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TUESDAY - APRIL 17TH, 2018

75 CENTS

Sandals Takes Union Back to Privy Council

Sandals Resorts is seeking to challenge a 2011 ruling by the Privy Council in London made in favour of the Bahamas Hotel Maintenance and Allied Workers Union (BHMAWU). The nation's highest court ruled that the Union is legal and acted lawfully in its endeavor to maintain its status as the bargaining agent for Sandals' employees and Sandals' interference with the workers in their attempt to unionize was unlawful.

Formal movement began on union representation for Sandals Bahamas on August 17, 2009, when an agreement between the BHMAWU and the workers of Sandals Royal Bahamian was agreed upon and recognized by the Department of Labour.

After lengthy court battles since 2009 between the Sandals management and the BHMAWU as a result of Sandals' failure to recognize the union, with Sandals' main contention being that the union was unorganized, and was not keeping proper dues or membership lists, a final verdict was handed down by the Privy Council on February 23, 2011, in favour of the union.

The Privy Council ruled that on the basis of the criteria laid out in the Industrial Relations Act of The Bahamas, particularly Parts II and III, there was no case for Sandals' refusal to recognize, hinder or to prohibit the BHMAWU from performing its legally mandated right to be the bargaining agent for the workers of Sandals.

Since that time, ignoring the Privy Council's ruling, Sandals' management has still failed to recognize the BHMAWU and has maintained their contentions that the union was not suited to be the bargaining agent for Sandals' employees.



► The Bahamas National Coalition Party (BNCP) staged a protest at the entrance of Sandals Royal Bahamian on Monday, August 22, 2016, to show solidarity with 600 workers who had been fired by the resort.

GUN SEIZED IN GRAND BAHAMA

BY JAMEELHA MISSICK
Journal Staff Writer

Police in Grand Bahama have reportedly seized an unlicensed firearm over the weekend.

According to reports, shortly before 7pm on Saturday, Drug Enforcement Unit (DEU) Officers acting on information, went to an area known as the Terminal Road and discovered in bushes a .380 pistol along with a mag-

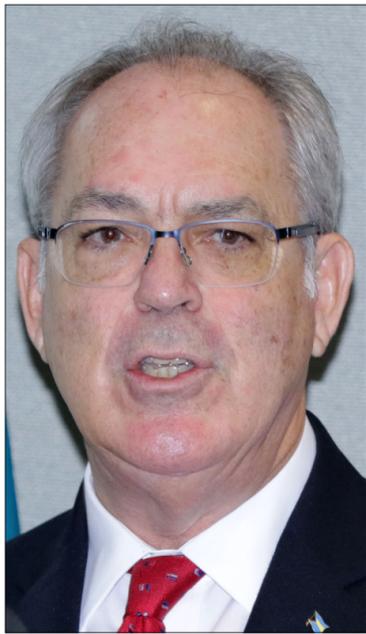
azine.

A search of the area was conducted. However, no suspects were arrested. Police are investigating.

Meanwhile, police in New Providence are also investigating one armed robbery in the past 48 hours. Reports from Police say an armed man entered a convenient store on Fire Trail Road and robbed the cashier of a pack of cigarettes, valued at \$7.00. No arrests were made and investigations are ongoing.

WTO Consultations Launched

BY LICEC BASTIAN
Journal Staff Writer



► Financial Services Minister Brent Symonette (Journal file photo)

The government is looking at ascension to the World Trade Organization (WTO) in 2019 to advance that process, it is looking for input and opinion on what to trade and how to trade.

There are both opportunities and challenges to The Bahamas becoming a member of the Organization. According to Financial Services Minister Brent Symonette these include developing a new fiscal regime that makes The Bahamas less dependent on customs duties.

The first two Ingraham administrations had started to reduce the number of categories for customs duties to about 39, and as the Minnis government prepares the 2018/2019 budget, there is said to be ongoing consultancy on the impact of reducing Custom duties and how it impacts other taxes, Mr. Symonette revealed yesterday.

"There is the whole question of vulnerability of the economy if we switch from

a Customs based to a WTO compliant regime," Mr. Symonette said.

There is also an associated cost and challenges that come along with complying with the WTO, Mr. Symonette told consultants gathered at the launch of the first round of WTO consultations.

"There is the need to develop a new fiscal regime, as we become less and less dependent on customs duty for raising government revenue; the cost of compliance, as we improve our legislation, regulations, policies, practices and procedures to conform with international standards of operation; and the need for some sectors of the economy to make adjustments to a more liberal investment environment," Mr. Symonette said.

The Bahamas obtained observer status to get acquainted with the WTO and its workings back in 2000, a year later, it applied for full membership. In 2017, it resumed its membership application, according to Mr. Symonette.

Defence Force Officer Charged With Stealing

BY LICEC BASTIAN
Journal Staff Writer

Another Defence Force officer was arraigned before the courts yesterday for stealing by reason of service.

Appearing before Magistrate Darence Rolle-Davis, 37-year-old Tavares Styles was charged with two counts of stealing in separate incidents.

It is alleged that on March 20, 2017, Glenford Bevans gave the Marshall Road resident \$2,200 for vehicle parts. According to the particulars, Styles was given the funds for two F-150 doors for a truck, however, Styles did not return the goods for the money he received.

The complainant said that he contacted Styles on a number of occasions but was unable to reach him, resulting in a complaint to the police and Styles being brought in for investigation on April 13.

When asked if he understood the charges, Styles said that he understood the charges but stated that the amount was incorrect, subsequently he pleaded guilty.

Styles claimed that he was the middle man and that he had receipts showing that the parts were purchased. However, between shipping they [the truck doors] went missing. He said that he takes full responsibility. He stated that he had offered to repay Bevans in two installments, but Bevans declined, stating that he wanted a full refund.

■ See OFFICER CHARGED WITH on PAGE 2...

