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TUESDAY - NOVEMBER 6TH, 2018

75 CENTS

VIOLENT INCIDENT

AT PMH

A violent altercation between an employee and a supervisor hired by a contracted cleaning company of the Princess Margaret Hospital has caused great concern among patients and staff of the institution.

In a press statement The Public Hospitals Authority (PHA) said it acknowledges with regret an incident which occurred on Saturday past between employees of a cleaning service contracted to provide housekeeping services at the Princess Margaret Hospital (PMH).

"The PHA has been

CHIPMAN STANDS FIRM WITH FNM

BY LEAH COOPER
 Journal Staff Writer

Centreville Member of Parliament Reece Chipman offered up no apology when he addressed the Free National Movement's conclave this weekend, leaving many a little skeptical if the party was as united a force as it claimed it was.

When questioned on Monday, Mr. Chipman told



▶ Centreville MP, Reece Chipman (File photo)

■ See VIOLENT / page 3...

■ See CHIPMAN / page 3...

MITCHELL: "GOV'T BUNGLING IN CRISES"

The Chairman of the Progressive Liberal Party, Senator Fred Mitchell says the Free National Movement government "is bungling its way from one crisis to the next."

His comments came as he responded to a press release from the FNM at the end of its two day conclave this past weekend.

Mr. Mitchell said, "The press release by the FNM about their not so secret conclave reminds you of the line of poetry: what a web we weave when first we practice to deceive."



▶ PLP Chairman, Senator Fred Mitchell (File photo)

■ See MITCHELL / page 6...

Palm Cay To Spend \$100 Million



▶ Students of St. Andrew's School help to turn the soil as ground is broken for Palm Cay's One Marina. Also shown from left are Tameka Cartwright, Director of Development and Public Relations, St. Andrew's School; Diane Holowesko Dunkley, chairman, Town Planning Committee; the Hon. Desmond Bannister, Minister of Public Works; Rob Batchelor, Palm Cay and Andy Wood, Principal, St. Andrew's School. (BIS photos/Raymon Bethel Sr.)

ALBANY DONATES TO SOUTHERN RECREATIONAL GROUNDS PROJECT

BY LEAH COOPER
 Journal Staff Writer

Albany Bahamas yesterday donated \$300,000 towards the government's Southern Recreation Grounds redevelopment project.

According to Prime Minister Dr. Hubert Minnis, the firm also has plans to donate another \$300,000 in a few short weeks.

The much-touted project is part of the government's initiative to revitalize the Over-The-Hill Community.

At a press conference, Prime Minister Minnis also

BY JAMEELHA MISSICK
 Journal Staff Writer

Palm Cay yesterday officially broke ground on the \$100

million One Marina residences - two and three story luxury condominiums and penthouses overlooking the community's award winning

marina. Among those turning the first shovel of soil in the ceremony was Minister of Works Desmond Bannister,

who said the multi-million-dollar injection proves there is still investor confidence in The Bahamas.

"It's going to be important

for our economy to show the type of continuing investment that goes on in The

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■ See COB'S ADVISORY / page 8...



DONATE A DOLLAR FOR BREAST CANCER WITH BAF IN OCTOBER
 CELEBRATING 20 YEARS OF DENIM DAY



Centennial Military Ball of the British Legion Bahamas Branch



► Pictured, Clintaysia Ferguson accepts award from Minister Dames. The event leads up to Remembrance Day, Sunday, November 11, 2018 at which there will be the traditional Remembrance Day Service at Christ Church Cathedral and Parade to the Garden of Remembrance. (BIS Photo / Eric Rose)

Minister of National Security, the Hon. Marvin Dames and his wife Stacey, his Permanent Secretary Eugene Poitier, and Commander of the Royal Bahamas Defence Force Commodore Tellis Bethel joined the British Legion -- Bahamas Branch (BLBB),

RBDF officers and Government uniformed personnel, veterans, family members and stakeholders at the Centennial Military Ball, held at the British Colonial Hilton, on November 3, 2018. The event celebrated to the 100th Anniversary of the ending of World War I.

