



**2018/19 SESSION
of the
BERMUDA HOUSE OF ASSEMBLY
OFFICIAL HANSARD REPORT**

4 March 2019

*Sitting number 11 of the 2018/19 Session
(pages 729–790)*

**Hon. Dennis P. Lister, Jr., JP, MP
Speaker**

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BERMUDA HOUSE OF ASSEMBLY**OFFICIAL HANSARD REPORT****4 MARCH 2019****10:01 AM***Sitting Number 11 of the 2018/19 Session**[Hon. Dennis P. Lister, Jr., Speaker, in the Chair]***PRAYERS***[Prayers read by Mrs. Shernette Wolffe, Clerk]***The Speaker:** Good morning, Members.*[Gavel]***CONFIRMATION OF MINUTES***[Deferred]***The Speaker:** Members, the Minutes from March 1st have been deferred.**MESSAGES FROM THE GOVERNOR****The Speaker:** There are none.**ANNOUNCEMENTS BY THE SPEAKER
OR MEMBER PRESIDING****APOLOGY****The Speaker:** Yes, we have got a couple of announcements this morning.

The first is that, again, we have received noticed that the Honourable Member Tyrrell is absent today. And we will keep him in our thoughts.

Also, I would just like to acknowledge that today we will be without the services of the Deputy Clerk, Mr. Somner. He and the Member from constituency 23, Honourable Member Pat Gordon-Pamplin, are in Florida, along with the Auditor General and the Director of Internal Audit. They are attending an Oversight Public Finance Forum put on for the Overseas Territories.

It is all part of strengthening what we do in the oversight of the Parliament. And that is being put on for the [Overseas] Territories, so we wish that they gain much out of that.

MESSAGES FROM THE SENATE**The Speaker:** There are none.**PAPERS AND OTHER
COMMUNICATIONS TO THE HOUSE****The Speaker:** There are none.**PETITIONS****The Speaker:** There are none.**STATEMENTS BY MINISTERS
AND JUNIOR MINISTERS****The Speaker:** There are none.**REPORTS OF COMMITTEES****The Speaker:** There are none.**QUESTION PERIOD****The Speaker:** The question this morning is a written question which was carried over from Friday.

Premier, do you . . .

Hon. E. David Burt: The answer has been provided.**The Speaker:** Thank you.

There was just one written question, from the Member Dunkley, to the Premier. And the [written] [answer](#) has been provided to the Member.

Thank you.

QUESTION: FINTECH CONSULTANTS

Hon. Michael H. Dunkley: Will the Honourable Premier please provide this Honourable House with a list of the names of all FinTech consultants employed by the Government since 18th July 2017, including the terms of reference for the position, length of contract, remuneration and all benefits?

**CONGRATULATORY AND/OR
OBITUARY SPEECHES****The Speaker:** We recognise the Honourable Minister De Silva. Minister, you have the floor.

Hon. Zane. J. S. De Silva: Thank you, thank you, Mr. Speaker.

Mr. Speaker, I would like the House to send condolences to the family of Mr. Allan Bean who passed away. He was the father of former PLP Leader Marc Bean. And the whole House would like to be associated.

The Speaker: Yes. Do the whole House for that. Yes.

Hon. Zane. J. S. De Silva: So, if we could do that, Mr. Speaker, it would be much appreciated. Thank you.

The Speaker: Yes. Thank you.

Would any other Member wish to speak?
We recognise the Deputy Opposition Leader.
Honourable Member, you have the floor.

Ms. Leah K. Scott: Thank you, Mr. Speaker.

Mr. Speaker, I would like to send congratulations to Nairobi Smith-Mills. And if you will allow me, because I cannot remember all of the steps. I associate Michael Weeks. If you would allow me to read, at the BMAA track meet that was held on the weekend, Saturday, he won the Under-17 boys 800 metres, and he clocked in the winning time of 1 minute 57 seconds and 93 nanoseconds, with a standard set at 2.03. And Nairobi Smith-Mills is the grandson of Bishop Leroy Bean, who is the Gang Resistance Coordinator.

Thank you, Mr. Speaker.

The Speaker: Thank you.

Does any other Member?
We recognise the Honourable Minister Caines.
Minister, you have the floor.

Hon. Wayne Caines: If it pleases you, Mr. Speaker.

The Speaker: Yes. Continue on.

Hon. Wayne Caines: Mr. Speaker, I would like to ask that congratulations be sent to Colour Sergeant Sedgwick Tweed. He celebrates his 94th birthday today. Mr. Speaker, Mr. Tweed served the Bermuda Regiment for 54 years. He is a former member of the Bermuda Militia Artillery. He is a resident of Devonshire, and he is the brother of Kingsley Tweed, Mr. Speaker. I would like to associate the whole House with those remarks, Mr. Speaker.

The Speaker: Thank you.

Any other Member?
We recognise the Honourable Member Swan.
Honourable Member Swan, you have the floor.

Hon. Hubert (Kim) E. Swan: Yes, Mr. Speaker.

Mr. Speaker, I would like to be associated with the condolences sent to the Bean family.

The Speaker: Yes.

Hon. Hubert (Kim) E. Swan: Leroy Allan Bean, a gentleman I grew up knowing and admiring. He was a fisherman and a farmer, like my grandfather, whose boats were pretty close together in Scaur Harbour. MP Weeks would like to be associated with that. And, certainly, through our association—

The Speaker: The whole House was associated earlier when the Minister did it.

Hon. Hubert (Kim) E. Swan: Yes. But I certainly, growing up in that community with the Bean family, would like to express how much we appreciated his love of farming and fishing that was passed on to his sons, who continued on with that legacy and continue on today. And I just want to be associated with that.

On Saturday, we had the great pleasure and privilege to be part of the Calvin Rayner Memorial football event. The Honourable Premier, the Honourable Deputy Premier, MP Ming and myself were there. It was a very fitting occasion for a gentleman who actually died on Wellington Oval, playing football well into his 60s. And he was very much a family man. And that was shown in testament because of the number of people who came out to show their love and respect for his legacy and to show his family the type of support that they need as, four years later, his widow, who is my constituent, still feels his presence every day and will do so until her dying day.

Mr. Speaker, thank you. And also, I would just like to acknowledge young Kenny Leseur, Jr., in Florida, one of my young charges, who is now under the stables of one the greatest teachers on the planet, and continues to do well overseas. And we wish him well. He placed high, and he won a tournament in Florida recently, representing the Gary Gilchrist Golf Academy. And he is an example of how our talent is encouraged to go away and can excel when provided with the right tools and equipment to better themselves.

Thank you, Mr. Speaker.

The Speaker: Thank you, Honourable Member.

Does any other Member wish to speak?
We recognise the Premier.
Premier, you have the floor.

Hon. E. David Burt: Thank you very much, Mr. Speaker.

