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# The Bahama Journal

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TUESDAY - OCTOBER 30TH, 2018

75 CENTS

# Nurses Walk Out

BY JAMEELHA MISSICK  
 Journal Staff Writer

Some 500 nurses across the Bahamas yesterday walked out over a shift change which they said lacks any input from or agreement of the Bahamas Nurses Union (BNU).

"Today it's a walk out, it's not a strike. Today the nurses have taken their lunch hour to come to express to the public their concerns with the shift change," said BNU President, Amancha Williams.

The Public Hospitals Authority (PHA) last week announced that effective December 10th, there would be an eight-hour daily shift and a 40-hour work week, as



▶ BNU President, Amancha Williams (File photo)

■ See NURSES / page 4...

## PHA Stands Firm On New Shifts For Nurses

BY JAMEELHA MISSICK  
 Journal Staff Writer

The Public Hospitals Authority (PHA) is standing by its decision to implement a new shift system for Nurses and is seeking to set the record straight in response to yesterday's demonstrations.

In a release, the PHA said that it confirmed the demonstration staged by the Bahamas Nurses Union (BNU) on the grounds of the Princess Margaret Hospital



▶ Managing Director of the PHA, Catherine Weech (File photo)

■ See PHA STANDS / page 6...

# GOV'T WARNED ON NHI

BY LEAH COOPER  
 Journal Staff Writer

The Chief Financial Officer of Fidelity Bank Gowon Bowe says the economy of the Bahamas is on an upward trajectory. However, he does not want to see the government either blindly or intentionally damaging this upward movement.

Appearing on the JCN Radio and Television show Jones and Company this past Sunday, Mr. Bowe noted that there may be some bumps in the road, whether it be from external forces or our own initiatives, adding that sometimes these things are not plotted for the long haul, using National Health Insurance as an example.

He said, "While it sounds good to say two per cent to a person that's only making \$10,000, just around the minimum wage level; they're only paying \$200. They're saying the annual premium is still \$1,000 and the employer has to pick up \$800. In that scenario, whether intentional or not, you've just forced the

employer to increase the wages of the person that's on minimum wage."

Mr. Bowe quoted the late Winston Churchill, "Trying to tax your way out of debt is like standing in a bucket and trying to lift yourself up."

While he noted that tourism numbers have been

■ See GOV'T / page 6...



▶ CFO of Fidelity Bank, Gowon Bowe (File photo)

## The Bahamas' participates in UN: CEDAW 2018



▶ The Hon. Frankie Campbell, Minister of Social Services and Urban Development; Dr. Jacinta Higgs, Director, Gender and Family Affairs, Jewel Major, Chief Counsel, the Office of the Attorney General and Ministry of Legal Affairs; Sharmaine Sinclair, Assistant Director, Ministry of Education. Back row: Celsus Williams, Assistant Secretary, Ministry of Foreign Affairs and Alicia Gibson, Assistant Counsel, Office of the Attorney General and Ministry of Legal Affairs.

## Three Men Remanded for Drugs

BY LEAH COOPER  
 Journal Staff Writer

A courtroom of teary-eyed family members and loved yesterday met three suspects, who are set to live out the Christmas holidays behind bars.

Accused of possession of dangerous drugs with intent to supply were 34-year-old

Kenny Major, 36-year-old Patrick Bain, and 41-year-old Brian Marshall.

The trio was found last week in the area of Fish Cay, South Andros, in possession of 3,870 pounds of Indian Hemp.

When they appeared before Deputy Chief

■ See THREE MEN / page 6...



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ALL THE NEWS YOU NEED TO READ IN THE MORNING

# Social Services Minister calls on UN to partner with The Bahamas to protect the rights of women and girls

The Hon. Frankie Campbell, Minister of Social Services and Urban Development, called on the United Nations System to partner with The Commonwealth of The Bahamas in its quest to improve protection of the rights of women and girls.

"Allow me to also recall the number of challenges highlighted throughout today's dialogue and to invite you and the United Nations System to partner with us through the provision of technical assistance in order to bolster our efforts in the protection of the rights of women and girls," he said.

The following areas of interest for assistance were highlighted:

- training for members of the judiciary on CEDAW;
- strengthening the organizational capacity of civil society;
- harnessing the leadership achieved by women in public life toward sustainable avenues for women's progress;
- implementation of the National Gender Policy and National Gender-Based Violence Plan;
- dis-aggregated data col-

lection, analysis and reporting

Minister Campbell made the appeal at the closing session of the 71st Session of the Committee on the Elimination of Discrimination Against Women [the Sixth Periodic State Report of The Bahamas under the Convention on the Elimination of All Forms of Discrimination Against Women] (CEDAW), Thursday, October 25, 2018. A Bahamian delegation represented The Bahamas at UN CEDAW, which is ongoing in Geneva, Switzerland, October 22 to November 9, 2018.

