



DR RACHEL GLOVER

for Onchan MHK



For every decision
I am asked to make
on your behalf, I will
begin by asking
myself one question

**Will this improve
the lives of Onchan
residents?**

Measured progress. Real results.



VOTE RACHEL GLOVER

on 24th September

Introduction Message



Why should you trust me with your vote?

I'm a PhD scientist and I run my own environmental biotech company here on the Island, employing Manx graduates. I was born and raised here before heading to uni in 1999, and moved home in 2017 after a career in the UK scientific civil service. If you elect me, I'll be stepping back from running the business but staying on the Board as Chief Scientist.

I've been a Trustee of Manx Wildlife Trust for the last seven years, I've represented the Isle of Man at two Commonwealth Games in rifle shooting, and I'm an Honorary Fellow of UCM. I live here in Onchan with my three-year-old son and our stumpy Manx cat, Odin. My son is one of the biggest reasons I'm standing: the childcare, housing and spending decisions the next administration makes will decide whether his generation can build a future here.

You might remember me as the person who volunteered to set up the Island's COVID testing lab in March 2020. The lab I set up and ran got Manx residents same-day results, on-Island, within days. The Independent COVID Review later found my involvement was "pivotal" to the Island's response.

When I publicly challenged a Government testing decision in October 2020, I resigned from the lab I'd built rather than stay quiet. The same COVID Review found that Ministers did not handle that situation well. I've spent my whole working life solving problems, getting the work done, and saying so when something isn't right, even when it would be easier not to.

If you would like to hear me talk about my policy positions and manifesto in more detail please visit my website:

www.rachelglover.im/manifesto



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Ten years of little improvement to our lives

The economic pressures facing the Island have been building while Government has been producing strategy after strategy, review after review, from committee after committee, with very little direct action on the recommendations. What those reviews haven't done is grasp or begin to tackle the biggest threat that has been coming down the line: **our economy has been shrinking**. The latest figures Government has published show GDP falling two years in a row in real terms, a combined contraction of 7.4%, and those figures were only up to March 2024. We will not have newer figures until the end of this year.

We are not the UK. We are small enough to be a speedboat, not a slow supertanker, and that was once our advantage. Responsive decisions built the Manx economy that thrived in the 80s and 90s. Over the last decade we have traded that agility for UK-style politics: policy reviews, consultations, and strategy documents standing in for decisions, delivery, and accountability. We can **find that agility again** but it will take MHKs who are willing to make **clear decisions**, have firm stances, and be accountable for those decisions.

I will ask Government to measure more, not less, but only where those numbers will force a decision to be made. A figure that tells us how much food we produce, or whether a waiting list is getting longer, is worth having because it **makes inaction visible**. A review that recommends a further review is not measurement, it's a delay with a cover sheet.

The MHK job is difficult and I know I won't be able to please everyone all of the time, but I promise to always have the following question at the forefront of my decision making: **"Will this improve the lives of Onchan residents?"** I believe that collaboration and compromise are the cornerstones of doing the best job to represent you in the House of Keys. Onchan deserves an MHK who is prepared to **follow the evidence and make difficult decisions**. I believe I am that person.

I hope you also believe I could be the **change that Onchan needs** to move forward.

A handwritten signature in blue ink that reads "Rachel". The signature is written in a cursive, flowing style with a long, sweeping underline.



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Lean & Efficient Government

Government is spending more than it raises and funding the gap from reserves. The private sector has many vacancies for competent staff and yet Government headcount has continued to grow. Much of that headcount increase is from Manx Care, but an assessment of Government cross-department duplication in roles is required.

Cutting spending without cutting the frontline

Savings should not come from the frontline services we rely upon. They should come from the back office: administration, marketing, finance, procurement. These are the functions most likely to be duplicated across departments and where AI can take on routine administrative work. The risk is that we move too slowly and costs keep rising while the efficiencies never arrive. I want Government headcount to come down, and significantly. Where technology changes a role, I would expect Government to fund retraining and redeployment first, and to be straight with staff early rather than late. The private sector is crying out for people and there are real jobs waiting.

Accounting for civil service time

Staff time is one of Government's largest costs, and it is not free. I believe that every civil servant working on a project or initiative should record their time, especially so on projects defended as "costing Government nothing". If we cannot say what something costs, we cannot judge whether it is worth it. Less spin, more data, more transparency.