Also taking part in the event were Chairman of the BLBB Bishop Cephas Ferguson, BBLB Liaison Officer Commander Shondel Pinder, BLBB Executive Secretary and RBDF Reservist Adina Munroe-Charlow, and BLBB Chaplin / Advisor Father Andrew

Toppin. The BLBB documentary "We Will Remember Them" debuted that evening and the RBDF Band, Charles Zonicle, JoAnn Callender and representatives of the Bel Canto Singers provided entertainment. The evening featured presentation of awards to

civic groups, corporate Bahamas Government Uniformed Departments, as well as special presentations to the family of the Late Sir Etienne Dupuch, a spouses presentation, and a Special Roll Call of WWII veterans in attendance. Of note were presentations to young Girls

Brigade member Miss Clintaysia Ferguson -- who raised \$5,000 in poppy sales last year, and the recognition of Widow Lillian Humes -- the oldest member of the BLBB at 104 years old and the spouse of former chairman the Late Comrade Audley Humes.

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Two Men arraigned For Murder

BY JAMEELHA MISSICK
Journal Staff Writer

Less than a week after the incident, the man allegedly behind the Okra Hill murder was yesterday formally charged with that crime.

Appearing before Magistrate Kara Turnquest -- Deveaux yesterday afternoon was 34-year-old Harold Taylor of Shirley Street.

Taylor stands accused of killing Jason Young and at the same time attempting to

kill Letoya Bain on Tuesday, October 30th.

Young's body was found in bushes near an abandoned building through Okra Hill.

Police said he suffered trauma to the body.

The accused was not required to enter a plea to the charges.

He was remanded to The Bahamas Department of Corrections until December 19th, 2018.

Meantime, Carlos Brown, 40, was also

arraigned for similar charges.

Police allege the East Dennis Court resident killed Renaldo Bullard.

Children at play found Bullard's lifeless body two weeks ago in the Cowpen Road area.

His alleged killer was not required to enter a plea; neither was he granted bail.

He was remanded to The Bahamas Department of Corrections until December 18th, 2018 for service of a voluntary bill of indictment.

GOT NEWS?

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

VIOLENT INCIDENT AT PMH

Continued from / PAGE 1...

advised that the contractor has taken action to resolve the matter and bring the responsible parties to account. The PHA wishes to confirm that there was no PMH employee involved in the incident," said the statement.

The incident, which has been making rounds via social media, occurred in the downstairs corridor of the

PMH Outpatient Wing, and involved a physical altercation between the employee and the supervisor hired by the contracted cleaning service.

The Authority said it takes a very dim view of any instance of unprofessional behaviour, particularly at its institutions and agencies.

"Violent behaviour is completely unacceptable in any health facility and will not be tolerated anywhere

within the PHA. Instances of threats, abuse or violence will result in the involvement of hospital security, and where necessary, law enforcement. Patient and staff safety is a fundamental and essential attribute of quality healthcare," the statement said.

The PHA said it is committed to providing quality healthcare in a safe environment conducive to healing and recovery.

CHIPMAN STANDS FIRM WITH FNM

Continued from / PAGE 1...

reporters he felt good coming out the closed-door meeting.

In fact, he said he and the party's membership maintain a good relationship. However, he admitted that there is still work to be done.

He said, "I can't say that I have a disconnect with any of my party members in terms of the overall feel. I think we do recognize that there is some work to be done and we are all willing to work on it."

Mr. Chipman was one of four "rebel" backbenchers to vote against the government's proposed increase in Value Added Tax and subsequently a resolution allowing the government to enter a five year lease agreement with the town centre mall, a shopping complex partly owned by Cabinet Minister, Brent Symonette.

Prior to all this, Mr. Chipman served as chairman of the Antiquities, Monuments and Museums Corporation (AMMC), but less than a year on the job was told to either resign or

be fired.

The ultimatum was reportedly related to Mr. Chipman's handling of the AMMC.

He said, "dissent or having a different point of view does not mean that you do not support a government, or a particular issue, or an item on an agenda."

He added, "what transpired does not have anything to do with what will happen moving forward."