SHANTYTOWN SURVEYS BEGIN

BY JAMEELHA MISSICK
Journal Staff Writer

Shantytown surveys have officially commenced and Chairman of the Shantytown Action Task Force, Minister of Labour Dion Foulkes said they are going well.

"We completed three of the shantytowns, all in the Carmichael Road area, we're also almost finished the only one in Fox Hill, and we intend to go out Saturday and Sunday of this coming week with all 11 teams that will be conducting the survey.

■ See SHANTYTOWN / page 2...

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Sandals Takes Union Back to Privy Council

Continued from / PAGE 1...

According to an article in Caribbean News Now, Sandals is yet again questioning the standing of the union, rejecting previous court rulings as high as the Privy Council that its case is without merit. The BHMAWU is the recognized bargaining agent for Sandals employees and is constituted as a legal union entity in The Bahamas.

The matter is set for judicial review from May 8-10 and, although the Privy Council has already ruled on the matter, according to a local attorney, in the Bahamas system of precedent, the Privy Council is able to depart from an earlier ruling on the basis of compelling arguments for a different result.

Sandals has stalled, delayed and made it difficult for union representatives to hold meetings on the property for the workers, and made it difficult for workers to

seek representation when there is an industrial dispute or issues raised about the suitability of the working environment.

This prompted Sandals' workers to hold a demonstration against the management on July 12, 2016, under new leadership of the BHMAWU. The union leaders alleged that the working conditions at Sandals were "horrible" and also the management's failure to sit at the table to negotiate how the BHMAWU was to proceed with protecting workers was a disgrace and shameful.

The union executives who organized the protest earlier that morning were arrested for obstruction after they made an appearance on radio talk show later on in the afternoon to discuss why the protest needed to take place.

Several other employees of Sandals were also arrested and charged with obstruction at the site of the protest in front of the Sandals prop-

erty.

By Friday July 15, 2016, the BHMAWU executives who were employees of Sandals, comprising the first vice president, assistant secretary general, second vice president, and secretary general of the BHMAWU, were suspended indefinitely by Sandals.

An excerpt of the suspension letter read as follows: "You are hereby suspended with pay until further notice pending investigations into the demonstration that you participated in and organized which took place in front of Sandals Royal Bahamian on July 12, 2016, and the public pronouncements you made on the radio about Sandals Resort..."

This was confirmed by Sandals human resources manager at the time, Cathy-Ann Cromarty-Johnson.

The union executives were never rehired by Sandals, the current BHMAWU union head confirmed and who is also not

currently employed by Sandals and is seeking further legal remedy for her unfair dismissal and the dismissal of several others involved in the protest who were dismissed in 2016.

As a result of the suspensions, the BHMAWU filed charges on August 10, 2016, for failure to negotiate with the union and intimidation of Sandals employees, naming Sandals financial controller, Ronnie Mercer and general manager, Gary Williams in the case. Both Mercer and Williams were made to report to the police authorities once a week until the matter was resolved.

However, a nolle prosequi was granted by the attorney general at the time, Allyson Maynard-Gibson, on August 15, 2016, ending any further proceedings against Mercer and Williams in the matter.

The very same day that Mercer and Williams were granted the nolle, Sandals

then terminated some 600-plus workers at the property, citing the need to undergo some US\$4 million in renovations and infrastructural upgrades to the property.

The government at the time, led by former minister of labour, Shane Gibson, said it was unaware of Sandals' intentions of closing the resort for renovations or for any reason. The government claimed that no discussions were held with Sandals management in that regard or any other matter that would warrant the temporary closure of the resort.

Guests who had booked reservations were also

unaware of the Sandals closure.

After firing the 600-plus workers on August 15, 2016, Sandals then held an employment fair starting on August 22, 2016, to hire new workers for the resort. Some 900-plus persons showed up for the fair, some of which were persons just recently fired by Sandals.

Sandals claimed that they were acting under the provisions of the Employment Act, 2012, which enabled them to close their doors to conduct the infrastructural repairs needed.

See SANDALS TAKES / page 4...

SHANTY TOWN SURVEYS BEGIN

Continued from / PAGE 1...

"They were very receptive, and very open and the majority of them answered all of the questions. The enumerators were very pleased with the results," Mr. Foulkes said.

"There really isn't a challenge because everyone is cooperating, the only problem is that there are no numbers to the houses, so it's difficult to actually pin point the houses that have been surveyed.

"What our enumerators are doing, is they are actually taking photos with

their cellphones of the individual homes," he said.

"The next move is to give notice about the intention to have all of the residents, all of the buildings that are not built to code, to have them removed.

"We intend to give three months notice, which we think is more than enough time for the residents to find alternate accommodations," he said.

Mr. Foulkes acknowledged the efforts of the leaders in the Haitian community, who he said played a major role in preparing residents for the surveys.

"All of them read a notice in their

churches on Sunday which was prepared by our committee both in English and in creole," he said.

"We also met with five radio hosts who do Haitian-creole talk shows on their various radio stations, and they also sent out the information for us," he added.

Mr. Foulkes said the surveys which were originally scheduled for a 6-week period, may now only be a two-week process.

The whole idea is part of an initiative to regulate all unregulated communities.

Defence Force Officer Charged With Stealing

Continued from / PAGE 1...

Styles was then further charged with stealing \$5,355 from Jamal Deal. In this instance, it is alleged that Styles received the money to purchase a 2009 Chevy Silverado.

Again, Styles claimed that he was the middle man as the truck was to be bought through his cousin. He again acknowledged that he had to take responsibility and had offered to repay both individuals.

He admitted that receipts were given to both complainants, but they did not receive the goods.

In the case of the purchase of the vehicle, Styles said that he had offered Deal his own personal truck, but before the transaction could be completed he was taken into custody.

He was denied bail and sentence was deferred for ten days, giving Styles until April 26 to sort out any transactions that he has to.

He was remanded to the Bahamas Department of Corrections until April 30th.