He expressed profound gratitude on behalf of The Government of The Bahamas for the opportunity to present to CEDAW an overview of its efforts in the implementation of CEDAW.

He emphasized that the preparatory process for the review involved an "extensive" and "diverse" set of representatives across sectors of government and civil society including representatives from the differently-abled community.

Special thanks was extended to the Most Honourable Prime Minister, Dr. Hubert Minnis; the

inter-sectorial CEDAW preparatory Task Force; previous Ministers of Social Services namely the Hon. Lanisha Rolle and Melanie Griffin; Gaynell Curry and Christine Campbell, former Directors; and UN entities; to Madam Dalia Leinarte, Chairperson; and the CEDAW Committee.

"Indeed, we hope to be able to report to you, at our next review, the additional progress made toward the full implementation of the CEDAW in the Commonwealth of The Bahamas. I also wish to reiterate my earlier invitation to you to come to The Bahamas to see, first hand, what we are doing.

"As I stated at the outset, the achievement of gender equality and the elimination of all forms of discrimination against women is a journey and not a destination. Nevertheless, I assure you that The Bahamas is fully committed to walking this important path with courage and with stamina," said Minister Campbell.

In her concluding comments, Madam Leinarte thanked the experts for their questions and comments, and the State Party for the explanations and responses provided during the dialogue.



► The Hon. Frankie Campbell, Minister of Social Services and Urban Development, is pictured with staff of the Department of Gender and Family Affairs and representatives from local non-governmental organizations in attendance at UN CEDAW 2018. From left: Melvlyn Symonette, First Assistant Secretary; Virginia Campbell, Pilot Club of Nassau and civil society Bahamas; Alicia Wallace, Equality Bahamas; Minister Campbell, Noelle Nicolls, Bahamas Crisis Centre; Dr. Jacinta Higgs, Director; and Erin Green, Rights Bahamas.



► Ms. Magalys Arocha, rapporteur for The Bahamas' dialogue and expert committee member (3rd from left) is pictured with Ministry of Social Services and Urban Development officials and members of the Bahamas delegation to UN CEDAW. From left: Melvlyn Symonette, First Assistant Secretary; Dr. Jacinta Higgs, Director; Ms. Arocha and the Hon. Frankie Campbell, Minister.

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## Public Notice

### Roadworks Parliament Street

The Ministry of Public Works/Bahamix in conjunction with Island Pavers, has scheduled road works for Parliament Street. The Milling and surface preparation of Parliament Street will begin on Wednesday, October 24, 2018, between the hours of 7:00p.m. and 3:00a.m. for two (2) nights.

The Paving works is programmed for Friday, October 26, 2018, and Saturday, October 27, 2018, between the hours of 7:00p.m. and 3:00a.m.

Provisions will be made for local traffic where necessary. Motorists are asked to avoid the area if possible. Please be aware of and acknowledge the posted traffic paving signs in the area.

If you have any queries or concerns, please feel free to contact telephone numbers (242) 361-3886 or (242) 341-3886.

Bahamix apologizes for any inconvenience caused.

# The Governor General Encourages More Scouting Volunteer Leaders

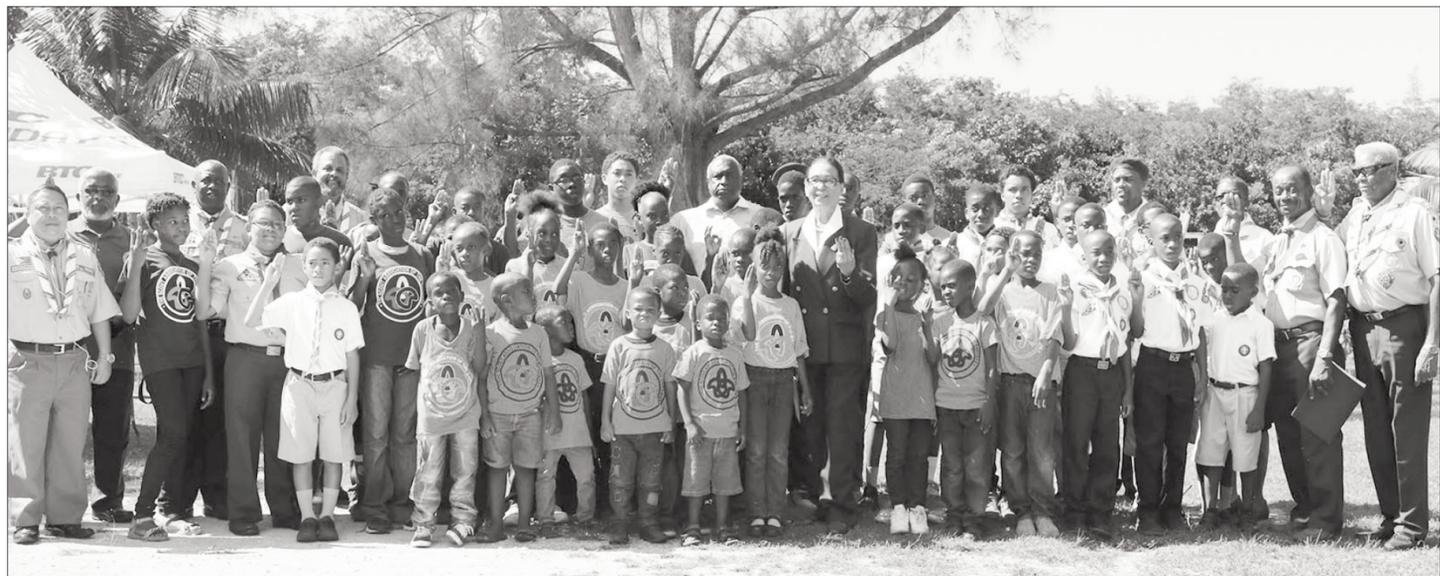
Governor General Her Excellency the Most Hon. Dame Marguerite Pindling officially opened 'Scout-a-Thon 2018' at Scouts Headquarters on Saturday, October 27, 2018 which featured Scout Recruitment, Live Displays, and Scouting Demonstrations to the theme, 'The Future is Today.'