The public can expect, however, the FNM MP to continue supporting the needs of his constituents.

Refrigerator Thieves Plead Guilty

BY JAMEELHA MISSICK
Journal Staff Writer

Two men were arraigned before a Magistrate's court Friday afternoon on stealing charges.

Theodore Brown and Santino Dames were charged before Magistrate Ambrose Armbrister, on one count of the crime.

The court heard that on Tuesday October 30th, around 6:15 am, in New Providence the pair stole a silver Daewoo refrigerator

from The Learning Resources Centre.

The men pleaded guilty with an explanation.

They admitted stealing the appliance from the kitchen of the Centre, then taking it to a woman's home.

The two accused stressed that they did not intentionally steal as they were hired to move the refrigerator.

They asked that the court be lenient because they were not aware of the situation at the time and apolo-

gized.

The pair had no previous convictions.

They were subsequently given a conditional discharge of 15 hours community service, to be named by the Department of Rehabilitative and Welfare Services.

Should the two fail to comply, they will be convicted and fined \$500- or six-months imprisonment.

The matter was adjourned to December 12 at 10:00am for a report.

Woman jailed for fraud

BY JAMEELHA MISSICK
Journal Staff Writer

An alleged fraud spree finds Anastacia Moree behind bars.

The 39-year-old Montel Heights resident racked up 33 charges that included forgery, fraud by false pretenses, uttering certain forged documents, stealing, acquisition of proceeds and possession of pro-

ceeds of criminal conduct.

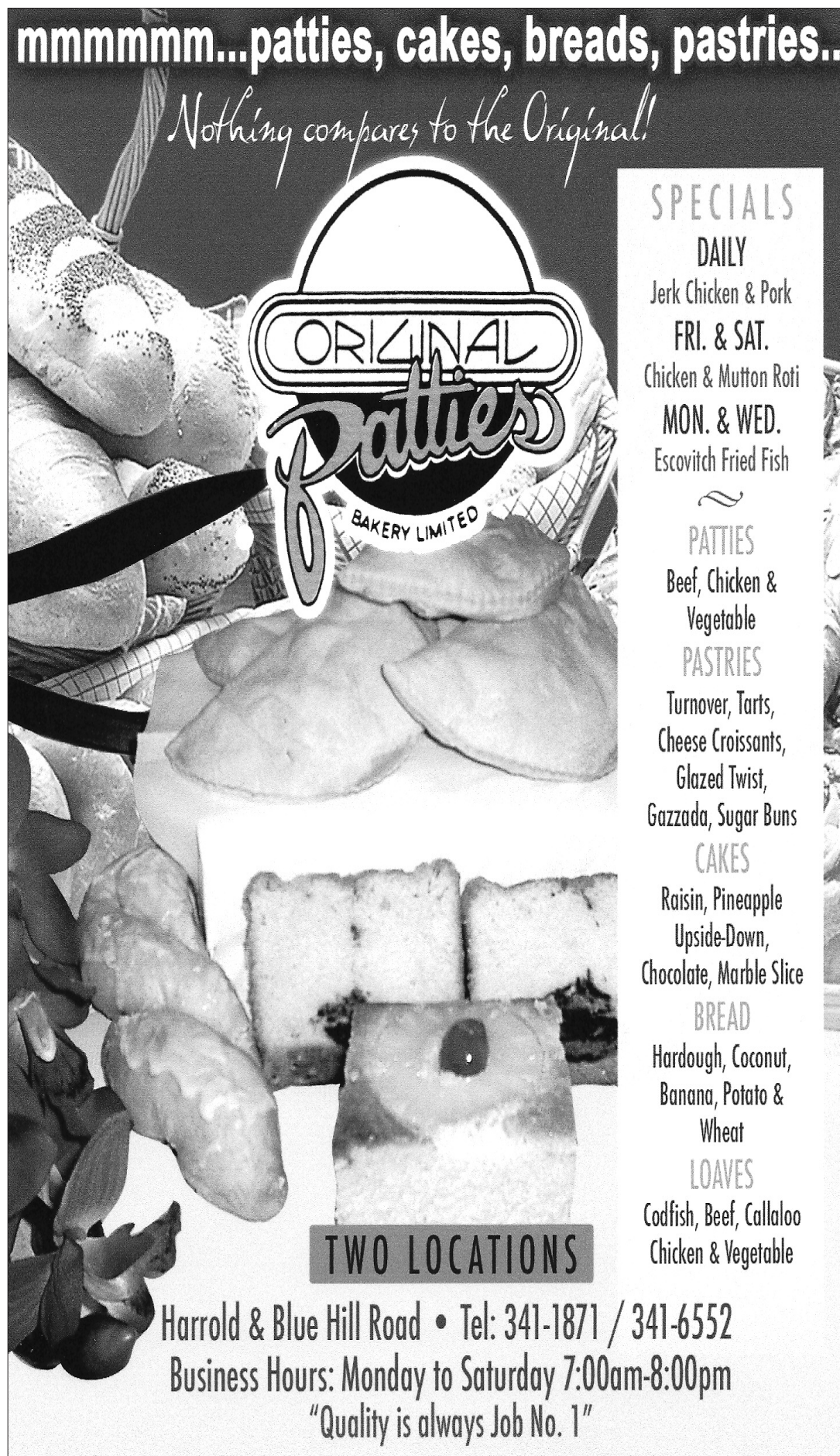
It is alleged that between January 17 and February 2, the accused obtained \$22,600.

