Isle of Man Government
Charter for Change

November 2026
GD 2026/0100



Isle of Man Government
Reiltys Ellan Vannin

www.gov.im

Foreword

From the Ard-Shirveishagh

Like nearly everyone, I know that our Island is a special place to live and visit, to make a career and invest, and to raise a family.

But we all know the Island can be better.

The purpose of this Charter for Change is simple: improving the lives of the people we represent.

We have a mandate for change, and we need to deliver that change.

Our Island is safe and stable. But people are finding it harder to afford a home, and demand for frontline healthcare and other public services - and the costs of providing them - are rising.

Welfare costs are increasing as people's needs are becoming more complex.

We are free to make our own choices in - and for - our strong communities.

But employers need people with the right skills, and our connections on and off the Island are not always good enough.

Moody's continues to rate our finances as Aa3, and we know that whichever way we are thrown we will still stand.

However, businesses must have confidence to invest and grow, and Government itself is too big, too complicated and too slow in too many places.

We need to respond while making Government smaller, smarter and more effective.

The ambition in this Charter is an Island where you can.



Hon Chris Thomas MHK
Ard-Shirveishagh (Chief Minister)

An Island where people and businesses can thrive, opportunities are available and Government is trusted to enable us now and for the future.

To achieve that we will focus on three things: **a strong and confident economy, a safe and resilient community, and a connected and efficient Island.**

Underpinning all three must be an effective and trusted public service, with sustainable public finances and a government that is open, accountable and focused on delivery.

A stronger economy is fundamental.

We want the Isle of Man to be clearly open for business, giving people and businesses the confidence to invest and grow.

We want more opportunities for our people, younger and not so young people, to develop skills, find good jobs and build their futures here.

We want a safe and resilient community, where people feel secure and supported, with a health and care system that helps people live healthier and more independent lives with the right support when they need it.



And we want a connected and efficient Island, with homes that meet the needs of our community and reliable, affordable connections and infrastructure that allow people and businesses to get on with their lives.

Our shared Manx culture and heritage are celebrated in our sense of belonging and community, and in projecting who we are internationally.

They also reflect the approach at the heart of our UNESCO Biosphere: thinking about our economy, environment and community together, recognising that all three are interconnected and interdependent.

In this year of the Manx language, s'cair dooin glare as cliaghtaghyn nyn Ellan y choadey, y chummal seose as y reayll.

Manx culture deserves to be protected, supported and celebrated.

This Charter has been developed during discussions in the Council of Ministers and in Tynwald.

A clear message from these discussions was focus, aiming to do fewer things so that they get done.

That means making choices, sometimes difficult ones. Compromise will sometimes be necessary. Fudging difficult decisions will not.

We need to be prepared to make those choices, explain them and stick with them.

It also means changing how we work.

We cannot do everything at once.

But we can be clear about what matters most and get on with it. We will put prosperity first, strip away unnecessary process and be open about our choices and our progress.

Above all, there must be a relentless focus on delivery.

A fuller delivery plan will follow in the new year. It will set out responsibilities, timescales and how progress will be measured.

Importantly, not everything Government does is listed in this Charter. That is deliberate.

Essential public services and much important work already under way will continue.

The Charter and delivery plan will be reviewed each year so that we can be open about what has been delivered, what has worked and what needs to change.

We will be ambitious for the Isle of Man and proud of the Island we serve.

A stronger economy. A better quality of life. A Government that works for you.
An Island where you can.

I commend this Charter for Change to Honourable Members and to the Manx public.

Mannin Aboo!



Hon Chris Thomas MHK

Framework on a page

Our purpose:

Making lives better

Improving the lives of the people of our Island.

Our ambition:

An Island where you can

Where people and businesses can thrive, opportunities are available and Government enables progress.

Our focus:

- **A stronger economy.**
- **A better quality of life.**
- **A government that works for you.**

8 national priorities | 3 linked ambitions | supported by an effective and trusted public service.

A **strong** and **confident** economy

1. An Island that **means business.**
2. **Local opportunities** through a focus on skills, apprenticeships and jobs.

To facilitate an adaptable, competitive and resilient economy that creates jobs, attracts investment and raises living standards.

We will support an economy that instils confidence in the future, creates opportunities and provides the resources needed to fund public services.

A **safe** and **resilient** community

3. A caring, safe and resilient **community.**
4. Reduce prioritised **waiting lists**, reduce the time people wait for primary care and increase care delivered in the community.

People should feel safe and secure, and be enabled to live healthy, fulfilling lives, supported by strong communities and sustainable services.

We will support strong communities, supported by families, volunteers, charitable organisations, businesses and effective public services.