The Governor General gave opening remarks in which she noted accomplishments of over 100 years of Scouting in The Bahamas, which has prepared youngsters for adulthood and community service, and built confidence through regimen, creative and adventure activities -- including camping and survival skills -- and international exchange gatherings.

She said: "It is therefore a great delight to participate in the launch of this Scout-a-Thon which is geared to recruiting volunteer leaders, establishing new troupes in schools, churches and in communities, and working to restore currently inactive troupes.

"Ladies and gentlemen, boys and girls, I take this opportunity to urge as many adults as can come forward and volunteer to assist in developing our young people through the principles of scouting. These principles have served well in The Bahamas and beyond in fashioning young people into responsible and productive citizens."

Photos show opening ceremonies, a tour of Scouts Headquarters, and meeting the Scouts.



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**INVITATION FOR BIDS: SALE OF TUGBOATS**

The Government of The Bahamas is inviting bids on the following vessels owned by the Port Department, Ministry of Transport & Local Government.

**-Sale of the Tugboat "Snapper" and Tugboat "Amberjack"**  
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Interested parties may view the said vessels at the following location from 24 September 2018 to 5 October 2018 between the hours of 9:00 am and 5:00 pm, Monday thru Friday:

Port Department  
Prince George Dock  
Nassau, The Bahamas  
Telephone No. (242) 322-8832

Bids are to be submitted in triplicate (3) in a sealed envelope marked "Bid for the Sale of Tug Snapper and Tug Amberjack, addressed to:

The Chairman  
Tenders Board  
Ministry of Finance  
Cecil V. Wallace Whitfield Building  
Cable Beach  
P. O. Box N-3017  
Nassau, The Bahamas  
Telephone No. (242) 372-1530

No later than 5:00 pm on the 12<sup>th</sup> day of October, 2018.

Bids will be opened at 10:00 am on the 16<sup>th</sup> October, 2018 at the office of the Tender's Board, Ministry of Finance.

**THE GOVERNMENT RESERVES THE RIGHT TO REJECT ANY OR ALL BIDS.**

E. Raymond King, EdD  
Commander, RBDF  
Port Controller (Acting)  
Port Department

# Defence Force Wins Floating Trophy

Participants from the Royal Bahamas Defence Force were successful in winning the Floating Trophy from the 18th Annual National Public Service Week Fun, Run and Health Screening Walk this past weekend.

At a special ceremony on Morning Colors at the Coral

Harbour Base, the 11 Defence Force Officers and Marines who participated in this inaugural event were recognized for their achievement. The fun run walk is one of the many activities coordinated to recognize persons who would have retired from the

public service within the past year.

Marine Seaman Troy Seymour and Able Seaman Ryan Ferguson placed 2nd and 3rd respectively in the Male Under-30 category; Leading Seaman Devon Sands won the Male 30-49 category; and Able Woman

Marine Aniska Bonaby and Leading Woman Marine Denise Oliver finished 1st and 2nd in the Female 30-49 category. Able Woman Marine Stephanie Darville came 1st in the Female 50 and Over walk category.

The 6-mile race commenced at the Botanical

Gardens and culminated near Melia Resort Hotel, Cable Beach. Other groups and organizations from various government and non-government departments throughout the island participated in this event.

Defence Force coordina-

tors for the event, Chief Petty Officer James Darling and Leading Seaman Devon Sands were pleased with the turnout from members of the Force. They look forward to defending the floating trophy next year.



