



Isle of Man
Government

Reillys Ellan Vannin



Council of Ministers - Public Appointments

Appointment of Members: Gaelic Broadcasting Committee

Information Pack

May 2012

CHIEF SECRETARY'S OFFICE
Oik yn Ard-scrudeyr

**Appointment of Members to the Gaelic Broadcasting
Committee**

Bing Ymskeaylley Gaelgagh

INFORMATION PACK

Contents

	Page
Advertisement Notice.....	2 to 3
Role profile of Members.....	4
Person Specification.....	5
Conflicts of Interest.....	6 to 8

May 2012



Bing Ymskeaylley Gaelgagh

Yeearraydyssyn son Pointeil

Ta Coonceil ny Shirveishee shirrey yeearraydyssyn son pointeil olteynyn jeh Bing Ymskeaylley Gaelgagh. She possan neuchrogheydagh y Ving va currit er bun dy choyrlaghey da Oaseirys Chellinsh as y Tashtey mychione jannoo as creeley claareyn ayns Gaelg as dy chur ad shen er nyn doshiaght. Foddee olteynyn cheet dy ve goaill ayn ayns recortey claareyn, cur Gaelg er naightyn, as cooishyn elley hed er reaghey ec y Ving.

Cha nel feme er qualleeaghtyn formoil dy chooilleeney yn currym shoh, agh lhisagh ny reddyng shoh heese ve ec yeearrayderyn:

- keeall chionnit obbree jeh ymmydey yn Ghaelg loayrit as screeut;
- keeall chionnit jeh creeley as/ny fys as anaase er creeley;
- ablid dy hoilshaghey anaase jeean er cur er nyn doshiaght y Ghaelg as shennaghys as cultoor Manninagh;
- twoaieaght as toiggalys jeh reddyng ta lught-eaishtagh aeg gearree

Paggey-fysseree lesh mynphointyn jeh'n fys as schleiyn ta ymmyrchagh, chammah as ferrym-yeearraydys, t'ad ry-gheddyn ec www.gov.im/cso/public appointments. Foddee oo lhieeney seose as cur roish ferrymyn-yeearraydys dy lectraneagh liorish yn ynnyd-eggey. My share lhiat lhiagganyn clouit jeh'n phaggey-fysseree as/ny yn ferrym-yeearraydys, cur fys er Oik yn Ard-scrudeyr, Raad Buck, Doolish, IM1 3PN, çhell: 01624 685711, ny cur post-L gys publicappointments@cso.gov.im She 5.00pm 15 Mean Souree 2012 yn traa s'jerree vees yeearraydyssyn goit rish.

Will Greenhow, ACMA
Ard-scrudeyr
Boaldyn 2012



**Isle of Man
Government**

Reilrys Ellan Vannin

Gaelic Broadcasting Committee

Bing Ymskeaylley Gaelgagh

The Council of Ministers is seeking applications for appointment to the Gaelic Broadcasting Committee. The role of the Committee is to advise the Communications Commission and the Treasury on broadcasting in Manx Gaelic.

An information pack containing details of the knowledge and skills required and an application form is available at www.gov.im/cso/publicappointments. Application forms can be completed and submitted electronically via the webpage. If you would prefer printed versions of the information pack and/or application form, please contact the Chief Secretary's Office, Bucks Road, Douglas, IM1 3PN. Tel: 01624 685711 or e-mail publicappointments@cso.gov.im.

The closing date for receipt of applications is 15 June 2012 at 5.00pm.

Will Greenhow, ACMA
Chief Secretary
May 2012

Role Profile

Statutory Functions

Section 12(3) of the Broadcasting Act 1993 requires that a body called the Gaelic Broadcasting Committee be established. Section 12(6) states "The functions of the Committee shall be to promote and advise the Commission (Communications Commission) and the Treasury on, the making and broadcasting of programmes in Manx Gaelic".

Structure

Section 12(3) determines that the Committee should consist of a Chairman and not less than 3 other members, all of whom are appointed by the Council of Ministers.

Key Responsibilities

The Gaelic Broadcasting Committee commissions and records radio programmes in or about Manx Gaelic to show the relevance of the Manx language, history and customs to the present day Isle of Man.

The Committee also seeks to support the needs of the growing group of young people educated through the medium of the Manx language over the past 10 years.

Role Requirement

Members are expected to attend the quarterly meetings. Members may also become involved in the recording of programmes, translation of news items into Manx for Manx Radio's website and other events and activities organised by the Committee.

Expenses

Members of the Committee are entitled to claim a travelling allowance in accordance with the Payment of Members Expenses Act 1989.

This is currently at a rate of:

Motor Vehicle up to 1299cc	46p per mile
Motor Vehicle up to 1300 cc and above	52p per mile
Motorcycle	26p per mile

Person Specification – Committee Member

Attributes
Qualifications No formal qualifications are required to perform this role
Experience Experience and interest in broadcasting
Knowledge & Skills A working knowledge of both spoken and written Manx An understanding and awareness of the needs and requirements of a younger audience would be advantageous
Key Competencies and Behaviour Committed to making a positive contribution to the work of the Gaelic Broadcasting Committee Demonstrable sound judgement The highest standards of integrity and honesty in full compliance with the seven principles of public life The ability to develop good working relationships at both Committee and Executive level together with the ability to maintain the respect of stakeholders and associates of the Committee
Circumstances The ability to commit to attend meetings in accordance with the requirements of the Committee and to allocate time as appropriate between meetings to additional tasks
Interests Demonstrable interest in the promotion of Manx language, history and culture

Conflicts of Interest

A guide for Applicants for Membership of Public Bodies

The Seven Principles Underpinning Public Life

The Government Code requires members of Statutory Boards and Bodies at all times to exercise the highest standards of behaviour in line with the seven principles of public life.