Mr. Speaker, this morning, although I was associated formally by the Honourable Minister for Tourism, I would just like to make sure that I am on record for expressing the notes of condolences to the family of the late Leroy Allan Bean. Many people may

not know that Mr. Bean was a very devout Christian. And he and my mother had a very great relationship, as they were prayer warriors. And my mom was the one who actually informed me yesterday morning. So, I wanted to make sure that I noted that condolence.

In addition to that, I would like to be associated with the remarks from the Honourable Member for constituency 2, as I was honoured to be asked to present the trophy at the Calvin “CO” Rayner Memorial event this past Saturday.

[Noise from electronic device]

The Speaker: Minister.

Hon. E. David Burt: It seems as though if, Mr. Speaker, and I make a habit of trying my best not to get to St. George’s too often, because when you get there, they keep you there. And it is so much fun that you almost do not want to leave.

[Laughter]

The Speaker: Just like the Premier left the cup, we will leave as well.

Continue, Premier.

Hon. E. David Burt: But it was a lovely event. You could certainly see the spirit that was there, remembering. It is an annual event, of course. And now it is an annual event that is remembering someone who passed away, during that annual event. But it was certainly a poignant moment, and I was just honoured to be asked to present the trophy and be a part of what is certainly a tradition up there in the East End.

Finally, I would like to be associated with the remarks that were given by the Honourable Member for constituency 30, to Mr. Nairobi Smith-Mills, who had set the standard and qualified for the CARIFTA Games this weekend, with a scorching time, Mr. Speaker. Thank you.

The Speaker: Yes.

Any other Member?

We recognise the Honourable Member, Ms. Furbert. Ms. Furbert, you have the floor.

Mrs. Tinee Furbert: Thank you, Mr. Speaker.

I would also like to send condolences out to the family of Shannon-Hugh Davis, who tragically lost his life. I would like to associate MP Jackson—the whole House. Shannon tragically lost his life on the roads on Friday evening. He is a constituent of mine, and leaves behind his wife and young children. So, to the family of Shannon James *[sic]*, who is our second road fatality of the year, I would just like to send—

The Speaker: Davis, Davis. Shannon Davis.

Mrs. Tinee Furbert: Sorry. Shannon-Hugh Davis. I said “Davis” initially; my apologies.

The Speaker: Yes. No problem.

Mrs. Tinee Furbert: To the family of Shannon-Hugh Davis, condolences. Thank you, Mr. Speaker.

The Speaker: Thank you, Member.

Does any other Member wish to speak?

We recognise the Honourable Member from constituency 36.

Honourable Member Scott, you have the floor.

Hon. Michael J. Scott: Thank you, Mr. Speaker.

Mr. Speaker, this is a note and request that the House send condolences in relation to the family of young Javon Gardner. Mr. Gardner is the son of Mr. Ernest Cann. I wish to associate Mr. Premier. Javon and I formed a relationship. I acted for him. He called me “Dad” very often. We sort of had this relationship of surrogate. And Javon visited me two or three days ago. He was visiting and asking for me to give him some help trying to locate an apartment.

It turns out this was his final visit to me, to say goodbye. I realise that. I was shocked when you asked me, Mr. Speaker, yourself, did I know that Ernest’s son had passed.

The Speaker: Yes.

Hon. Michael J. Scott: And I had not made the connection.

So, to Ernest, and to Javon’s mother, Ms. Gardner, I wish to ask that this House send sincere condolences on the loss of his young life.

The Speaker: Most certainly.

Hon. Michael J. Scott: Colonel Burch would be interested to know that he spent some time, Colonel, as a Works and Engineering electrician, and worked in your department.

Thank you, Mr. Speaker.

The Speaker: Yes. Yes. Thank you.

Does any other Member wish to speak?

No other Member?

We can move on.

MATTERS OF PRIVILEGE

The Speaker: There are none.

PERSONAL EXPLANATIONS

The Speaker: There are none.

NOTICE OF MOTIONS FOR THE ADJOURNMENT OF THE HOUSE ON MATTERS OF URGENT PUBLIC IMPORTANCE

The Speaker: There are none.

INTRODUCTION OF BILLS

GOVERNMENT BILLS

The Speaker: There are none.

OPPOSITION BILLS

The Speaker: There are none.

PRIVATE MEMBERS' BILLS

The Speaker: There are none.

NOTICE OF MOTION

The Speaker: I believe we have a notice of a Motion to be put this morning.

Mr. Premier.

MOTION TO REJECT UK GOVERNMENT'S ATTEMPTED INTERVENTION INTO BERMUDA'S DOMESTIC AFFAIRS AND THE REPORT AND RECOMMENDATIONS WITH RESPECT TO BERMUDA AND THE OVERSEAS TERRITORIES

Hon. E. David Burt: Thank you, Mr. Speaker.

Mr. Speaker, I give notice that I propose to move the following Motion at the next said meeting:

WHEREAS the House of Commons Foreign Affairs Committee has issued a report on the United Kingdom and its Overseas Territories;

AND WHEREAS this report represents an attempt to erode the constitutional rights of Bermudians and is a retrograde approach to relations between the United Kingdom and Bermuda;

BE IT RESOLVED that this Honourable House rejects the unwarranted and unjustified attempt at intervention into Bermuda's domestic affairs and calls on the UK Government to reject the report and its retrograde recommendations with respect to Bermuda and the Overseas Territories.

[Desk thumping]

The Speaker: Premier, it is noted and will be on the Order Paper.

ORDERS OF THE DAY

The Speaker: That now brings us to the Orders of the Day. And I would like to call on the Minister of Finance.

Hon. Curtis L. Dickinson: Good morning, Mr. Speaker.

The Speaker: Good morning.

Hon. Curtis L. Dickinson: Mr. Speaker, I move that the House do now resume in Committee of Supply to consider the Estimates of Revenue and Expenditure for 2019/20.

The Speaker: Thank you.

And, for the listening audience, as you know, today is the start of the individual budget ministry heads that will be debated. And the first item up this morning is in the name of the Minister of Tourism.

So, before we go to that, we will ask the Chair, and I believe the chairman for this morning's session is Honourable Member Swan.

Honourable Member, will you come and take the Chair? And we can proceed with the business of the day.

[Pause]

The Speaker: Mr. Chairman, have a good day.

Hon. Hubert (Kim) E. Swan: Yes, sir.

House in Committee at 10:18 am

[Hon. Hubert (Kim) E. Swan, Chairman]

COMMITTEE OF SUPPLY

ESTIMATES OF REVENUE AND EXPENDITURE FOR THE YEAR 2019/20

The Chairman: Good morning, Members. We are here to consider the Head 48, under the Ministry of Tourism and Transport. And I believe we will hear from Minister Zane De Silva.

Honourable Member.

MINISTRY OF TOURISM AND TRANSPORT

HEAD 48—MINISTRY HEADQUARTERS

Hon. Zane. J. S. De Silva: Thank you, Mr. Chairman.

Mr. Chairman, I move that the following, Head 48, Ministry of Tourism and Transport Headquarters, be now taken under consideration.

