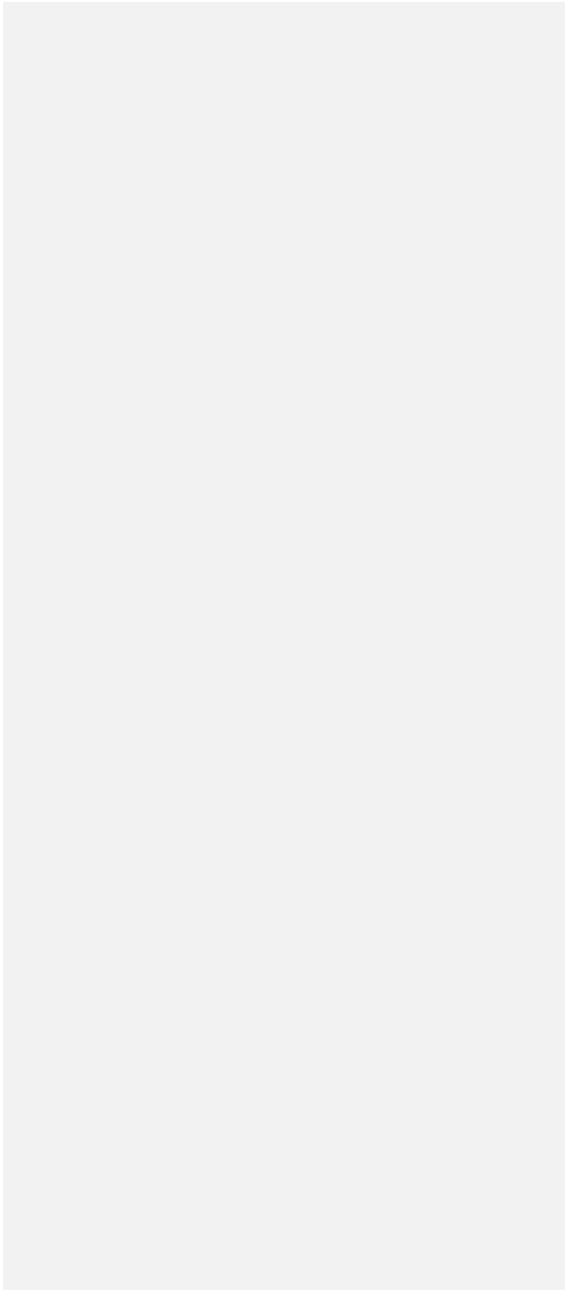


St Helena Island 10 Year Plan 2017-2027

# Six Month Review

April 2018 - September 2018



The 10 Year Plan was launched on 1<sup>st</sup> April 2017 with five National Goals. This report provides an update on all of the actions that were agreed.

This review captures progress made within the six month period April 2018 to September 2018 in alignment with SHG strategic and operational plans.

Some of the highlights of 2018/19 were implementation of new Child Protection and Anti-Bullying policies, a new health promotion programme – ‘Saints Together’, an increase in the Minimum wage on 1 July 2018, all medical officer posts including GPs and specialists currently filled as well as a number of improvements across all service areas and important developments in projects such as renewable energy and improved connectivity.

While many challenges still exist both locally and globally, progress has been made in a number of areas.


Notwithstanding the challenges, there are also opportunities and we are confident that we will continue to deliver the Plan in line with the wishes of the community and ***make St Helena a wonderful place to work, live, raise children, visit and to do business.***



### National Goals and lead Committees







Altogether Safer			
ACTION	Responsible Officer	Previous POSITION as at March 2018	POSITION as at September 2018
	 Timeline <b>Ongoing through duration of the plan</b>		
We will protect and empower all vulnerable people	Safeguarding – Stephanie Jones	We have active and well attended Adult and Children Safeguarding Boards; with clear strategic plans. Services are being developed with relevant policies and oversights to ensure that vulnerable people on St Helena are protected.	The Safeguarding Boards remain active and well attended. Work is being undertaken from recommendation 20 of the Cafcass report to consolidate the Boards to reflect the wider safeguarding remit on St Helena and promote greater joint working across Directorates.
We will protect minority groups, equality and Human Rights on the Island	Human Rights Commission	The Human Rights Commission along with SHG continue to tackle some of the important issues such as: - <i>Putting food on the table</i> and <i>Same-sex marriage</i> . The Commission is also working hard to develop a robust set of policies to underpin their work. Which are being made available to the public via the Human Rights website along with the register of Commissioners interests and other public documents.	The Human Rights Commission along with SHG continues to tackle some of the important issues such as: - <i>The Inquiry into Conditions of Detention at HMP Jamestown</i> and <i>the annual survey of the basic cost of living on St Helena</i> . Work on human rights promotion, training and other key tasks has been severely curtailed this year due to insufficient funding to enable us to meet our statutory duty.
We will provide a full legal system and protect the right of access to legal services for all		A full legal service remain in place and is available to all.	No further comment