► Captain Adrian Chriswell, Captain Coral Harbour Base (Acting) along with Senior Lieutenant Origin Deleveaux, RBDF Training Officer (far left), Senior Lieutenant Elvis Bullard, RBDF Public Service Liason Officer (far right) and RBDF participants of the 18th Annual National Public Service Week Fun, Run and Health Screening Walk. (photo by Leading Mechanic Al Rahming)



► Defence Force personnel who participated in the 18th Annual National Public Service Week Fun, Run and Health Screening Walk on October 27, 2018. From left: Leading Seaman Devon Sands, Able Woman Marine Aniska Bonaby, Able Woman Marine Stephanie Darville and Leading Woman Marine Denise Oliver. (photo by Leading Mechanic Al Rahming)



► Captain Adrian Chriswell, Captain Coral Harbour Base (Acting) presents ribbons to winners with RBDF Training Officer (Acting), Senior Lieutenant Origin Deleveaux, looking on. (photo by Leading Mechanic Al Rahming)

# Nurses Walk Out

Continued from / PAGE 1...

opposed to the current 10-hour shift for night duty nurses.

PHA Managing Director, Catherine Weech, also at the time explained that nurses scheduled to work between 6pm and 6am will receive a \$1.75 per hour premium in addition to their standard base hourly pay.

However, Williams said this is something the two sides did not mutually agree.

"The shift change is a slavery shift. It is not con-

ducive to the worker, it makes the worker prone for medication errors; it also at the end of the day will cause more accidents; more injuries in the work place," she said.

"It will also not allow the nurse to have a social life; it will have an impact on mothers," she added.

"Mostly in the hospital, we have mothers working. So what would happen is that the nurse will have to find a day care center.

"Who finds a day center at night, five nights a week?"

asked Ms. Williams.

The BNU President argued that the new shift change will also affect the quality of service of health care service providers.

"This hospital is not providing the quality service that is needed for the public, we know that, so implementing a shift change will cause more problems," she said.

"Here also in this building, the infrastructure of this building is terrible, you have mold, termites, rats," she added.

"You have wards that are not

operating, in the Accident and Emergency Department there's a shortage, 60 patients to five nurses and three doctors on a given shift.

"How are we able to serve our people in these conditions?"

"So we say to our government providing quality service should be our priority."

Ms. Williams said the PHA was given until October 5th to come to the drawing board, but refused to meet with the nurses - instead they went ahead implementing without them.

The nurses said they will not work the shift change because it's not written in the industrial agreement.

"The nurses are saying they rather quit than to work this slavery shift. This shift is not favorable at all, not at all, at \$1.75 per hour, not at all," Williams said.

"For our rights and the respect of nurses within this country, that is what we're standing for, our basic rights and an industrial agreement, that is signed and registered by the government from 2015 to 2020," said BNU

Secretary General Julian Mullings.

"Don't disrespect the union, don't disrespect the industrial agreement, abide by the law as stated, you are not above the law, you must abide by the law.

"You're not above the law, and that is all we're saying, abide by the law, show some respect at the table, stop the bullying, show the respect and that is all we're asking," he said.

The nurses insist they are always willing to sit at the negotiating table.

## Letter to the Editor

# Sick and Tired

### To the Editor

Dear Sir:

I am just sick and tired of the foolishness that is allowed to go on in The Bahamas. Why is it that we are always so eager to bring so called experts into this country to tell us what to do and how to define who we are as Bahamians?

I was very disappointed that the Government of The Bahamas capitulated to Disney in their quest to desecrate Lighthouse Point. Then, following quickly upon that sad saga, I was truly incensed when I received an email message from Holly Byone, the Chief Curator at The National Art Gallery of The Bahamas - NAGB (who is from Saint Vincent and the Grenadines), inviting me to be a part of a walking tour of Over-The-Hill, and including a link to the NAGB's website that showed a collage of centuries old pictures of dilapidated thatched huts and poor people. I found the use of those images very offensive because this is the information that our National institution is sending out to the world, and gives the wrong impression that we live in huts. I was born Over-The-Hill, spent thirty-two years there, still have very strong ties to the area and, in all of my life, never saw any Over-The-Hill people living in thatched huts. Here is what Ms. Bynoe wrote in part:

*"On Saturday, Nov 3 from 10 - 1 we will be doing an Over-the-Hill photo walk and tour with several artists, the wider public and experts who are connected to the space.*

*Of course, your name came up seeing that you have done the film and we would be delighted if you can join us on the tour. We do know that you frequently walk with a cane, and that long walks or mobility might be an issue. Either way, maybe we can make it so that we stop by your house and you do an informal presentation to our group.*

*We are open to suggestions, to figure out how best to include your expertise. The link for the event can be found here: <https://nagb.org.bs/events/2018/11/3/photo-walk-and-talk-in-over-the-hill>"*

I declined Ms. Bynoe's invitation (also copied to the Director Amanda Coulson who replied that she had not seen the graphics before they were posted) and cited my reasons for doing so. Here's part of Ms. Bynoe's condescending reply:

*Thank you for your response. I am sorry that the images were not to your liking and we acknowledge that the usage of them upset you. However, to clarify we typically use images from the National Collection in our promotional material and as there is quite the synchronicity to speak about the history of Over-the-Hill and the way the space has continued to change, evolve and flourish. This is the hope for the tour and the walk, for people to get a sense of the history and its uniqueness while clarifying how culturally significant OTH is to the identity of Bahamians.*

*As such, we thought it a good fit. To note we are working with more contemporary imagery from artists who will be joining us on the tour which will be employed in other promotional work as we move further into production for the event.*

I am the first to admit that Over-The-Hill has deteriorated significantly and I have been documenting and lamenting that fact for many years via photographs, my book "Pictorial History and Memories of Nassau's Over-The-Hill" the documentary movie "Nassau's Over-The-Hill", TV show "The Bahamas - then and NOW", and various social media sites. However, Over-The-Hill is the bedrock and birthplace of most of the significant leaders in every sphere of life

in this country, and I take serious umbrage with the manner in which Ms. Bynoe and her team have depicted us. The people from the Department of Archives and the "experts who are connected with this space" should know better!

I have several questions:

- Who is actually in charge of the NAGB?
- Are the head people working in the best interest of the Bahamian people or are they making contacts and working to enhance their personal agendas?
- What are the criteria for submitting photographs to the National Collection?
- Kishan Munroe's magnificent 2013 Swan Song of the Flamingo exhibition at the NAGB, which depicted the sinking of HMBS by the Cubans in 1980, was by far the best ever because it memorialized a significant event in the history of The Bahamas. Are any of his works included in the National Collection?
- Are those charged with archiving our nation's culture and heritage sensitive and educated enough to act in the best interest of our country?

A big part of the problem in this country is that the leaders have no respect for our own, and that is why so many educated Bahamians who are excelling in various fields all over the world, including the USA, Canada, Europe, Australia, New Zealand, the Middle East and the African continent do not return home. So the brain drain continues as more and more professionals are opting not to return because they fear finding themselves frustrated by the "all for me baby" attitude in some quarters; and this is often compounded by the backward thinking of others who are still trapped in the colonial era quagmire of mental slavery. Many persons who came back home to contribute to the country returned overseas in frustration, while other professionals who have worked here for years, such as nurses, are jumping at the opportunities to emigrate offered by countries like Canada. The other day I was speaking to someone who told me that his grandson graduated with first class honours from medical school in the UK and when his mother asked if he planned to return home the young doctor's reply was "What for?" I have no quarrel with those persons who have opted not to come back home or have moved away, some of my family members being among them, and I wish them well.

Successive governments of The Bahamas have allowed uninformed outside "experts" or "consultants" to come here and pay them huge salaries while they would quibble about paying a comparative pittance to Bahamian professionals who could provide the same or better advice because they know the nature, history and culture of the place.

In view of the Prime Minister's announced plans for the redevelopment of Over-The-Hill I'm copying this letter to him as well as to the Minister of Education and the Minister in charge of Culture.

When are we as Bahamians going to learn how to respect and appreciate our own?

*Yours sincerely,  
Rosemary C. Hanna*

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Quo Vadis, Bahamas?

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Vice President/Operations

## E D I T O R I A L

# Even More Taxes!

If they have their way, the Bahamian people who voted in the so-called 'people's government in the people's time will be saddled with even more taxes.

Highest on the list would be those government-mandated levies by which they intend to fund a revised National Health Policy plan.

What is so very interesting in this latest tax-tinctured effort has to do with how this bitter pill is being sugar-coated in plain-sight of its intended victims.

On the one hand, we have a Minister of Health who continues to make the case that this People's Time administration has practically speaking no real option other than that of taxing the people just a little more.

On the other hand, we have a prime minister who would want the public to believe that this newest tax imposition is only an idea.

Healthcare should be free!

If the current administration is allowed to have its way, this nation's already hard-pressed populace will in short order wake to discover that they have been burdened with having to pay even more taxes.

Interestingly enough, many of these same people are today chafing at the fact that some of the VAT+ money they have to fork over to the tax-man will be ear-marked for the waiting hands of other owners of The Town Centre Mall, amongst other such members of the mercantile-elite clique.

Thus as we read concerning the The NHI policy paper: It requires that all working Bahamians contribute two percent of their salary or 50 percent of the premium - whichever is lower - to purchase the scheme's Standard Health Benefit (SHB) or minimum level of coverage.

It also proposes that: "...The balance of SHB costs will be met by the employer, meaning the latter "will be responsible for at least 50 percent of the premium cost".

This is thoroughly unconscionable.

Special public provision should be made to see to it that any publicly mandated levies directed at the public health should be indexed against income whether corporate or personal; thus introducing a much-needed justice element to this crucially

important area of our shared public life and existence.

Clearly, then: They are at that paternalistic stuff where they believe what they believe and where -once convinced of their own righteousness and wisdom- they dictate what they wish to the people.