The Chairman: Proceed.

Hon. Zane. J. S. De Silva: Mr. Chairman, today I am presenting the budget for the Ministry of Tourism and Transport Headquarters, Head 48. The budget appropriation for the entire Ministry totals \$88,496,079, as found on page B-194 of the Estimates of Revenue and Expenditure for the year 2019/20.

The departments which come under the Ministry include the following:

- Ministry Headquarters [HQ]—Head 48;
- Marine & Ports Services [M&P]—Head 30;
- Transport Control Department [TCD]—Head 34; and
- Department of Public Transportation [DPT]—Head 35.

In addition, the Ministry of Tourism and Transport maintains oversight of the Bermuda Civil Aviation Authority, Bermuda Shipping and Maritime Authority, Bermuda Airport Authority and the Bermuda Tourism Authority.

The Chairman: Yes.

Hon. Zane. J. S. De Silva: Mr. Chairman, it is the Ministry Headquarters which is responsible for tourism matters. Ministry Headquarters, Head 48, cost centre 58000, is found on pages B-195 through B-198 of the Estimates of Revenue and Expenditure for the Year 2019/20.

MISSION

Hon. Zane. J. S. De Silva: The mission of the Ministry Headquarters is to develop effective transportation policy and provide transportation systems that meet the needs of Bermuda's residents and visitors, to provide oversight and financial support to the Bermuda Tourism Authority and the Bermuda Airport Authority, and to provide guidance to authorities with responsibility for civil aviation and maritime affairs.

Mr. Chairman, the Ministry of Tourism and Transport Headquarters, Head 48, includes three business units: Administration Section, the Transportation Planning Team, and the Regulatory and Policy/Hotel Administration Section.

EXPENDITURE OVERVIEW

Hon. Zane. J. S. De Silva: Mr. Chairman, the total current expenditure for the Ministry of Tourism and Transport Headquarters, Head 48, is estimated to be \$39,475,159 for the fiscal year 2019/20. This represents an increase of \$25,080,606, or 174 per cent, over the prior year's budget of \$14,479,553. This increase is due to the November 2018 ministerial reorganisation that returned the responsibilities for tourism to the Ministry, resulting in the addition of the Bermuda Tourism Authority and related grants.

The reorganisation also saw the departure from the Ministry of responsibility for the Department of Energy, which included oversight of broadcasting, telecommunications and the Bermuda Regulatory Authority, and its associated budget of \$783,169.

The Headquarters Budget includes funding for the three business units mentioned previously, as well as the Current Account Operational/Expenditure Grants and Contributions, as seen in the Ministry of Tourism and Transport Headquarters, Subjective Analysis of Current Account Estimates, Grants and Contributions, budget line located on page B-196, and Schedule 1, Grants and Contributions, on [page] C-18 of the Budget Book. This budget includes the Bermuda Airport Authority grant in the amount of \$13.3 million and the Bermuda Tourism Authority grant in the amount of \$22.5 million.

For the fiscal year 2019/20, the Ministry Headquarters' Budget also includes Grants and Contributions for entities such as the World Triathlon Series, in the amount of \$2,070,470, which is year three of a five-year commitment; and JetBlue, in the amount of \$60,000, which is year three of a three-year cooperative marketing agreement.

ADMINISTRATION SECTION

Hon. Zane. J. S. De Silva: Mr. Chairman, the Administration Section within the Ministry of Tourism and Transport Headquarters, cost centre 58000, will have a budget of \$38,960,785. The majority of this allocation comprises the two Authorities' grants, about which I will provide more information later in this brief. For now, I will move on to the Transportation Planning Team.

TRANSPORTATION PLANNING TEAM

Hon. Zane. J. S. De Silva: Mr. Chairman, the Transportation Planning Team within the Ministry of Tourism and Transport Headquarters, cost centre 58010, is allocated a budget of \$140,660 and can be found on page B-195 of the Budget Book.

The Transportation Planning Team oversees cruise ship operational, regulatory and legislative matters. Together with the Bermuda Tourism Authority, the Transport Planning Section sets the cruise ship strategy, which has a strong focus on increasing cruise ship passenger spending and attracting a mix of cruise brands that can visit the Royal Naval Dockyard, as well as the City of Hamilton and the Town of St. George's.

Mr. Chairman, the Transportation Planning Team spearheads the logistical support for various government departments, on Island stakeholders, hoteliers and cruise ship partners to ensure the efficient integration of transportation services to meet expectations in Bermuda. Planning initiatives for this year include, but are not limited to, the following:

1. Meeting regularly with transport operators to plan for the 2019 season;

2. Stakeholder consultation and communication regarding the cruise ship schedule and high-impact areas such as ground transportation and services required during one-day and weekend cruise ship calls;

3. Implementing a revised plan for traffic coordination of taxis, minibuses and public buses at Horseshoe Bay Beach, where over 5,000 visitors can be found on any given day during the cruise ship season, to be executed by the Department of Parks, with TCD traffic officers assisting when necessary;

4. Identifying the correct number of minibuses to meet resident and visitor demand, particularly for those persons with special needs who require heavy wheelchair-accessible transport options;

5. Working with the Department of Parks to increase the presence of lifeguards, earlier and later in the season, especially at Horseshoe Bay Beach;

6. Working with the Department of Works and Engineering to arrange much-needed shading at the Horseshoe Bay Beach General Transportation Area for visitors and transport operators;

7. Working with the Department of Marine & Ports Services to identify and implement supplemental ferry service to accommodate an extended cruise ship season and an increase in cruise ship passenger arrivals, and with the Department of Public Transportation to organise ground support staff to help with passenger queuing and pass validation in the Royal Naval Dockyard;

8. Ensuring that the Bermuda Visitor Services Centres in Dockyard are open when a cruise ship arrives alongside;

9. Championing the need for public transportation services to implement a digital fare media system alongside a public transportation trip planning app with real-time information on the status of buses and ferries, in time for the 2020 cruise ship season; and finally,

10. Advocating for bow-loading capabilities for public ferries at Hunter's Wharf in St. George's by 2020 so that persons who use wheelchairs can travel to and from Dockyard to St. George's by ferry.

Mr. Chairman, I would also like to update you now on cruise ship activity. In 2018, Bermuda received 171 cruise ship calls, bringing 484,339 passengers to our shores. In 2019, we expect 194 cruise ship calls, with an estimated 545,000 cruise ship passengers. This represents an increase of 23 calls and approximately 60,000 passengers compared with 2018.

Mr. Chairman, cruise ship passenger on Island spending is also expected to increase significantly in 2019, to \$123 million, an increase of \$12.9 million over the \$110.1 million spent by cruise ship passengers in 2018. The Government of Bermuda is also expecting an increase in cruise ship tax revenue, from

\$24.1 million in 2018 to \$32.3 million in 2019. This increase—a portion of which will go to the Bermuda Tourism Authority, with the remainder destined for the Consolidated Fund—is attributed to a restructuring of the cruise ship and cruise ship passenger taxes, which have not been uplifted in almost 13 years.

