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WE'RE IN CRISIS



► BPL Union President, Paul Maynard

BY DEANDRE WILLIAMSON
Journal Staff Writer

The vexing load-shedding issue at Bahamas Power and Light is a 'crisis,' according to Bahamas Electrical Workers Union President Paul Maynard, who is now calling on the government to invest \$100 million to assist with the effective operation of the power plant.

is the CEO needs to recognize that this is a crisis that we're in, accept it, stop running away from it," Maynard said during an interview with The Bahama Journal yesterday, adding that as a result of the load-shedding crisis, BPL employees are "over-taxed to the max" and there is a staff shortage.

"This is no fun for us to be doing," Maynard said.

■ See page 3...

BPL Union President Calls for \$100 million Injection

16 Injured in Tour Bus Crash

D'Aguilar Confident Crash Won't Affect Tourism

BY BERTHONY MCDERMOTT
Journal Staff Writer

Two Bahamians were among the 16 injured in the Eleutheran Adventure tour bus accident on Monday in Rock Sound, Eleuthera.

Minister of Health Dr. Duane Sands confirmed outside Cabinet on Tuesday morning that the two Bahamians are in stable condition at the



► Minister of Tourism, Dionisio D'Aguilar

■ See page 3...

'Threats to Lock Out Morton Salt Employees Frustrating,' Says Brown

Meeting with Labour Minister Next Week

BY BERTHONY MCDERMOTT
Journal Staff Writer

The threat to lock Morton Salt employees out of the Inagua Salt Plant has only further infuriated the Bahamas Industrial Manufacturers and Allied

Workers Union, whose President Jennifer Brown condemned such a move as doing neither party any good, but rather only frustrates the process and workers.

Morton executives

■ See page 4...

Charges Dropped for 80-Year-Old Lawyer Accused of Stealing

BY LICEC BASTIAN
Journal Staff Writer

An 80-year-old lawyer was called upon to answer charges of fraudulent breach of trust and stealing by reason of service, a matter stemming back almost 10 years.

East Bay Street, appeared in Magistrate's Court yesterday before Magistrate Samuel McKinney.

Mrs. Curling was charged with stealing \$85,000 cash which was entrusted to her by Rebecca Knowles in 2010.

Miriam Curling, of 24

■ See page 4...

DAMES BIDS FAREWELL TO MS. JAMIE MARTIN, DIRECTOR, INT'L NARCOTICS AND LAW ENFORCEMENT AFFAIRS



► Minister Dames (3-L) presenting outgoing Director Jamie Martin (4-R) with a plaque and gift along with (L-R) Commissioner Murphy BDOCS, Commodore Bethel (RBDF), US Charge d'Affaires Stephanie Bowers, Commissioner Ferguson, PS Poitier (SEE page 12)

Progress Being Made in Resolution of Trade Disputes

BY BERTHONY MCDERMOTT
Journal Staff Writer

Debate on the 2019/2020 budget continued in the Upper Chamber with Senator Dion Foulkes giving an account of the Ministry of Labour's successes and challenges over the past 12 months and its concentration moving ahead.

That includes trade disputes filed, in 2018, that figure stood at 924.

"Four hundred and sixty-five were resolved while 305 pending, 37 were withdrawn and 107 were referred to the Industrial Tribunal for their deliberations."

"In the Family Islands in 2018, 283 disputes

■ See page 4...



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97 Haitians Charged with Illegal Landing

Ninety-seven Haitian nationals appeared in the Magistrate's Court in Inagua before Magistrate Kara Turnquest-Deveaux where they were charged with illegal landing and

given an order of early deportation.

According to the Department of Immigration, the group charged included 86 adult males and 11 adult females. They were

turned over to Immigration officials and are scheduled to depart from Matthew Town, Inagua for Port-au-Prince, Haiti on June 26, 2019 at 9:00 a.m. Immigration officials

said group of Haitian migrants were apprehended by officers of the Royal Bahamas Defence Force onboard 'Enduring Friendship' on June 20, 2019 near Castle Island, just South

of Acklins.

