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MONDAY - NOVEMBER 19TH, 2018

75 CENTS

RBDF Defends Search Efforts

BY BERTHONY MCDERMOTT
 Journal Staff Writer

Aided by a power point presentation, authorities have defended search efforts for missing pilot Byron Ferguson in the face of serious public backlash in recent days.

Addressing the media in an hour-long briefing last Friday was the top brass of the police and defense forces, who first sought to make it clear that contrary to reports, the search for the 34-year-old pilot as well as his six-seater Aztec never stopped.

Defense Force Commander Shone Pinder said, "what we had was an ongoing effort to ensure initially that the emphasis was on the discovery of

■ See RBDF / page 3...

PLP CHAIRMAN ATTACKS GOV'T OVER CLOSURE OF COMMUNITY CENTRES



▶ PLP, Chairman Fred Mitchell (File photo)

BY LEAH COOPER
 Journal Staff Writer

Progressive Liberal Party (PLP) Chairman Fred Mitchell yesterday pointed out "the irony and hypocrisy of the Free National Movement Government's position on the Citizen Security Initiative", sponsored Inter American Development Bank (IDB) and administered by the Government.

The senator said that on the day following the grand opening of the Coconut Grove Community Centre, the Fox Hill Community

■ See PLP / page 6...

Cutlass Wielding Attacker Killed By Police

BY LICEC BASTIAN
 Journal Staff Writer

A male who was shot by police on Fox Hill Road on Thursday succumbed to his injuries in hospital on Friday.

The man whose identity has still not yet been revealed by police was shot by a police officer when he feared for his partner's life.

According to reports, on Thursday shortly after 1pm, two officers responded to a disturbance at a residence on Fox Hill Road.

As officers attempted to defuse the situation, the cutlass wielding man allegedly attacked one of them causing injuries to him.

Police further state that the "a second officer being in fear for the life of his partner, discharged his service weapon, injuring the male". Both the injured man and officer were transported to hospital where the man died.

The Officer who was injured, has been treated for his injuries and dis-

■ See CUTLASS / page 3...

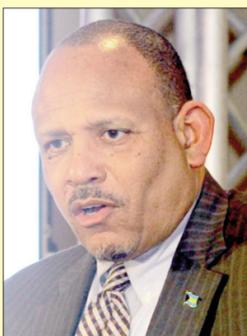
Foot Amputations Increasing In The Bahamas

BY BERTHONY MCDERMOTT
 Journal Staff Writer

The global prevalence of diabetes among adults over the age of 18 has risen from 4.7 per cent in 1980 to 8.5 per cent in 2014.

In The Bahamas, that rate increased from 6.7 per cent to 9.2 per cent in 2005 to 13.6 per cent in

■ See FOOT / page 3...



▶ Health Minister, Dr. Duane Sands (File photo)

Bahamas Diabetic Association Courtesy Call on the Governor General



▶ Members of the Bahamas Diabetic Association paid a courtesy call on Governor General, Her Excellency the Most Hon. Dame Marguerite Pindling (centre) at Government House on Thursday, November 15, 2018. (BIS Photo/Letisha Henderson)

cers from the South-Central Division, shortly after 1:00am, on Saturday, resulted in the recovery of a 9mm pistol and seven rounds of ammunition. The search took place in a nightclub on Market

■ See ELEVEN MEN / page 6...

11 Men In Custody After Gun Find

BY LICEC BASTIAN
 Journal Staff Writer

Police in New Providence arrested 11 men after illegal firearm and ammunition were recovered in a local night club.

According to reports, a search conducted by offi-




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ALL THE NEWS YOU NEED TO READ IN THE MORNING

Teachers Key to Moving to Digital

FREEPORT, Grand Bahama – Teachers will be key to the success in ‘digitalizing’ learning institutions in the country, said Minister of Education, the Hon. Jeffrey Lloyd during the Grand Bahama Technology Summit on Friday, November 16, 2018.

Being held under the theme, “The Future is Now,” the summit was officially opened by Prime Minister, Dr. the Most Hon. Hubert Minnis, on Wednesday. The event is being held at the Grand Lucayan and ends today.

Minister Lloyd further stated that the government’s education system is made up of 172 school campuses and 60 satellite buildings that provide support for schools all over the country’s islands and cays, and each island deserves the same quality of education and opportunities as those in the urban centres of Nassau and Freeport.

There are approximately 50,000 students from pre-k to grade 12 and 5,000 in tertiary institutions, along with about 25,000 in the private sector. It is challenging, said Minister Lloyd, to provide quality education with a cohort of between 4 to 6,000 teachers, especially specialized teachers in the areas of math and the sciences.

The government started the digitization of the educational system as soon as they came to office in 2017. He said, that in this day’s environment, the most effective tool for ensuring closure of the gap between performance and



► Minister of Education, the Hon. Jeffrey Lloyd, told attendees of the 2nd Grand Bahama Technology Summit, November 16, 2018 that the government is in the process of digitizing the entire educational system in the country so that all students have access to the same quality of education.
(BIS Photo/Andrew Miller)

expectation is technology.

The Minister of Education said that on September 9, 2018, the government formed a relationship with BTC and Cable Bahamas to provide fibre optic infrastructure to the 172 schools.

“This is a three-year, \$17 million initiative; this year, we expect to spend approximately \$8 million in this particular exercise.

“You will recognize that the intention is that we want every single school campus to be a smart school. That is, fully integrated utilizing the latest technology particularly as it relates to our far flung islands where we are not

able, year after year, to provide those critical teachers in specialized areas -- once again, like I indicated, in math and the sciences.”

The accomplish this, he continued, it will be done in phases. In the first phase, all districts will be linked with the fibre optic capability so that the schools and buildings will have full internet/Wi-Fi capacity. To date, many schools do not have full internet or Wi-Fi capability.

“So this fibre optic capability is going to provide internet access and Wi-Fi network -- what we call the United Unified Threat Management Security Solution -- and

will also give those campuses, those teachers, those institutions, those districts the ability for students to come with their own devices.”