She pleaded not guilty to all counts.

She was subsequently remanded to the Bahamas Department of Corrections and will return to court on November 19, and December 13.

Moree was represented by Attorney Ian Cargill.

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**COMMONWEALTH OF THE BAHAMAS
IN THE INDUSTRIAL TRIBUNAL**

NOTICE OF CALL OVER

TAKE NOTICE that the following Industrial Tribunal Matters have been set for call over in the Industrial Tribunal in the City of Nassau before the Honourable Indra Demeritte-Francis, President of the Industrial Tribunal, at 10am on Wednesday 21st of November 2018.

YEAR	NO.	APPLICANT	RESPONDENT	ATTORNEY/ REPRESENTATIVE	APPLICANT'S ADDRESS
1.	2018	NES/120 OMALATESHA DEAN	BAHAMAR (SKY WARRIOR LTD)		FIRE TRAIL ROAD EAST
2.	2018	NES/56 CLARICE MURPHY	LITTLE LEARNING CHRISTIAN ACADEMY & BARBER WORLD		SUMNOR STREET OFF SOLDIER ROAD
3.	2018	NES/106 JAROME JOHNSON	BET VEGAS CASINOS		FOX DDAIL CANDIA CREST
4.	2018	NES/130 FREDRICK HEILD	OAKES FIELD SHOPPING PLAZA		EAST STREET SOUTH

GG Attends 60th Anniversary Church Service Honouring Boys' Brigade's Captain Fernley Palmer



► The 14th Company of Boys' Brigade celebrated the 60th Anniversary of Captain Fernley Palmer, MBE, JP in a church service at Zion Baptist Church, East and Shirley Streets, on Sunday, November 4, 2018. Governor General, Her Excellency the Most Hon. Dame Marguerite Pindling attended the service and is pictured in the front pew. Captain Palmer, who has given over 70 years to the Boys' Brigade, and 60 years as captain, is pictured with his family, and chatting with the Governor General. (BIS Photos/Derek Smith)

Impressive list of speakers scheduled for 2nd GB Tech Summit



► Minister of Education, Hon. Jeffrey Lloyd (File photo)

Minister of Education, the Hon. Jeffrey Lloyd will lead an impressive list of speakers at the Second Annual Grand Bahama Technology Summit, set to take place, November 14-16 at the Grand Lucayan.

With a special presentation on 'the future of education,' Minister Lloyd is expected to expound on a

number of government policies and initiatives to come on stream to revamp the educational system in The Bahamas, through the use of technology.

A major advocate for the advancement of technology in schools, Minister Lloyd believes that not only is the advancement of technology in schools inevitable, but it

is long overdue in The Bahamas on a wider scale.