This seems to be the game that is being played once again by the same people against the very same people who just over a year ago, gave them a mandate!

Here we reference the once triumphantly exuberant Dr. Hubert A. Minnis, the then leader of The Free National Movement who in his new guise as prime minister of the Commonwealth of The Bahamas would wish for the people to give him carte blanche as he piles taxes upon taxes upon the already heavy-laden heads of so very many of the so-called 'People'.

And for sure, the nation's chief would also want the same people to believe that they will be consulted and that -after such a set of public parleys- the People's parliamentary representative may just tune in and listen.

Alas! The current administration's own track-record with taxes and promises shows that -as regards credibility-displayed and proven- they have a problem.

Once that step is taken, they tell themselves that no matter what the people might say or do concerning this or that matter, they always know best.

This is precisely what is now going down as the current administration goes into over-drive to convince the poor people as regards the righteousness and justice allegedly inherent in their latest NHI policy paper.

Here we do declare: Whoever concocted the latest NHI policy paper must be given some praise for what seems their unmitigated gall and audacity as they propose burdening the public with even more taxes; this time around public levies that would help the Government of The Bahamas disabuse the public -especially the poor sufferers in this land-of their idea that [somehow or the other] healthcare is free.

Truth is: These people are learning the lesson of their lives---promises are comforts to fools!

**GOT NEWS?**  
Please call The Bahama  
Journal's News TIP  
LINE at 356-7254  
and let us know!



**THE BAHAMAS**  
Sun, Sand, Sea .... and the  
**The Bahama Journal**

**NO BETTER READING**

# GOV'T WARNED ON NHI

Continued from / PAGE 1...

up due to neighbouring Caribbean countries suffering from hurricane damage in recent years, there is still some feelings of fear or anxiety surrounding the present state of the economy.

He added that the average person talking about economics judges the country's current state by indicating whether they can feel it in their pockets.

He said, "unemployment is a number that external observers say we really don't have a very good picture on because we take it at two times during the year."

He added, "when you

look at North America, the numbers are published on a monthly basis; so that you have an understanding of what you're going to call the natural ebbs and flows."

"We know that during certain periods where there's lowering of unemployment because of activities that were going on in the past. We know that following graduation, that number jumps up, because we're not creating jobs fast enough to absorb the graduation numbers," he said.

Mr. Bowe also suggested developing a plan that is tailored to The Bahamas that recognizes foreign direct investment as a catalyst for some activities, but not a

centerpiece.

He said, "It has to be a part of a wider plan where Bahamian entrepreneurship is at the center plank. I think that too often we hear about the new developments, and who do you often hear as being the primary shareholder?"

He added, "we need to have more of the good news around Bahamian shareholdings that are starting to expand and grow. We're still seeing a lot of hesitation with businesses because there is still some uncertainty within the economy. It's improving, but not to the point where people are relaxing," the accountant said.

## PHA Stands Firm On New Shifts For Nurses

Continued from / PAGE 1...

(PMH).

The authority said it also confirmed that proactive steps were taken by the hospital's management team to ensure that patients and other guests were able to access the facility without any obstruction.

The PHA said for the record, contrary to statements made by BNU President, Amancha Williams, there is an existing legally enforceable agreement dated December 9th, 2014, between the PHA and the BNU wherein: the parties agreed to a forty (40) hour work week; eight (8) hour shifts; ten (10) hours minimum rest period between shifts; and that persons working a shift between 6pm and 6am shall be paid a shift premium of \$1.75.

The agreement was signed by Permanent Secretary in the Ministry of Public

Service, Harcourt Brown, Maisie Evans, for Permanent Secretary Ministry of Health, Managing Director of the PHA, Herbert Brown and BNU President, at the time, Jannah Khalfani.

The Authority added that for further clarification, the hourly shift premium of \$1.75 to be paid is in addition to the base pay that these nurses regularly receive.

The PHA strongly objected to assertions by the BNU President that the union was not given prior notice regarding the implementation of the standardized shift system.

It further argued that notwithstanding the 2014 agreement, several attempts were made to bring the BNU back to the table as outlined in the chronological chart attached which records 15 separate interactions.

The authority said it "maintains its position to implement the new standardized shift system for all nurs-

es in its employ, effective 10th December, 2018."

"We reiterate that this decision complies with the Bahamas Employment Act of 2001, the 2015 Industrial Agreement between The Public Hospitals Authority and the Bahamas Nurses Union, as well as the 9th December, 2014 agreement between the parties.

"The Authority stands by our decision to implement the new shift system as it not only levels the playing field for nurses across the PHA, but is a testament to the PHA's ongoing commitment to ensure that its human resources policies are consistent with ratified labour agreements and regional and international standards of practice," the statement said.

The PHA said it remains committed to improving the delivery of healthcare to patients by ensuring better patient outcomes.