GOVERNMENT OF THE COMMONWEALTH OF THE BAHAMAS
THE MINISTRY OF FINANCE
THE PUBLIC FINANCIAL MANAGEMENT AND PERFORMANCE MONITORING REFORM PROJECT (PFM/PMR)

POSITION AVAILABLE: OPERATIONS MANAGER

Title: Operations Manager

This notice is placed on behalf of The Ministry of Finance to provide background information regarding the PFM/PMR Project to enable interested persons who meet the stated criteria to determine their eligibility and offer their services under the requirements of the project. The Government of the Commonwealth of the Bahamas (GoB) has received financing from the Inter-American Development Bank (IADB) under loan #3340/OC- BH to fund the contract cost.

SUMMARY OF BACKGROUND INFORMATION
PFM/PMR will improve Public Sector Financial Management and Performance Monitoring capabilities via four Components: Performance Monitoring, National Statistics, Public Financial Management and Public Procurement. Component 1 is to strengthen the management capacity of the public sector to monitor priority projects and programs more efficiently and effectively. The Consultant will support the Chief Operating Officer (COO) of the Prime Minister's Delivery Unit (PMDU).

FUNCTIONS AND RESPONSIBILITIES
Reporting to the (COO), the operations manager will set up an implementation plan for the structure and development of the PMDU, provide feedback on the process changes required to facilitate the work flow redesigns required for the introduction of a center of government model. They will assist with the sensitization of Ministers, Senior Public Servants, Ministers, and, when applicable, the public, on the benefits of the new process flows and how to make the desired changes. The consultant will also be responsible for drafting the PMDU's policies and procedures, management of the staff and directing the work of the unit with the initial assistance of the Advisory Firm (training). Inter alia, the Consultant will:

- Familiarize themselves with existing literature on Delivery Units and Center of Government, The Bahamas National Development Plan, the current administration's priorities.
- Manage the PMDU's participation in coordination and monitoring meetings with Ministers, Permanent Secretaries and technical teams from Ministries with the aim of identifying and unblocking potential obstacles
- Support Ministries preparing Delivery Strategies and/or Implementation Plans for priority projects by providing draft formats and guidance on project planning, resource management, methodological issues, performance indicators, verification, process identification for key projects, budgets, and stakeholder mapping
- Coordinate with the Ministry of Finance to ensure adequate resource allocation to top priorities, proactively identifying and offering solutions for financing gaps
- Prepare a contextual risk analysis for each top priority
- Prepare a draft reporting format and proposed protocol for coordinating and monitoring Government's top priorities
- Prepare a draft strategy for vertical coordination with local governments to achieve top priorities at territorial level
- Oversee Priority Managers providing support in line ministries, unblocking obstacles that could prevent priority goal achievement
- Lead internal meetings of the PMDU, as applicable and contribute to monitoring meetings by preparing specific questions for the meeting's chair to identify and solve bottlenecks
- Coordinate training and guidance to staff in charge of coordination with specific sectors or priorities regarding delivery methodological, and the specific work program with its sector or sectors
- Contribute to the design and implementation of a website and other mechanisms for reporting the government's progress to Bahamian citizens in achieving top priorities
- In coordination with the COO, prepare a succession plan for leadership of the PMDU

EDUCATION, SKILLS AND EXPERIENCE

- Master's in Business Administration, Public Policy, Economics, Statistics or other similar disciplines required
- At least ten years of relevant experience in implementing complex projects or programs (in the public or private sector) with experiences in leadership
- Public Sector experience particularly leading the implementation of public policies in ministries is highly valued with knowledge on Regional public management knowledge and/or international Center of Government a plus
- Certification in Project Management is required

SELECTION PROCESS
Selection is in accordance with the Qualifications of National Individual Consultants method procedures set out in the Inter-American Development Bank: Policies for the selection and contracting of consultants financed by the Inter-American Bank (Document GN-2350-9). Note that the Government of the Commonwealth of the Bahamas has the authority to reject any and all proposals without an explanation. CV's must be delivered with the subject line: Operations Manager by e-mail by 5:00pm on April 25th 2018 to

Tonya Adderley, Project Manager
Public Financial Management/Performance Monitoring Reform Project
E-mail: pfm@bahamas.gov.bs

BAIN TOWN
Homecoming
APRIL 22 - 28, 2018

Haitian National Charged With Trespassing

BY LICEC BASTIAN
Journal Staff Writer

Haitian national Judith Alcime, was charged with trespassing in Magistrate's Court yesterday.

The 37-year-old woman Golden Isle resident, who has been living in The Bahamas for the past six years was charged with trespassing on the property of Mary Taylor's home in Carmichael Road.

It is alleged that on Friday April 13 around 3am, Alcime was found standing on the porch of the home in Carmichael.

Standing before Magistrate Ambrose

Armbrister, Alcime when asked to enter a plea replied "no".

When Magistrate Armbrister, asked second time there was no response from Alcime.

However, before repeating the question, Magistrate Armbrister questioned whether or not she understood what he had asked her. At this time the magistrate then explained what he meant by entering a plea, noting the difference between a guilty or not guilty plea.

When asked again if she wanted to plead guilty or not guilty Alcime again said "no".

Magistrate Armbrister then said that he would interpret Alcime's no to a not guilty plea.

He then noted that the charge of trespassing did not require a custodial sentence therefore granting bail in the sum of \$500. When asked if she had any relatives or knew anyone in the courtroom who could post her bail, Alcime said she did not see anyone.

The magistrate then remanded her to the Department of Corrections pending someone posting bail.

The alleged trespasser was arrested after the home owner, Taylor called the authorities when she awoke

to a noise on her porch only to find Alcime there.