"No longer can we exist in a country where the world is advancing through technology around us, and we not be affected," Minister Lloyd said during his recent budget presentation in Parliament. "We, as a nation must embrace this advancement of technology to benefit our schools, as well as move along the education of our children."

In a tour of schools on Grand Bahama, just before the start of the new term, Minister Lloyd spoke with members of the media about how the advancement of technology in schools can also positively affect the change of the school's curriculum.

With several gift presentations of laptops and tablets to primary and junior schools throughout the country by the government, as well as by private companies, Minister Lloyd is looking forward to all of the government schools throughout the country being fully computerized as well as equipped with internet and Wi-Fi capability in a very short period of time.

"We are anticipating having all of our schools throughout the country properly equipped with Wi-Fi capability, which will allow students, under the guidance of teachers, to access the internet, opening up the window of greater learning ability," said Minister Lloyd. "The advancement of technology in our schools is something which this government is committed to, and moving forward this is one of the major focuses of the Ministry of Education."

The programs to be implemented by the government are anticipated to be a part of Minister's Lloyd's presentation, as this year's Grand Bahama Tech Summit focuses on education.

Also on the list of speakers at the Summit will be Minister of State for Grand Bahama, one of the initiators of the Grand Bahama Technology Summit -- Senator Kwasi Thompson, who will close out the conclave and reveal the way ahead for the GB Technology Steering Committee in their quest to make Grand Bahama a Technology Hub within the region.

Other local speakers at this year's summit will include Kristie Powell, who will lead a panel discussion on 'transforming education for the future'; Mark Godson, Managing Director/Americas of GIBC Digital ('2020 Vision Digital Transformation Plan'); Eugen Winschel, VP of SAP Global Business Operations ('The Future: Experience the Intelligent Enterprise'); Gravette Brown, business development leader at Aliv, major sponsor of this year's summit ('Transforming the Future of Business'); and a representative of Grand Bahama Power Company ('The future of Energy in Grand Bahama').

Powell, one of few Bahamians with the privilege of having worked at Google in Silicon Valley, has recently returned home to advance technology in education for Bahamians. As a member of the Grand Bahama Technology Hub Steering Committee, Powell's focus is on the importance of advancing technology in education; and she is expected to play a significant part Grand Bahama's immersion into

cutting-edge technology.

Eugen Winschel crafts the vision, strategy and roadmap for Enterprise Artificial Intelligence. He has been recognized as a visionary and creative thinker, passionate about challenging the status quo, with an innate ability to simplify complex issues. He brings a unique combination of business and technical savvy. Eugen has gained life experience on three continents, having worked in seven different industries, from automotive to advertising and high tech. He frequently shares his passion for the future of technology and user experience as a speaker and a panelist.

Jeff Campbell is vice-president, the Americas, of Government Affairs at CISCO Systems Inc., the global leader of Internet networking. Since 2001, Campbell has been responsible for developing and implementing CISCO's public policy agenda with respect to telecommunications, trade, energy, environment, security and technology issues. In addition to his expertise in telecommunica-

QUESTIONS EXECUTIVES SHOULD ASK TO AVOID PITFALLS

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.

One of the pitfalls business leaders experience is that they set a goal and identify strategies to implement, but they fail to review their organizational components to ensure they line up with the goals and strategies. That's not a winning formula for success.

Fashion mogul Peter Nygard's fifty years of success came from doing the opposite. He focused on every related part that impacted his ability to reach his goals.

Nygar has always had a goal of always being the best at everything he does. From the time he was a teenager competing in sports, to being a sailing champion in Canada, all the way to his fifty years in business. To that end, he was prepared to do what it takes to ensure his number one position.

That meant practicing free throws every day after basketball practice when all of his teammates went home for dinner. It paid off not just in basketball, but in all the sports he played in high school. Nygard received the Male Athlete of the Year award at his high school graduation.

In sailing, Nygard learned everything there was to learn about the sport that led to him winning a number of sailing championships. In business, he applies the same dedication to learning everything there is to learn and paying close attention to all of the details required for his business success.