Phase two has already begun, continued the Minister, in that pre-primary and primary school students are receiving tablets and laptops. Some 29,000 devices will be distributed over the next 12 to 18 months.

Phase three, or EMIS, Education Management Information System is the information that will enable personnel at the Ministry of Education the ability to “recognize, understand, manipulate as necessary and to plan effectively what the requirements are for our institutions, our school systems going forward next year, next five years, next 25 years.”

The system will also permit parents and stakeholders to engage with the

educational system and allow the Minister himself to know what is going on with any given school, classroom or student and provide reports on where the Ministry is with regard to the delivery of education.

“This process will facilitate student enrolment, engagement with parents, and the opportunity for administration and administrators to know precisely what is going on throughout the system.”

Minister Lloyd said that with a population of over 400,000, the country has many people who may not have completed high school, and there are some adults who may want to further their education: for those people, he continued, this system will give them the opportunity.

Referred to as MOOC -- Massive Open Online Courses, it will give people the opportunity to finish high school as well as

those who feel they need to upgrade their skills.

“What we have found in our system is that we are introducing a tool with which many adults are not comfortable, I’m talking about teachers. They do not have the ease, the facility, that our younger people have and so they are, quite honestly, afraid.”

He continued, “At the centre of this transformation is the teacher. In fact, I prophet to you this. It is us older folks that need to close the gap with the younger children that we are teaching. Our three and four-year-olds are coming to school already somewhat technologically savvy.

“[At] the heart of this transformation in digitizing our educational system -- we can lay down all the fibre optic we want... but if our teachers do not come along, and in fact get ahead of the curve a little bit, then the system is going to fail.”

Many of the teachers in the system have not become comfortable with technology, and so there is now a “systematic sustained transition” so that teachers can move from analog to digital. He continued, “This for us is the most fundamental objective and process that we must undertake, and that’s not a tomorrow exercise or a next year or next five years. We’ve got to do that at the Mabel Walker Institute and other training environments, right now.

“The success of this roll out, this 21st century experience is dependent upon the teachers.”

While once the teachers stood at the blackboard and taught the class, it is no longer the case he said. Students are no longer taught to regurgitate, but solve problems, and teachers are the facilitators of this.



► Students of the Bishop Michael Eldon High School, making up Northern Bahamas SECME, held a Vex Robotics demonstration during the 2nd Grand Bahama Technology Summit on Friday, November 16, 2018.
(BIS Photo/Andrew Miller)

Four In Custody For Failing To Declare Large Sum Of Cash

BY LICEC BASTIAN
Journal Staff Writer

Two American males aged 25 and 31 years old are in police custody after they failed to declare a large sum of money while attempting to leave the country.

Police say it was on Friday, November 16, sometime after 4pm, when the males presented themselves to the U S Customs Border Control at the Lynden Pindling International Airport (LPIA) and failed to declare the true amount of currency in their posses-

sion.

The officers conducted a search of the men and recovered \$47,000.00 in cash.

In a separate incident, shortly after 8:00pm, Friday, Drug Enforcement Unit Officers conducted a search of two Jamaican females, aged 29 and 30, while at the Domestic Section of LPIA and recovered \$17,805.00 which they too failed to declare.

The men and women were taken into custody and are expected to be formally charged before Magistrate’s Court this week.

Police also arrested an American female while at the Port in New Providence.

The woman was allegedly found in possession of a quantity of dangerous drugs onboard a cruise ship.

Shortly before 10:00pm Friday, Central Division Officers, while at Prince George Dock, arrested the woman after her cabin on board the cruise ship was searched and a quantity of suspected marijuana was recovered.

The female is expected to be formally arraigned before the court this week.

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RBDF AND POLICE DIVERS CONTINUE SEARCH FOR LOST PILOT

BY LEAH COOPER
Journal Staff Writer

The search continues as three teams of divers from the Royal Bahamas Defense Force yesterday conducted another search effort into Pilot Byron Ferguson's Aztec plane that went down a week and a half ago.

Lieutenant Commander Derek Ferguson told reporters

that defense force officers and divers faced a bit of a setback on Saturday due to inclement weather.

He said, "Today, we are conducting our third dive evolution for the day. We commenced with our operations at 6AM with our BDF divers as well as police divers."

He added, "We continued to search extensively in the east of the last

known position for the downed plane, where we located the tail."

"So far, most of the debris that we have been recovering have been pretty much to the east of the tail position in waters in depths of 80 to 216 feet," he said.

Commander Ferguson also said that the team suspects that pieces of that plane may have went off of an underwater

cliff.

Commander Shone Pinder added that search efforts continue along the shoreline with foot and mobile patrols.

He also assured the public, family, friends, and loved ones of pilot Ferguson that efforts will continue for as long as it takes.

He said, "We will continue to search. We will be comprehensive in our

search. We'll be methodical in our search, and we'll be deliberate in our search."

Prime Minister Dr. Hubert Minnis also chimed in on the incident saying that he has planned to order "a full review by competent experts of the protocols, procedures and agencies involved in air accident response and investigations in The Bahamas,

including any systemic or structural problems."

He added, "The report by these experts will be shared with the public once completed. The Government will examine the report and make any necessary changes to air disaster response in our country."

The Prime Minister added that he will not comment any further until the reports are done.

RBDF Defends Search Efforts

Continued from / PAGE 1...

life and that effort continued.

"Recognizing that we cannot predict when the call will go out for our vessels to respond, the vessels that responded were not necessarily on full tanks.

"At some point after they would have exhausted them, four hours into the search, they had to make preparations for divers to do a more intensive search, so they had to return in, so our efforts continued in earnest.

"We had to return to replenish and ensure that our fuel, our personnel,

divers were embarked, equipment was embarked and so there was always throughout the entire process search efforts going on," said Commander Pinder.