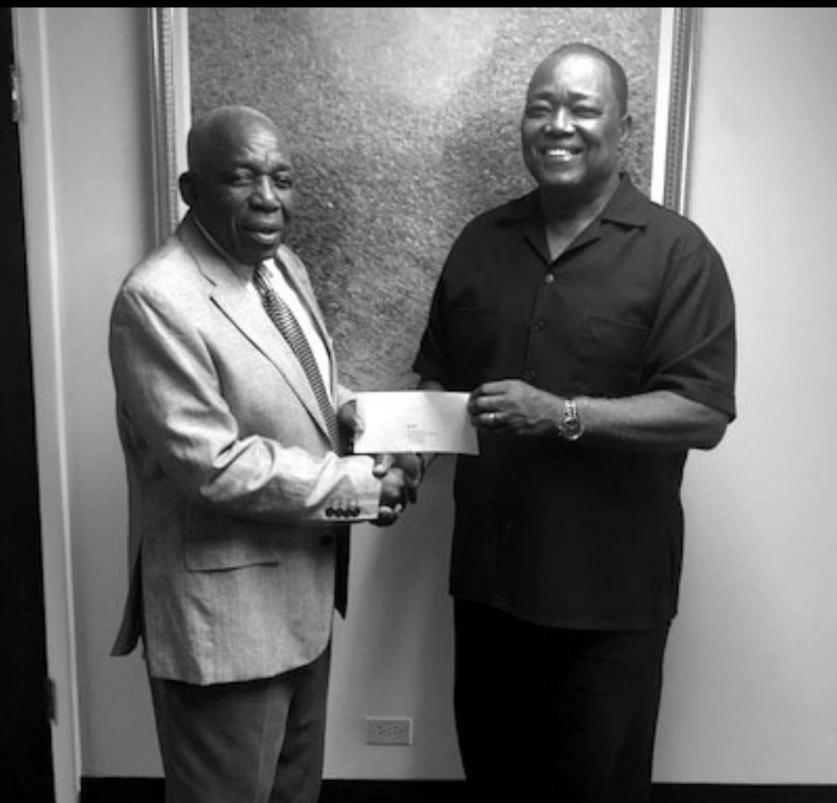
A video captured from inside the home and making the rounds on social media

this past weekend showed a woman dressed in a white robe with her head tied. The woman who is believed to be Alcime, was questioned by

the home owners as to why she was there. However she did not respond.

Alcime returns to court on May 14.

BAIN TOWN DONATION



► Great enthusiasm has been generated for the Bain Town Homecoming celebrations scheduled for April 22 to 28th. Many longtime residents and descendants of the community are coming together to make the celebrations a success. Above, Godfrey Eneas, the son of William (Bill) Eneas, now deceased, makes a donation to Reverend Doctor C.B.Moss, President of the Bain Grants Town Development Association in memory of his father for the staging of the event.

SPOTLIGHT ON BAIN GRANTS TOWN

THURSAYS 7:30 P.M.
SATURDAYS 9:00 A.M.

LOVE 97

HOST; REV. DR. C. B. MOSS

THE MOST UNIQUE SHOW ON RADIO

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Fidelity Bank Apprenticeship Program

Across The Fidelity Group, we are driven by a clear purpose – making a positive difference in the lives of our colleagues so they can make a positive difference in the lives of customers and in the communities we serve! Therefore, in keeping with our guiding principles, and in support of our continued growth, we are seeking to attract PHDs to join our team. Job applicants who are Passionate, Highly Motivated & Driven to Succeed and wish to become Banking and Finance Apprentices should apply.

What can Participants in our Apprenticeship Program expect and what will they be doing?

We have a reputation for being a training bank. So naturally, we will be providing great personal and professional development with the opportunity to advance to supervisory and managerial positions in an accelerated program.

We will help participants to develop an in-depth knowledge of our products, services and processes; enhancing their communication, leadership, and people skills.

Our Apprenticeship Program is comprised as follows:

- One year in Deposit Administration, Business Development, and Customer Service
- One year in Loan Administration and Lending
- One year in Operations, Compliance, and Special Projects

To service our customers while being trained, coached and mentored requires that participants in our Apprenticeship Program can work flexible hours in any of our branches in New Providence, Freeport or Marsh Harbour, and are available to work on Saturdays as required. Fidelity offers Saturday Banking at most of its branches.

We hire for attitude and potential, then train for skills. So what skills and qualifications will participants need? Because our training is extensive, participants will not need any previous experience in Banking or Finance. However, to succeed in this program requires that you already possess the following attributes:

- Ability to persevere and commit to a three (3) year program
- Ability to learn quickly in a fast paced environment
- Ability to receive constructive feedback
- Giving "EXTRA", with a passion for providing exceptional customer service
- Professional in demeanor, deportment, and dress
- High ethical standards in your work and personal life
- A passion for sales and solicitation in a strong sales culture

Additionally participants will need to possess either of the following qualifications:

- Bachelor's Degree with a GPA of 3.0 or above or
- An Associate's Degree with a GPA of 3.0 or above, and four (4) BGCSEs with a 'C' grade or above or
- A High School Diploma with a GPA of 2.8 or above, and four (4) BGCSEs with a 'C' grade or above and five (5) years working experience in any capacity

Participants will be assessed on a quarterly basis and must meet all the requirements of the program to be retained in the Apprenticeship Program. Come Grow With Us! Because at Fidelity "We're Good For You!"

FIDELITY
We're good for you!

PLEASE SUBMIT RESUME AND TRANSCRIPT BEFORE: April 20th, 2018

HUMAN RESOURCES

Re: Apprentice Program

51 Frederick Street | P.O. Box N-4853 | Nassau | F: 328.1108

careers@fidelitybahamas.com

PRE-SCHOOL WEEK 2018 FOCUSES ON THE IMPORTANCE OF PLAYING

BY KATHRYN CAMPBELL

Eye catching, colorful and creative paintings, drawings, games, hand puppets, building blocks and more – the work of preschoolers – are on display in the foyer of the Ministry of Education in

recognition of Pre-School Week.