With a goal of always wanting to be the best, it means that every part of your organization has to work in unison to maximize its effect. Peter Nygard's strategy was to distinguish himself from the competition in every way he could. It meant looking at ways to improve all of his organizational systems.

One core approach Nygard used was to create his own fabrics. While everyone else went around to fabric fairs to choose fabrics for their upcoming seasons, Nygard would go abroad and work with the fabric makers: first learning everything there was to learn about creating fabrics, then picking out the best yarns for creating the best fabrics.

When it came time to then align his systems, in addition to training the manufacturers on his standards of production, he structured his operations to work as teams so that designers, merchandising, and production could all be on the same page in executing. Because 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.

goal such as being the best in your business requires a high level of alignment to achieve it.

When the financial services company— we talked about previously—decided to offer more financial products targeting millionaires, they didn't review their systems to make sure that all of the components were supporting their goals and strategies.

Questions executives should have asked to avoid the pitfalls they encountered include:

- What structures, systems and processes are required to achieve our goal? What structures, systems and processes are required to effectively implement our strategies?
- What structures do we now have in place and how do they differ from the ideal that's needed? What is the status of our system and processes, and what tweaks are needed to have them align with our goal and strategies?
- How do our structures, systems and processes impact each other? Are they helping or are they hindering our efforts in any way?
- What changes do we need, if any, with our human resources? What drives them toward achieving our goal?
- How best can we support the achievement of our business goal?

These are the types of questions you must ask in your business to ensure that when you establish a business goal and identify strategies for achieving them that you can increase the likelihood of your goal being achieved.

Coming up, we'll look at what it looks like to apply this type of a review to your organization.

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Publisher/Chief Executive Officer

The Bahama Journal
Quo Vadis, Bahamas?

Kimaley P. Jones
Vice President/Operations

EDITORIAL

Shalom!

“...Our hearts are broken and our spirit is shattered...” Rabbi Shalom Bluming.

As a matter of human obligation and solidarity expressed on this blessed Tuesday, the sixth day of November 2018, we extend peace and commiseration to the Jewish community in The Bahamas as they mourn the slaughter of those eleven Jewish people who were massacred in their Pittsburgh synagogue.

We condemn and lament that dastardly desecration.

In this regard, note also our high regard and agreement with Rabbi Sholom Bluming who confessed: “This tragedy has touched a chord in the hearts of all people regardless of religion and backgrounds...”

As Rabbi Bluming went on to note: “...Evidently, what few of us knew, even those of us in Nassau, is that at the same time the crazed Robert Bowers was unloading his hate on strangers he never met and whose lives he ended in a torrent of fire, there was a new beginning of life in The Bahamas...”

Thus for your information, let it always be remembered that: At 9:57 on that Death-saturated Saturday morning, gunshots shattered the peace of Tree of Life Synagogue in a quiet section of Pittsburgh, Pennsylvania. Within minutes, 11 people would be dead including a 97-year-old man who, determined to thank God for life, made it to the temple where he would die as he prayed.

This blood bath was carried out by 46-year-old Robert Bowers.

Interestingly enough, while Bowers was doing his evil work, something new and good and life-giving was happening here in the Bahamas as a new synagogue was being inaugurated under the leadership of Rabbi Sholom Bluming.

What a powerful set of coincidences! By this reference we refer to two apparently connected events which happened in Nassau, New Providence and in Pittsburgh, Pennsylvania.

Both involved Rabbis, their congregations and two of life's book-ends, namely Life and Death.

In the New Providence instance, a new beginning was happening in Nassau as this country's small Jewish community met for services in a place that was theirs.

In the Pittsburgh case, their brothers and

sisters met in their own Tree of Life Synagogue in a quiet section of Pittsburgh, Pennsylvania.

Thus, one people—two vastly different encounters with fate; with life and with bloody death!

As Rabbi Bluming expresses: “...Three minutes after the mayhem began in Pittsburgh, as the massacre was beginning to send shockwaves around the globe, a small synagogue opened in Nassau...”

What a fine time for love and for the celebration of life!

But yet, all of this was also attended by Death's cold shadow.