This group also included three minors. They were transported to Matthew Town, Inagua by the HMBS L. L. Smith and turned over to Immigration

officials.

A team of officers of the Enforcement Unit were immediately deployed to Inagua to assist in processing, protection and escort of the migrants.

Pierre Denies Armed Robbery Charges

BY LICEC BASTIAN
Journal Staff Writer

An alleged armed robber was arraigned in Magistrate's Court before Magistrate Samuel McKinney yesterday.

McKenzie Pierre, 26, of Boyd Road, was

charged with four counts of armed robbery. He was not required to enter a plea and was subsequently remanded to the Bahamas Department of Corrections.

It is alleged that on Saturday June 15, Pierre, being concerned with others and armed

with an offensive weapon, a handgun, did steal from Myril Storr a cellphone valued \$275 and \$350, the property of Storr.

On the same date in question, it is alleged that he also stole from Chadwick Storr \$87 and from Delano Johnson

\$105.

It is further alleged that Pierre, again being concerned with others, armed with an offensive weapon, stole from Craig Smith a cellphone valued at \$275 and \$525.

Just before his remand, Pierre told the

Magistrate McKinney that he is being electronically monitored and was home on the date in question.

However, Magistrate McKinney informed Pierre that should the matter go to court he could request a printout or a recording of his

whereabouts electronically.

Pierre was subsequently placed on remand until August 19, when he returns to court for a Voluntary Bill of Indictment.

The accused was represented by attorney Alex Dorsette.



REQUEST FOR EXPRESSIONS OF INTEREST

INDIVIDUAL CONSULTANT



Government Digital Transformation to Strengthen Competitiveness: Change Management/Communications Specialist

Country: The Commonwealth of The Bahamas

Supporting Institution: Inter-American Development Bank

Programme: Government Digital Transformation to Strengthen Competitiveness

Project Number: BH-L1045

Loan Number: LO-4549 / OC-BH

Sector: Reform / Modernization of the State

Sub-Sector: E-Government

Deadline: 8 July 2019

Post: Change Management/Communications Specialist

Reports to: The Programme Coordinator

The Office of the Prime Minister (OPM) of the Commonwealth of the Bahamas has received financing from the Inter-American Development Bank (IDB), toward the cost of the Government Digital Transformation to Strengthen Competitiveness and intends to apply part of the proceeds for the consulting services of a Communications/Change Management Specialist. The consulting services ("the Services") include developing a framework for change management. The consultancy will guide employees and the public through the change process, proffer recommendations for resistance management strategies, and support the roll out of the digital transformation in areas that may or will affect stakeholders. The consultancy must also develop effective strategies for public awareness and education. The duration of the contractual position is 12 months renewable annually based on satisfactory performance.

Main responsibilities include:

- Examining the key stakeholders and administrative/operational structures in Government to determine the transformation initiatives and change management approaches necessary to transition from one system to the next;
- Working collaboratively and effectively with the senior Government officials and Unions to construct the appropriate framework/guidelines to address the key features and initiatives which underpin change management (eg) communication strategies/plans, stakeholder engagement, inter-disciplinary teams, readiness assessments, dealing with resistance to change;
- Implementing effective change management strategies with a monitoring and evaluation component designed to achieve the goal of the Programme;
- Building support for the Project by assisting in the communication to stakeholders of the project development goals, objectives, activities and benefits using all forms of media possible through a strategy for public awareness, education sensitization and training interventions
- Liaising with the Director of Communications and Media Houses to promote the Programme and individual project components;
- Making changes as necessary to the strategies upon evaluation of progress or identification of risks;
- Facilitating regular monthly meetings to monitor changes and their correct implementation, identifying risks associated with change, facilitating discussions and finding solutions on issues that might hinder change initiatives;
- Guiding the process with teams of by engaging them in analyzing the progress, exploring root causes of issues, experimenting with solutions, and documenting lessons learnt and assisting each team with work plan development of work plans, timelines and milestones with clear responsibilities
- Developing Standard Operating Procedures as per the job function;
- Working with training institutions to embed capacity training sessions to ensure the sustainability of the Project and develop Standard Operating Procedures so that the change is institutionalized;
- Supporting managers and supervisors and building their skills capacity for effective management of staff and stakeholders;
- Organizing support meetings, and workshops and training sessions for stakeholders and acting as Facilitator in strategy and planning meetings.

