

MANX LABOUR PARTY CONSTITUTION AND STANDING ORDERS 2023

1. Name

The Party shall be known as “The Manx Labour Party” or MLP or The Party

2. Membership

- A. The Party will consist of the following member types:
 - i. Individual members
 - ii. Affiliated members from Trade union, and other aligned organisations
 - iii. Life Members
- B. Any member can be not in good standing, in which case they are not considered part of the membership until that is rectified.

3. Party Principles

The Party accepts the following Democratic Socialist Principles:

- i. All political authority comes from the people by democratic means, including universal suffrage, regular and free elections with a secret ballot.
- ii. All people shall have equal access to social, economic, cultural, political, and legal areas, regardless of wealth or social standing, and to continuing participation in the democratic process.
- iii. Everyone is entitled to dignity, self-respect, and the opportunity to work.
- iv. That the economy should serve the public interest. A thriving private sector should go hand-in-hand with high quality public services, where those undertakings essential to the common good are made accountable to the people.
- v. That basic human rights are protected by the state, and that they apply to all people, regardless of race, sex, marital status, sexual orientation, gender identity, age, religious faith, political belief, neuro-divergence, or disability.
- vi. That it is our absolute duty to safeguard our environment and ecosystems for future generations, and therefore that we must unite behind science to address the climate and ecological emergency.
- vii. That all policy shall be evidence-based and built around international best practice and scientific consensus.
- viii. That a society should judge its strength by the condition of the weak as much as the strong; provide security against fear and justice at work; nurture families, promote equality of opportunity and deliver people from the misery of poverty, homelessness, prejudice and the abuse of power.

4. Steering Group

- A. There will be a Steering Group to provide governance and make time sensitive decisions on behalf of the Party when the full membership cannot be consulted.
- B. The Steering Group should comprise the Party Leader, the Party Chair, the Party Treasurer, the Party Secretary and any additional party members as the membership sees fit.
- C. Additional members should be proposed to the Party Secretary and voted upon at a monthly meeting.
- D. The Steering Group is answerable to all Party members. Minutes and any communications where decisions are made will be made available to the membership with recommendations brought back to the membership for discussion and approval when appropriate.
- E. The Steering Group is disbanded and cleared of all members at the beginning of each AGM.

5. Administration

- A. The administration of the Party will be carried out by officers.
- B. The AGM is to be considered the sovereign governing body. It must be coordinated with the Standing Orders outlined in this document.
- C. Whenever possible, groups of our members who hold public office should meet to discuss how to enact party policy. Minutes of these meetings should be made available to the membership.
- D. The development of party policy will be undertaken by the full Membership of the Party.
- E. A Steering Group will exist to provide governance and make time sensitive decisions on behalf of the Party when the full membership cannot be consulted.
- F. The Manx Labour Party will have an independent Auditor appointed at the AGM.
- G. The party will aim to have a meeting of the membership every month to discuss party matters.

6. Officers

- A. Party Officers should consist of:
 - i. **Party Leader** - the official representative of the party, has responsibility for leading the direction of the party and acting as its public face. Acting as the principal media contact is one of the Leader's primary functions. They can make remarks and release statements on behalf of the party for matters where the membership have already made their intentions and opinions known. For issues that are yet undiscussed this must be taken to the Steering Group who will seek to consult the membership if no decision can be made and a timely decision is required.
 - ii. **Party Vice Leader**- the Vice Leader exists for instances where the Leader is unable to fulfil their role and becomes Party Leader following a majority vote

of the Steering Group. They are kept informed of all party business by the Party Leader and support and give guidance to the Party Leader.