The Early Childhood Education Section through the Department of Education officially opened the Exhibition of Children's Work and the 15th annual Pre-School Week Monday, April 16th. The theme for

the week is "Let the Children Play."

In remarks, Dr. Lisa Fitzcharles, Acting Senior Assistant Secretary, said the organizers of the week have captured the importance of play in early childhood education through the 2018 theme.

Dr. Fitzcharles recalled the admonishment of the Hon. Jeffrey Lloyd, the Minister of Education, to

newly appointed teachers in 2017 to let children play and his recommendation for a properly controlled, super-

vised environment where children are allowed to play.

■ See PRE-SCHOOL / page 6...



► Scenes from the 15th Annual Preschool Week Opening Ceremony and Exhibition. (BIS Photos/Eric Rose)

WTO Consultations Launched

■ Continued from / PAGE 1...

"Against this backdrop, the Government is pursuing membership in the WTO. We do so fully aware that this represents a paradigm shift for international trade in The Bahamas.

"We are fully aware of the opportunities and challenges that membership in the WTO poses, but believe that, based on our research and best guidance that this is in our medium and long term interest.

Mr. Symonette stated that successful participation in the WTO will help The Bahamas in several ways.

"We believe participation in the WTO will accelerate growth and development of the Bahamian economy through increased strategic domestic and international capital formation; improve The Bahamas' global competitiveness, as we apply ourselves to global standards of trade, and aggressively pursue international partnerships that work to increase innovation and development.

"It will better protect our trade by seizing upon the protections and safeguards of the rules based system that the WTO offers; improve access to global markets for

Bahamian products and services through progressive bilateral arrangements within the WTO; and generate greater wealth opportunities for Bahamians through global business," Mr. Symonette said.

"While we eagerly pursue these opportunities through our strategic economic policy which includes accession to the WTO among other things, the Government recognizes that WTO membership will present some challenges.

"While I note some of these challenges, let me quickly say that, contrary to popular belief, these challenges do not include the following: The free movement of labour, in which people from anywhere will have unfettered access to The Bahamas for work.

"Allow me to stress that is not a feature of the WTO at all; the unfettered access of companies like Walmart to The Bahamas; that too is simply not the case; the ability of any mom and pop store in the region or anywhere else in the world to freely set up shop in The Bahamas; yet another falsehood I must stress; and the inability of The Bahamas to determine its economic and monetary policy," Mr. Symonette said.

Sandals Takes Union Back to Privy Council

■ Continued from / PAGE 2...

However, less than two months later, and in time for the peak tourism season, Sandals reopened its doors on October 27, 2016, after having delayed the reopening that was originally scheduled for October 14, 2016, as a result of effects of Hurricane Matthew.

There was a grand reopening celebration held in November 2016, with more

than 400 invited guests and 600 hotel visitors celebrated the re-opening of the resort, including former prime minister of The Bahamas, Perry Christie, other former cabinet ministers, the prime minister of Jamaica, Andrew Holness and also the Stewart family, owners of the Sandals Group.

As a result of the mass firing of Bahamian workers and the indefinite suspension of BHMAWU execu-

tives, Sandals employees are still without union representation; and none of the former executives that were laid off from the property have been re-engaged by Sandals.

Along with new executive officers of the BHMAWU, the union says its financial returns are up to date, as required by law, as well as records of meetings and actions by the union are open and transparent to the

relevant governmental agencies.

The union also has in its possession a copy an up to date Labour Certificate,

which acknowledges its good standing as a credible employee union and bargaining agent in addition to having the 50 + 1 person

quota mandated by law that allows them formally to organize and act as the bargaining agent for Sandals employees.



GOVERNMENT NOTICE

MINISTRY OF PUBLIC WORKS

PRE-QUALIFICATION FOR TENDERING FOR METAL ROOF DECK REPLACEMENT AT THE CUSTOMS WAREHOUSE BUILDING AT WINDSOR FIELD ROAD, NASSAU, BAHAMAS

The Government of the Commonwealth of the Bahamas intends to pre-qualify Bahamian contractors for replacement of the metal roof deck on the Customs Warehouse Building at Windsor Field Road, Nassau The Bahamas.

The Ministry of Public Works invites Bahamian contractors wishing to pre-qualify for this work to submit completed pre-qualification questionnaires documenting their legal status, and their technical and financial capacity to provide the services required. Contractors **NOT** meeting the pre-qualification requirements; will **NOT** be invited to tender.

Interested parties may obtain pre-qualification questionnaires as of 13th April 2018 from the office of the Director of Public Works, Ministry of Public Works, between the hours of 9am to 5pm on the 3rd Floor West Wing, Ministry of Public Works Building, J F K Drive, Nassau, Bahamas. A non-refundable fee of Twenty Five Dollars in cash (\$25.00) is payable to the Accounts Section of the Ministry of Public Works, third floor, North Wing. Proof of payment is required before receipt of documents.

The completed pre-qualification questionnaire must be placed in a sealed envelope addressed to:

The Director of Public Works
Ministry of Public Works
P.O. Box N-8156
John F. Kennedy Drive
New Providence
Bahamas

and deposited in the Pre-qualification Box in the office of the Director of Public Works no later than 12:00 noon on 23rd April 2018.

Applicants will be notified of the results after the evaluation process has been completed.

Antoinette L. Thompson (Ms.)
Permanent Secretary (Actg.)



GOVERNMENT NOTICE MINISTRY OF EDUCATION TENDER FOR SCHOOL/FACILITY SECURITY SERVICES

NOTICE

The Ministry of Education invites sealed bids from eligible persons to provide security services at the following schools in New Providence:

SCHOOL/FACILITY

Thelma Gibson Primary School
C.V. Bethel Senior High School
Learning Resources Section
R.M. Bailey Senior High School
Government High School
L.W. Young Junior High School
A.F. Adderley Junior High School
H.O. Nash Junior High School
C.I. Gibson Senior High School
C.R. Walker Senior High School
C.H. Reeves Junior High School

Tender documents may be collected from the Ministry of Education in New Providence between the hours of 9:00 a.m. – 5:00 p.m.

