



Isle of Man
Government

Reiltys Ellan Vannin

Department of Health and Social Care

Rhenn Slaynt as Kiarail y Theay

From the office of the Minister
Hon. A Cannan, MHK

Wendy Reid
Chair, Manx Care

Sent via email:
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19 November 2024

Dear Wendy

Re: Manx Care – Back to Balance Plan

Thank you for your time on 15th November where we were able to discuss the approach that you and the Manx Care Board are taking to driving cost savings this budget year to get on track to bring back forecast expenditure to budget. One cannot underestimate the amount of effort that will be required to achieve this, but I was pleased to hear that you and the Board are responding to the challenge.

As you know the Department of Health and Social Care has provided additional support to you in the form of financial and operational specialist expertise to assist with this task and I was encouraged to hear that this support is starting to have a positive effect. I look forward to hearing regularly, through the Department's oversight, how your plans are delivering the savings, not only for this year, but also to allow us to build an operating plan for next year that is financially sustainable within the available budget funding.

As I said to you in my last letter, I know you will be doing everything you can to make savings in those areas which have the least impact on frontline services. This, of course, includes bearing down on executive, management, and administrative costs as far as possible. I understand that you will be considering a full range of ways to do that so that we can provide that assurance to the public about the safeguarding of critical services.

Regarding the pay negotiations for hospital medical and dental staff (HMD), it is clearly a delicate balance. The proposed pay increases—6% for last year, 4% for this year, and 3% for next year have encountered resistance from the local negotiating committee and I understand that the BMA is proposing a ballot for industrial action for an uplift of 12.8% for 23/24 alone. The recent revelation in an answer to a Tynwald about pay disparities within this professional

group with annual rewards topping over £300k for the 20 highest paid doctors in Manx Care adds complexity to the situation and the current system of remuneration is clearly not financially sustainable without reform.

Engaging in meaningful discussions with the British Medical Association (BMA) is crucial. I hope a constructive dialogue can lead to a pay system that serves everyone's needs and I will be encouraging this dialogue in a letter that I will be sending today to the BMA as industrial action is clearly in no-one's interests.

Thank you once again for your commitment to this critical work.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Alfred Cannan', with a stylized, cursive script.

Hon. Alfred Cannan, MHK
Minister for Health and Social Care

Cc: Teresa Cope