- iii. **Party Chair** - responsible for the day to day running of party business, keeping general good order, and ensuring the membership is heard. They act as a mediator between officers during disputes and have the prerogative to chair any party meeting they attend. They can make remarks and release statements on behalf of the party for matters where the membership have already made their intentions and opinions known. For issues that are yet undiscussed this must be taken to the Steering Group who will seek to consult the membership if no decision can be made and a timely decision is required.
- iv. **Party Vice Chair** - the Vice Chair exists for instances where the Chair is unable to fulfil their role and becomes Party Chair following a majority vote of the Steering Group. They are kept informed of all party business by the Party Chair and support and give guidance to the Party Chair.
- v. **Party Secretary** - responsible for keeping and advising on party rules and the constitution as well holding the official record of the party. Their duties also include ensuring the membership are kept up to date with the actions and decisions of the party and makes sure the minutes are kept and distributed as part of that role.
- vi. **Party Treasurer**- responsible for keeping the budget balanced and accurate, they are also expected to ensure members feel welcome, lead any recruitment initiatives and collect membership dues. They are also responsible for the list of members and who is and is not in good standing.
- vii. **Media Officer** - responsible for communicating on the party's behalf with the media and the general public usually after close liaison with the Leader. They are ultimately responsible for any of the social media accounts run by the party, our website and our overall web presence. The key aim of their role is to get the party's message out and to monitor how we are perceived by the public. Like the Chair and the Leader, they can make remarks and release statements on behalf of the party for matters where the membership have already made their intentions and opinions known. For issues that are yet undiscussed this must be taken to the Steering Group who will seek to consult the membership if no decision can be made and a timely decision is required.
- viii. **Environment Officer** - responsible for formulating our strategy in relation to the climate crises. They are expected to represent the party at any environmental meetings, promote sustainability and work with the Policy Officer on Environmental Policy.
- ix. **Policy Officer** - responsible for facilitating the creation of, cataloguing and communicating public policies as well as ensuring they are an accurate reflection of the will of the membership. They are responsible for the creation of party policy documents and are expected to assist with the creation of candidate manifestos.
- x. **Election Officer** - responsible for keeping track of elections and by-elections both nationally and locally, keeping up to date with any election legislation and setting overall electoral strategies. In any campaign for public office they act as the default campaign manager.

- xi. **Education Officer** - Responsible for establishing an outreach and training and education program for Manx youth such that they understand the Manx system of government, the electoral process and their rights and responsibilities of citizenship.
- B. Between one and three people can share an officer role.
- C. No officer shall be allowed to take more than one of the following roles:- Party Secretary, Party Chair, Party Leader, Party Treasurer.
- D. All Party Officers will be elected at the AGM or at an Extraordinary General Meeting (EGM).
- E. In the event of an officer being unable to fulfil their duties, a removal from office, or in the event of a sudden resignation, the Leader and Chair are given the power to appoint someone within another elected role to that position until an EGM can occur (which should be at the earliest convenience)
- F. An officer may ask other members to help them in their role but they are ultimately responsible for those members actions when acting in that capacity.
- G. All officers leave their posts at the AGM and return after either an uncontested or successful election.

7. Party Spokespersons

- A. The membership will have the power to appoint Party Spokespersons from within the party to represent their interests and speak on their behalf both inside and outside the party on a specific topic or policy area.
- B. Party Spokespersons will not be allowed to speak in that capacity on matters outside their assigned topic or on any matters where the membership have not already made their intentions known.
- C. All Party Spokespersons will be elected at the AGM or at an Extraordinary General Meeting (EGM)
- D. In the event of a Party Spokesperson being unable to fulfil their duties, a removal from office, or in the event of a sudden resignation, the Leader and Chair are given the power to appoint someone within another elected role to that position until an EGM can occur (which should be at the earliest convenience)
- E. Between one and three people can share a Party Spokesperson role.

8. Membership and Affiliation Fees

- A. Trade Unions or any organisations directly affiliated to the Manx Labour Party shall pay an annual fee to be agreed.
- B. Each individual member of the Party is expected to pay a minimum annual membership, the amount of which will be agreed with a resolution. Fees shall become due on the 1st April each year and are payable within one month.
- C. The Party, at its discretion, will consider concessional membership rates or membership support funds to pay membership rates as agreed by the membership with a resolution.
- D. Failure to keep affiliation fees paid will result in a member not being in good standing
- E. The Treasurer at their discretion may offer some leniency in regards to when a late payment results in a member being considered not in good standing.

- F. No member should offer to pay the fees of another in any conversation where there is any implication it is being done in exchange for votes or support on a specific party matter.
- G. The Treasurer in conjunction with the Chair and Leader may waive the fees of a member at their discretion.