All bids are to be submitted in duplicate in a sealed envelope bearing no identity of the bidder and clearly marked as follows: "Bid for Security Services – Ministry of Education." Companies must provide two officers per shift – 4:00 p.m. to 12:00 midnight and 12:00 midnight to 8:00 a.m. – for all locations.

Bids must also be accompanied by copies of a valid Business License and a Letter of Good Standing from the National Insurance Board.

Bids may be delivered in person or sent mail/courier to the following address: The Chairman, Tenders Board, Ministry of Finance, Cecil Wallace Whitfield Centre, West Bay Street, P.O. Box: N-3017, Nassau, The Bahamas, Telephone Number: (242) 327-1530. All hand delivered bids must be deposited in the Tender Box provided in the Ministry of Finance not later than 4:00 p.m. on or before Friday, 20th April, 2018. Bids sent by mail/courier must also be received in the Ministry of Finance not later than 4:00p.m. on or before Friday, 20th April, 2018. Late bids will be rejected and returned unopened.

Bids will be opened at 10:00 a.m. on Tuesday, 24th April, 2018 at the Ministry of Finance, Cecil Wallace Whitfield Centre, West Bay Street, Nassau, New Providence, The Bahamas. Bidders or their designated representative(s) may attend the opening.

The Ministry of Education reserves the right to reject any or all bids submissions.

Donella Bodie (Mrs.)
PERMANENT SECRETARY

Is Your Best Tune Still Inside You?

The 2018 series salutes fashion mogul Peter Nygård's Golden Jubilee detailing his rags to riches story and incredible business success over these past fifty years. The Clifton Review will take an inside look at how he did it.

Are you headed to your grave with your best tune inside of you?

Studying the words and actions of fashion mogul Peter Nygard has been quite instructive of his road to 50 years of business success.

A speech he gave to a graduating class from his high school alma mater speaks to his philosophy of life and approach to success.

In his talk, he expressed a concern that arose from observing people on his travels that revealed that some people aren't allowing themselves to use their gifts. He shared the following:

"People are in constant struggle with time and place. People always seem to have a feeling that they are either too young or too old to do certain things."

Nygard further expressed, **"Most people go to their graves with their best tune still in them. The most beautiful melodies in all the world are never played simple because the average person has never learned to get them out."**

He gave this prescription for the graduates to follow on their road to success.

- Develop the right mental attitude
- Establish a goal and purpose
- Pay the price.

Nygard expounded with the following:

Successful people always have a good attitude; they expect more good out of life than bad. They expect to succeed more than fail. You can always tell who's a successful person—they radiate confidence; they act successful; they expect success; and they get success....

You must determine as to where you want your attitude to take you. Develop your goal—your purpose in life. Develop both a

THE CLIFTON REVIEW

By P. J. Malone

The Clifton Review is a bi-weekly column that examines the question of the Clifton project along with the evolution of the war between two billionaires, the links to unsavory characters, the use of the courts for personal agendas, the involvement of the Government opposition party (the FNM), and the attacks on the Government of The Bahamas.

long-term and a short-term goal. Make the long-term goal almost impossible because one thing about the impossible is that you don't have much competition.

When you establish a goal for yourself, you will feel a surging power pulling you towards it. A goal is a dream in the mind, felt only in the heart that is too big to be denied... Napoleon Hill said, "What the mind of a man can conceive and believe it can achieve"....

Once you have developed the right attitude and clearly defined your goal in life, you are on the road to success. Success has been defined as "The progressive realization of a worthy deal." You do not, however, necessarily have to be wealthy to achieve success, unless money is your goal. Think about your goal every morning and every night....

You must pay the price. This, in simple terms, means work. To this day, there is no better method of succeeding than to work hard. Success in life is not determined by being dealt a good hand, but by making the best of the hand we are dealt.

What are we given? What are our possessions in life? They are our mind, our abilities, our unique and individual talents, and time. These are our possessions and it is really an enormous amount of wealth. Let's plan to invest it in the most productive way every day of our lives.

Peter Nygard ended his speech to the graduates by stating that tried and true axiom, 'you only get out of life what you put into it'.

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The Bahama Journal
Quo Vadis, Bahamas?

Kimaley P. Jones
Vice President/Operations

E D I T O R I A L

KNOWING THE CUSTOMER

To say the least, some of us who are called to testify as character witnesses routinely decide to fudge not only the truth, but who also make it their business to suggest that they who stand in judgment should – for whatever infernally grounded reason – make decisions based on class or some other equally invidious basis.

We make this observation as basis for our conclusion that:-- Since we are all equal in the sight of not only the Almighty, but also in the reasoned evaluation of judges and other learned ones who are called upon to help in the search of justice, no distinction should be made in favor of anyone--no matter the reputation they have amongst their familiars and affiliates!

This is axiomatic!
And thus, today, our lament and chagrin at some of the reasoning now being trotted out in that crooked set of dealings where hundreds of thousands of dollars belonging to the Bahamian people were stolen by a certain white collar [working in a state provide suite] did the deeds which led to her conviction for thefts from the College of The Bahamas.

And as if their sweet words could sway opinion, some who should know better are suggesting that no real purpose would be served were this convicted criminal to be required to do the time now that a jury has found her guilty of doing the crime.

We respectfully suggest that precisely because this woman was too clever by half—she should expect no mercy--and as echo would shout, we too cry no mercy since this convicted person has not seen fit to express any remorse for her willfully plotted law-breaking!

This is most unfortunate!
Let it therefore be appreciated that:-- Time and time rolled on top of even more time, we have lamented when some youth man or woman has been given a custodial sentence; and as we now recall, some of the sentences handed down came with recommendations to the effect that, the miscreant in question should be taught a lesson!