## Three Men Remanded for Drugs

Continued from / PAGE 1...

Magistrate Subusola Swain they were also charged with importation of dangerous drugs, conspiracy to possess dangerous drugs with intent to supply, and conspiracy to import dangerous drugs.

The trio pleaded not guilty to all

counts and were remanded to the Bahamas Department of Corrections until 1 February 2019.

They can, however, apply to the Supreme Court for bail.

**GOT NEWS?**  
Please call The Bahama Journal's News TIP LINE at 356-7254 and let us know!



### REQUEST FOR PROPOSAL ISSUED BY THE GOVERNMENT OF THE BAHAMAS

#### Consultancy Services For A Project Pension Feasibility Study for Transition of Defined Benefit Scheme to Contribution Scheme in the Public Sector

##### Background

The Government of the Bahamas is seeking proposal to conduct a feasibility study for a transition of the defined benefit scheme to contribution scheme in the Public Sector. This study would assist government in a factual finding to support consideration of the Government's initiative for reduction in expenses for the public sector and a planned approach to achieve significant cost savings over time.

##### Procurement Method

The procurement of service will be conducted under a national competitive bid process.

All tenders will be published on the national press of The Bahamas and on the government website.

Successful firm(s) will be those who meet the standard requirements set out below and who meet the firm with the most competitive price.

Where there is a tie between firms on the specification and price the Ministry of Finance may choose to a firm based on the following criteria:

- Firm establishment (how long the firm has been in business in The Bahamas).
- Delivery timelines
- Ability to ensure service level agreement for service.

##### Requirement for Bidders

The Firm responding to this proposal must have a valid Bahamas business license. At the time of submission of bid all company tax and national insurance obligations must be current, this includes at the time of issue of this RFP, but is not exclusive to:

- Business license fee
- National insurance payments
- Company Profile
- Outline of qualifications and experiences

Firm must be of good standing, i.e. no impending or current legal actions against the company or the directors of the company which may have a significant impact on the ability of the firm to deliver the service.

##### OFFER FOR CONSULTANCY SERVICES AND PROPOSED DELIVERABLES

Deliverables should be as follows:

1. Researching and outlining current position with regard to the defined benefit pension liability of the public service and all government corporations and agencies
2. Creating a data base of key statistics including but not limited to the pension liability, number of employees, contribution amount, etc.
3. Researching and benchmarking information from similar ones that have jurisdictions and governments specifically including ones that have migrated defined benefit plans to contribution plans.
4. Outlining cost savings/ expenses associated with each plan.
5. Survey of selected plan participants in the public service s related to their perceived benefits and concerns.
6. Estimating and scenario planning out the economic impact of the plans on the government's budget.
7. Identify any legal operational and funding issues around the migration to a hybrid pension system i.e. defined benefit for older employees, contribution for newer employees.

##### Submission of Bids

###### Bid contents

Firm responding to this RFP must submit their offers using the deliverables set out in this document. Additional documentation concerning the submitting firm and the service on offer may be submitted at the description of the firm.

###### Method of Submission

Bids to this tender can be submitted via electronically via e-mail or posted/delivered in a sealed envelope. Electronic submissions must be made to [athenamarche@bahamas.gov.bs](mailto:athenamarche@bahamas.gov.bs) with the subject of "Feasibility Study for Transition of Defined Benefit Scheme to Contribution Scheme in the Public Sector".

Paper submissions should be posted/delivered to the following address:

Tenders submissions  
Ministry of Finance,  
Cecil Wallace-Whitfield Centre,  
West Bay Street,  
Nassau,  
New Providence.

The envelope must be identified with "Feasibility Study for Transition of Defined Benefit Scheme to Contribution Scheme in the Public Sector".

###### Submission Deadline

Responses to this tender must be submitted, using one of the submission methods described above, by 5.00pm November 2, 2018.

Submissions received after this date will not be considered.

Please note that the complete RFP can be accessed on line at: [www.bahamas.gov.bs](http://www.bahamas.gov.bs)

# Police investigate armed robberies

BY JAMEELHA MISSICK  
Journal Staff Writer

Police on New Providence are seeking the public's assistance in solving two armed robberies which occurred on Sunday.

In the first incident, according to reports, shortly after 9:00pm, two armed men entered a gaming establishment on Market Street and Bahama Avenue, held an employee at bay and robbed the establishment of cash before escaping into the community.

In the second incident, according to reports, after 11:00pm a man was at

Potters Cay Dock when he was approached by a group of men armed with firearms, who robbed him of a cell phone and cash, before getting into his grey Honda Accord and speeding away. Investigations are ongoing.

Meantime, police also recovered illegal ammunition and dangerous drugs off the streets.

According to reports, shortly after 7:00am, on Sunday, Drug Enforcement Unit (DEU) Officers, acting on information conducted a search of a bushy area on Melvern Road, Yellow Elder Gardens and recov-

ered a quantity of suspected marijuana and three rounds of ammunition.

