meet agreed standards.
- NHS Trust Development Authority ('TDA') – the NHS TDA "...is responsible for providing leadership and support to the non-Foundation Trust sector of NHS providers." <http://www.ntda.nhs.uk/about/>
- Budget reform (see earlier in manifesto – 'Budget reform') will provide extra funds for our health services and will ring fence those funds
- A commitment to tackling early signs of mental health in children and a commitment to educating parents and carers in how to show their children how to be more resilient. If a 'less is more' approach to schooling is adopted (see earlier in manifesto – 'Education') then the pressures of entering formal education too early and from being put under immense exam pressures can be alleviated or vastly reduced.
- A commitment from the government to tackling adult mental health is also needed.
- If we want to reduce many of the problems associated with obesity and other diseases of the well-off or developed nations then we need to start by cleaning up the nutritional habits of our children, including providing more healthy and nutritious foods in our schools. Energy drinks should be banned from schools as well.
- I agree with other candidates in that we should explore the use of medicinal cannabis and perhaps even grow and export our own product. This will create a new sector of our economy, provide jobs and increase government revenue and GDP. The proceeds of this could be ring fenced for healthcare but the use of medicinal cannabis could in itself be a cheaper and more effective treatment for diseases such as epilepsy, certain forms of cancer, Chron's disease, arthritis and inflammation and multiple sclerosis. The reduced cost of treating these and more diseases could create a positive feedback loop in healthcare finances and treatment burdens.
- Oversight body for the elderly.

Conclusion

Although our healthcare system is in a mess, enveloped in a blame culture of non-accountability and poor patient care standards, there are things to be thankful for like our hardworking nurses and GPs and a clean hospital.

Unfortunately, there are serious problems at Nobles. Our mental health care provision is wholly inadequate and in need of an independent review and social services are also in need of review and a strong leader with a track record of ensuring we do what is right by the patient

(and this includes admitting blame for wrongful procedure or for mismanagement of a case). A system of educating young people on the perils of obesity and mental health are sorely needed. A push towards introducing preventative measures across healthcare should be ongoing, and preparing exercise regimes and meal plans for recovering patients would help to reduce side effects and relapses in patient health; this too would save money in the long run and it would improve the quality of life for those in recovery.

Money will need to be spent on improving services and in rooting out what is currently rotten within healthcare. As per my earlier comments on budgeting and the economy, the money is there and more can be found. With the right people in place and a political will to improve matters and not avoid the big issues, we can once again have a health service to be proud of.

Government reform



“...if it is going to do what it does, then it must be elected; but if it is not elected, then its role needs to be limited.”

‘Review of the functioning of Tynwald,
Report by Lord Lisvane
- June 2016

Foreword

I think it is fair to say that the majority of us are tired of MHKs jumping into the LegCo ‘life raft’ when they’ve realised they aren’t going to get re-elected. I think that it’s also fair to say that the majority of us are tired of ridiculous decisions made by LegCo. I would go further and say that I do not believe that we should have a LegCo in its current format where MLCs get to sit on departments and are allowed to cast a vote – ***these things represent a conflict of interest and are undemocratic.***

Reform

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

- Drop the role of President; the Speaker can adopt the President’s duties (£66K saved).

- Scrap all MLCs and appoint an oversight committee comprising of three independent persons with a mixture of legal and business/accounting backgrounds. Pay them by the hour or give them a set annual fee. The Chief Minister or The Speaker would sit with the three-member committee to advise on political points (£370K saved before sums paid to committee). A back bencher would be present to witness proceedings.
- Only one Ministerial appointment per department and no additional members allowed (saving £221K).
- No uplifts for sitting on committees (saving £32K).
- No more uplifts for ministerial roles. The absence of ministerial uplifts due to a flat salary removes the ability for a CM candidate to effectively buy patronage from MHKs. All MHKs are paid a flat fee of £55K per annum with no extras such as tax free expenses. Other expenses can be incurred and paid for if they are incurred in the line of duty (savings of £88K).

Total savings of £777K each year before appointing a policy scrutiny committee. That's £3.1M saved over four years (year 1, legislation would need to be changed) and ***nearly £4M saved in every Administration thereafter.***

- The Chief Minister must be voted for by MHKs as they are voted for by the people and entrusted with such tasks, however ***the candidates for CM must publish their five-year strategy so that MHKs are voting for a plan and not a person.*** Additionally, voting MHKs are able to foresee potential conflicts and will know if collective responsibility will work for them (strategy can be adjusted to match market conditions every year or eighteen months – Ministers remain confident that they can or can't work within CoMin).
- Collective responsibility – it's the Westminster model but it can be adjusted so that the public aren't left in the dark over CoMin meetings. Agenda items must be backed by research ***and ministers should sign a document stating that if they are found to have misled Tynwald or have acted fraudulently, then they are sacked from government thus forcing a by-election.***
- Budget reform must happen (see earlier in manifesto).
- ***Freedom of Information must continue free from political tinkering and excuse making*** about how time consuming and expensive it is. We must become more accessible to the public. I find it incredible that 9,500 public employees are finding FOI requests burdensome.
- ***The government website needs to be overhauled and made more user friendly*** where the end user can find information without having to spend hours chasing down dead ends and severed links. Information posted online needs to be kept up to date and more statistics and decisions need to be posted online.