Opening the books further

Government already publishes accounts, but timed to Tynwald sittings and in PDFs very few residents ever read. Spending should include the cost of internal projects and initiatives, and how headcount is changing over time. In June 2026, Tynwald backed 24 of 25 reforms to open up the budget process: publication 6 weeks before the debate, the ability for members to amend it, an autumn financial statement, and Tynwald approval for borrowing above £5 million. The Council of Ministers tried to defer almost all of it and was voted down. The one recommendation that failed to pass was the one I would have supported: publishing the business cases behind spending decisions. I would bring that back to ensure financial transparency.

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Economy and Business

National Income Report data shows our economy contracted by 7.4% in the two years to March 2024, and more up-to-date data is not expected until late 2026. The Chamber of Commerce have described this as among the most severe contractions in living memory, worse than the UK's peak-to-trough decline in the 2008 financial crisis.

Private sector businesses are the foundation of our economy and their employees' NI and tax revenues fund our Government services.

The next administration will have to deal with the consequences of business decisions taken by companies based upon the environment we have been providing them in recent years. My position is that we should be removing the frictions that stop businesses locating and growing here, and regain the Government agility to move quickly when the private sector needs us to. There are significant opportunities in non-traditional sectors like AI, biotech, and data, and we need to be able to enable these industries to move here and thrive here.

Fix the payments infrastructure gap

Manx e-commerce businesses cannot easily access Stripe in the way that businesses in the rest of the world can. Stripe is the world's leading payments processor and provides businesses with the APIs and infrastructure to launch and scale rapidly. I will push the Government to engage directly with major providers about the regulatory and banking conditions that they need to enable our Island businesses to export and operate in a global market. If we want a digital economy which encourages entrepreneurship this kind of basic access to global services needs to be resolved.

Find out why businesses are leaving

Around 1,000 jobs have gone from financial services, eGaming, manufacturing and tourism. Those are the sectors that have funded our public services for decades. As far as I can establish, nobody in Government has systematically asked those companies why they went, and no MHK can point to a document that tells us. I believe the Department for Enterprise should hold "exit interviews" with businesses that have decided the Isle of Man is no longer viable for them, and report what they find to Tynwald each year. If we do not know why people are leaving, everything else we do about the economy is guesswork.

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Health and Care

Funding follows a full audit

The Independent Health and Social Care report in 2019 set out the algorithm by which Manx Care should be funded. This is the first financial year that full funding has actually been provided to Manx Care. If more is requested this year or next, I would want a full financial audit of where Manx Care is spending as a condition of it. I would not vote to withhold money needed for safe staffing, but I would not prepared to keep signing supplementary votes without knowing where the last one went.

Transparent waiting list times

Manx Care's own reports state that waiting list data will be updated monthly. In practice the data is buried deep in the Government website in a format that is hard for patients to find, and even harder to make sense of. I'll push for an online dashboard showing list lengths, waiting times, and the direction of travel so we can all see the overall trend over time. Using the January-July 2026 figures available (June is missing at the time of writing), I have built an example using AI of what that could look like:

www.rachelglover.im/waiting-lists

Paying for care

The way we pay for care in later life is broken. Some people get full support while others get nothing, and costs are uncapped. Care home fees can reach £65,000 a year, forcing families to sell the family home, and around one in two people over 65 will need care. Tynwald debated reform in May 2026 and chose only to note the options rather than make a decision. That **decision now falls to the new administration**. There is no perfect answer here: even the "free personal care" option requires payment for accommodation, which is the bulk of the cost currently borne by families. In a perfect world I would not want anyone to have to sell their home to pay for care. But of the options available, I would vote for either Free Personal Care or the Mixed Model with capped care costs. Neither is free but whichever model Tynwald chooses has to be paid for through general taxation, National Insurance, or a dedicated contribution.

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Families and Childcare

Making the Island family-friendly

Young families are leaving, and our economy relies upon working-age people. Births have fallen by more than 40% since 2010. There were 574 births in 2024, the fewest since 1918, and deaths now exceed births by more than 350 a year. The population is ageing around a **shrinking group of working-age people** and more than a third of new residents leave within five years. The financial deal for parents of young children is better in the UK. If we want an Island with a future, we have to make it a place where young families can afford to stay.