No arrests were made in this incident.

The drugs weighed 4lbs, at a \$4,000.00 value.

Meantime the hunt ends for 37-year-old, Shane Mackey, of Turtle Drive wanted for a rash of stealing and fraud offenses in relation to a car scam.

Police say he was arrested on Thursday.

Also now in police custody is Anastacia Moree she was picked up by officers from the Anti-Corruption and Financial Crime branch.

# Nathaniel Beneby Joins Doctors Hospital Board



MBA from California Coast University. He is also a Fellow of the Bahamas Institute of Financial Services.

"We consider ourselves most fortunate to have someone with Nat Beneby's experience and expertise in the financial world join Doctors Hospital at this level," said Doctors Hospital Chairman Felix Stubbs, adding "this is an exciting time for Doctors Hospital as we continue to expand our facilities and services offered to the Bahamian public, so his contribution will be extremely valuable."

In addition to his post as Managing Director of RBC Royal Bank (Bahamas) Ltd, Beneby is Chairman of the bank's boards in the Bahamas and Cayman and also serves as Managing Director of RBC FINCO.

The Prince Williams Baptist High School graduate has also served as Chairman of the boards of Bahamas Power & Light and the Bahamas Electricity Corporation as well as the National Disaster Reconstruction Committee.

He formerly served as a board member of The Hotel Corporation of The Bahamas, President of the Bahamas Institute of Financial Services, and Deputy Chairman of the Public Hospital Authority. He also previously co-chaired a Fundraising Cabinet at College of The Bahamas and has served on several advisory committees.

Other Board members include: Dr Charles Diggiss, Karen Carey, LeRoy Archer, Barry Rassin, Dr Barrett McCartney and Wayde Christie.

Doctors Hospital has announced that banking executive Nathaniel Beneby has been appointed to the company's Board of Directors.

Beneby, who serves as Managing Director of RBC Royal Bank (Bahamas) Ltd brings a wealth of knowledge and experience to the Board with a Bachelor of Science in Business Administration and an



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## MINISTRY OF HEALTH

### NOTICE

### INVITATION TO BID

The Ministry of Health, Department of Public Health invites Tenders for bi-monthly ground maintenance services at the following New Providence Clinics:

NAME OF CLINIC
Adelaide Clinic
Adolescent Health Centre
Anne's Town Clinic
Blue Hill Road Clinic
Coconut Grove Clinic
Elizabeth Estates Clinic
Flamingo Gardens Clinic
Fleming Street Clinic
Fox Hill Clinic
Gambier Clinic
South Beach Health Centre

Interested persons can contact the Clinic Administrator or Nurse In Charge at the said facilities for permission to inspect the premises. Also, for additional information and a copy of the Scope of Work please contact telephone number 502-4700/4818 or 502-4831.

All Tender documents are to be placed in a sealed envelope marked; "To Tenders Board"  
Ground Maintenance services  
c/o Financial Secretary  
Ministry of Finance  
Cable Beach  
Nassau, Bahamas

Companies should submit bids no later than Monday, October 22, 2018. Only persons with a valid Business License, Tax Compliance letter, Registration Certificate and Letter from National Insurance (NIB) stating your company is in Good Standing need apply. Bids will be opened October 23, 2018. Bidders or Representatives will be requested to be in attendance.



## GOVERNMENT NOTICES

### MINISTRY OF TRANSPORT AND LOCAL GOVERNMENT

ROAD TRAFFIC DEPARTMENT

P.O BOX N-1615

THOMAS A. ROBINSON NATIONAL STADIUM

NASSAU, N.P. BAHAMAS

The Road Traffic Department would like to remind all Franchise Holders – Taxi, Tour, Public Schedule, Private Schedule, Private Charter, Livery, Self-Drive Cars and Scooters that we are now accepting registration documents for the Bi-annual inspection period of October 2018 to May 2019.

#### The Following documents are required:

1. Passport/Voters Card and N.I.B Card (for holders not registered in the new system)
2. Up to date Franchise Receipt
3. Up to date Business License
4. Inspection Slip/Copies of expired Inspection Discs
5. Completed Inspection Forms for Companies with five (5) or more Vehicles that require On-site Inspection (forms Can be picked up at the Road traffic Department Franchise Unit).
6. Up to date Insurance Certificates
7. Vehicle Color and right/left hand drive (for new vehicles)

All Franchise Holders with a fleet of five (5) or more vehicles are invited to submit their packages to the Road Traffic Department, Franchise Unit Section 3 Eastern Grandstand of the Thomas A. Robinson National Stadium. All Packages will be processed on a first come first serve basis.

#### Please note that the Department will only receive payments in the form of:

- a. Certified cheques payable to the Public Treasury (No personal or company cheques)
- b. Visa, Master, Debit, Credit Cards
- c. Cash

  
Controller

Road Traffic Department