According to Lieutenant Commander Carlin Bethel, the night of the crash something was found in the surrounding area when the plane's tail reportedly sank - 47 quarts of oil, piston engine oil and aviation motor oil.

He said, "on Tuesday RBDF divers would have discovered some debris in the area of the site where the tail had went down at some 112 feet."

Two days later, a group

of volunteer divers set out and in less than an hour found pieces of the wreck - the nose of the plane, a portion of the wing and tail and a battery - along with the disputed flight plan.

The RBDF Commander of Dive Operations Officer gave his account as to why his team failed to find something substantive before this.

He said, "search and rescue are a science. It is something that we do based on the weather pattern, based on the sea state and the tide flow.

"We now go ahead and do what we call a dive

search area. The dive search area that we initiated on that day was pretty much focusing around the search area where the last setting of the tail of the plane was noted.

"So we would have dived that area and we would've been confident that within that one mile range of dive that we did, that there was no other debris that was found in that area. So for that day, we would have cleared that dive search area," he said.

Since then, RBDF divers have found additional little pieces of the plane Thursday afternoon, after the volunteers found

larger pieces of the aircraft.

Defense Force Commodore Tellis Bethel was also asked if the force feels it did its best to find Byron alive.

"We always assume the best-case scenario and we had a most recent experience of that and this explains why we reached out so far and even looking towards the east coast of North Andros and the Berry Islands.

"It was a situation where everyone said that this young man from Bimini was making his way from New Providence, and some-

where between Bimini and New Providence, he went missing.

"Then two weeks later or so, they found this person in a totally opposite direction in the gulf between Bimini and the United States."

"Somebody picked him up, so we assume the best-case scenario and we apply as best an effort as we can within the capacity that we have at hand," he said.

Byron Ferguson's relatives were not at Friday's press conference. According to commodore Bethel, they were invited but declined the invitation.

Cutlass Wielding Attacker Killed By Police

Continued from / PAGE 1...

charged from hospital.

This investigation has now been handed over to the official Coroner.

In other crime news, Police are also appealing to the public to come for-

ward with any information they may have that can assist them with a hit and run incident.

According to police, a video circulating on social media, shows a man being struck by a vehicle which did not remain on scene.

The male is in hospital in serious condition. Traffic Department of RBPF is investigating this incident.

Police in Eleuthera are investigating a stabbing incident, which left an adult male with serious injuries. A resident of

Rock Sound, Eleuthera is in police custody in connection with that incident.

Police on the island say that on Saturday, 17th November, shortly after 1:00am, two men were at a nightclub in the settlement of Rock

Sound when they got into an altercation.

The violence escalated when one of the men produced a sharp object, stabbing the other about the body.

The injured man was taken to the local clinic and later airlifted to New

Providence in serious condition.

Police took the 37 year old male resident of Rock Sound into custody in connection with the incident.

Investigations are ongoing.

Foot Amputations Increasing In The Bahamas

Continued from / PAGE 1...

2017, putting it at epidemic status.

Each year, more than more than one million diabetics lose at least a leg.

This translates to a lower limb being lost to the condition every 20 seconds around the world.

Research has shown that 85 per cent of all amputations are preceded by an ulcer and can be prevented.

The five-year death rate following a diabetic foot ulcer or amputation is almost 50 percent, higher than in persons with prostate cancer and breast cancer.

As Health Minister Dr. Duane Sands pointed out in his address to The Bahamas Podiatric Medical Association's Conference Friday morning, foot complications are the source of major

patient suffering, high emotion and financial costs, not only to the individual, but the health care system.

"The frequency and severity of foot problems vary from region to region, largely because of the difference in socio-economic conditions, the type of foot wear worn and standards of foot care.

"However, everywhere foot ulcers are a serious problem. They are the most prevalent problem with a yearly incidence of about 2-4 per cent and a life time incidence of about 15 and 25 percent.

"We all know that the underlying factors that lead to ulceration include peripheral sensory neuropathy, foot deformity related to motor neuropathy, minor foot trauma and peripheral artery disease," he said.

Dr. Sands added that preventing foot ulcer is of

paramount importance.

"We have now recognized that a multi-disciplinary team approach is probably the most effective way in providing care and encouraging compliance and reinforcement of footcare practices by all specialties in the diabetes care team.

"It has been shown that establishing and maintaining multi-disciplinary footcare teams can be associated with a drop in a number of diabetes related amputations.

"So podiatric medical care is a vital and increasingly valued, in addition to this multi-disciplinary team," said Dr. Sands.

Dr. Sands said his ministry is committed to ensuring that the available manpower and resources will be used to provide Bahamians with access to the care needed to prevent ulcer amputations.



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 Indira 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

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PM participates in park renaming

'A lover of music, dance and culture' were words to describe world-renowned musician Isaiah Taylor, during the renaming ceremony of Pinewood Park to Isaiah Taylor Festival Park on Saturday, November 17, 2018.

It was during the Annual Dennis Dean Pinewood Festival that Prime Minister, Dr. the Most Hon. Hubert Minnis declared that the park be renamed after the member of the Grammy Award Winning group, Baha Men. "We not only honor and pay tribute to Isaiah because of his musical talents and for his many contributions to Bahamian arts and to Junkanoo; we also pay tribute to him as a Bahamian patriot, as a servant of his community, and as a mentor to young people," the Prime Minister said.

This ceremony comes on the heels of renaming of the Big Pond Park in honor of the late Edmund Moxey, who was hailed a visionary founder of Jumbey Village who was also in the vanguard of Majority Rule and Independence.

"This has been a wonderful week during which we are celebrating Bahamian musicians and artists," the Prime Minister said. "It is an honor to be here this afternoon for the renaming of Pinewood Park to the Isaiah Taylor Park."

The Prime Minister observed that for a country the size of The Bahamas, it has produced a vast treasury of talent in the musical and visual arts namely: the late Tony McKay, Exuma, the Obeah Man -- to the late Brent Malone, and young upcoming artists like Lavar Munroe, who has an exhibit at the National Art Gallery.