9. Candidates

- A. The Party will seek to develop a register of members who wish to declare for election.
- B. Before any prospective candidate can be considered and adopted as a Candidate of the Manx Labour Party, their application must be submitted and would generally be authorised at a meeting of the party members but which by exception could be an electronic communication and agreed by a majority of members polled.
- C. All candidates that stand for, or are seeking re-election to, Local Authorities or Tynwald and who are adopted to stand by the Party members, are required to give to the Secretary a declaration that they accept the Constitution and Standing Orders of the Party. The Secretary will keep this statement on record.
- D. Any member of the Manx Labour Party wishing to stand as a candidate in the Local Authority or Tynwald, must have been a fully paid up member of the Party for at least six months or have extraordinary exception granted by the membership based on a known history of beliefs and actions in keeping with our party principles.
- E. The Party, through the Treasurer, shall have authority to make funding available, where appropriate, and in a transparent manner to assist legitimate election expenses.

10. Elected Members

- A. Elected Members have a duty, not only to the Manx Labour Party, but to their constituents, by upholding the seven principles of public life which are as follows:
 - i. **Selflessness** - Holders of public office should act solely in terms of the public interest.
 - ii. **Integrity** - Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.
 - iii. **Objectivity** - Holders of public office must act and take decisions impartially, fairly and on merit using the best evidence and without discrimination or bias.
 - iv. **Accountability** - Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.
 - v. **Openness** - Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.
 - vi. **Honesty** - Holders of public office should be truthful.
 - vii. **Leadership** - Holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviours wherever it occurs.

B. REMOVED 2022

- C. Elected Manx Labour Party members should carry out the principles and policies set by the membership.
- D. The Party aims to elect Party Members to the House of Keys, Tynwald, and Local Authorities, in addition to other organisations, through the electoral system of the Island. With the aim of promoting Party Policy and its principles to benefit the Island's residents.

11. Policy

- A. The direction of the Party should be set through resolutions and policy established on decisions approved by the membership. Decisions made must be:
 - i. Based on the Principles of the Party.
 - ii. Contained in either a Policy Document, or a Manifesto, accessible publicly.
 - iii. **REMOVED 2022**
 - iv. Not contradicting any party resolutions.
 - v. Updated and released to the public within a manifesto before each election we are fielding candidates for.
- B. Resolutions will require a simple majority of the voting membership.
- C. Outside of the AGM, decisions will require a simple majority of members present at a meeting containing no less than 10 members including half the members of the Steering Group.
- D. Changes to this document must be made at the AGM or at an EGM. They will require a two thirds (2/3 rds) majority of those voting.
- E. All members must have the opportunity to give their opinion on any resolution considered and to hear the opinion of other members before they cast their vote.

12. Annual Conference Standing Orders

- A. An AGM Committee, an AGM Chair, a Voting Officer and a Teller will be voted in at the January meeting every year to organise the AGM, on the first or second Saturday in May of each year. If that date is not possible, then a date must be set with the involvement of the membership.
- B. **REMOVED 2022**
- C. Any affiliated organisations or Trade Unions must be given representation to the Annual Party Conference/AGM. With up to three members per organisation in attendance.
- D. Other Members of organisations or Trade Unions can attend the AGM. They may address the Conference, with the permission of the AGM Chair, but will not be allowed to vote unless they are an individual member in good standing.
- E. At the AGM all party officers and representatives must stand for re-election. Affiliated organisations and Trade Unions have the right to nominate candidates for Party offices.
- F. At the start of the AGM the Steering Group membership is cleared and disbanded.
- G. The AGM Chair is responsible for ensuring that the Standing Orders are followed to the best of their ability.
- H. The AGM Chair may demand any non-member be removed from the hall for any reason and any member be removed for repeated breach of the standing orders.

- I. If an officer role is contested when the nominations are sent out each candidate will have the opportunity to write a short description of themselves to be sent to the membership in the run up to the election on the position.
- J. If the Party Leader officer role is contested each candidate will have an opportunity to speak to the membership and take questions just before the election takes place.