The successful candidate should have the following

- Minimum of a Bachelor's Degree in Change Management, Communications, Human Resources Management / Development, Public Administration / Management, or Business Administration. A minor in Public Relations, Marketing or Psychology would be an asset.
- Minimum of 5 years of relevant work experience in proven national project initiatives within the private / public sector or with international development institutions. Demonstrated superior communications skills (written and verbal), team-building skills within a diverse cultural and multi-disciplinary background, and networking skills.
- Previous knowledge and exposure to IDB's administration and project management policies and procedures are desired.

The Office of the Prime Minister now invites eligible Consultants to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. Consultants will be selected in accordance with the National Competitive Bidding Selection procedures set out in the IDB's Policies for the Selection and Contracting of Consultants financed by the IDB and is open to all eligible bidders as defined in these policies. Consultants will be selected in accordance with the National Competitive Bidding Selection method set out in Selection and Contracting of Firms Policies. Further information can be obtained by E-mail: opmmmodernizationunit@bahamas.gov.bs. Submit all CVs and qualification documents must be submitted Re: **Communications/Change Management Specialist** to E-mail: opmmmodernizationunit@bahamas.gov.bs on or before 5:00 pm on **8 July 2019**.



REQUEST FOR EXPRESSIONS OF INTEREST

INDIVIDUAL CONSULTANT



Government Digital Transformation to Strengthen Competitiveness: Component Coordinators / Components 1 and 2

Country: The Commonwealth of The Bahamas

Supporting Institution: Inter-American Development Bank

Programme: Government Digital Transformation to Strengthen Competitiveness

Project Number: BH-L1045

Loan Number: LO-4549 / OC-BH

Sector: Reform / Modernization of the State

Sub-Sector: E-Government

Deadline: 8 July 2019

Post: Component Coordinator

Reports to: The Programme Coordinator

The Office of the Prime Minister (OPM) of the Commonwealth of the Bahamas has received financing from the Inter-American Development Bank (IDB), toward the cost of the Government Digital Transformation to Strengthen Competitiveness and intends to apply part of the proceeds for the consulting services of a Component Coordinator. The consulting services ("the Services") include serving as the technical lead for one Component of the Project and assisting the Programme Coordinator in ensuring that activities are addressed effectively so as to achieve project goals within the prescribed timeframe.

Main responsibilities include:

- Clearly envisioning and communicating what determines Component success and advising on methodology, infrastructure and applications, inter alia to achieve success
- Ensuring PEU compliance with the IDB/GoBh loan agreement w.r.t Component execution by developing, managing and executing the project plan, in phases, from inception to completion across The Bahamas using the MS Projects software tool.
- Preparing, updating, managing and controlling Component implementation by developing and/or determining cost, quality and risk assessments, project proposals and requirements, required documentation, effective use of the required resources (human, financial and technical), and performance measurements
- Communicating project status to stakeholders through presentations as needed fortnightly project performance reports, intermediate reports on phases and a final report on the individual projects and the Component.
- Supervising and evaluating PEU staff assigned to the component as well as designing and implementing a plan for the continuous transfer of skills to permanent staff to include skills' development and certification.
- Creating and maintaining Standard Operating Procedures (SOPs) for the job function as well as leading project exercises designed to adjust, organize and streamline project procedures/schedules/plans
- Ensuring effective coordination with, and reporting to, the Programme Manager with particular respect to the procurement, financial and project staff to ensure that disbursement projections are accurately updated in line with GoBh and IDB timelines.
- Leading and directing working groups developed to expedite project implementation.
- Participating in regular project evaluation and post mortem meetings to identify current and future bottlenecks/challenges/risks, successful and unsuccessful project elements and initiate resolutions.
- Managing organizational and process change in a planned coordinated and structured manner by including all stakeholders