"We have to remember



► Pinewood Park was renamed the Isaiah Taylor Festival Park during the Annual Dennis Dean Pinewood Festival on Saturday, November 17, 2018. Isaiah Taylor is pictured centre right. Next to Mr. Taylor are Prime Minister, Dr. the Most Hon. Hubert Minnis, and Minister of Financial Services, Trade & Industry and Immigration the Hon. Brent Symonette. On the left, from left are Reuben Rahming, MP for Pinewood; Mrs. Natasha Rahming; and Travis Robinson, MP for Bain and Grant's Town. (BIS Photo/Eric Rose)

and celebrate the enormous talent of that flows in abundance from our Bahamian Imagination," the Prime Minister urged.

He named Bert Williams, who was born in 1874 in Nassau, who left for the United States at a young age and became a Bahamian-American entertainer, one of the pre-eminent entertainers of the Vaudeville era and one of the most popular comedians for all audiences of his time. He was also said to be by far the best-selling black recording artist before 1920.

Bert Williams was once described as: "one of the great comedians of the world", the Prime Minister also noted.

Regarding Isaiah Taylor, the Prime Minister also described him as another son of the soil and artist who showcased his talents and Bahamian spirit on the world stage.

"Isaiah Taylor is not only a proud son of The Bahamas. He is also a proud son of Pinewood, who originally hailed from Simms, Long Island," the Prime Minister said.

Isaiah Taylor grew up between Kemp Road and Bernard Road. And about four decades ago he became one of the first residents of Pinewood, a community he has been known to love with all his heart and soul.

"He has also been a patriarch of Pinewood. It is so wonderful that the community he loves, loves him back by honouring his contributions to Pinewood. Generations to come will look at this Park, and ask, "Who was Isaiah Taylor?" the Prime Minister said.

Isaiah Taylor is revered as a Bahamian musical icon. He is best known as the lead bass player and driving force behind the

Grammy Award-winning group, Baha Men.

In acknowledging that he's known Isaiah for many years, the Prime Minister said he has the

spirit of Junkanoo in his soul.

Isaiah Taylor had self-taught the guitar at age 21, and subsequently joined the group High Voltage,

the band known for bringing the sound of Junkanoo festival music to the popular music stage from the late 70s into the 90s. He also collaborated with Tyrone "Dr. Off" Fitzgerald, of Funky Nassau fame; Dr. Off was one of the pioneers who helped to shape the sounds of Junkanoo outside the traditional festival environment.

In 1992, High Voltage changed its name to Baha Men. And although membership has changed over the years, Isaiah Taylor's mentorship and leadership kept the band together, leading to success and numerous awards.

Among their many accomplishments are several awards, including a Grammy Award in 2000, two Billboard Music Awards that same year and two Nickelodeon Kids Choice Awards in 2000 and 2002. Several of Baha Men's songs have been used in several major motion pictures.

The Prime Minister thanked Isaiah Taylor for his contributions to national development.



► Pinewood Park was renamed Isaiah Taylor Festival Park during the Annual Dennis Dean Pinewood Festival on Saturday, November 17, 2018. Taylor also received a plaque in his honour. Pictured presenting the plaque is Prime Minister, Dr. the Most Hon. Hubert Minnis (centre left). Also pictured during presentation are the Hon. Brent Symonette, Minister of Financial Services, Trade & Industry and Immigration and MP for St Anne's; Reuben Rahming, MP for Pinewood; and Travis Robinson, MP for Bain and Grant's Town. (BIS Photo/Eric Rose)



► Pinewood Park became Isaiah Taylor Festival Park during the Annual Dennis Dean Pinewood Festival on Saturday, November 17, 2018. Pictured are, from left: Isaiah Taylor, Prime Minister Minnis, and Reuben Rahming, MP, Pinewood. (BIS Photo/Eric Rose)



MINISTRY OF FINANCE

PUBLIC NOTICE

The public is hereby notified that a Public Auction will be conducted by the Customs Department on non-entered goods at the places and times listed below:-

No.	LOCATIONS	DATES	TIMES
1	Airfreight LPIA - (GFT)	3 rd December, 2018	9:00am - 12:30pm
2.	Airfreight Odyssey (GFT)	3 rd December, 2018	9:00am - 12:30pm
3.	Betty K. - Arawak Cay (GFT)	3 rd December, 2018	2:00pm - 5:00pm
4.	Mailboat - Arawak Cay (GFT)	4 th December, 2018	9:00am - 12:30pm
5.	MSC - Arawak Cay (GFT)	4 th December, 2018	9:00am - 12:30pm
6.	Tropical Shipping - John Alfred Dock (GFT)	4 th December, 2018	2:00pm - 5:00pm
7.	Congo Town, Andros (GFT)	5 th December, 2018	9:00am - 5:00pm
VEHICLES (NEW PROVIDENCE) CUSTOMS HEADQUARTERS			
8.	Betty K - Kelly's Dock - Arawak Cay (HQ)	6 th December, 2018	9:30am - 12:30pm
9.	Inchape Shipping (HQ)	6 th December, 2018	9:30am - 12:30pm
10.	Island Maritime (HQ)	6 th December, 2018	9:30am - 12:30pm
11.	United Shipping (HQ)	6 th December, 2018	9:30am - 12:30pm
12.	R. H. Curry & Co. Ltd. (HQ)	6 th December, 2018	9:30am - 12:30pm
ARAWAK CAY			
13.	Mailboat - Fiesta Mail (Arawak Cay)	6 th December, 2018	2:00pm - 5:00pm
FAMILY ISLAND			
14.	Marsh Harbour, Abaco	10 th December, 2018	10:00am - 5:00pm

The above goods will be sold under the Provision of Section 201 of the Customs Management Act. The Auction will commence at 9:00 am daily with the exception of Tropical Shipping, Betty K. Agencies, Arawak Cay (GFT), which will commence at 2:00 pm.