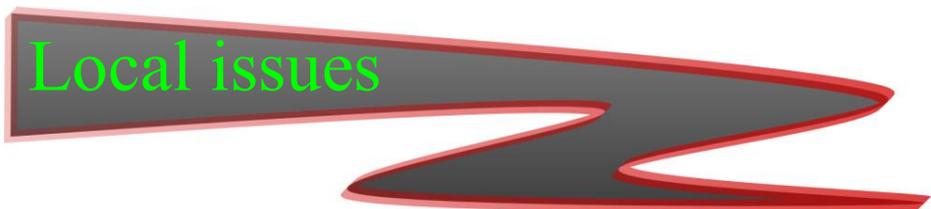
- Government is top heavy in management and is paying top earners far too much. The roles of senior management need to be investigated and where there is duplication of role or salary far in excess of responsibility then action must be taken.
- There must be a push to make government departments work more closely together, no more silos! The change to zero based budgeting will help to streamline this process but action must come from the top as well, from Ministers and from the Chief Secretary.
- Departments must become more transparent and accountable to the public.
- We must question the need for a Cabinet Office.

Conclusion

Government is a mess and needs cleaning up. *MLCs can slow processes up and aren't elected for their skills or by the public which means we have the wrong people in the role and they are elected in an undemocratic manner.* Working together, new MHKs can transform government for the better but they will need an appetite for change and to buy into the process.

Other issues

I will talk more about these when canvassing or in interviews but we must recognise that *food and fuel poverty* exists, *the elderly* have been hammered by *stealth taxes*, that *tourism* is dying but can be revived and that our *farmers* are getting ripped off over Manx meat which they have to sell across to make up for what the Abattoir won't pay them. Our farmers were promised price equivalency with the UK and the Countryside Care Scheme would have helped to solve this problem. The end of the Red Meat Derogation in 2010 opened the door for supermarkets to undercut Manx farmers.



Foreword

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

To me, the identity of Rushen has been eroded with the knocking down of the guest houses, the loss of the Marine Biological Station and the influx of students it used to bring us. People are more active these days and we lead busy lives but can we say that the South of the Island has moved on from those days in the 80s I described? Probably not. So what can we do to revitalise our home, to inject some life into Rushen and to ensure it remains a safe place to live?

Regenerate



- **Marine Biological Station and Breakwater Road** – find a buyer who will create jobs, renovate the buildings and regenerate the surrounding area. Seek government funding for further regeneration of the surrounding area, including the building of a marina, installing mood lighting, new pavements, road, sitting

area and shops and bistros. We can't let this area lie dormant any longer.

- **Port Erin Promenade** - building sites and dilapidated buildings need to be dealt with.
- **Port St Mary** – The Promenade and dilapidated buildings need to be dealt with.
- Ensure we have **sufficient affordable and first time buyer houses**, not just brand new high end houses. Is the Southern Area plan going to jeopardise the chances of those in Rushen who have been on a waiting list from getting a house?
- Ensure all **roads and pavements** fall under the DoI road maintenance programme and are scheduled for maintenance over the five-year political term and any roads and pavements in urgent need of repair are dealt with properly and expeditiously
- Part of regeneration is the **relocation to or setting up of business' in the area**. I will be networking furiously to make this a reality. The increased footfall from workers will have a positive effect on local retail.

Recreation and initiatives for our children

- Despite the controversy over the Ballakilley recreational area, we are now in a position to develop the allocated fields. Southern Nomads will be occupying the area with two **rugby pitches** and there will be a **cricket pitch** but more can be included.
- I am working with ISB Skateboarding to have a **skate park** included at Ballakilley, and **this can be used by BMXs and scooters as well**. Although any age group can use it, there are plans through another party to build a small skate park in Port St Mary for primary school children which will introduce them to skateboarding. Skateboarding and BMX riding are both Olympic sports.



- **Outdoor velodrome** – this would be a fantastic addition to the South but if funds can be generated then build an indoor velodrome with basketball courts and a physiotherapy facility on land opposite the Ballakilley recreational area (subject to funding and permission to build).

- **Tarzan towers** – these are anchored boats that can hold up to forty children and young adults, and they include water slides, rope swings, diving boards and trampolines. They can be



be customised and will help to enhance the magnificent beaches in Port Erin and Port St Mary and help to drive up beach tourism.

<http://www.tarzanboat.com/>

- **Dance school** – I am working with a dance school in Douglas to expand the business and the owner would like to set up a school in the south of the Island. Although this is predominantly for children, there will also be adult tap and ballet classes available and room hire for those wanting to host ballroom dancing competitions and classes.