CRUISE SHIP AND CRUISE PASSENGER TAXES IN EFFECT FROM 1 APRIL 2019

Hon. Zane. J. S. De Silva: Cabin tax will be repealed. Passenger departure tax will remain the same for ships berthing in, or at anchor and tendering to, the Town of St. George's and the City of Hamilton, at \$20 per person per 24-hour period or any part thereof, to a maximum of \$60. There will be an increase of \$5, to \$25 per person for passenger departure tax for each 24-hour period or any part thereof, to a maximum of \$75 per person per call, for ships berthing in Dockyard or at anchor and tendering to Dockyard.

We will introduce a \$22 per person tax, called the large ship infrastructure tax, for passengers sailing on vessels with gross tonnage exceeding 149,000 tons, exceeding 1,120 feet in length or exceeding 4,000 passengers, whichever is applicable. There are two ships identified in the 2019 cruise ship schedule that fit these criteria: the Royal Caribbean's *Anthem of the Seas* and the Norwegian Cruise Lines' *Norwegian Escape*. The large ship infrastructure tax revenue will be used to help fund infrastructure improvements.

There will be a new cruise ship passenger fee of \$16 per person to fund destination marketing and on Island product and experience development by the Bermuda Tourism Authority. This fee will be paid directly to the BTA and, as a result, the Government will be able to reduce its annual grant to the Authority.

Simply stated, Mr. Chairman, the cabin tax of \$14 per cabin per day is replaced with the flat fee of \$16 per person for the new BTA cruise ship passenger fee. Government's passenger departure tax increases \$5 per person per 24 hours for ships berthing in Dockyard. And for the passengers travelling on the larger ships, an additional tax of \$22 per person is being levied to help fund cruise ship infrastructure projects.

Mr. Chairman, Government taxes from cruise ship passengers and the BTA cruise passenger fee combined will generate an estimated \$40.2 million in revenue between April 1st and the 31st of October 2019. This is an estimated increase of \$16 million in taxes and fees over the 2018 cabin tax and passenger departure tax revenue. The cruise ship strategy to extend the cruise ship season and incentivise cruise ship calls to Bermuda in the off-peak season will remain. Therefore, neither the government taxes nor the BTA cruise passenger fee will be charged between November 1st and the 31st of March.

Mr. Chairman, it will come as no surprise that the cruise lines really do enjoy calling into Bermuda

and that Bermuda remains a profitable destination for one-, two- and three-day calls. The Transport Planning and BTA teams have been tracking the economic value of the cruise ship business to Bermuda more closely in recent years. With an increased emphasis on onboard activities, it is documented that the Bermuda vendors have suffered as a result. However, the cruise ship passengers do add vibrancy to all ports and contribute an average spend of \$227 per person per visit on transportation, meals, retail shopping and tours. The best retail months are reported to be May, June, July and early August, when younger cruise passengers travel with their families.

Mr. Chairman, I would like to share with you what cruise business actually means to Bermuda. We have estimated that \$178.7 million will be circulating in Bermuda's economy by the end of the 2019 cruise ship season. This includes passenger spending of \$110.1 million, crew spending of \$5.5 million, Government taxes of \$31.8 million, BTA passenger fees of \$7.82 million, and the cruise line disbursement expenses of \$10 million paid to on Island vendors via the cruise lines' port agent during each call.

Mr. Chairman, the season for contracted cruise ships starts on Sunday, the 14th of April, with regular calls running through Sunday, the 17th of November. It includes the *Grandeur of the Seas*, with 18 calls; the *Anthem of the Seas*, with 24 calls; the Norwegian *Escape*, with 27 calls; the Norwegian *Gem* (which replaces the Norwegian *Dawn*), with 22 calls; and the *Celebrity Summit*, with 17 calls.

In addition, Mr. Chairman, Norwegian's Regent Seven Seas and Oceania brand ships will continue to make 12 contract calls to St. George's between Friday, the 5th of April, and Monday, the 18th of November. The City of Hamilton will receive 15 calls between the 5th of April and the 24th of December in 2019.

Carnival cruise ships will make 20 occasional calls, which is an increase of seven calls in 2019. The *Disney Magic* will return with five occasional calls between the 27th of September and the 25th of October. Two Holland America Cruise Line ships will visit Bermuda this year. They are the *Zuiderdam* and the *Rotterdam*. Bermuda will also host five inaugural cruise ship calls in 2019:

- MS NCL *Pearl*, April 20–21;
- MS NCL *Jade*, April 25–26,
- MS *Celebrity Edge*, April 30–May 1;
- MS *Adventure of the Seas*, May 19; and
- MS *Spirit of Discovery*, December 31–January 1.

Mr. Chairman, the Transportation Planning Team has identified 11 dates when Bermuda will experience a significant number of cruise ship passengers in port at the same time. These dates have been highlighted with industry stakeholders as peak transport challenge days, and early preparation is underway. The cruise ship schedule can be downloaded

from the Marine & Ports website at www.marineandports.bm; it is updated regularly.

REGULATORY AND POLICY/HOTEL ADMINISTRATION

Hon. Zane. J. S. De Silva: Mr. Chairman, the third business unit in the Headquarters, Head 48, is Regulatory and Policy/Hotel Administration. This unit within the Ministry of Tourism and Transport Headquarters, cost centre 58020, has been allocated a budget of \$373,714, as found on page B-195 of the Estimates of Revenue and Expenditures.

The variance between the 2019/20 budget and revised budget for 2018/19 is nil. As noted earlier, this section was transferred to the Ministry of Tourism and Transport from the former Ministry of Economic Development and Tourism, in November last year.

Mr. Chairman, the unit is responsible for the inspection and licensing of properties listed on the hotel inventory. As of the 1st of May 2018, there were 41 operating licensed properties comprising the following: four large resort hotels; ten small hotels; four cottage colonies; three clubs; seven large cottages, suites and apartments; six small cottages, suites and apartments; two inns; four bed and breakfasts (not to be confused with Airbnb); and one "floatel" (a boat used as a hotel).

The unit jointly administers the new Vacation Rentals Act 2018 with Consumer Affairs (in conjunction with the Ministry of Home Affairs). Unlike the process of inspecting and licensing properties listed on the hotel inventory, vacation rental proprietors are required to complete a self-check application form before being issued a vacation rental certificate or a vacation rental (rent control) certificate.

Mr. Chairman, the Vacation Rentals Act 2018 amended the definition of a "hotel" per section 1 of the Hotels (Licensing and Control) Act 1969, to mean a place which provides sleeping accommodation for 10 or more guests (increased from six or more guests). As such, a vacation rental unit is one that provides sleeping accommodations for nine or fewer guests. Those proprietors are required to register and secure a vacation rental certificate issued by either the Minister responsible for tourism or the Minister responsible for rent control.