Vehicles (New Providence) Customs Headquarters, will commence at 9:30 am daily with the exception of the Mailboat - Fiesta Mail, Arawak Cay, which will commence at 2:00 pm.

Family Islands - Congo Town, Andros (GFT), will commence at 9:00 am on 5th December, 2018.

Marsh Harbour, Abaco, will commence at 10:00 am on 10th December, 2018.

A list of the goods to be auctioned can be viewed at Customs Headquarters, Betty K. Agencies, Gladstone Road Freight Terminal, Air Freight, Arawak Cay East.

The Department reserves the right to accept or reject any or all bids tendered.

Marlon Johnson
(Acting) FINANCIAL SECRETARY

WHY MOTIVATE EMPLOYEES

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.

In a number of companies, executives feel that giving employees a salary for their work should be motivation enough to perform. That couldn't be far from the truth, unless those executives are prepared to settle for mediocre performance and experience a hit or miss with achieving business goals.

When we reviewed the various components of organizational alignment, we discussed the importance of ensuring that staff members are on the same page as executives, that they are capable of carrying out strategy, and that they are motivated to pursue the company's business goals. This is an essential part of ensuring that executives set the right foundation for achieving business goals.

We also explained that executives should ask themselves a series of questions to ensure that they are assessing what is needed to support their strategy implementation and remove any blocks to success. With respect to human resources, executives should ask the following:

What drives employees toward achieving our goal? What changes do we need, if any, with our human resources?

Our sample goal is to increase the business income by 20% for the upcoming fiscal year. We have chosen the sample strategy of offering customers add-on items to product sales.

With any goal that you are trying to achieve, employees need to be motivated to help you. In many organizations, the standard practice among employees, who don't feel motivated to assist a company in achieving business goals beyond their work tasks, is to stand aside and watch executives fail or succeed.

For example, in an organization where an organization development (OD) practitioner was conducting an assessment, she discovered this exact situation. She was brought in to conduct an assessment to discover why employee morale was so low.

In interviews with staff, the OD practitioner encountered a young lady who had a reputation in the company for being very smart and competent. The young lady discussed some of her department's challenges and solutions for fixing them. Solutions that

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.

appeared valuable.

When asked if she shared her perspective with the department manager, she said no. When asked why she didn't, she simply replied, "He's the manager; not me. Besides, he never asked."

Here's what this tells you: the young lady in question was clearly an asset to the department and had contributions that could potentially save the company money with respect to issues they were experiencing. However, she did not feel valued or included.

What helped to create this situation is the company's perceived promotion policy. It was widely rumored that individuals were generally promoted based on their friendships with senior management, and promotion decisions tended to favor men over women.

If this were true, this is a major hindrance to the company being able to achieve business goals. And whether or not it is in fact true doesn't matter. Perception is reality. Since employees perceived it as true, and as it was demonstrated with incompetence of managers in some instances, it is the reality for employees.

You can see from this employee example how it is necessary to get your people on board with your strategy implementations and working to help if you want to achieve business success.

This begins with setting the right foundation, which starts with always communicating what's going on. Now you can see the importance of fashion mogul Peter Nygard's practice of going before his associates twice a year and sharing the company's vision, direction and upcoming strategies.

Associates have even shared how the bi-annual message from the chairman and the bi-weekly updates make them feel a part of the company and a part of what's going on.

Coming up, we'll explain why it matters and how it all works to motivate employees.

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The Bahama Journal

Quo Vadis, Bahamas?

Wendall K. Jones
Publisher/Chief Executive Officer

Kimaley P. Jones
Vice President/Operations

E D I T O R I A L

Hold On!

Whenever 'certain' Bahamians get a chance to tell or teach outsiders how they ought to view this country, this crew can always be depended upon to write as if their lives depended on how much of the syrupy stuff they could muster up.

One such sweet version describes Nassau as being: One of the oldest cities of the Americas, Nassau, the capital of the Bahamas, is located on the island of New Providence.

They say too that: The city and country lie at the crossroads between North America and the Caribbean and have long been a hub for waves of migration between the Antilles and the continent, as well as a meeting ground for disparate groups from the African diaspora.

Sounds so very artistic as in 'a meeting ground for disparate groups from the African diaspora'.

Why yes, my dear—Yes: a meeting ground!

This meeting-ground place is now smack-dab in the middle of what may well hinge on the outcome of what promises to be a big fight for the very soul of the Bahamas.

Nota bene: In those heady times when Dr. Hubert A. Minnis was still in dream-mode as regards his hoped-for-political future, he [Dr. Minnis] gave his views concerning the Christie-regime's so-called National Development Plan.

To that end, Minnis was of the view that: "The National Development Plan must be non-political and inclusive, as such it is owned by The Bahamian people..."

Thus today, as 'THEY' discuss plans for the development of the City of Nassau, we say to all and sundry: Hold on—Not So Fast!

Why rush when you can wait and see and hear from the people as to how they would have THEIR City of Nassau defined and given its rightful boundaries!

There is a sense we are getting which is leading us inch by inch to believe that the men and women who have been hoping and dreaming of the arrival of a great day in the morning when their city of Nassau will be given a new and better chance of being

transformed into their own cherished version of what a really-real capital city should look like in today's Bahamas.

As backdrop and context, then, please note as follows: The Downtown Nassau Partnership (DNP) revealed that plans for the city of Nassau started by the group ten years ago will begin again in earnest, with the all-important Business Improvement District (BID) legislation that will frame the management and financing of the city ready in draft form for scrutiny by the government.

And as we learn from Managing Director of the DNP Mr. Ed Fields who said during a press conference: "... The project to improve downtown is a long-term one..."

Evidently, the man knows whereof he speaks concerning the so-described "...long-term one..."

We suspect that the really long time is far longer than even Fields [and the likes of all like him] would ever either know or even suggest even if they were in the real know.