13. Annual Conference Standing Orders Regarding Motions

- A. Notice of Motions for Resolutions or Constitutional Amendments and nominations of Party Officers for the Annual Conference/AGM should be sent to the Secretary of the Manx Labour Party no later than two full weeks' notice. This notice shall be sent to the membership at a minimum of one week before the AGM.
- B. Emergency Resolutions may be added if agreed by the Steering Group up to 24 hours before the AGM.
- C. When a Resolution has been passed, it becomes Policy of the Party. It cannot be brought forward by any member, or affiliated body, with the view of either changing or rescinding the policy, for a period of six months after it passes.
- D. Amended motions may be proposed until the point the initial motion is voted on, if passed the amended version supersedes the initial one.
- E. Any motions and nominations may have a summary but not a justification and have one proposer and one seconder from the membership before a vote is considered.
- F. If the discussion around any motion is taking too long any member may ask that we either bring it to the vote or we remove it from the agenda. Doing either requires a simple majority vote of those present. When removed from the agenda an EGM must be set up to resolve the matter at the earliest convenience.
- G. A motion may be removed by the proposer at any point until it has been voted on. Removing a motion doesn't remove an amended motion, only the initial one.
- H. A motion to temporarily act outside the constitution to solve a pressing issue can be submitted and passed under the same rules as 11D. It must be specific in regards to what it aims to achieve and an end date within 30 days must be specified.

14. Extraordinary General Meetings (EGMs)

- A. An EGM may be called in response to an urgent need to change party direction or change elected roles within the party.
- B. It must have a clear aim but can be a meeting organised separately to a normally scheduled meeting or added as an item to the agenda of an existing meeting.
- C. During an EGM any decisions that can be made during an AGM using the same mechanisms may be made during the meeting as long as it is related to the aim.
- D. Calling for an EGM requires either the approval of 2/3rds of the Steering Group or 10% of the membership.

15. Voting at the AGM

- A. A Voting officer and a Teller will be voted in at the January meeting.

- B. Voting at the AGM on Motions for Resolutions or Constitutional Amendments is public. If it is found the result is a tied vote, the AGM Chair will give the casting vote.
- C. The Election of Party Officers will be by secret ballot with the teller and voting officer to supervise such.
- D. Members who cannot attend the AGM may also vote. The instructions must be sent out by the Secretary with the notice of motions and officer nominations. For elections involving the current Secretary this process must be overseen by the Voting Officer.
- E. All members must have the opportunity to give their opinion on any motion considered and to hear the opinion of other members before they cast their vote.

16. Meeting Agenda REMOVED 2022

17. Working Groups

- A. The membership will have the power to appoint a Working Group Coordinator from within the membership to set up a group to work towards a specific aim. They may accept and manage volunteers from the membership towards that aim however they see fit as long as it conforms to the overall rules and aims of the party.
- B. Any Working Group set up by a Working Group Coordinator must report to and be overseen by the Steering Group.
- C. Working Groups automatically disband upon completion of their aim.

18. Think Tanks

- A. The membership will have the power to appoint a Think Tank Coordinator from within the membership to set up a group to find solutions for a specific issue or to create policy suggestions. They may accept and manage volunteers from the membership towards that aim however they see fit as long as it conforms to the overall rules and aims of the party.
- B. Any Think Tank set up by a Think Tank Coordinator must report to and be overseen by the Steering Group.

19. Party Advisors

- A. The Party Leader and the Party Chair will have the power to appoint a Party Advisor to give advice to the party on specific topics with an aim to formulate policy and guide party direction.
- B. This position will have no official power or authority and they will have no right to talk on behalf of the party or its membership.
- C. In instances where a non-member is appointed as an advisor, the appointment will require the approval of the Steering Group.

20. Disciplinary Procedures

- A. All Party members are expected to adhere to the constitution. The Party may take disciplinary action in the event of transgression.
- B. At every stage, the Member will have the opportunity to state their case.
- C. **REMOVED 2022**
- D. A Member has the right to appeal to the membership against any disciplinary action.
- E. **REMOVED 2022**
- F. Anonymity should be respected as much as possible throughout.
- G. The member or group of members facilitating this process must have no conflict of interest and must be democratically elected by the membership.
- H. If the conduct is severe enough, a member may be banned from the party for up to 10 years.

21. Dissolution of the Manx Labour Party

- A. In the event of a special meeting being called to consider the dissolution of the Manx Labour Party, there must be two thirds (2/3rds) of the signed-up membership in attendance to vote. And a four fifths (4/5ths) majority of those present is required.
- B. Any Manx Labour Party funds remaining will be distributed to agreed Isle of Man Charities.