A **connected** and **efficient** Island

5. Reliable and resilient **connectivity** and **infrastructure**, with better services for residents and businesses.
6. **Better access to homes** to buy or rent, improving availability, affordability and choice.

A well-connected, vibrant Island focused on maintaining our infrastructure and making the basics work well.

We will support better housing opportunities which are available for residents at all stages of their lives.

Underpinned by:

An **effective** and **trusted** public service

7. A more **efficient** and **effective public service** with strong public finances.
8. A Government which is **trusted, open, delivering** and looking to the **future.**

Public services that are smaller, smarter and more effective, with a skilled workforce delivering trusted services.

We will support increased visibility of service performance and progress, policy choices that are explained and Ministers visible, open and communicating directly.

How we will work

Prosperity first

Economic prosperity is a whole-Government priority.

Working together

One Island. Shared priorities. Collective purpose.

Relentless delivery

Focused actions. Clear ownership. Visible results.

Open and transparent

Open about choices. Transparent about progress. Clear accountability for outcomes.

Simpler and smarter

Remove complexity. Improve productivity. Make Government easier to deal with.

Executive summary

Making lives better: An Island where you can

Our fundamental purpose is **Making lives better**.

We want the Isle of Man to be a place where people can build a future, businesses can grow, communities can flourish and individuals can fulfil their potential.

Our ambition is simple: **An Island where you can.**

This means residents feel pride in their Island and feel it's a place where you can:

- Find a home, with housing options that meet different needs and circumstances.
- Get a good job or build a business, with opportunities for employment, enterprise and economic success.
- Raise a family, within safe, caring and resilient communities.
- Learn new skills or change career, with opportunities throughout life.
- Get the help you need when you need it, through accessible and sustainable public services.
- Be safe and secure, with confidence in the Island's resilience.
- Live and enjoy our Island, protecting the qualities that make the Isle of Man special.
- Thrive, contribute and build a future on the Island.

To do this, we will apply a collective focus across eight initial priorities supporting three national ambitions:

- **A strong and confident economy**
- **A safe and resilient community**
- **A connected and efficient Island**

These ambitions are linked. A strong economy creates opportunity and supports sustainable public services. Safe and resilient communities enable people to live well. Housing, infrastructure and connectivity provide the foundations on which people and businesses depend.

Government's role is to help create the conditions in which these things are possible. It should provide essential services and support, but also enable people, communities and businesses to succeed by removing unnecessary barriers and making Government easier to deal with.

Our starting point should increasingly be to ask how we can make things possible, rather than why they cannot be done.

An effective and trusted public service supports all three of our national ambitions. It is not another policy theme competing with the economy, community or connectivity. It is how Government helps deliver progress across them.

Our public service delivers a wide range of essential services, but expectations, complexity and costs have grown. Better public services cannot always mean more people, more money or more organisational structures.

We need to be clearer about priorities, challenge unnecessary complexity, make better use of technology and resources, and focus on outcomes. We also want greater visibility of performance and progress, communicating clearly about policy choices.

National priorities

Guiding our linked ambitions

For each of the interconnected national ambitions, the Charter sets out two clear priorities. They reflect the issues identified through the election process and discussions with Tynwald Members and provide the areas where the Council of Ministers believes collective focus can make the greatest difference.

A strong and confident economy

To facilitate an adaptable, competitive and resilient economy that creates jobs, attracts investment and raises living standards.

We will support an economy that instils confidence in the future, creates opportunities and provides the resources needed to fund public services.

Priority 1: An Island that means business.

We want the Isle of Man to be a place where enterprise is welcomed, investment is encouraged and businesses and the self-employed have the confidence to establish, grow and innovate.

Government will support this through a competitive environment, proportionate regulation, working closely with industry and responsive public services.

Priority 2: Local opportunities through a focus on skills, apprenticeships and jobs.

We want people, particularly our young people, to develop the skills they need, be able to access rewarding job opportunities and see a future for themselves on the Island.

In doing so, we will also help employers secure the workforce they need.

A safe and resilient community

People should feel safe and secure, and be enabled to live healthy, fulfilling lives, supported by strong communities and sustainable services.

We will support strong communities, supported by families, volunteers, charitable organisations, businesses and effective public services.

Priority 3: A caring, safe and resilient community.

We want an Island where people feel safe, supported and able to participate fully in community life.

Strong communities depend on individuals and organisations working together, with effective support available when it is needed, together with clear long-term security plans for areas critical to our Island life.

Priority 4: Reduce prioritised waiting lists, reduce the time people wait for primary care and increase the proportion of care delivered in the community.