What we and the masses of quite ordinary people know is this: In what has been grandly described as the people's time, the people have a crying and deep need to have some real say into how the lines defining the city are to be drawn!

And thus, while we hear what they are saying about their near-term plan, we need to know what plans—if any- they have for involving the people in their public-private plans!

In sum, then, we now warn and as we do so, we would also want this nation's political classes [especially those men and women who define themselves in party-political terms] that they should be aware that any and all efforts aimed at excluding the people from the heart of any city center will be foiled by the people.

And for sure, we would also wish to put the governing Free National Movement that—as a party- they should be leery of any so-called public-private partnership that would—by any means necessary- so design the limits and boundaries of such an enterprise with which the people are not adequately informed.

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THE BAHAMAS

Sun, Sand, Sea and the

The Bahama Journal



NO BETTER READING

PLP CHAIRMAN ATTACKS GOV'T OVER CLOSURE OF COMMUNITY CENTRES

Continued from / PAGE 1...

Centre has been effectively shuttered.

He said, "I am advised on Friday 16 November; the staff were unable to come to work and the Government programme scheduled to be in the facility could not operate because the government has not paid the staff of the Centre for five months and has paid

nothing for the use of the facility and its upkeep."

He added, "this lack of payment of the staff is the third time that this has happened since I lost office in May 2017. The MP for the area appears unable to do anything to assist.

"It adds to the list of other commitments in default. You will remember my constantly pointing out that the Government, despite its

promise and publicly announced commitment to do so, did not pay the power bill and allowed the facility's power to be tuned off last year this time and it was without power for eight months until a loan was extended to the Board to return the power," he said.

The Opposition Party Chairman added that the power appears to be on the verge of being disconnected again.

He said, "I have since learned that the facility in Quakoo Street which was the second one of the Community Centres in the Citizen Security Initiative sponsored by the IDB has been closed and the staff let go."

He added, "I am advised that the Minister of National Security listed both Fox Hill and Quakoo Streets at the opening in Coconut Grove as examples of the

Citizen Security Initiative. Surely the IDB ought to question what the Government is doing in both Fox Hill and in Quakoo Street."

The former Fox Hill MP said that like most things with the current administration, they have "convenient amnesia when it comes to commitments set in place by their predecessors in office, no matter the good it does for the pub-

lic."

He said, "It appears politics trumps everything with them. The thinking in Fox Hill is that because the staff were hired under the PLP, they are suspected of being supporters of the PLP and the idea is to force them to quit so they can be replaced by the "people's time" supporters. This would be most unfortunate if true."

Eleven Men In Custody After Gun Find

Continued from / PAGE 1...

Street just south of Coconut Grove Avenue.

The 11 adult males were taken into custody in connection with this and other incidents.

Police are also investigating the circumstances surrounding an attempted armed robbery and shooting of two men early Friday morning, which left two males with injuries.

According to reports, shortly after 3:00am, two men were at a business establishment on East Bay

Street and Okra Hill when they were approached by two armed men who exited a blue Hyundai car, demanded cash and shot them.

The victims drove to a hospital for medical attention and are in stable condition. The armed men got into their vehicle and sped away. Investigations are ongoing.

A few hours later, police reported that shortly after 11am Friday, a man was in his vehicle at the junction of John F. Kennedy Drive and West

Ridge, when he was approached by two armed men who came from a blue Toyota Passo and robbed him of cash. Then one of them got into his champagne colour Nissan March Licensed # AG5816. Both vehicles speed off.

Police are actively searching for two men in connection with this incident and are appealing to anyone with information regarding the incident to call police at 911/919, or CRIME STOPPERS at 328-TIPS (8477).



MINISTRY OF FINANCE DEPARTMENT OF INLAND REVENUE REAL PROPERTY TAX NOTICE for 2019

In accordance with the Real Property Tax Act, Chapter 375 as amended, the Chief Valuation Officer hereby gives notice:-

- that copies of the assessment lists are available as required by Section 7 subsection 7 of the Act, and may be inspected at the Office of the Chief Valuation Officer;
- that a notice of assessment addressed to each owner of property liable to tax under the Real Property Tax Act is available at the Valuation Office, located at rear of the shops at Carmichael Plaza, Carmichael Road and may be collected therefrom by or on behalf of the owner of such property during normal working hours;
- that pursuant to subsection (3) of Section 7 of the Act, upon the expiration of five days after the publication of this notice, a notice of assessment shall be deemed to have been served on every owner of property liable to tax under the Act;
- that without prejudice to the provision of subsection (3) of Section 7 of the Act, the Chief Valuation Officer may at any time after the publication in the Gazette of this notice send by post, a notice of assessment addressed to any owner of property liable to tax under the Act;
- that pursuant to Section 11(1) of the Act, any person aggrieved by a notice of assessment deemed to have been served under this Act may object thereto by serving on the Chief Valuation Officer within thirty days after the date on which the notice of assessment is deemed to have been served, a notice in writing of such objection stating the grounds upon which he relies;
- that pursuant to Section 18 of the Act, the tax is due and payable by the owners of property not later than sixty days after the date on which notice of assessment is deemed to have been served. Accordingly, it is the duty of each taxpayer to ensure that he receives a Notice of Assessment;
- that the exemption has been allowed for 2019 on those which have been declared as owner-occupied residences, and have satisfied the conditions. However, under Section 43 of the Act, the owners are required to disclose to the Chief Valuation Officer any change in the circumstances which does not entitle the property for the exemption allowed;
- that pursuant to Section 10 of the Act, every owner of property shall not later than the thirty-first day of December in each year, make to the Chief Valuation Officer in the prescribed form a return of such particulars of that property as may be prescribed, for the purpose of enabling that Officer to compile and maintain accurate assessment lists, and such owner shall declare to the correctness of such return before an authorized person.