The successful candidate should have the following

- A minimum of a Master's Degree in an Information and Communications Technology Field or Engineering. ICT certifications are required. Project Management Certification, PMP considered an asset. At least five (5) years working experience with project management within the private / public sector or with international development institutions. Sound working knowledge of project management techniques, tools and software including MS Projects.
- Proven People Management and Communication skills across diverse team members, vendors and contractors
- Ability to employ analytical and problem-solving capabilities to effectively prioritize and execute multiple tasks in a high-pressure environment and react to project adjustments and alternations promptly and efficiently in the context of shifting priorities, demands and timelines

The Office of the Prime Minister now invites eligible Consultants to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. Consultants will be selected in accordance with the National Competitive Bidding Selection procedures set out in the IDB's Policies for the Selection and Contracting of Consultants financed by the IDB and it is open to all eligible bidders as defined in these policies. Consultants will be selected in accordance with the International Competitive Bidding Selection method set out in Selection and Contracting of Firms Policies. Further information can be obtained by E-mail: opmmmodernizationunit@bahamas.gov.bs. Submit all CVs and qualification documents must be submitted Re: **Component Coordinator** to E-mail: opmmmodernizationunit@bahamas.gov.bs on or before 5:00 pm on **8 July 2019**.

WE'RE IN CRISIS

BPL Union President Calls for \$100 million Injection

Continued from / PAGE 1...

"You in a crisis. They're running on telling people about the engine will be ready in October. These new engines. That won't happen. But since the white man say it, fine. But it will be ready in December that's more of a realistic situation.

"But the fact is we will be load shedding off and on until October, November. We in a crisis

so what you need to do, is you need to accept that and work with it and ask the government for \$100 million in order to operate properly.

"Right now, we are operating on a very thin shoestring budget because every penny is going down to Clifton Pier to deal with the engines and nothing is left to operate around town.

"We can't even get

money to fix the trucks for the guys to go out to work. So, guys go out in little cars to do what they have to do. But you can't neglect your distribution customers in order for you to put a show on down at Clifton Pier. That is not the way to operate the company and you need to say to the government, we need operating money down here."

Earlier this week BPL

promised that \$2 million rental generators are expected to bring relief to the load-shedding issue. But Maynard said the rental company Aggreko is not fulfilling all of its promises.

"They are spending a mint to rent those generators," Maynard said. "This is why they should be very annoyed with Aggreko. Aggreko came in here and supposed to have given them an addi-

tional 25 megawatts and that would have covered them.

"We wouldn't have had a weekend like this weekend if Aggreko had done what they were supposed to do. Aggreko was supposed to be in here and they would have supposed to deliver between the 4th of June and the 11th. They were supposed to be running with 25 megawatts and they were not. They kept

moving the bar and kept blaming employees.

"Everything is ready for them now. They are not on yet. This is a problem. They are not doing anything for us for free. We are paying an absolute mint to have them here they need to get with the program.

"We need to say, 'Look here man get with it or carry you and all your damn machines out this country.'"

16 Injured in Tour Bus Crash

Continued from / PAGE 1...

Princess Margaret and Doctors Hospitals.

Some of the injured Americans were airlifted to the United States on Monday.

Dr. Sands told reports that in the majority of cases, the injuries are not significant.

"The seriously injured - six. We had just a phe-

nomonal response from the team on the ground. From EMS in Eleuthera to the doctors and nurses in Eleuthera all over Southern and Central Eleuthera," Dr. Sands said.

"The air ambulance, the U.S. Coast Guard, we also had a phenomenal response from Princess Margret Hospital, Doctors Hospital and EMS on the

ground here.

"It demonstrated an absolute fine example of what teamwork in the setting of a mass casualty event. We don't want to see this type of thing, but we do know that certainly our teams are capable handling it."

Sadly, Monday's accident came as tourism continues to enjoy much success. In fact, an extremely

concerned Minister of Tourism Dionisio D'Aguilar said he was grateful there were no casualties.

Still, he is confident the incident will not negatively impact the number one industry.