Recent research unveiled that there are at least 662 properties posted on various platforms as vacation rental properties, including, but not limited to, Airbnb, Bermuda Rentals, and Vacation Rentals by Owner (VRBO). These properties offer sleeping accommodation to nine or fewer guests. Our research also unveiled that there are 44 properties posted on various platforms which can provide accommodation for 10 or more guests and which are *not* on our hotel inventory list. The Regulatory and Policy Unit is addressing the compliance issue, meeting with each property owner individually, and expects these proper-

ties to be listed as hotels by the end of the upcoming fiscal year.

Mr. Chairman, the unit is also responsible for the administration of the Lotteries Act 1944 on behalf of the Secretary to the Cabinet. So far, in the current financial year, 42 raffle permits and 24 business permits have been issued under this Act.

Mr. Chairman, the Regulatory and Policy Unit also administers the Tourism Investment Act 2017 (the successor to the Hotels Concession Act 2000), which became operative on 10 November 2017. The Tourism Investment Act 2017 revoked 14 inactive or spent Hotels Concession Orders, leaving eight active Hotels Concession Orders in place.

Mr. Chairman, the Tourism Investment Act 2017 provides relief, depending on the level of investment in the property, as follows: for a new hotel for a period not exceeding 10 years; a refurbished hotel for a period not exceeding five years; a new restaurant for a period not exceeding three years; an existing restaurant for a period of one year; and an attraction for a period of one year. Honourable Members will recall that the very first Tourism Investment Order was recently approved by this House for the Bermudian Beach Resort.

MANPOWER

Hon. Zane. J. S. De Silva: Mr. Chairman, the Ministry of Tourism and Transport Headquarters employs nine full-time equivalent employees under the following cost centres: 58000, four persons, the Permanent Secretary, Ministry Comptroller, an accountant administrative officer, and an executive assistant; 58010, one Transportation Coordinator; and 58020, four persons, the Senior Manager for Tourism Regulation and Policy, two compliance officers, and an administrative assistant. Compensation, not including overtime, is estimated at \$939,139, or 0.02 per cent of the budget.

REVENUE

Hon. Zane. J. S. De Silva: It is anticipated that, in 2019/20, the Ministry Headquarters will generate approximately \$16,653,000 in revenue from the following sources:

- Bermuda Civil Aviation Authority, \$16 million;
- cruise ship casino licences, \$615,000; and
- hotel licence fees, \$38,000.

This revenue estimate represents a decrease of approximately 55 per cent, again primarily the result of the November 2018 ministerial realignment, which shifted the revenue attained from the Regulatory Authority of Bermuda (approximately \$17,950,400) to the Ministry of Home Affairs.

Also contributing to the decrease in the estimated revenue at the Ministry Headquarters is the decline in revenue receipts from the Bermuda Civil Aviation Authority (BCAA), estimated to be \$16 mil-

lion, in 2019/20. The decline represents a 19 per cent decrease over the prior year's revenue estimate of \$19,850,000.

The decline in revenue is attributed to two changes put in place effective April 1, 2018. First, the BCAA changed its revenue recognition policy to defer revenue for Certificates of Airworthiness, Continuing Aircraft Management Organisations certificates, and [Aircraft] Maintenance Organisations certificates, which are generally issued 60 to 90 days before their date of validity.

Second, BCAA effected an internal change in accounting practice to improve the accuracy of the calculation of deferred revenue for these certificates. These changes will better reflect the actual revenues earned in each period without the need for cumbersome revenue deferral calculations, and will ensure that airworthiness revenue recognition is consistent.

Mr. Chairman, I would now like to discuss the year ahead with respect to the two authorities that receive grants from the public purse. I will start with the Bermuda Tourism Authority.

BERMUDA TOURISM AUTHORITY'S 2019/20 BUDGET HIGHLIGHTS

Hon. Zane. J. S. De Silva: Mr. Chairman, the Bermuda Tourism Authority, commonly known as BTA, was established with a mission not only to promote Bermuda as a destination, but also to be a catalyst of economic development and to ensure the social and economic enhancement of Bermuda through the expansion of tourism.

Mr. Chairman, in 2018, following hundreds of stakeholder interviews, working groups and public input, the National Tourism Plan was released. The objective of the National Tourism Plan is to build a multi-year roadmap for our aspirational future for tourism and its effect on the Island as a whole. The vision of Bermuda's having a growing and balanced tourism business by 2025 is underpinned by the opportunities within the seven strategic pillars of the plan.

NATIONAL TOURISM PLAN'S STRATEGIC PILLARS

Hon. Zane. J. S. De Silva: The National Tourism Plan's strategic pillars are as follows:

- Awareness and Relevance—to be seen as an alluring destination set apart not only by our geographic location, but also by our way of life;
- Greener—to become one of the "greenest" tourist destinations, and attract visitors who value this, through more eco-friendly practices and better use of our natural resources;
- Infrastructure—to offer frictionless experiences from arrival through departure in a way that

not only satisfies visitors, but adds to their positive experience of the country;

- Local Involvement—to tap the vast creative and entrepreneurial potential and hospitality of local residents for the mutual benefit of both visitors and residents alike;
- Innovation—to have a visitor-centric approach and use technology and data to enhance visitor experiences;
- Teams and Groups—to be known as an exclusive, convenient and sought-after destination for specific groups, especially in the non-summer months; and
- Year-round—to offer an attractive value proposition for visitors to come any time of the year.

It is purposeful that these strategic pillars spell “AGILITY.” We must be focused, passionate and agile to build on recent growth. The BTA will work with its partners and stakeholders in order to achieve the aims of the National Tourism Plan.

Mr. Chairman, the introduction of the new vacation rental property fee in 2018 and the proposed cruise ship passenger fee announced in the Budget, both payable to the BTA, has enabled the Government to reduce the grant to the BTA from \$26 million in 2018/19 to \$22.5 million in 2019/20, without compromising the ability of the BTA to deliver on its objectives. The current account expenditure can be seen in the Ministry of Tourism and Transport Headquarters, Subjective Analysis of Current Account Estimates, Grants and Contributions, budget lines located on pages B-196 and C-18 of the Budget Book.

The BTA will continue with the successful strategy of investing the funds available in integrated marketing campaigns designed to generate in year demand for Bermuda as a destination. The majority of the investment will be concentrated in key markets and include out of home, television, digital marketing and events. The BTA will also move forward with the sports strategy and seek opportunities for marketing partnerships with a high return on investment in order to bring major events to the Island.

Mr. Chairman, in 2018/19, the BTA received funding to ensure that Bermudians are ready for and willing to participate in the employment opportunities coming in the Island's tourism sector with two five-star hotels scheduled to open next year. This initiative, in partnership with the Department of Workforce Development and Bermuda's hoteliers, is now in process. It will deliver a thorough future needs assessment and gap analysis across skilled, unskilled and management employment in our hotels, and will provide a pathway to prepare Bermudians to seize those opportunities.