And yet, we did lament because we knew as so very many so-called 'ordinary' people also

know that a prison term can mean the beginning of the end for many a young man or woman!

In addition, we have also suggested that these things are so in this deeply challenged Bahamas precisely because of the fact and perception which suggest that there are rules which apply to criminals who do their crooked stuff behind veils designed to shield them from any real scrutiny.

In stark contrast are the antics of the young punk who is always subject to the most intense scrutiny by the police, their neighbors, family and so-called 'friends' and thus, these are precisely the types of losers who routinely scare the bejesus out of their fellows.

Evidently, the same does not apply to how some of Chimeka Gibbs' familiars and affiliates view her; indeed, submissions rendered suggest that there are people out-there who would want the world to know of their affection for this woman who has been convicted on charges redolent of the label--GRAND THEFT--!

As one detailed news report notes: - "...According to court documents, Gibbs served as both a senior clerk and a human resources assistant at the college.

"The jury was told Gibbs stole over \$600,000 from COB by reason of her employment at the institution. The jurors were also told Gibbs falsified numerous COB direct deposit files, the result of which purported to show she was entitled to over \$200,000 in salary payments.

"According to the evidence given at trial, Gibbs accomplished the latter feat by manipulating the information contained on certain documents to be submitted to the Bank of the Bahamas on behalf of COB.

"As a result, Gibbs received up to \$13,000 over and above her monthly net salary of \$2,395 between 2008 and 2015. In total, Gibbs paid herself \$640,000 extra between those seven years to various bank accounts at Commonwealth Bank, Scotiabank First Caribbean International Bank and the Royal Bank of Canada."

Evidently, these banks did not really and truly know this customer!

THE BAHAMAS
Sun, Sand, Sea ... and
The Bahama Journal
NO BETTER READING

Four Bodies Claimed
Brush Fire Scorches Acres of Land
22ND MURDER VICTIM Identified
GO TANKLESS
Debris Hinders Business For Ferry Operators

SHUT-EYE WEIGHT AND SEE.

DOC TRYIN TER GET A SIX PACK... I GAT MINE.

I ♥ KFC

STOP SHOWIN OFF!

MINISTER OF HEALTH

#phildorsett1916

PRE-SCHOOL WEEK 2018 FOCUSES ON THE IMPORTANCE OF PLAYING

Continued from / PAGE 4...

She gave the organizers of Pre-School week an A+ grade for acting upon the Minister's remarks in a tan-

gible way and using it as inspiration for this year's theme.

"We must ensure that what we put on paper we turn it into action. It must be

daily action and not just for a special event or a particular occasion.

"Through your creativity and innovation you have shown us ways in which pre-

schoolers can be engaged in active, meaningful learning through play. Activities such as play blocks, drama and the use of games enhance learning and enrich lives,"

she said.

Dr. Fitzcharles commended the Department of Education and participating schools, and thanked them for remaining abreast of current practices in early childhood education.

"In so doing you have ensured that our pre-school students are exposed to developmentally appropriate activities through play. You know that you are on the right track since the most notable organization in early childhood education the National Association of the Education of Young children has indicated that play is an important vehicle for self-regulation as well as for promoting language, cognition and social competence. Play gives children opportunities to enjoy the outdoors, develop physically, express their

emotions, build creativity, and solve problems. We should encourage that," she stated.

Ellen Rhodriquez, Senior Education Officer, said the week highlights the importance of pre-school education in the Bahamas.

She said the exhibition depicts and highlights various learning centre activities that children engage in through play such as building with blocks, outdoor physical development as well as hands on activities to develop skills such as math and language.

Activities for the week include a church service, parents' night, sports day, literacy fair, parade/road march.

There are 22 government pre-school units and 6 stand-alone pre-schools .



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Scenes from the 15th Annual Preschool Week Opening Ceremony and Exhibition. (BIS Photos/Eric Rose)



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Students and Parents Sing Praises for National Arts Festival

BY ERIC ROSE

The Louise McDonald High School ninth-grader bashfully said that she was not ready to be interviewed on camera. No matter how much the other members of the school choir cheered her on, the young girl only blushed more and shook her head.

It was not until her choir director – and Physical Education teacher at the school in Alice Town, Bimini – Ms. Stephanie Woodside stood next to her and encouraged her with a comforting smile, did she look up and flashed a shy grin.

“My name is Maya Saunders,” she began slowly, “and I enjoyed the experience of the National Arts Festival because I got to break out of my nervousness.”

She smiled broadly at Ms. Woodside and her schoolmates and continued on about the adjudicators coming from the capital to her little school.

“I appreciate it and I hope to see them again next year,” she said with a bit more confidence. “I will move around more (when singing her solo) and stop rocking and feel the song.”

Students throughout several Family islands sang along with Maya's sentiments about the E. Clement Bethel National Arts Festival adjudications.

In fact, her fellow classmate Brian Rolle said that he enjoyed being part of the choir that performed that day.

“It is an honour for me, personally, to be in the school choir and attending

the National Arts Festival – going on two years now,” he said. “Ms. Woodside has been a great teacher and I have some great (fellow) choir members, who really help me to explore your voice.

“It's been a great learning experience, knowing the judge, getting to know the different tunes, exploring my voice and meeting new people.”

In Nicholl's Town, Andros, Huntley Christie eighth-grader Elli Evans entered two pieces of craft for adjudication. She said that she felt good entering the Festival; but spoke honestly about the experience.

“I felt a bit scared, a bit nervous,” she said, while fiddling with the shell-covered hair accessories she had created. However, she was



► Louise McDonald High School ninth-grader Maya Saunders (right) speaks about her experience in the E. Clement Bethel National Arts Festival, during the recent adjudications at her school in Alice Town, Bimini. In the left background is Physical Education teacher at the school and choir director Ms. Stephanie Woodside. (MOYSC/BIS Video Capture Footage By Eric Rose)

proud of her work. “I really like the colours,” she added.