"I don't think so. It was just a genuine accident. I think the vehicle for whatever reason the driver lost control of the

vehicle, we don't know why yet, and it was just and accident, that's just what it was," Mr. D'Aguilar said.


"Accidents happen and obviously we try to take as many steps to mitigate these accidents, but I don't think that this will put a blemish or a black mark on the destination.

"I just think it's an accident that can happen

at anytime, anywhere, to anybody.


"Thankfully, there were no fatalities and hopefully everybody is getting first class medical care to try and rectify any injuries that they incurred."

Thirty-two people were on the tour bus when the driver reportedly lost control of the vehicle and overturned.



REQUEST FOR EXPRESSIONS OF INTEREST

INDIVIDUAL CONSULTANT



Government Digital Transformation to Strengthen Competitiveness: Financial Specialist

Country: The Commonwealth of The Bahamas
Supporting Institution: Inter-American Development Bank
Programme: Government Digital Transformation to Strengthen Competitiveness
Project Number: BH-L1045
Loan Number: LO-4549 / OC-BH
Sector: Reform / Modernization of the State
Sub-Sector: E-Government
Deadline: 8 July 2019

Post: Financial Specialist
Reports to: The Programme Coordinator

The Office of the Prime Minister (OPM) of the Commonwealth of the Bahamas has received financing from the Inter-American Development Bank (IDB), toward the cost of the Government Digital Transformation to Strengthen Competitiveness Project and intends to apply part of the proceeds for the consulting services of a Financial Specialist. The consulting services ("the Services") include responsibility for the overall financial administration and control of the resources of the Programme, including the effective operation of the financial reporting systems, related to accounting, budgeting administration, treasury, and asset management activities, and for ensuring the presence of the necessary control environment for effective and transparent, financial reporting in compliance with IDB and national regulations. The Financial Specialist will have a key and pivotal responsibility in the design and implementation of the financial mechanisms and controls for the electronic platform, so as to ensure the proper disbursements, accounting and financial reporting, following the Project Operational Manual (POM) of the Facility, and in direct integration with the PEU financial management system. The duration of the contractual position is 12 months renewable annually based on satisfactory performance.

Main responsibilities include:

- Managing, in an effective and transparent manner, the financial resources of the Programme and undertaking the corresponding fiduciary responsibilities as well as the implementation and operation of the necessary internal and external controls by ensuring that appropriate financial and accounting systems and controls are implemented so that all Programme activities are executed in accordance with the applicable GoBh and the Bank's financial and accounting requirements. In particular, establishing and maintaining adequate financial, accounting, and internal control systems to ensure the integrity, compliance and transparency of all transactions undertaken by the PEU.
- Leading the implementation and operation of an Enterprise Resource Planning (ERP)/Accounting Software to conduct the integrated cash management, accounts payable, general ledger (GL), bank reconciliation and financial reporting, and directly linked to commitments and corresponding purchase orders.
- Providing for the integration and/or parallel deployment of the GoBh "Financial Accounting System", as required by the OPM, Ministry of Finance, and the Bank including developing and implementing the Chart of Accounts (CoA) of the Programme to provide for the proper recording and tracking of all Programme revenues, expenditure, assets and other financial information.
- Creating, maintaining, reviewing and conducting internal audits for Standard Operating Procedures
- Facilitating the activities of the Internal Audit Department of the OPMMU with respect to the periodic monitoring of the financial administration system (budget, accounting, treasury and asset management), the preparation of the financial statements, and the operation of the internal control systems of the Programme, by providing all pertinent information, and undertaking the necessary corrective actions based on Internal Audit's recommendations.
- Facilitating the discharge of the internal audits by the OPMMU, as PEU, to ensure that recommendations made from such reviews are assessed and acted upon within an agreed timeframe including participating in the selection of the Programme's external auditors, coordinating and preparing for the independent financial audits and providing the necessary information and documentation, and ensuring that audited financial statements are prepared to meet the Bank requirements and that the final reports are available for subsequent stakeholder review.
- Assisting the Programme Manager with Financial monitoring activities and the preparation of periodic financial and physical implementation reports, including the Programme Annual Operational Plan (AOP) along with supporting documentation in accordance with the POM and as required by the OPMMU, Ministry of Finance and the Bank.