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<p>We will protect our border from items/people that bring harm to the Island and have robust community policing to tackle crime</p>	<p>POLICE – David Lynch ENRD – Derek Henry</p>	<p>An information sharing agreement has been signed with UK. Other intelligence access systems have been developed with Home Office Immigration Officials in South Africa. The Immigration Service continues to protect our border and additional investment is being made in developing the immigration staff and the operating systems. Through the ENRD Biosecurity Section’s pre-border, border and post-border programmes, activities continue to prevent where possible, the introduction to the Island and spread of new plant and animal pests and diseases on the Island.</p>	<p>ENRD Bio Security team activities continue in an ongoing attempt to prevent the introduction and spread of new plant and animal diseases to the Island.</p>
<p>We will invest to reduce the risk of rock fall and continue to carry out regular checks to protect the community</p>	<p>ENRD – Derek Henry</p>	<p>The Rock Guard Team continued to ensure the safety of residents and road users by continuously checking and repairing any safety issues associated with the risk of rock fall. They are also responsible for checking and monitoring the stability of some of the islands roads with high vertical retaining wall structures. During the past six months they identified two critical potential rock fall incidents and safely mitigated both these risks with minimal disruption to the general public. Tenders assessed and report has being produced. Still awaiting capital funding to progress further.</p>	<p>Monitoring of rock fall risk and implementation of safety measures as appropriate continue on a regular basis. Capital funding is still awaited to progress the Rockfall mitigation and Management Strategy 2017.</p>

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<p>We will proactively address anti-social behaviour</p>	<p>POLICE – David Lynch</p>	<p>Community and response policing addresses concerns raised by the public. Police engage with offenders to reduce anti-social behaviour. When necessary civil and criminal resolutions are completed. Partnership work continues.</p>	<p>Work continues.</p>
<p>We will work with families and the community to ensure our children are safe</p>	<p>POLICE – David Lynch</p>	<p>There is a children services team who deliver support and where necessary interventions that safeguard and protect children. Agencies work closely together to safely share information (when appropriate) and to deliver services that meet the needs of children living in St Helena. The Education Directorate has implemented new Child Protection and Anti-Bullying Policies.</p>	<p>There is a children services team who deliver support and where necessary interventions that safeguard and protect children. Agencies work closely together to safely share information (when appropriate) and to deliver services that meet the needs of children living in St Helena. The Education Directorate has implemented new Child Protection and Anti-Bullying Policies.</p>
<p>We will make those who have committed offences accountable</p>	<p>POLICE – David Lynch</p>	<p>St Helena continues to make people who have committed offences accountable through robust policing and enforcement. For the period April 2017 to March 2018, a total of 118 cases were taken to Magistrates Court of which a total of 62 resulted in convictions.</p>	<p>St Helena continues to make people who have committed offences accountable through robust policing and enforcement. For the period April 2018 to the end of September 2018, a total of 61 cases were taken to Magistrates Court of which a total of 34 resulted in convictions. Out of the 27 which are outstanding - 4 were withdrawn or dealt with by way of a caution and 23 are still pending prosecution.</p>