Mr. Chairman, tourism represents Bermuda's best opportunity to create inclusive economic growth that benefits Bermudian homeowners, workers, and entrepreneurs. The BTA is proud of its track record of

success over the last three years and is committed to further growth of the tourism economy.

Moving on to the Bermuda Airport Authority.

BERMUDA AIRPORT AUTHORITY'S 2019/20 BUDGET HIGHLIGHTS

Hon. Zane. J. S. De Silva: Mr. Chairman, the second Authority which receives a grant from the Government is the Bermuda Airport Authority.

The Bermuda Airport Authority is nearing the end of its second year as a quango under the Ministry of Tourism and Transport. The current account expenditure can be seen in the Ministry of Tourism and Transport Headquarters, Subjective Analysis of Current Account Estimates, Grants and Contributions, budget lines located on pages B-196 and C-18 of the Budget Book.

MANDATE OR MISSION

Hon. Zane. J. S. De Silva: Mr. Chairman, the Bermuda Airport Authority delivers a range of essential air navigation services, also known as retained government services, at the L. F. Wade International Airport, including air traffic control, ground electronics, and Bermuda weather and aeronautical information services. As the owner of the airport, on behalf of the Government of Bermuda, the Authority also oversees the performance of the airport developer, Bermuda Skyport Corporation [Limited], and its 30-year concession to operate, maintain, and redevelop the new airport, scheduled for completion in the summer of 2020. The Airport Authority also regulates airport fees and charges.

Recently, the Airport Authority's inaugural annual report, including audited financial statements for 2017/18, was laid in the House, thus fulfilling this statutory requirement.

EXPENDITURE OVERVIEW

Hon. Zane. J. S. De Silva: Mr. Chairman, the total Ministry of Tourism and Transport operational expenditures grant to the Bermuda Airport Authority will be \$13.3 million for 2019/20. It remains unchanged from the Airport Authority's operational expenditures grant provided in 2018/19. Increases in budgeted finance and administration costs have been offset by reduced airport oversight services costs, as a result of the Authority's strategic initiative to insource a major overseas vendor's services, effective April 1st, 2019. The same, mostly Bermudian, professional workforce will now provide essential air navigation services as direct employees of the Airport Authority, thus enjoying long-term job stability under the management of a local leadership team with a high-performance culture. CPI-based cost increases for salaries and benefits, insurance and energy will be offset by operational efficien-

cies and reduced costs for overseas vendor management fees.

Mr. Chairman, the Bermuda Airport Authority 2019/20 capital budget of \$2.5 million, as seen on page C-18 of the Budget Book, cost centre 75342, represents the same level of planned capital expenditure as 2018/19. The major capital costs in 2018/19 were for the instalment payments of approximately \$1.4 million for the manufacture and installation of new equipment to replace the ageing Doppler Weather Radar system. Major capital projects scheduled for 2019/20 include completion of the aforementioned weather radar system installation, replacement of the Airport Instrument Landing System, upgrade of several Airfield Navigation Equipment telecommunication links from copper wire to fibre cable, and replacement of the Air Traffic Control Tower Voice Switch.

Mr. Chairman, the Airport Authority currently employs 12 full-time equivalents (FTEs), headed by a Bermudian CEO, who reports to a board of directors. The Authority's FTEs will grow to 46 in 2019/20 when it insources the air navigation services currently provided by an overseas vendor, upon expiry of their three-year service agreement.

The Airport Authority continues to report on the performance of Bermuda Skyport Corporation, in accordance with the terms of the project agreement. This includes monitoring key performance indicators such as technical design specifications, airport regulated revenues, and airport terminal energy consumption.

Mr. Chairman, that concludes the brief on the Ministry of Tourism and Transport Headquarters, Head 48. Mr. Chairman, I would like to take this opportunity to recognise the hard work and professionalism of the staff of the Ministry of Tourism and Transport Headquarters. Also, I would like to thank the staff and boards of the Airport, Tourism, Civil Aviation, and Shipping and Maritime Authorities, who quietly go about fulfilling their mandates for the betterment of Bermuda.

Thank you, Mr. Chairman.

The Chairman: Thank you, Minister.

It is now 10:51.

The Chair recognises the Shadow Minister for the Ministry of Tourism and Transport, from constituency 30.

Honourable Member Scott, you have the floor.

Ms. Leah K. Scott: Thank you, Mr. Chairman.

Mr. Chairman, I am going to speak to [cost centres] 58000 and 58101. Mr. Chairman, this year represented a three-peater for the Department of Tourism, when they had three years of successful growth. And it demonstrates that tourism, as an independent body, does well by itself. Kevin Dallas, Glenn Jones, and the staff at the BTA have done an excellent job in being creative and in doing things that bring

tourists to Bermuda and sustaining our tourism numbers.

Mr. Chairman, I am going to ask your indulgence. I do have a lot of notes here and a lot of papers that I would like to generate some of my questions from.

So, the Tourism Authority is trying to create all kinds of experiences for Bermuda, and also create experiences year-round so that people do not come to Bermuda just in the summertime or when the weather is warm. And they are also trying to create a Bermuda that is not their grandparents' Bermuda. To date, they have actually been successful. I believe that the number of people who are arriving in Bermuda from the ages 45 and above has increased.

So, Mr. Chairman, if you would allow me to first speak to the Bermuda Tourism Outlook 2019, and just a couple of things that I would like to raise in that.

The Chairman: Yes, Shadow Minister. If I could, just for a minute, I want to inform Members and the listening public that this debate is a full hour debate. It started at 10:18 this morning.

ANNOUNCEMENT BY THE CHAIRMAN

HOUSE VISITOR

The Chairman: And I would just recognise the Senator Jason Hayward in the Gallery.

Thank you for your attendance.

[Committee of Supply continuing]

The Chairman: You may continue.

Ms. Leah K. Scott: Thank you, Mr. Chairman.

So, Mr. Chairman, looking at the Bermuda Tourism Outlook 2019, the air capacity for Bermuda from 2015 to 2018 has increased. The 2019 projections have a 4 per cent decrease. And I would just be interested to know why those numbers are going down. On what basis do they project a decrease?

The strategic priorities for the BTA are the emphasis on the non-summer seasons, which I understand and appreciate, and empowering Bermudians to participate in the tourism industry. And one of the interesting things, just in going through the notes that I have read, is that . . . and I actually participated in a lot of the National Tourism Planning sessions. And one of the things that always comes up is that Bermuda suffers from a "culture of no." So, we actually like to go to other places and do things and enjoy things that make us have a good vacation. But we do not want to have those same things in Bermuda. So, we have to kind of open up our minds and broaden our minds.

And I think the BTA is trying to do that in terms of bringing things to Bermuda that are not tradi-

tional, but will create jobs for Bermudians, which is our number-one thing, and also create a tourist experience so that people will want to continue to return to Bermuda. So, I think that Bermudians getting involved and participating in tourism and actually being tourism ambassadors is a good thing.