The successful candidate should have the following

- A minimum of a Bachelor's Degree in Finance, Accounting, Economics, or Business Administration (with a concentration in Accounting or Finance), and must be a CPA or the equivalent.
- A minimum of 5 years of work experience in accounting/bookkeeping and/or auditing. Previous knowledge and exposure to IDB's fiduciary, procurement, financial administration and project management policies and procedures is desired.

The Office of the Prime Minister now invites eligible consultants to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. Consultants will be selected in accordance with the National Competitive Bidding Selection procedures set out in the IDB's: Policies for the Selection and Contracting of Consultants financed by the IDB and is open to all eligible bidders as defined in these policies. Consultants will be selected in accordance with the National Competitive Bidding Selection method set out in Selection and Contracting of Firms Policies. Further information can be obtained by E-mail: opmmmodernizationunit@bahamas.gov.bs. Submit all CVs and qualification documents Re: **Financial Specialist** to E-mail: opmmmodernizationunit@bahamas.gov.bs on or before 5:00 pm on 21 June 2019.



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'Threats to Lock Out Morton Salt Employees Frustrating,'

Continued from / PAGE 1...

threatened as much last week after reaching an impasse with negotiations for a new industrial agreement.

Morton contended that its latest proposal of 1.5 per cent was its final and best deal, but that the union was unwilling to meet at the table in good faith.

Ms. Brown said otherwise and charged in a recent letter that after

exceeding Morton's budget by 799 tons, the union was eager to get back to the table for a counter proposal.

Still, the union opted not to attend monthly meetings as nothing was being accomplished.

Ms. Brown made it clear that when the company decides to give workers what is due to them, the union will be willing to return to the table.

Minister of Labour

Charges Dropped for 80-Year-Old Lawyer Accused of Stealing

Continued from / PAGE 1...

Particulars indicate that on Friday December 10, 2010, Curling did dishonestly appropriate the amount of \$85,000 vested as a trustee and stole the same amount by reason of service.

During the initial presentation of the facts, attorney Jomo Campbell, who represents Curling, requested the matter be withdrawn as he informed the court that the complainant was in possession of a cheque in the amount of \$35,487.50, the sum he said was some 50 percent of the total owed.

He further noted that Curling, began in earnest to return the funds to the complainant, and that the balance would be paid on or before July 9.

He noted that the request to withdraw was as a result of the two parties coming into an agreement to have the balance paid by the said date.

The magistrate however, said the matter can only be withdrawn with leave of the court, questioning whether it was really the decision the prosecutor wanted to make and sought to have

the complainant in the courtroom.

Further, Magistrate McKinney was concerned that if the balance was not paid by the agreed date, where the matter would stand.

Attorney Darren Bain, who represents the complainant, Rebecca Knowles, confirmed to the court that his client was indeed in possession of the cheque and was, in fact, at the bank at the time. He further suggested that the magistrate give a mention date to return to court to verify that the balance was indeed paid, because of McKinney's concerns.

The matter was then stood down for about 30 minutes. When the matter resumed, Knowles, who arrived in court sometime later, withdrew her complaint after being questioned by the Magistrate.

Magistrate McKinney withdrew the charges, and Curling was subsequently released from custody. The balance of the amount owing must be paid by July 9 or the matter could return to court.

Progress Being Made in Resolution of Trade Disputes

Continued from / PAGE 1...

were recorded at the Department of Labour, 102 were resolved and 164 are pending. Eight were withdrawn and nine were referred to the Industrial Tribunal," Minister Foulkes said.

A look at the first quarter of 2019 put that number here in New Providence at 245 disputes.

"One hundred and nine were resolved, 82 are pending, 21 were withdrawn and 33 were referred to the Industrial Tribunal."

"In the first quarter of 2019 in the Family Islands there is a total of 85 disputes filed. Ninety-five were resolved, 49 are now pending, two were withdrawn and 9 were referred to the Tribunal.