	 <p>Timeline Delivered within 3 years and reflected in Strategic/Operational Plans</p>	
<p>We will invest in new sewerage systems to reduce sea pollution</p>	<p>Connect – Barry Hubbard</p> <p>In Rupert’s Valley sewer pipes are laid, the treatment plant needs to be procured but at the present time this is awaiting capital funding.</p> <p>In HTH some sewer pipes are laid in anticipation for decommissioning of some ineffective septic tanks. These new pipes can only be connected to the main HTH sewage system once adequate sewage disposal arrangements are in place. At the present time, Outline Development Permission has been granted for a combined HTH and Jamestown system with discharge from a deep water outfall at West Rocks. The permission will lapse after three years during which time a more detailed submission can be made to allow full development permission to be granted and construction works to begin. Once capital funding becomes available consultants can be appointed to work up the more detailed scheme.</p>	<p>The position remains the same as both of these projects are constrained by the absence of funding.</p>
	 <p>Timeline Delivered within 1-3 years + ongoing through duration of the plan</p>	

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<p>We will improve the safety and conditions of our roads</p>	<p>ENRD – Derek Henry</p>	<p>The Road Section is continuously trying to improve any unsafe conditions on roads and road edges. Over the last 6 months the Dungeon’s corner has been widened, numerous barriers on unsafe areas of the road have been installed along with speed reducing measures and additional convex mirrors. A programme for addressing unsafe road conditions is also in place, with two full time teams on patching and repairing unsafe areas and a full time team trimming and spraying herbicide on road edges. The Road Section remains fully committed and will continue to strive to improve safety conditions on roads within budget parameters.</p>	<p>This work is ongoing. Over the reporting period work focused on improving drainage in Jamestown and other parts of the Island. Installation of additional mirrors continued together with the programme for addressing unsafe road conditions. Several retaining walls were rebuilt at Ladder Hill, Sandy Bay, Shy Road and Side Path.</p>
<p> Timeline <b>Delivered within 3 – 5 years of the plan</b></p>			
<p>We will build a new prison</p>	<p>ENRD/Police</p>	<p>Plans for a new prison are being developed. The Goat Pen site at Bottom Woods has been identified as the site for the new prison. Outline planning permission is now being sought.</p>	<p>Outline planning permission is now awaiting a final decision on the EIA process, which should hopefully be the week commencing 5/11/18. A TOR has been drafted in the event that approval is given to proceed to the next level of the process, as an external contractor will be engaged to complete it. Expressions of interest are also being sought from the private sector regarding the following: Designing a new prison, designing and building a</p>

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			<p>new prison and designing, building and running a new prison.</p> <p>A funding paper has been completed and is to be sent to DFID and FCO.</p> <p>All other paperwork has been completed and all is on track for the 3/5 year plan at this time, with a time frame of 36 months for the prison build.</p> <p>Awaiting final confirmation from EXCO.</p> <p>This was delayed due to issues surrounding the EIA process and legislation. This is currently under discussion.</p>
We will invest in a new fire station	ENRD/Police	<p>Alternative potential site identified at Bottom Woods. Funding still to be identified to progress this project.</p> <p>Original site at Alarm Forest deemed unsuitable.</p>	<p>WSP Group Africa (Pty) concluded that the proposed Alarm Forest site 'is suitable for the development of a fire station using a portal frame structure but requires some specific geotechnical engineering to ensure the successful construction and maintained integrity of the structure.'</p> <p>WSP Group Africa (Pty) recommended that the proposed framework structure be located on the cut area that will be capable of supporting the foundation loads.</p> <p>Funding is still to be identified in order to progress this project.</p>
	 <p>Timeline  <b>Delivered within 3 years + ongoing through duration of the plan</b></p>		



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<p>We will invest in youth services and develop facilities</p>	<p>Police/Safeguarding</p>	<p>Plans for a new sports facility will be progressed subject to securing funding. The Police Directorate is working with the Safeguarding Directorate to develop an early help and preventative youth service approach.</p>	<p>The Youth Offending Team Service is still in its infancy and meetings have been held with key stakeholders.</p>
<p>We will invest in a more disabled friendly access environment</p>	<p>ENRD</p>	<p>Disabled friendly facilities and access are continuously being regulated and encouraged through Appropriate Design and Planning Conditions in accordance with the Planning Ordinance and Building Regulations.</p>	<p>Revised Building Regulations have been drafted and consulted on publically during this reporting period.</p>