The BTA, in their outline, has set out a number of signature events for Bermuda. And they actually sound really interesting. They have got the Bermuda Triangle of Sailing. They have got the Marion Bermuda Race, the Atlantic Rally for Cruisers, and the Bermuda Triple Crown Billfish Tournament. And I would like to know what a “billfish” is, because I have never heard of it.

[Laughter]

Ms. Leah K. Scott: The National Trust Talk: The Bermuda Gombey festival. But they have, you know, a bunch of things that are going on. And one of the things that I would like for Bermudians to do is to recognise that tourism is not just for people who come here. There are a lot of experiences and things that are offered by the BTA that Bermudians should take advantage of. And I am speaking to myself, as well, because they do offer things that I should participate in, but I do not.

I was out the other night having dinner. And I sat beside this young woman who actually told me that she runs a food tour programme. I did not even know that Bermuda had food tours. She said it has been quite successful. And I participate in food tours when I travel. But she said it has been quite successful, and the people enjoy the restaurants, and the interaction with the waiters and the owners of the restaurant. One thing that I would like to say is that I would like to see more Bermudians in the restaurant industry so that people could have a true Bermudian experience. And I think that if we can get Bermudians interested in the hospitality and tourism industry, as they were many years ago, it would create a better Bermudian experience.

I know when I travel, I want to go where the locals go and I want to be with the local people. I do not want to travel to India and meet Japanese people serving me in the restaurant. And I am not saying that discriminatorily. But it just adds to the experience and the genuineness of the experience when you have the people who actually live and work there.

So, the Tourism Authority is also looking at doing some arts and cultural events. Some of them I have been to, the Fashion Festival, the Art Walk, and Gombey Saturdays. And in their Strategic Action Plan, they have a plethora of ideas that I think will be very attractive to people who want to come to Bermuda and participate. I note that their Visitor Service Centre should be opening up in April. I would like to know whether or not we are on track for that to open up. I

have been watching the development of that building down on Front Street.

Mr. Chairman, the other day I went on the BTA's website and found that they have (if I can read from it) “21 Free or Affordable Things to Do in Bermuda.” And these are things that I did not even know they had. The “21 Free or Affordable Things to Do in Bermuda” from the BTA website, things to do on our Island. So, there is a Skirling Ceremony at Fort Hamilton. Did you know they had a skirling ceremony? Do you know what a skirling ceremony is?

The Chairman: Enlighten me, Shadow Minister.

Ms. Leah K. Scott: Well, the skirling ceremony is where they have killed pipers, drummers and dancers perform to the bagpipe skirl of the Bermuda Island Pipe Band. I did not even know that. And that is every Monday through the 31st of March at twelve o'clock. I did not even know they had that.

You can visit the Unfinished Church. There is a tour of the Perfume Factory, Bermuda Gombey Revue, Birdwatch at Spittal Pond, hiking up to Fort Scaur and God's country, the home of the cup. You can also—

The Chairman: That could be a point of order. But continue on.

[Laughter]

Ms. Leah K. Scott: There is the Featherbed Alley Print Shop, and there is a place where you can go, Rock Island Coffee, where you can sip locally roasted coffee. So, there are a lot of things that people can do when they come to Bermuda. I am actually proud of Bermuda and the things that the BTA has actually accomplished.

Finally, before I get into the numbers, Mr. [Chairman], and the National Tourism Plan . . . they have identified things that they would like to do and areas that we need to focus on as a country. So, their executive summary sets out some of the challenges. And some of the challenges, and again I spoke to this earlier . . . the key challenges that most people have are reducing the effects of seasonality, so it is actually enjoying Bermuda no matter which season it is; regulation; and then the negative mind-set, the *culture of no*. So, we have got to be able to be accepting of change and be accepting of things that are going to make Bermuda a jurisdiction that people want to come to. And the cost of doing business and taxes—so, how do we balance the cost of doing business here and having a pleasant experience with taxes and things like that?

Now, from a shareholder perspective, the Bermuda shopping experience is that people want to see more Bermudian things in the stores. Some peo-

ple do not come to Bermuda to shop. I know when I travel, I go to shops.

The Chairman: Shadow Minister. Can you just tie it in to the line item here?

Ms. Leah K. Scott: Oh, yes. Sorry, sorry, sorry.

The Chairman: Just keep to the line.

Ms. Leah K. Scott: So, if you have people who are producing more Bermuda items, then people are shopping; then that money is going to go to our revenue, to our bottom line.

[Pause]

Ms. Leah K. Scott: I do not want to talk about that one.

Okay. So, Mr. Chairman, going back to Head 48 [cost centre] 58000.

The Chairman: You are on Head 48, yes.

Ms. Leah K. Scott: [Cost centre] 58000, Administration. So, in 2017, Mr. Chairman, there was a payment made of \$100,000 to the Bermuda Sailing Trading Association for the Tall Ships Regatta. And I know that the tall ships are not coming. But what happened to that \$100,000 allocation? Has that money been allocated to do something else? In 2018, it was anticipated that our spending would go up to \$59,800 for cruise tax revenue dollars. Have we seen that increase—

Hon. Derrick V. Burgess, Sr.: Mr. Chairman, if you do not mind.

The Chairman: Point of order?

Hon. Derrick V. Burgess, Sr.: Well, I just want to know what line item we are talking from. I would like to follow.

The Chairman: Yes. I believe it was on—we are on page B-195, cost centre 58000, Administration. The Shadow Minister said she was dealing with 58000, Administration.

Hon. Derrick V. Burgess, Sr.: All right.

The Chairman: Yes. Continue on.

Ms. Leah K. Scott: Okay. The tourism plan is to increase visitor arrivals in Bermuda to 428,000 by the year 2022, and in 2018 we are five years before that goal date. Is that number still anticipated? Do we still think that we are going to be able to make that? And I

say that just in that we are looking at a decrease for 2019 for air arrivals.

The *Disney Magic* cruise ship came here five times this year. Did we see an increase in our revenue, because it was anticipated that, when those boats called here, those are people who actually were spending money and would spend money? So, did they add any increase to our revenue?

The *Norwegian Breakaway* was replaced with the *Norwegian Escape*. And that ship had a capacity for 500 more visitors. Did those 500 more visitors actually spend more revenue in Bermuda? And if they did, what was the projected amount and what was the actual amount?

In St. George's, the first cruise call, it was anticipated that St. George's would have 50 cruise calls in 2018. Did they actually have 50 cruise calls in 2018, and what was the revenue that was generated from that?

Mr. Chairman, it is hard to . . . I am going to go down to [cost centre] 58010, the Transportation Planning Team. And the last transportation management report was in 2002. That report actually highlighted some things from a public survey that was taken from the Bermuda public. So, I am going to ask whether these things are still relevant. And if you would allow me to read, please, from the [Official] *Hansard [Report]* at 2nd of March 2018?