Senators also heard how since the launch of the labour on the blocks, 1,600 people have been successful in finding jobs.

The program's to be expanded to address job vacancies in the maritime sector.

Dion Foulkes yesterday reiterated the call for the two sides to refrain from any action that could affect the plant's operation.

"Both management and the union have agreed to hold any anticipated or proposed action. On the union side, they have decided not to engage in

any industrial action," he said.

"On the management side, they have agreed to hold off on any potential lock out of the plant.

"We are trying to set up a meeting as soon as possible, the lead negotiator for Morton resides in Chicago and we're trying to confirm a date that's

convenient for Mr. Obie Ferguson who is the lead negotiator for the union."

Mr. Foulkes plans to meet with both sides by next week in hopes of hashing out a resolution to the standoff.

"I want to emphasize that this is a top priority for the prime minister, this is a top priority for the

government to have the matter at Morton Salt settled," Mr. Foulkes said.

"Matthew Town, Inagua is a one company town in terms of the economic activity there and we want to ensure that the livelihood of all of the workers and the residents is secured in Matthew Town."



REQUEST FOR EXPRESSIONS OF INTEREST

INDIVIDUAL CONSULTANT



Government Digital Transformation to Strengthen Competitiveness: Programme Coordinator

Country: The Commonwealth of The Bahamas
Supporting Institution: Inter-American Development Bank
Programme: Government Digital Transformation to Strengthen Competitiveness
Project Number: BH-L1045
Loan Number: LO-4549 / OC-BH
Sector: Reform / Modernization of the State
Sub-Sector: E-Government
Deadline: 8 July 2019

Post: Programme Coordinator
Reports to: The Permanent Secretary

The Office of the Prime Minister (OPM) of the Commonwealth of the Bahamas has received financing from the Inter-American Development Bank (IDB), toward the cost of the Government Digital Transformation to Strengthen Competitiveness Project and intends to apply part of the proceeds for the consulting services of a Programme Coordinator Consultant. The consulting services ("the Services") include providing the strategic, organizational, financial and technical direction to the PEU, and serving as the main focal point of the Programme within OPMMU and other public and private institutions. Reporting to the Permanent Secretary of the Modernization Unit, the Programme Coordinator will provide leadership, coordination and guidance to all matters pertaining to the successful administration and implementation of the "Government Digital Transformation to Strengthen Competitiveness" Programme (BH-L1045), through the efficient management of the PEU, in accordance with the stipulations contained in the Loan Contract and the Project Operations Manual (POM). The Programme Coordinator will play a pivotal role in supporting the overall governance and institutional arrangements agreed upon between the Bank, the GoBH, and the public and private stakeholders. The duration of the contractual position is 12 months renewable annually based on satisfactory performance.

Main responsibilities include:

- Ensuring the effective compliance with the "Conditions Prior to First Disbursement", as well as ongoing compliance with requirements established in the Loan Contract between the IDB and the GoBH;
- In close coordination with the various technical and administrative personnel of OPMMU, leading the undertaking of the strategic operations planning and execution activities, including the development of the Project Annual Execution Plan (PEP), the Annual Operations Plan (AOP), Project Operations Manual (POM) the Procurement Plan (PP), the Financial Plan (FP), and other periodic physical and financial progress reports, in compliance with the requirements of OPMMU and the Inter-American Development Bank (IADB); and ensuring the proper alignment of the budget and procurement projections;
- Ensuring that SOPs are created, approved, maintained and audited for all of the projects and/or job functions
- Defining and establishing the inter-institutional coordination mechanisms with other public organizations related and/or beneficiaries of the Programme, as well as private sector and other stakeholders;
- Leading the preparation of a communications strategy among beneficiaries, public entities, and other stakeholders and effectively communicating the goal and progress of the Programme to all stakeholders;
- Coordinating the monitoring of activities of the Programme in compliance with its global strategic objectives and those of its individual components, as well as the targets established in the AOP;
- Collaborating with the Procurement Specialist to ensure timely processing of procurements through the IADB, governmental tenders committees and other relevant agencies, according to established procedures;
- Preparing for the Bank the required data, reports and other documentation of the Programme as its individual components, as established in the Loan Contract;
- Supervision and performance evaluation of PEU Staff, ensuring effective coordination of all personnel;
- Designing and implementing an effective organization structure, and developing and leading teams to ensure the timely delivery of the Programme's goals.
- Leading the development--and updating as deemed necessary--of the norms and procedures of the Programme with respect to planning, administration, operations and technical management applicable to the execution of the Programme, and introducing such updates in the POM;
- Overseeing and ensuring that the Programme's activities are being performed adequately, on schedule, within the scope and budget in accordance with contractual agreements including, the respective Loan Agreement, and other relevant documents such as the POM;
- Ensuring the compliance with the Bank and national norms and procedures with respect to, among others, financial administration, internal controls, procurement, administration, and technical management;
- Leading the inter-institutional coordination with OPMMU and other entities of the GoBH;
- Securing the timely availability of financial resources of the loan through the direct contacts with the IADB, OPMMU and Ministry of Finance;
- Ensuring the attainment of the global objectives of the Programme by carrying out a close coordination of the institutional strengthening, technical, and infrastructure development activities of the Programme; Ensuring the effective compliance with the financial and physical implementation targets of the Programme, in relation to the AOP of the individual components as well as the consolidated Programme;
- Ensuring the reliability and transparency of the procurement processes of the Programme;
- Ensuring the timely and accurate preparation of terms of reference, standard bidding documents, contracts and other procurement documents for the recruitment of consultants/contractors or suppliers to carry out Programme or Project activities;
- Submitting appropriate written comments and recommendations to the PEU, the OPMMU and the Bank where required;
- Ensuring the dependability and transparency of the financial administration and internal control systems;
- Leading the effective and timely execution of the monitoring, evaluation and auditing activities contemplated in the Programme including updating and maintaining the overall risk management and mitigation framework;
- Guaranteeing the effectiveness of the monitoring activities of the Programme based on concrete performance targets consistent with the Results Framework agreed within the AOPs and Progress Monitoring Reporting (PMR) to the IADB;
- Providing for sound human resources administration practices (i.e. recruitment, selection, contracting, evaluation and remuneration) of the personnel of the PEU, in accordance to agreed Bank and national procedures for personnel administration;
- Following sound fiduciary procedures, establishing and maintaining an efficient filing system (electronic and paper-based) to support the needs of the Programme;
- Implementing appropriate procedures for the inspection, monitoring and performance evaluation with respect to the work of consultants, contractors and partners, so as to certify that works and services are satisfactorily accomplished in compliance with Terms of Reference and contract specifications;
- Conducting periodic field and monitoring visits to assess implementation of the Programme;
- Following Bank procedures, leading the contracting of the Programme's External Auditors, and ensuring that adequate arrangements are in place to facilitate the conduct of audits (internal and external) and that recommendations arising from them are appropriately reviewed and acted upon.

The successful candidate should have the following:

- A minimum of a Master's Degree in an Information and Communications Technology Field, Economics, Engineering, Business Administration or Management with a concentration in ICT, Economics or Engineering. ICT and Project Management Certifications or equivalent are required.
- A minimum of ten years of relevant work experience in programme management within the private / public sector or with international development institutions. Previous experience in the ICT sector is required if degree is other than ICT, as well as exposure to IADB's fiduciary, procurement, financial administration and project management policies and procedures.

The Office of the Prime Minister now invites eligible Consultants to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. Consultants will be selected in accordance with the National Competitive Bidding Selection procedures set out in the IDB's: Policies for the Selection and Contracting of Consultants financed by the IDB and is open to all eligible bidders as defined in these policies. Consultants will be selected in accordance with the National Competitive Bidding Selection method set out in Selection and Contracting of Firms Policies. Further information can be obtained by E-mail: opmmmodernizationunit@bahamas.gov.bs. Submit all CVs and qualification documents must be submitted Re: **Programme Coordinator** to E-mail: opmmmodernizationunit@bahamas.gov.bs on or before 5:00 pm on or before 8 July 2019.

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