Altogether Healthier			
ACTION	Responsible Officer	Previous POSITION as at March 2018	POSITION as at September 2018
	 Timeline <b>Ongoing through duration of the plan</b>		
We will continue to invest in medical equipment and adaptations	Health – Dr Akeem Ali	<p>This is a continuous activity. Mammogram in place, hospital and theatre equipment purchased including ventilator, simulation model, scopes, and ultrasound machine. New Biochemistry analyser purchased. Pharmacy successfully relocated to ground floor and Laboratory refurbishment completed.</p>	Equipment maintenance programme is being implemented.
	 Timeline <b>Delivered within 1year + ongoing through duration of the plan</b>		
We will recruit, train and retain staff, both from the Island and from overseas, to provide a health service that meets the needs of the community	Health – Dr Akeem Ali	<p>Staff recruitment ongoing. Critical positions filled. Three Staff on overseas training (1 student nurse, 1 Medical Laboratory Scientist, 1 Dental Hygienist) 10 local nurses undertaking degree training, Pharmacy staff undertaking accredited Pharmacy Technician study, 1 lab staff member</p>	<p>Staff recruitment ongoing. Critical positions filled.</p> <p>Three Staff on overseas training (1 student nurse, 1 Medical Laboratory Scientist, 1 Dental Hygienist)</p>

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		<p>completed foundation year. Environmental Health technicians undertaking Level 3 Food Safety Training. Mandatory training sessions for all staff across the directorate is continuous.</p>	<p>10 local nurses undertaking degree training</p> <p>Pharmacy staff undertaking accredited Pharmacy Technician study</p> <p>Mandatory training sessions for all staff across the directorate is continuous.</p>
<p>We will continue to educate, incentivise and support the public regarding improved healthier lifestyles</p>	<p>Health – Dr Akeem Ali</p>	<p>Health Promotion Lead in Post. Health Promotion plan in place. First Phase of Social Marketing Programme to promote healthy lifestyles completed. 30 staff undertook the National Social Marketing Centre Level 4 Social Marketing training in this phase. Dietician and School Nurse in post to deal with aspects of lifestyles.</p>	<p>Health Promotion Programme – Saints Together now in place with high brand recognition.</p> <p>Workforce Health and Wellbeing Programme in place with &gt;40% participation rate by SHG staff.</p> <p>Smoking cessation service commenced.</p>
<p>We will improve and increase our Government Landlord Housing stock</p>	<p>ENRD – Derek Pedley</p>	<p>The identification of Community Development sites will enable the development of additional social homes. Some infrastructure has been installed at one site and costing of installing the infrastructures on a second site is being undertaken to enable the building of new social homes. Maintenance of the existing homes continues and under the previous Capital Programme upgrades were completed at Cow Path, Ropery Field, Lady Margaret Field and Harbour View.</p>	<p>The first expression of interest has been sort in a new 2 bedroom GLH at HTH in December 2018. Further planning permission is currently being submitted for 4 apartments and an additional 5 bedroom GLH property at New Ground. Technical services have begun working on the CDA at Bottomwoods which will provide additional GLH on line over the 19/20 and 20/21.</p>


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We will ensure we will have access to an adequate supply of clean water	Health – Dr Akeem Ali	Water supply is tested regularly for safety by the Public Health Laboratory.	Water supply is tested regularly for safety by the Public Health Laboratory.
We will employ health specialists and a full quota of GPs to meet the needs of the public	Health – Dr Akeem Ali	Specialists staff based on the Island and well as visiting specialists in place.	All medical officer posts including GP and Specialists are currently filled.
	 <b>Timeline Delivered within 3 years + ongoing through duration of the plan</b>		
We will build additional care facilities on the Island and aspire to deliver care to an international standard	Health – Akeem Ali	A quality assurance framework is being developed to ensure care provisions are being delivered at a consistent and good standard. There is a need to invest heavily in staff to ensure delivery of care in existing establishments before considering the need to increase future care facilities. Outline Planning Application submitted with the view to source funding and develop an Acute Mental Health Care Inpatient Unit for the Island.	Currently stands as is. No further update.
We will support increased local production of fresh fruit and vegetables	ENRD/ESH	ENRD and ESH are supporting increased production of existing and new agricultural products through their public-private agricultural partnership programme and ESH grant funds, as well as through provision of supporting advisory and	On-going and inclusive of an engagement, promotion and awareness programme and review of ESH financial support policies conducive to the current environment.