Childcare credit for babies from six months

The childcare credit doesn't reach the youngest children, leaving parents to cover the most expensive stage of childcare alone. I'll push to extend the credit, universally, to babies from six months of age. In England, a working family gets thirty funded hours of childcare a week in term time from 9 months old. Here, support doesn't start until the academic year in which a child turns three, so most families have to shoulder the first two to three years of childcare alone. That's a gap that helps push our young workers to the UK, and it's **a gap we can choose to close**.

The 2021 Census showed that 2,503 people were out of work because they looked after the home or family, and 87.1% of them were women. By giving parents a real choice about **returning to work** (for those who want to) we would be keeping skilled people in the Manx workforce at a time when we are reliant on inward migration to fill jobs. Affordable early childcare is an economic policy as much as it is a family policy, and the Island benefits both ways. Research shows that parents who leave the workforce and return when their children are older suffer a "child penalty" in their earnings - and for Government income that means lost tax revenue - which never fully recovers.

A single policy can't reverse a birth-rate decline this steep as it also involves the housing crisis, but on the doorstep people have been telling me they **can't afford to have children**, or to have more. This is one part of that we can actually do something about.

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Education, Training and Jobs

The collapse in entry-level jobs

Entry-level vacancies on the Island fell by around 30% in the first half of this year, and entry-level professional roles by around half. Jersey, Guernsey, Malta and Gibraltar saw no such drop. The number of young people not in education, employment or training is now higher here than in the UK. This is not simply the economy contracting: something is happening to starter jobs specifically, and it is happening here in a way it is not happening to our competitors. We need to work with business to find out what is preventing them from offering entry-level jobs.

Vocational training and keeping our young people here

Young people are leaving. It used to be the graduate “brain drain”, with graduates not returning because the opportunities weren’t here. Now those opportunities are shrinking for school leavers and apprentices too. However, one industry is always crying out for local staff: health and social care. An ageing population makes it a genuine growth industry, and I would like to see **Health and Social Care Apprenticeships** created. It would provide a paid route for school leavers with real progression into nursing and allied healthcare professions that keeps them on the Island. Every post filled this way is one less agency placement or off-Island recruitment, which cost us more.

We cannot tell how our education system is performing

Manx students sit the same GCSEs and A-levels as students in England, marked by the same awarding bodies, and go on to compete for the same jobs and university places. Parents should be able to see how we compare and right now they can’t. The Department publishes headline pass rates to the media each August with nothing that allows anyone to track them over time or set them against national figures. Our schools are externally validated by a contractor, but that process explicitly does not offer a judgement on any school or on the system. It is a worthwhile professional development exercise but it is not accountability and it was never designed to be. The current validation contract ends this year. I’ll push for **exam results to be published annually in a form comparable with UK data**, and for whatever replaces external validation to produce findings a parent can actually read about their own school.

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Housing

Residency requirements for house purchases

We are a decade into a housing crisis with little action by Government in that time. One suggested part of the issue is homes being bought by non-residents as investments, but there's a huge gap in the data. Conveyancing doesn't record how many properties go to non-residents, companies, or owner-occupiers. A small amendment to the Land Registry conveyancing forms would capture this. If the data confirms that non-residents are buying for investment only, I'll push for residency and owner-occupier requirements on purchases. If it shows this isn't the problem, I'll say so.

Build on what we already own

Government owns land across the Island, and in a housing crisis, holding developable public land while residents cannot find homes is a choice rather than an inevitability. I'd push for a published **register of Government-owned land suitable for housing**, with a reason given for any site not brought forward, and for the Manx Development Corporation to be judged on homes completed rather than schemes announced.

Affordable Housing and Social Housing

Large developments should be required to include **both affordable and social housing** with no buying out of the affordable housing obligation. The metric for "Affordable" should be directly linked to median Manx earnings. Where Government helps a first-time buyer through shared equity, the rise in equity value should be the taxpayer's fair return; **first-time buyers shouldn't also pay interest on equity they don't own.**

Tenants' rights

Renters need real protection in a market where more people need rented homes than are available. I'll push for a mandatory deposit protection scheme, so deposits are held securely and returned fairly. I'd also back an independent arbitration service to resolve tenant-landlord disputes quickly and cheaply, without either side going to court.