Other local items of importance

- We need an **active and local police presence in the South**, not just a partially manned desk at the Commissioner’s offices. The Port Erin station still has a loan facility on it and although the police training division are in there now, ***it was folly to close the station following the worst spate of (unsolved) burglaries in the history of the Island*** and when it is clear that centralised policing does not work on an island.
- We must ensure that **Castle Rushen High School (‘CRHS’)** does not get knocked down and turned into a primary school or knocked down and the land sold off. I believe the Department of Education want to rebuild CRHS as a high school (now) but they want to move it 90 degrees sideways onto gifted land to accommodate developers building more houses in Castletown (the swimming pool and old gym may be sacrificed to create an access road but we must ensure they are rebuilt). CRHS is where the teenagers of Rushen go to school; we must be vigilant and ensure the school is rebuilt and rebuilt fit for purpose. ***The South needs a high school.***

Final words. . .

I intend to follow up on all of the items mentioned in this manifesto over the course of my political term, should I be elected to represent you on 22 September.

I won't disappear for five years only to reappear when I need your votes. I will be accessible and I will be available to talk to. I will work hard to make the items outlined in this manifesto a reality and I honestly believe that there are enough like-minded people running in this year's election that should they be voted in, change for the better can happen and you will be able to rest easy knowing that it is your interests the majority of new MHKs have in their hearts and not their own.

If you already know me, you will know that I will not be bullied or suffer to see others get bullied. You will know that I will fight for what is right and that I will follow through on what I say. The governments of the past have tried to stifle scrutiny and free speech and have tried to crush opposition to idiotic or grossly over-priced schemes, often belittling the opposition or resorting to pettiness or blocking tactics in Tynwald such as 'commercial confidentiality'.

The use of commercial confidentiality in contracts must cease; if a company wants to do business with our government, they will accept that the government is answerable to the people and that the over-arching details of a contract are open to public scrutiny. I will fight for you and for information to be released to you as it is your taxes that pay for what we have on this island, our home.

It remains for me to say that it's been a pleasure campaigning for your votes and meeting you all. I feel very lucky to have met and to have reacquainted myself with so many wonderful people.

My best wishes go to each and every one of you.

A snapshot of my career to date

Schools (Feb' 2013 to July 2016)

Ballakermeen High School – Teacher of Business Studies and KS4 Coordinator

Additional duties – teach General Studies, Year 12 Junior Achievement Company Programme teacher/mentor, Duke of Edinburgh assistant, manage year 10 work experience programme, GCSE student mentor, KS4 data analysis, after school sports coach

QEII High School – Teacher of English, Economics and Games

Additional – student mentor KS3 and GCSE, after school sports coach

Isle of Man College of Further and Higher Education – Lecturer of Business Studies

St Ninian's High School – Volunteer in Education Support

Finance (July 1994 to August 2013)
(sample of roles and responsibilities)

Consultant and Director

- Financial statements, management accounts, budget, forecast, tax and VAT return preparation
- Financial analysis
- Business planning and development including helping companies to start up
- Operations, sales and HR management
- Non-executive director services

PokerStars – Financial Controller – Subsidiaries Finance Manager (formerly Assistant Manager in FP&A)

- Oversight of accounting operations in all jurisdictions
- Monthly consolidation of subsidiary offices accounts
- Development and implementation of controls and procedures
- Cost efficiency drives
- Bringing functions in house
- On location audit of subsidiary offices
- Creation of job specifications
- Recruit staff across different countries
- Assist in setting up new offices project management for office relocation
- Ensure offices were compliant with the relevant legal and tax jurisdictions of the host country

Assistant Finance Manager FP&A

- Direct responsibility for producing and monitoring company KPI's and business plans
- Produce departmental budgets and forecasts
- Assist the finance manager in the preparation of monthly and quarterly forecasts and budgets
- Ad-hoc work included implementing new procedures in concert with department heads and directors, assisting the accounting department with reconciling errors and misstatements and producing controls to prevent further errors

Willis Management Isle of Man Limited – Account Manager and New Business Team Member

- Preparation and review of management accounts
- Preparation and review of financial statements (UK GAAP and IFRS)
- Preparation and review of budgets and forecasts
- Preparation of board packs
- Write board meeting minutes
- Preparation of company returns
- Negotiate fees with clients
- Manage the internal and external audit process
- Present at board meetings to directors of FTSE 100 and 250 companies
- Member of the new business team
- Train accountants



I really do care about the future of our children and the prosperity of this beautiful island of ours.

Your opinion matters so if you have any questions or you just want someone to listen to your concerns about a constituency or a national matter then please get in touch.

Contact Mark on

Mobile: +44 7624 466692

Email: mark@reclaimyourisland.im

Or find Mark at

Web: reclaimyourisland.im



@reclaimyourisland



@Kemp4Rushen



www.linkedin.com