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		field services, where capacity exists to do so.	
We will support initiatives that will provide affordable healthy food products	ESH	Work continues with customs to reduce duty on fruit and vegetables; reduced duty on imported goods will help to ensure that when there is no local produce those on low income can also afford to purchase healthy food stuffs.	On-going and inclusive of review of ESH financial support policies conducive to the current environment.






Altogether Greener			
ACTION	Responsible Officer	Previous POSITION as at March 2018	POSITION as at September 2018
	 Timeline <b>Ongoing through duration of the plan</b>		
We will continue to encourage low carbon vehicle use through tax incentives	Corporate Finance – Nicholas Yon	Tax incentives for low carbon emissions continue to be reviewed annually through the Tax & Revenue Working Group. The current system is supportive of low carbon emissions vehicles upon entry to the Island.	Taxes continue to be reviewed through SHG's annual budget setting process. The T&RWG has recommended a reduction from 15% to 5% for vehicles where the CO2 emission per Km is less than 100g. This will be presented to EDC for consideration and subsequently to Executive Council for a decision.
We will police illegal fishing in St Helena waters	ENRD – Derek Henry	ENRD are working with the Centre for Environment Fisheries and Aquaculture Science (CEFAS) and Marine Management Organisation (MMO) in the UK under the Blue Belt programme to determine appropriate and affordable options for deterrence and management of Illegal, Unreported and Unregulated (IUU) fishing in St Helena Exclusive Fishing Zone (EFZ).	This work has been ongoing during this reporting period.

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We will protect endemic fauna and flora and our agricultural sector by tackling invasive species	ENRD	A Darwin Plus funded Invasive Plants Project is currently being implemented on St Helena to build local capacity to tackle invasive plants across the various sectors. The poisoned bait trial to control rabbits in the end was not approved by ExCo.	This work is currently ongoing.
We will support community green projects and tidy-ups, and enforcement of relevant legislation regarding litter	ENRD – Mike Durnford	Waste Management Services have undertaken landscape bulky waste projects and implemented annual waste reduction campaigns. Enforcement can only come from Environmental Protection Section as the authority for implementing the Environmental Protection Ordinance.	Waste Management Services have continued their landscape bulky waste projects (Jamestown – July 2018). The annual waste reduction campaign has been developed for December 2018. WMS are supporting SHAPE as they move towards plastic waste recycling. Enforcement remains as per March 2018.
We will establish and maintain a Green Business Award	ENRD - EMD	No further progress.	No further progress to date
	 <b>Timeline Delivered within 1 year + ongoing through duration of the plan</b>		
We will encourage the use of sustainable materials such as greener building materials and biodegradable packaging through planning and tax systems	Corporate Finance – Nicholas Yon	The tax system continues to be reviewed for ways to encourage the use of greener building materials and biodegradable packaging annually through the Tax & Revenue Working Group. As part of the delivery of new development Green building (also known as green construction or sustainable building) will be encouraged which encompasses both	Taxes continue to be reviewed through SHG's annual budget setting process. The T&RWG has recommended a reduction from 20% to 5% for Biodegradable cartons, boxes and cases as part of the work for the next budget cycle.  This will be presented to EDC for consideration and subsequently to Executive Council for a decision.

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		the structures and the application of processes that are environmentally responsible and resource-efficient throughout a building's life-cycle: from planning to design, construction, operation, maintenance, renovation and demolition.	
	 Timeline <b>Delivered within 1 - 3 – 5 years of the plan</b>		
We will implement a waste management strategy which includes recycling and using waste as an energy source	ENRD – Derek Henry	A Waste Management Strategy was approved in September 2017. Projects are being delivered in line with Strategy Goals. A Waste Management Policy is now being developed.	A draft Waste Management Policy has been produced and was presented to ENRC in June 2018. This draft now requires further input from the Chief Environment Officer.
	 Timeline <b>Delivered within 1 - 3 – 5 years of the plan</b>		
We will invest in renewable energy with a view to becoming 100% self-sufficient	Connect – Barry Hubbard	Tenders are in the process of final evaluation.	Connect Saint Helena Ltd are in the final stages of negotiating the Power Purchase Agreement. Development permission for the initial phase of expanding the existing solar farm has been granted so physical progress will follow soon after the PPA is signed.
	 Timeline <b>Delivered within 3 years + ongoing through duration of the plan</b>		
We will have a long term water strategy for the Island, supported by	Connect – Barry Hubbard	Good progress has been made with two new reservoirs being constructed	The Natural Capital team have visited and are working through the economics