In this regard, note that: Somewhere we read that as Bowers did his bloody work, he screamed: “...I just want to kill Jews...”

Echo weeps and the words resonate: “...I just want to kill Jews...”

Great God from Zion!

Imagine this: “...Jews who gathered to pray and celebrate the Sabbath were killed for no reason other than the fact that they were Jewish...”

This is so very wrong; so very tragic and yet, whilst all of this is so, the fact remains that bloody events like the one in Pittsburgh continue to illuminate that reality and mystery known as Evil!

But even as this reality stands revealed, there are all those other life-affirming rituals which continue to declare that Death shall have no dominion!

Some whiff of this is to be found in Jewish law and ritual which demand that: They who live must honour those who were killed; this they do as they yield to the demand that, the living must gather up every drop of blood and other bodily traces of people killed.

As we now know, the Jewish law is that everything that belonged to the body needs to be buried.

This is so very heartening.

Even now, we weep and we mourn as we remember some of that myriad of sufferings, hurts and harms our people had to weather in what so very many of them saw as lands that were so distant from their beloved Guinea.

But yet- and despite it all: - In praise-song and joyous shout, we declare: Shalom!

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

NO BETTER READING

Palm Cay To Spend \$100 Million

Continued from / PAGE 1...

Bahamas," he said.

"There's an indication of the government's willingness to look at these developments and see how we can assist in facilitating their movement," he added.

"I also heard Mr. Batchelor indicate that a number of Bahamians are going to be buying residences here, and so this is not some place where Bahamians will not be welcomed."

The Minister said the marina marks an important

milestone in Palm Cay's overall development.

"We hope other developers will be inspired to revitalize their real estate offering to an upscale market hungry for vibrant communities to live, work and play and we appreciate the economic boost that a project like this generates."

One Marina will feature 84, two and three bedroom residences at a starting price of \$800,000.

The first building will comprise 10 units and the project is expected to be completed by the first quarter

of 2020.

According to Palm Cay's Chief Executive Officer, Rob Batchelor, the work is being done by fully Bahamian contractors, with more construction job opportunities for Bahamians.

The CEO said he expects the entire One Marina project to last between 3-4 years and be completed in eight phases. Approximately 107 residences and 72 lots have already been purchased at Palm Cay with developers investing \$65 million in infrastructure, construction and amenities.



► The Hon. Desmond Bannister, Minister of Public Works, is assisted with putting on his hard hat before participating in the groundbreaking ceremony, as Diane Holowesko Dunkley (right), chairman, Town Planning Committee, looks on.
(BIS Photos/Raymond A. Bethel, Sr.)

MITCHELL: "GOV'T BUNGLING IN CRISES"

Continued from / PAGE 1...

He said, "eighteen months after deceiving and lying their way into office, with a 60 per cent tax hike on the backs of the Bahamian poor and a record of firing 3500 poor people, short-changing the nurses, but fixing up their own Minister of Immigration with a fat contract, the FNM has a nerve.

"No amount of rewriting and revisionism at the not so secret conclave can disguise the rancour, intimidation and attempts to punish and suppress free speech that reportedly occurred at the conclave. It is shameful what the FNM's leaders attempted to do with their MPs. The

whole purpose was to enforce a uniform public silence in the face of their poor performance in Government. The press release is laughable," said the Senator.

"What the FNM does behind closed doors is their business but what we see in the public light is a Government that can't generate a good headline to save its life. We see a government that is bungling it's way from one crisis to the next.

"In the meantime, The Bahamas and the Bahamian people suffer. All PLPs and people of goodwill must now work harder than ever to remove this unworthy, deceitful and untrustworthy

FNM government from office," Mr. Mitchell said.

The FNM statement at the end of the conclave stated: "The party met to set a long term strategy for the development of a think-tank, the ongoing development of new parliamentarians and party officers, and an improved communications program."

Prime Minister, Dr. Hubert Minnis admitted that the party made mistakes, and as a result, the FNM's accomplishments were overshadowed because of them. He said, "in just a year and a half, the party is already witnessing a new direction for the country, and that the government was succeeding on many fronts."



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 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

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