(For) Controller of Inland Revenue/
Chief Valuation Officer



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 thenamarche@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

ZONTA GEARS UP FOR 16 DAYS OF ACTIVISM



▶ ZONTA Members in state meeting with current and past Parliamentarians including Attorney General, Carl Bethel, Opposition Chairman, Fred Mitchell and others. (File photo)

Zonta Bahamas announced its plans for this year's "Zonta Says no to Violence against Women" campaign, held each year as Zontians all over the world mark 16 days of intense activism from November 25 (the International Day for the Elimination of Violence against Women) to December 10 (the United Nations' Human Rights Day). The UN Secretary General's campaign UNiTE to End Violence Against Women call for action is themed: "Orange the World: Raise Money to End Violence Against Women and Girls".

This year, expect to see Zontians "Paint the Town Orange" as they do every year. This time, they will take to the communities in the Nassau Street area with the large orange ribbons residents have become accustomed to seeing around this time of year. Last year, Zontians took to the Pinewood Gardens area. This coming Wednesday, November 21, Minister of Social Services and Community Development Frankie Wilson has been invited to tie the first orange ribbon near the Nassau Street court house. Director of the

Department of Gender and Family Affairs Dr. Jacinta Higgs, students of the University of the Bahamas nursing program and police officers will assist Zontians in tying ribbons from Meeting Street all the way to UB. Along the way, they will hand out information leaflets and stop and speak to residents about the importance of protecting and empowering women.

Additionally, Zontians intend to distribute orange light bulbs for residents to use outside their homes, so that passers by could know that their home is taking a stand to "say no"

to violence against women and girls.

After the ribbon tying along the trees and lamp posts on Nassau Street, Zontians will visit the House of Assembly to pin orange ribbons on all Parliamentarians. Last week, they did the same in the Upper House, receiving a warm greeting from Senators.

The public is invited to attend a town meeting to be held this Wednesday afternoon beginning at 4pm at the School of Nursing, Grosvenor Close for a live taping of Empress of Hot 91fm's show "Free Ya Mind", encouraging

open dialogue on domestic violence in The Bahamas.

Zontians will appear on numerous radio and television shows promoting the theme, beginning on November 25 straight through the 16 days of activism. Many other events are planned for the month, including the annual "Walk in My Shoes" event, planned for December 8 at Christie Park. On this day, members of the public are encouraged to bring a pair of new or gently used shoes to represent female victims of violence. The shoes are then donated to charita-

ble organisations. To keep up with activities, visit Zonta Club of Nassau and Zonta Club of New Providence on Facebook.

Zonta International is a service organisation with a mission of advancing the status of women worldwide. Through funding from the Zonta International Foundation, the Zonta International Strategies to End Violence Against Women (ZISVAW) Program has provided more than US\$9.5 million to support projects to prevent and end violence against women and girls in 46 countries.



MINISTRY OF HEALTH

NOTICE

INVITATION TO BID

The Ministry of Health, invites Tenders for the provision of Janitorial Services during five (5) days per week Monday to Friday at the following North Eleuthera Clinics:

NAME OF CLINICS
Harbour Island, Eleuthera
Spanish Wells, Eleuthera
The Bluff, Eleuthera
Lower Bogue, Eleuthera

Interested persons can contact the Administrative Officer/Nurse In Charge at the said facilities for permission to inspect the premises. To obtain a copy of the Scopes of Work and additional information, please contact any of the following telephone numbers: 1 (242)-470-8153/225-1146/225-1277.

All Tender documents are to be placed in a sealed envelope marked: "To Tenders Board"
Janitorial Services at The North Eleuthera Clinics
c/o Financial Secretary
Ministry of Finance
Cable Beach
Nassau, Bahamas

Companies should submit bids no later than Monday, November 26, 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 on November 27, 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

ALIV Launches ALIVCreates



► Sr ALIV Business Developer Kendrick Delaney watches on as Chief ALIV Commercial Officer Gravette Brown makes the announcement about ALIVCreates (File photo)

Believing in giving back to its customers and transforming the digital community in The Bahamas, ALIV announced the official launch of its very own technology hub rooted in The Bahamas with Bahamian talent, innovation and tenacity at its forefront called ALIVCreates.

The announcement came at the 2nd Annual Grand Bahama Tech Summit held in Freeport last week.

ALIVCreates is made up of the Discover app - a wayfinding tourist map coupled with augmented reality which combines the power of real word experience with virtual reality to emancipate the millions of visitors to The Bahamas.

The Together app is intended not only to dramatically increase the reach of local charities and nonprofit organizations through crowd fundraising, but to bring transparency, structure and actual dollars to communities in need. This platform will allow com-

munity organizations to form tighter bonds with their supporters and similarly will give reward and recognition persons whose mission is to give to those in need.

Smart Health will connect the unconnected. Patients from Inagua to the Abacos can triage their conditions using artificial intelligence, book and dialogue with medical care professionals and for the first time in Bahamian history, be able to find the best fit location and wait time before rushing out to the emergency room.

“With more apps to come in the space of education and entertainment to come, and with more B2B partnerships in the works, ALIVCreates has affixed to its framework a professionally managed internationally renowned business accelerator,” Chief ALIV Commercial Officer Gravette Brown told the tech summit attendees. “This is planned for launch in 2019 and will be the first of its kind with an online

curriculum aimed at putting viable business ideas and opportunities through a rigorous training and fundraising exercise.”

Ms. Brown explained that ALIVCreates is a technology-driven incubation hub for enterprises and expanding startups, built on top of ALIV's digital platform, communication system and powerful data warehouse.

“I want to thank everyone for coming,” she said. “I especially want to thank all the staff and consultants at ALIV that were so involved in the special announcement. There are reasons that we continue to create great products at ALIV. There are reasons why we continue to make all our customers happy and it really rests upon the hard work and dedication of our team.”

Launched in April, The List - also in the ALIVCreates platform - allows ALIV customers to receive rewards from participating partners available through the MyALIV app. The reward categories are: Essentials, Bites, Experiences and Journeys.