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<p>adequate infrastructure, in order to reduce the impact of drought and climate change</p>		<p>and exploratory boreholes drilled. Further designs have been done for additional reservoirs and at the current time there is a 'Natural Capital Study' being undertaken to support a development application to create a dam in Fishers Valley which will increase stored raw water capacity by ten times. Development Permission will be sought but any construction works will require support by way of a capital grant.</p>	<p>of the scheme to provide a dam in Fishers Valley.</p>
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Altogether Better for Children and Young People			
ACTION	Responsible Officer	Previous POSITION as at March 2018	POSITION as at September 2018
	 Timeline <b>Ongoing through duration of the plan</b>		
We are committed to St Helenians being the leaders of the Island and we will equip them with the skills and experience to take up key posts	Education – Shirley Wahler	The St Helena Community College has been in operation now for over one year and provided access to a wide range of learning opportunities for over 600 people in its first year, including specific training in leadership and management skills along with a wide range of other technical, vocational, professional and higher education opportunities.	The St Helena Community College continued to grow during the 2017/18 academic year, with numbers that slightly increased over the previous year.
We will provide youth facilities to include sport, cultural heritage, arts and crafts	ESH – Rob Midwinter	SHG also works with local partners and potential sponsors to facilitate the development of additional or enhanced facilities, such as concepts produced through ESH for the planning of a new sports pitch at Bottom Woods, subject to funding availability. ESH similarly provides	To date, since launching the Social Enterprise grant scheme in July 2017, a total of 5 No. grants have been approved to a total value of £16,994. Successful applicants to date are: <ul style="list-style-type: none"> <li>Golf Club</li> <li>Heritage Society</li> </ul>


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		funding support to Social Enterprises that provide these types of activities.	<ul style="list-style-type: none"> <li>• Saint Helena National Trust</li> <li>• The Rock Christian Fellowship</li> <li>• New Horizons</li> </ul> <p>In relation to the Sports Field at Bottom Woods; costed options were produced; however funding was withdrawn by SHG during the recent budgetary exercise.</p>
We will oversee and support crèche and child care facilities	Safeguarding	All childcare and crèche facilities on the Island have been registered and a yearly review takes place to ensure good standards of care are being provided.	No further update
	 Timeline <b>Delivered within 1 year + ongoing through duration of the plan</b>		
We will consider lowering the voting age	Corporate Services – Carol George	The voting age was lowered from 18 years to 17 years in May 2017, prior to the July General Election. No more action taken to further reduce the age.	No further action.
	 Timeline <b>Delivered within 1 year + ongoing through duration of the plan</b>		
We will provide further education opportunities for Young People	Education – Shirley Wahler	The St Helena Community College (established in 2016) enrolled 612 individuals in the academic year ending in 2017, with registration for	Based on the successful partnership established in 2016, the Open University dramatically expanded access to its programmes for students


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		821 courses. Learners on St Helena now have access to a wide range of vocational and professional qualifications on the island. Through a partnership with the Open University, there are opportunities to earn UK university degrees without leaving St Helena	in St Helena, with 68 first degree courses and nearly 200 modules now available on island. For September 2018, partnerships with key professional training providers like Microsoft, Cisco and Coursera extended the range of qualifications and professional development opportunities being offered.
We will invest in sports on the Island for all abilities		Swimming Pool refurbishment was completed in December 2017 and re-opened for use in January 2018. Plans for sports field development ongoing.	The swimming pool refurbishment has seen an increase in participants on Island. Furthermore, a number of the Island records for youth female and male swimmers have been dramatically broken over the last 12 months.
	 Timeline <b>Delivered within 1 - 3 years + ongoing through duration of the plan</b>		
We aim to meet UK attainment standards by investing in our schools and Community College	Education – Shirley Wahler	GCSE Results in 2017 were up significantly from the previous year, with an increase in the headline '5 or more GCSEs, including English and Maths' figure rising from 22% to 45%. The first Open University qualifications were awarded, with four young St Helenians earning Certificates of Higher Education as part of a new initial teacher training programme.	GCSE results in 2018 were down somewhat from 2017, but still much above 2015 and 2016. Performance in primary schools rose significantly in both English and Mathematics. The initial teacher training programmes has continued to attract young St Helenians, with three young people beginning their initial teacher training in 2018.