The principles of public life are as follows:

Selflessness	Holders of Public Office should take decisions solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family, or other friends.
Integrity	Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might influence them in the performance of their official duties.
Objectivity	In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.
Accountability	Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.
Openness	Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.
Honesty	Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.
Leadership	Holders of public office should promote and support these principles by leadership and example.

All candidates who put themselves forward for public appointment must be able to demonstrate their commitment to the principles and values of public service.

It is important that the candidate's commitment to the probity principle is tested and assessed at interview. One of the issues which might arise in relation to this is that of conflict of interest.

What is a conflict of interest?

Public appointments require the highest standards of propriety, involving impartiality, integrity and objectivity, in relation to the stewardship of public funds and the oversight and management of all related activities. This means that any private, voluntary, charitable or political interest which might be material and relevant to the work of the body concerned should be declared.

There is always the possibility for real or perceived conflicts of interest to arise. Both are a problem, as the perceived inference of a conflict may, on occasions, be as damaging as the existence of a real conflict.

It is important, therefore, that you consider your circumstances when applying for a public appointment and identify any potential conflicts of interest, whether real or perceived.

Surely a perceived conflict is not a problem, as long as I act impartially at all times?

The integrity of the individual is not in question here. However, it is necessary for the standing of the individual and the Board that members of the public have confidence in their independence and impartiality. Even a perceived conflict of interest on the part of a Board Member can be extremely damaging to the body's reputation and it is therefore essential that these are declared and explored in the same way as an actual conflict would be. The fact that a member acted impartially may be no defence against accusations of potential bias.

What should I do if I think I have a conflict of interest?

You will find a section on conflicts of interest in the application form for you to complete. This asks you to consider and declare whether or not you have a real, or perceived, conflict. If you are unsure if your circumstances constitute a possible conflict, you should still complete this section, in order to give the Selection Panel as much information as possible.

If I declare a conflict, does this mean I will not be considered for appointment?

No – each case is considered individually. If you are shortlisted for interview, the Panel will explore with you how far the conflict might affect your ability to contribute effectively and impartially on the Board and how this might be handled, if you were to be appointed. For example, it may be possible to arrange for you to step out of meetings where an issue is discussed, in which you have an interest. However, if, following the discussion with you, the Panel believes that the conflict is too great and would call into question the probity of the Board or the appointment, they can withdraw your application from the competition.

What happens if I do not declare a known conflict, which is then discovered by the Board after my appointment?

Again, each case would be considered on its merits, but a view may be taken that by concealing a conflict of interest, you would be deemed to have breached the Seven Principles of Conduct Underpinning Public Life and your appointment terminated.

What happens if I do not realise a potential conflict exists?

This situation may arise where the applicant is not familiar with the broad range of work which a body covers and therefore does not realize that a conflict might exist. In some cases, the Panel, with their wider knowledge of the body, might deduce that there is a potential conflict issue, based on the information on employment and experience provided by the candidate in the application form. They will then explore this at interview with the candidate.

What happens if a conflict of interest arises after an appointment is made?

This could arise for two main reasons. The first is that the member's circumstances may change, for example, they may change jobs and in doing so, a conflict with their work on the Board

becomes apparent. The second is where a member is unfamiliar with the range of the work of the body, but after appointment, it becomes clear that a conflict exists where none had been envisaged during the appointment process.

In both cases, the issue should be discussed with the Chairman and CEO of the Board, to decide whether or not the Member can continue to carry out their role in an appropriate manner and each case is considered individually.

It may be that the conflict is such that it would be impractical for the Member to continue on the Board, if they would have to withdraw from a considerable amount of the body's routine business. In such cases, the member may be asked to stand down from the body.

Areas where a conflict could arise

There are five main issues, which could lead to real, or apparent, conflicts of interest. These are:

- Relevant pecuniary or other interests outside the organization;
- Relationships with other parties/organizations which could lead to perceived or real split loyalties;
- Knowledge of emerging Government Policy could give unfair personal advantage to people with allied business interests – for example, access to privileged information, trade secrets;
- Perception of rewards for past contributions or favours;
- Membership of some societies or organizations.

Some examples of potential, real or perceived, conflicts of interest are:

- You are a director of a building supplies firm and the board to which you are seeking appointment conducts regular procurement exercises for building materials.
- You could benefit personally from decisions taken by the Board.
- You are a manager in a voluntary organization, whose funding applications are considered by the board to which you are seeking appointment.
- The body for which you work could benefit financially from decisions taken by the Board.
- Your company could have access to information, which would give them a commercial advantage over their rivals.
- Your appointment could be viewed as a reward for past favours.
- Your appointment could be viewed as the "old boy network" in operation.

In other words, no one should use, or give the appearance of using, their public position to further their private interests. This is an area of particular importance, as it is of considerable concern to the public and receives a lot of media attention. The above are examples only, so you should consider carefully your own circumstances to gauge whether or not a real, or perceived, conflict might exist.



This document can be provided in large print or audio tape on request

Chief Secretary's Office
Government Office, Bucks Road
Douglas, IM1 3PN

www.gov.im/cso