Derelict properties

In a housing crisis, leaving a home derelict for years should have consequences. Government needs clear, escalating powers so usable homes don't rot while residents go without.

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Environment & Food Security

We don't know how much food we produce

DEFA published a Food Security Plan in 2024 but it measures everything in relative terms (10% more local food, 15% more storage) against baseline numbers that it admits it doesn't have yet. Several of the targets begin with the word "baseline" rather than a value. The three biggest questions for me are: how much of our own food do we actually produce, how much do we have to hand if the boats stop, and how resilient are our arable crops to the effects of climate change? I'll push for a genuine **self-sufficiency figure** and a **days-of-supply figure**, published every year, so residents can see whether we have more food security, or less.

Being honest about our land

DEFA's Agricultural and Horticultural Census data for 2015-2025 shows around 92% of our farmland is grass and rough grazing for livestock; less than 1 acre in 40 grows vegetables or potatoes for people to eat directly. That reflects our climate, soils, and the markets farmers sell into. If we're serious about increasing our self-sufficiency, we have to be honest about what our land currently produces, and work with farmers on what changing the use of that land to improve Food Security would look like for their businesses.

Our seas are half the picture

Food security is not only about land and the sea is where our ambitions are thinnest. I'd want to know what proportion of the catch landed from our waters is processed and eaten here, what those waters could sustainably yield, and whether we have the processing capacity to handle it.

Biodiversity targets that mean something

The Government's first Biodiversity Strategy ran 2015-2025 with dozens of targets. I will push for a successor strategy containing not just targets that consist of reviews of strategies and policies, but actual **measurable improvements to the Island's biodiversity**. Our planning system should implement firm Biodiversity Net Gain targets and we should be encouraging living buildings and creating green spaces for brownfield sites determined not suitable for housing.

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Infrastructure and Energy

Moor Vannin Wind Farm

I am genuinely undecided about Moor Vannin. I support renewable energy in all its forms, and as a biologist and a Manx Wildlife Trust trustee of seven years, it's a pretty strong conviction of mine. However, the **reason for my indecision is straightforward.** To my knowledge there are still no agreed Heads of Terms between Government and Ørsted, so there is as yet no contract on which anyone could sensibly judge what the Island stands to gain. Contractual terms should have been under discussion before a planning decision, not after it.

If the Council of Ministers were to approve Moor Vannin, that must be the beginning of a strong negotiation from the Isle of Man Government. I would want it to deliver a genuine Manx dividend: a significant share of the energy at no wholesale cost to Island consumers (perhaps we should start any future negotiation with free electricity for the Island), the community benefit fund, the seabed rental, and fair taxation on the power exported to the UK. **Any wind farm in Manx territorial waters should, first and foremost, benefit the Manx people.**

Roads, lighting and the basics

On the doorstep you've been clear about **getting the basics right.** You want the roads mended, the potholes filled, the streetlights working, and the pavements safe to walk. These aren't small things and letting them slide costs more to put right later. I'll push for steady, reliable upkeep of the roads and lighting we all depend on, and for spending that's judged by whether the basics are done well, not by how "flagship" the project is considered to be.

Transport and first impressions

Our airport is the first and last impression many visitors have of the Island. Other airports have moved to **next-generation scanners** that let passengers keep liquids and laptops in their bags. We haven't, as far as I can see, published a plan or a cost for when we will have to install these scanners. It is a multi-million pound bill that is coming whether we plan for it or not, and I would rather we know about it now than discover it in a future budget as an emergency.

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Ways to vote

Full information about ways to vote can be found at
<https://elections.gov.im>



Voting in person

You can vote in person with your polling card on 24th September 2026, between 8am and 8pm. The polling stations for Onchan are:

- **Sight Matters**, Corrin Court, Heywood Avenue, Onchan, IM3 3AP
- **The Hub**, School Road, Onchan, IM3 1RD
- **Velo Café** (Ocean Views), Onchan Park, Royal Drive, Onchan, IM3 1HU

Voting by post

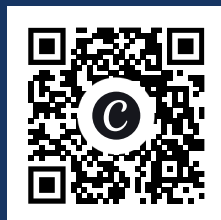
To vote by post there are deadlines depending on where you will be during the election. Full details are available on the elections website at <https://elections.gov.im>.

How to contact me

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