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We will invest in improved safe spaces and recreation equipment for Children and Young People		This is an area that does need to be addressed and is linked to the wider health agenda as well as providing safe spaces for children and young people to play. Currently the spaces to play are limited across the Island.	No further update
	 <b>Timeline</b> <b>Delivered within 3 years of the plan</b>		
We will introduce paid maternity, paternity and adoption leave on the Island	Government Economist – N Shamier	This matter will be addressed by the Social Security Review Working Group, which is a sub committee of the Social Community Development Committee (SCDC).	This matter is being consulted on with the view to any potential introduction from 1 April 2019.



Altogether Wealthier			
ACTION	Responsible Officer	Previous POSITION as at March 2018	POSITION as at September 2018
	 Timeline <b>Ongoing through duration of the plan</b>		
We will reduce inequality and poverty	Corporate Finance – Nicholas Yon	A working group has been set up under the Social and Community Development Committee to lead on the work to review social security provisions and make recommendations for the Committee to consider.	<p>The Minimum Income Standard continues to be reviewed twice annually. A recent uplift in IRB and BIP has been approved by Executive Council of 4.3% and another review is planned in October 2018.</p> <p>The Social Security Working Group is making progress working through the different elements of the social welfare system. Recommendations will be made to the Committee once this work is completed.</p>
We will continually review customs duties to support the Island's development	Corporate Finance – Nicholas Yon	This review is undertaken by the Tax & Revenue Working Group as part of the strategic planning budgeting cycle annually.	<p>The T&amp;RWG continues to meet and review the tax system. Recommendations have been developed and are to be presented to EDC for policy changes and will form part of the development of the budget for 2019/20-2021/22. These include changes to encourage investment, local production</p>

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			and exports, the green agenda and healthier lifestyles.
We will encourage eco-tourism	ESH/Tourism – Helena Bennett	Ongoing	Best practices are being drafted for different sectors of the tourism industry and will include elements of conserving and improving the natural environment and well-being of the community. These best practices will be on a rolling programme to introduce to the industry. St Helena Tourism is also researching various blue/green accreditations that could provide international recognition as an eco-friendly island.
We will continue to invest in the agriculture and fisheries sectors	ENRD – Derek Henry/Darren Duncan	Through the ESH agricultural funding and grant system, ENRD are working with ESH to direct funding to priority agricultural developments. ENRD and SHFC are implementing activities through the Blue Belt’s funding programme to improve fisheries management and fishing industry prospects. An investment prospectus is being developed for approval to seek investment for a new fish processing facility for St Helena within the next few months.	These activities are ongoing. The prospectus has been put out in the public domain to seek investment in a new fish processing facility.
We will invest in training for Saint Helenians to take over roles currently undertaken by internationally recruited staff	Corporate Services - HR	The post of Chief Secretary is now held by a St Helenian.	Succession planning for the period 2016 – 2022 reflected as at September 2018: Total no. of succession plans identified – 20 Posts successfully localised to date – 6 Succession plans in progress – 14 Succession plans to be achieved by: 2019/20 – 3

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			<p>2020/21 – 10 2021/22 – 1</p> <p>As a result of the Future Leaders Programme, SHG is working to build a pipeline of people who will have the requisite skills to become leaders of the future.</p> <p><b>SHG’s desired future position remains as:</b></p> <ul style="list-style-type: none"> <li>a) Learning and development needs of all employees are resourced by ensuring all employees are able to access training and development opportunities that are ‘forward thinking’</li> <li>b) Leadership specific learning needs (e.g. coaching, collaborative working) are met in order to establish a ‘one culture’ organisation through strong leadership</li> <li>c) Supporting home-grown talent to develop to their full potential and ensuring we meet career progression aspirations</li> </ul>
<p>We will actively encourage Saint Helenians to return to the Island to</p>	<p>Corporate Services – Nicole S/Nicholas</p>	<p>According to Statistics total number of arrivals for business for 2017/18 was 844.</p>	