Chief ALIV Officer (CAO) Damian Blackburn has said in the past that ALIV will continuously promise to bring exciting new innovative solutions to the market to benefit the customer and now is the time to reward the customer for believing in those solutions.

“We’ve invested hundreds of millions of dollars building two world class LTE networks and this is going to now allow our customers to reap the rewards simply by being an active ALIV customer. We want to be able to keep our customers happy and The List will be the first of many programs that will do just that.”

Jacques, knowing the same to be false. Jacques also obtained a marriage certificate by means of false pretenses. On August 27, 2015, the accused also attempted to obtain a spousal permit from the Department of Immigration by means of false pretenses. He pleaded not guilty to all counts. Jacques was remanded to the Bahamas Department of Corrections until January 31, 2019.

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HAITIAN MAN PLEADS NOT GUILTY TO FRAUD

BY JAMEELHA MISSICK
Journal Staff Writer

A Haitian national was charged with one count each of making a false declaration for marriage, possession of false documents, uttering a false document, fraud by false pretenses, and attempted fraud by false pretenses.

Adilus Jacques, 36, of Mount Royal Avenue was arraigned last week, before Magistrate Kara Turnquest-Deveaux on all five counts.

The court heard how on Tuesday July 2, 2015, the accused being concerned with others in New Providence, knowingly made a fake declaration to a local marriage officer for the purpose of procuring a marriage license.

It was further alleged that on the same date, the accused - with the intent to deceive - had in his possession and with the intent to defraud, uttered a marriage certificate bearing the names Perdisha Russell and Adilus

Jacques, knowing the same to be false.

Jacques also obtained a marriage certificate by means of false pretenses.

On August 27, 2015, the accused also attempted to obtain a spousal permit from the Department of Immigration by means of false pretenses.

He pleaded not guilty to all counts.

Jacques was remanded to the Bahamas Department of Corrections until January 31, 2019.



VACANCY FOR COMMISSIONER OF CORRECTIONS BAHAMAS DEPARTMENT OF CORRECTIONAL SERVICES MINISTRY OF NATIONAL SECURITY

Applications are invited from suitably qualified persons to fill the post of Commissioner of Corrections in The Bahamas Department of Correctional Services, Ministry of National Security.

Requirements for the Post

Bachelor's Degree (from an accredited institution, approved for The Bahamas Government's purpose) and have been trained in Penal/Public Administration/Correctional Management; with a minimum of three (3) years experience as Deputy Commissioner of Corrections;

OR

Applicants must possess a Bachelor's Degree (from an accredited institution, approved for The Bahamas Government's purpose) and have been trained in Penal/Public Administration/Correctional Management; with a minimum of ten (10) years experience in a comparable post and environment;

OR

Associate's Degree (from an accredited institution, approved for The Bahamas Government's purpose) and have been trained in Penal/Public Administration/ Correctional Management, with a minimum of five (5) years experience as Deputy Commissioner of Corrections;

OR

Associate's Degree (from an accredited institution, approved for The Bahamas Government's purpose) and have been trained in Penal/Public Administration/ Correctional Management, with a minimum of twelve (12) years experience in a comparable post and environment.

Degrees in Law, Criminal Justice or Social Sciences would be an asset.

In addition to the post requirements, experience as follows would be an asset:

- Senior executive level management experience, including the management of human and financial resources;
- Experience in promoting the importance of a healthy organization workplace;
- Experience in representing an organization, and communicating and consulting at a senior level with a broad range of private and public sector stakeholders, policy and decision makers as well as the media;
- Experience managing labour relations and working with staff associations in a complex and challenging environment;
- Experience working in a correctional facility, within the criminal justice system, or in a field providing services or programmes to inmates, working with diverse inmate populations and vulnerable persons or groups.

Knowledge, Skills and Abilities required

- Knowledge of legislative and policy frameworks and legal principles governing corrections and the criminal justice system in The Bahamas;
- Knowledge of the mandate, role and responsibilities of organizations involved in the National Security portfolio;
- Knowledge of the challenges facing The Bahamas Department of Correctional Services, including the rehabilitation of offenders, health and mental health care, and strengthening community corrections;
- Knowledge of the role of Commissioner and their relationship within the portfolio and with the Government;
- Knowledge of practices, principles and policies underlying interactions between the institution and the private sector;
- Knowledge of labour relation practices and managing interactions with employee representatives and their Association;
- Superior communication skills, both written and oral, and ability to represent the Bahamas Department of Correctional Services with employees, the public, governments and other organizations, including public safety and criminal justice bodies internationally;
- Ability to lead and manage a public sector organization, and to define its strategies and objectives;
- Ability to lead in emergency situations, including life threatening situations;
- Ability to innovate, identify modern solutions and opportunities, and implement culture change; and
- Ability to analyze differing opinions and complex situations with a view to identifying appropriate courses of action and understanding the impact of decisions.

Responsibilities and Duties of the Post

The Commissioner of Corrections shall have overall responsibility for the general management of The Bahamas Department of Correctional Services and the management and discipline of correctional institutions in the Commonwealth of The Bahamas.

Specific duties include:

- The care and custody of inmates, sentenced and those on remand, including their health and mental health care;
- The provision of programmes that contribute to the rehabilitation of inmates and to ensure their successful reintegration into the community;
- The preparation of inmates for release; and
- Maintaining a programme of public education about the operations of the Service.

The Commissioner will work in collaboration with other senior public leaders in the National Security portfolio, and around the world in a professional and non-partisan manner. He/she will lead a dynamic team to fulfill the important responsibilities of this option.

The salary scale of the post is in Scale PR1 - \$54,050 x \$800 - \$62,850 per annum (July 2012 Salary Scale).

Serving officers must apply through their Heads of Departments. Application forms may be obtained online at: www.bahamas.gov.bs/public-service. They should be returned, complete with certified copies of academic qualifications and documentary proof of relevant experience to the Secretary, Public Service Commission, Poinciana Hill Complex, Meeting Street, not later than 30th November, 2018.

Secretary
Public Service Commission

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