We want a health and care system that helps people live healthier, more independent lives and provides timely access to the right support.

This means reducing delays, strengthening primary and community care and creating sustainable services for the future.

National priorities

Guiding our linked ambitions

A connected and efficient Island

To facilitate a well-connected, vibrant Island focused on maintaining our infrastructure and making the basics work well.

We will support better housing opportunities which are available for residents at all stages of their lives.

Priority 5: Reliable and resilient connectivity and infrastructure, with better services for residents and businesses.

Reliable connectivity is essential to Island life and our economy.

We will focus on the resilience and quality of our connections and infrastructure, and improve customer experience in the areas where Government can make a practical difference.

Priority 6: Better access to homes to buy or rent, improving availability, affordability and choice.

We want people to be able to find suitable homes at different stages of their lives.

This means improving the availability, affordability and choice of housing to support individuals, families, communities and our economy.

An effective and trusted public service

Public services that are smaller, smarter and more effective, with a skilled workforce delivering trusted services.

We will support increased visibility of service performance and progress, policy choices that are explained and Ministers visible, open and communicating directly.

Priority 7: A more efficient and effective public service with strong public finances.

We want a public service that lives within its means, uses resources responsibly and delivers effectively.

That means clearer priorities, simpler ways of working and better outcomes from the resources available.

Priority 8: A Government which is trusted, open, delivering and looking to the future.

Trust must be earned through openness, accountability and delivery.

We want Government to be clearer about its priorities and performance, more responsive to the people it serves and focused on visible progress and the Island's future.



How we will work

To deliver meaningful change.

The Charter sets out where the Council of Ministers believes collective focus can make the greatest difference.

Delivering change also requires a different approach to how Government works, makes decisions and follows through.

Five commitments will guide us.

1. Prosperity first

Economic prosperity is a whole-Government priority.

A strong economy underpins opportunities, living standards and sustainable public services.

Decisions across Government should consider their impact on economic confidence, competitiveness, investment and sustainable growth.

This does not mean economic considerations always override other priorities. It means they are properly understood in the choices we make.

2. Working together

One Island. Shared priorities. Collective purpose.

The challenges facing our Island do not fit neatly within departmental boundaries.

We will work across Government and with Tynwald, businesses, communities, voluntary organisations and other partners, focusing on shared outcomes.

Where responsibilities cross boundaries, we will seek clear ownership, coordinated action and shared accountability.

3. Relentless delivery

Focused actions. Clear ownership. Visible results.

Government should be judged by what it achieves, not by the number of strategies, reviews or announcements it produces.

For each priority, we will identify a small set of practical actions, deliver them, then do it again.

4. Open and transparent

Open about choices. Transparent about progress. Clear accountability for outcomes.

Government cannot do everything at once. We will make our priorities clear, explain the trade-offs and acknowledge where things need to improve.

Trust must be earned through openness, accountability and delivery.

5. Simpler and smarter

Remove complexity. Improve productivity. Make Government easier to deal with.

We will make decisions at the right level, reduce duplication and focus services on the needs of the people and businesses using them.

We will also be prepared to stop activity that no longer represents the best use of public resources.

The objective is not simply a smaller Government, but a better Government.

Next steps

The Charter establishes the Council of Ministers' proposed direction and the eight areas where collective attention is most needed.

The next stage is about narrowing the focus, not expanding it.

Subject to Tynwald's support, the Council of Ministers will bring forward action plans for the January Tynwald sitting. For each priority, these will identify a small number of specific actions, with clear ownership and measures of progress. These actions will continue to be developed with Tynwald and other stakeholders.

We will also set out clearly any legislative priorities required to support these areas as well as broader work.

Alongside this, Departments will produce short delivery plans covering their wider priorities. These will be presented separately, providing transparency without turning the Charter into a catalogue of all Government activity.

The Charter and supporting plans will be revisited in October 2027 and annually thereafter to assess progress and determine where collective focus should be maintained or changed.



November 2026

Charter for Change framework laid before Tynwald for debate.

Council of Ministers will develop prioritised action plans in Tynwald together with other stakeholders

January 2027

Council of Ministers will bring forward action plans for January's Tynwald sitting

Detailing for each priority, a small number of specific actions.

Departments produce short delivery plans covering wider priorities.

Presented separately, but available to Tynwald for transparency.

October 2027

Charter and supporting plans revisited next October, and annually thereafter.

Providing an opportunity for Tynwald to review progress and to identify where collective focus should be maintained or changed.

Coonceil ny Shirveishee
Council of Ministers

The Council of Ministers is proud to bring the Isle of Man Government Charter for Change to Tynwald.











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