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<p>take up jobs for the benefit the economy</p>		<p><b>Note:</b> Arrivals, unlike departures, are not classified specifically for employment but rather for 'Business'. Therefore numbers of Saints coming in under this heading are extremely small, maybe 1 or 2 a month. The majority of Saints fall under the heading 'Returning Resident' or 'Tourism/Holiday'. Therefore, a definite figure cannot be provided.</p>	<p>The following motion which was passed in the House in March 2018, is being pursued: -</p> <p>"THAT this House resolves that consideration should be given to developing an appropriate scheme to assist St Helenian families living overseas who wish to return to work on St Helena."</p>
<p>We will review the current currency situation on a regular basis and make decisions in the best interest of the Island</p>	<p>Corporate Finance – Nicholas Yon</p>	<p>Continually reviewed on a regular basis and to be further reviewed following a period of air access.</p>	<p>No further update.</p>
<p>We will make it easier and more affordable for Crown Land to be purchased, rented and developed for local first time buyers</p>	<p>ENRD – Derek Pedley</p>	<p>SHG is committed to fulfilling its policy to support the purchase of Crown Land, particularly for the first time buyers. Community Development Areas have been identified with some basic infrastructure being installed at one site. Costing of installing the infrastructures on an additional site is being undertaken. A minimum of 20 percent of the plots will be marketed for long term affordable homes on the island for first time buyers. First time buyer plots will be sold at a discount to bridge the affordability gap. Furthermore, additional plots</p>	<p>In the financial year of 18/19 Crown Estates has leased land for residential building to 5 applicants with 1 pending approval. Further, 11 plots have been purchased for residential building of which 5 have been eligible for a first time buyer discount. In addition another 5 purchase are pending completion and all of these applicants are eligible for a first time buyer discount.</p> <p>The Bottom Woods CDA is currently being developed by Technical Services to enable development to begin December 2019 which will provide 28 plots for First time buyers over the next 2 years.</p>

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		will be set aside for Government Landlord Housing.	
	 Timeline <b>Delivered within 1 year + ongoing through duration of the plan</b>		
We will ensure that the tax and benefit system protect the most vulnerable	Corporate Finance – Nicholas Yon	A working group has been set up to review policies for Social Protection. This will include reviewing the Social Security legislation with a view to recommending improvements to some aspects of it which are deemed unfair in some instances (Household definition, for example). The group's findings will be presented to the Social and Community Development Committee for consideration.	<p>The Minimum Income Standard continues to be reviewed twice annually. A recent uplift in IRB and BIP has been approved by Executive Council of 4.3% and another review is planned in October 2018.</p> <p>The Social Security Working Group is making progress working through the different elements of the social welfare system. Recommendations will be made to the Committee once this work is completed.</p>
	 Timeline <b>Delivered within 1 - 3 – 5 years of the plan</b>		
We will develop amenities and recreation facilities which are affordable for all		No further progress.	No further comment
	 Timeline <b>Delivered within 3 years + ongoing through duration of the plan</b>		
We will raise the minimum wage and have a living wage for the Island	Government Economist – Nicole Shamier	The minimum wage will increase on 1 July 2018 from £2.95 to £3.10 per hour for persons aged 18 years and over and will rise from £2.00 to £2.10	The Minimum Wage was increased on 1 July 2018. Consultation will be undertaken by the Employment Rights Committee to consider the next

		per hour for persons aged 16 to 17 years.	inflationary annual raise to the Minimum Wage from 1 April 2019.
	 <b>Timeline</b> <b>Delivered within 1 - 3 – 5 years of the plan</b>		
We will improve connectivity on the Island and provide faster and cheaper internet	Government Economist – Nicole Shamier	SHG has received EDF'11 funding towards the capital costs of a fibre optic cable which will be developed by SAEx and landed in 2019-20. When plugged in, the fibre optic cable will deliver superfast broadband to St Helena, allowing St Helena to achieve cheaper and faster internet.	SHG has received EDF'11 funding towards the capital costs of a fibre optic cable which will be developed by SAEx and landed in 2019-20. When plugged in, the fibre optic cable will deliver superfast broadband to St Helena, allowing St Helena to achieve cheaper and faster internet.



## 10 YEAR PLAN

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*Photography*

*Paul Tyson*

St Helena Government

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