She even took the time to encourage her friends and classmates to enter next year.

“If they join, they could make something good – and they could get a grade for it and probably make some money (selling the crafts later),” she said, showing her entrepreneurial spirit.

Her fellow schoolmate and ninth-grader Tamari Wallace created a decorated mirror as his craft piece. He proudly showed it off and said that it was fun to enter the Festival. He also talked about using shells and dried pods from the Woman's Tongue Tree to decorate his entry.

“I really like the design of

it,” he said.

In the Abacos, students at the Hope Town Primary School chimed in and said that they enjoyed the experience and they worked hard to prepare.

While at at Every Child Counts, a school for special students in Marsh Harbour, Ronel Escarment is in his last year of school and said he has taken part in the Festival for a number of years. He noted that he was grateful to the judges, who took their time out to visit and adjudicate their performances.

“I think the National Arts (Festival) is very amazing,” he said. “I practice for it every year and get ready to be judge by people who know a lot about music, and

who can help me to improve what I do and what I love to do.

“It can make you very nervous; but I get to it and I do it,” he added.

Ronel's mother, Caroline Sawyer said, “We are very proud of Ronel – of course -- and we are quite pleased that he is able to perform at a National level, because the National Arts Festival makes it a possibility.”

From the Treasure Cay Primary School was Odell Cox, Jr. – a Bahamas Primary School Student of the Year Foundation nominee who happens to have a love for Junkanoo. He was enthusiastic about the Festival.

■ See STUDENTS AND / page 8...



► Huntley Christie High School students Tamari Wallace (left) and Elli Evans showcase their arts and crafts pieces entered into the E. Clement Bethel National Arts Festival, during the recent adjudications at the Nicholl's Town, Andros school.



GOVERNMENT OF THE COMMONWEALTH OF THE BAHAMAS
THE MINISTRY OF FINANCE
THE PUBLIC FINANCIAL MANAGEMENT AND PERFORMANCE MONITORING
REFORM PROJECT (PFM/PMR)



CONSULTANCY AVAILABLE: PRIORITY MANAGER

Title: Priority Manager

This notice is placed on behalf of The Ministry of Finance to provide background information regarding the PFM/PMR project to enable interested persons who meet the stated criteria to determine their eligibility and offer their services under the requirements of the project. The Government of the Commonwealth of the Bahamas (GoB) has received financing from the Inter-American Development Bank (IADB) under loan #3340/OC-BH to fund the contract cost.

SUMMARY OF BACKGROUND INFORMATION

Component 1: Performance Monitoring of the PFM/PMR Project will strengthen public sector capacity to monitor priority projects and programs more efficiently and effectively. The Consultant will support the Chief Operating Officer (COO), Operations Manager, Advisory and Training Consultant in the Prime Ministers Delivery Unit (PMDU) and Chief Delivery Officers in Government Ministries.

FUNCTIONS AND RESPONSIBILITIES

Reporting to the COO of the PMDU, the priority manager will liaise with stakeholders to plan and monitor priority project implementation, manage and identify risks, set performance targets, negotiate to unblock performance obstacles, communicate on project progress and performance, support change management programs to introduce new Center of Government (CoG) model approaches, and act as an advocate for priority projects in assigned knowledge areas. They will provide feedback on the process and work flow redesigns required to introduce CoG models, assist with formulation and adoption of policies/procedures relevant to the delivery management function and participate in Ministerial training/sensitization programs for Senior Public Servants. Inter alia, the Consultant will:

Strategic Management

- Assist in developing a cross-ministerial agreement for executing crosscutting priority projects
- Provide support to Ministries preparing Delivery Strategies and/or Implementation Plans for priority projects by providing guidance on project planning, resource management, methodological issues, performance indicators, verification, process identification for key projects, budgets, and stakeholder mapping
- Conduct an independent risk assessment on each priority and assist with document reviews and impact assessments to ensure all critical issues and risks have been identified and addressed

Policy Coordination

- Provide advice to COO on policy issues related to planning/coordinating strategic initiatives on Government agenda and assist with briefing Ministers and Cabinet on delivery matters
- Chair meetings to design programs and assess impact of priority cross cutting government initiatives.

Monitoring and Improving Performance

- Assist with developing effective programmes, coordination/communication protocols for priority projects, including routines for submitting, presenting, storing and disseminating of data
- Assist with identification and problem solving w.r.t potential bottlenecks
- Coordinate and prepare reports/presentations on priority project performance

Policy Managing

- Coordinate and chair meetings with various stakeholders on project progress, resolve potential conflicts and challenges and ensure that the expected results can be delivered
- Assist with developing and implementing vertical coordination strategies with local governments to achieve top priorities at the territorial level

Organizational Change Management

- Provide input into the review and update of the delivery approaches to ensure high service level
- Assist with delivery management model awareness building across the civil to support cultural change

EDUCATION SKILLS AND EXPERIENCE

- Master's in Business Administration, Management, Public Policy, Economics, Political Science or other similar discipline required
- Public Sector experience particularly leading the implementation of public policies in ministries is highly valued
- Knowledge on Regional public management knowledge and/or international Center of Government is a plus
- Certification in Project Management is desirable.
- Candidate should be a tactful, team player, self-starter, with strong time management, organizational and problem solving skills and a willingness to maintain a low profile
- Spoken and Written Expertise in the English language is essential

SELECTION PROCESS

Selection is in accordance with the Qualifications of National Individual Consultants method procedures set out in the Inter-American Development Bank: Policies for the selection and contracting of consultants financed by the Inter-American Bank (Document GN-2350-9). Note that the Government of the Commonwealth of the Bahamas has the authority to reject any and all proposals without an explanation. CVs must be delivered with the subject line: Priority Manager by e-mail by 5:00pm on April 25th 2018 to

Tonya Adderley, Project Manager
Public Financial Management/Performance Monitoring Reform Project
E-mail: pfmpmr@bahamas.gov.bs

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