[Pause]

Hon. Derrick V. Burgess, Sr.: Mr. [Chairman], with all due respect, we are doing the Budget Debate, right? When you want to talk on an item, you have got to lay out the line number, the head, and everything else. You are doing reports? All of that should have been in general debate. We are dealing with the budget, Revenue and Expenditures.

The Chairman: Mr. Deputy Speaker, I have been following the Member as she has spoken to matters that are in the brief that the Minister, quite rightly . . . well, we appreciate his sharing. I did not have a problem with the questions that she was asking. They were relevant to what was presented by the Minister. And I was able to follow. In fact, I actually turned to page 11 when she was making reference to questions related to the cruise ships, which were there.

But, Member, if you can keep your rhetoric succinct as you relate to the Minister. Thank you.

Ms. Leah K. Scott: Thank you, Mr. Chairman.

So, Mr. Chairman, it is kind of difficult. Last year, tourism and transport were contained in the same Ministry. And so, one of the things that I would like to know, and I may have to wait until Friday when we do the Transport debate, is, as we are trying to increase our tourism revenue and trying to increase our air lift numbers and the people who are contrib-

uting to our economy, we have to make sure that our transportation system is working. So, I would like to know what the Transport Management Team is doing in terms of working out how we can increase—

The Chairman: Well, you might have to save that one for that—

Ms. Leah K. Scott: Yes, Friday. Okay. No problem.

The Chairman: Okay. I think you answered your own question. Yes.

Ms. Leah K. Scott: Okay.

And, Mr. Chairman, I guess I may have to wait for Friday on this one, because I was going to talk about the modernisation of a cashless payment system, which they were going to be looking at, and I want to know the status of that. But that would fall under Transport, as well, I would imagine.

The Chairman: Yes. Yes.

Ms. Leah K. Scott: Okay.

The Chairman: We have got enough heads here as we deal with Tourism and the Authorities that come under those particular heads.

Ms. Leah K. Scott: Right. Okay.

The Chairman: And some of them are just line items. So, if you can keep it specific to that, we will appreciate it.

Ms. Leah K. Scott: Okay. So, I will go back to [costs centre] 58000 under Administration. And last year's budget, there was a funding of \$400,000 that was ring-fenced for an initiative for Bermudians. And that was going to be in partnership with the hospitality industry. And I would like to know if further funds will be allocated for that, and how that project worked for 2018. There was \$100,000 that was allocated for the BTA's Beach Economy vision. Is money going to be allocated for that? What is happening with the Beach Economy vision? Is there going to be anything that is going to be going on with that?

Mr. Chairman, the BTA received \$7.9 million in direct income last year. And I would like to know what they received this year in terms of direct income.

Mr. Chairman, last year there was, under, again, 4801, Administration, 58000, a \$37,000 increase in professional services. And there was money set aside for the Bermuda Event Authority. Has money been set aside again for the Bermuda Event Authority? And if it has been, what is it? Because I do not see it listed in the grants section.

The Chairman: Professional Services, you are relating to [page] B-196?

Ms. Leah K. Scott: Yes.

The Chairman: In the Subjective Analysis?

Ms. Leah K. Scott: Yes.

The Chairman: Okay.

Ms. Leah K. Scott: And then, under 4801, Administration 58000, there was a \$39,000 increase in travel fees for 2018. What was the amount of travel fees for this year? And what has been allocated for that?

And, let me see.

[Pause]

Ms. Leah K. Scott: Mr. Chairman, in 2017/18, there was \$1 million allocated to America's Cup for sponsorship. And that money was supposed to be diverted in 2018 for integrated marketing campaigns or marketing blitzes. Is money going to be allocated for that? And what would those campaigns entail? The other thing is that—

The Chairman: Is that under Grants and Contributions? I am just trying to, you know, just so we can follow where you are referring your numbers to.

Ms. Leah K. Scott: I am referring to my brief from 2018.

The Chairman: Okay. Yes. It will be helpful, as you relate to numbers, if you could keep us on track as to where your numbers are coming from so that Honourable Members can follow.

Ms. Leah K. Scott: Because I am thoroughly confusing you?

The Chairman: No. I just want to make it relevant to the Budget Book that we are debating.

Ms. Leah K. Scott: Okay.

The Chairman: And I am sure that the numbers that you refer to would be, should be, here.

Ms. Leah K. Scott: Right.

The Chairman: And so that we can cross reference.

Ms. Leah K. Scott: Okay.

[Pause]

Ms. Leah K. Scott: Let me see.

The Chairman: Page C-18, C-18, Member, is Grants and Contributions for the Ministry of Transport and Tourism.

Ms. Leah K. Scott: Right. But I do not see—

The Chairman: So, if there are numbers that you are going to refer to, that would have been listed in the Budget either this year . . . if you cross reference it, they should be listed in here. If you could just make reference to that.

Ms. Leah K. Scott: Okay. So, what I do not see is the number for the Bermuda Event Authority.

The Chairman: Yes. You could ask that of the Minister.

Ms. Leah K. Scott: So, I am asking whether or not, because it is not in here . . . does it necessarily mean that there is not going to be a grant allocated for it at some point?

[Inaudible interjection]

Ms. Leah K. Scott: You did not; I know. Okay.

[Inaudible interjections]

The Chairman: Continue.

[Pause]

The Chairman: For the listening public, we are on Head 48, Tourism and Transport. There are four hours allocated for this head, under Ministry Headquarters. We are on page B-195. Grants and Contributions are listed on page C-18.

Shadow Minister from constituency 30, you have the floor.

Ms. Leah K. Scott: Okay. Thank you.

So, Mr. Chairman, on page B-196, under Grants and Contributions, last year there was a grant to the Bermuda Hospitality Institute. And because Grants and Contributions is an aggregate number, will they be receiving a grant this year? The Visitor Services Centres also got a grant under last year's budget. Is that included in this aggregate number? The National [Service] Standard Programme and Certified Tourism Ambassadors Programme also got a grant. Is that included in this aggregate number?

[Pause]

The Chairman: Continue on.

Ms. Leah K. Scott: I am just looking for . . . I am not sure whether this would come under communications.

In the grant for last year, there was a commitment to strategise on previous spending to maintain the momentum of the tourism comeback. So, I do not know whether that would fall under communications . . . or advertising and promotion.

And I think that I do not really have any further questions, Mr. Chairman. A lot of what I wanted to ask has been covered in the brief by the Minister. And a lot of the other questions that I want to address will come under the Transportation head on Friday.

I have some questions, but I am not sure . . . okay. This will come under training. There is a certified waiter/server programme. I would like to know what the status of that is, and is that included in the training budget?

Hon. Derrick V. Burgess, Sr.: Mr. Chairman, you know—

The Chairman: Point of order?

Hon. Derrick V. Burgess, Sr.: If I may.

The Chairman: Just for a moment. Yes.

POINT OF ORDER

Hon. Derrick V. Burgess, Sr.: You have got to lay out the line, what head you are talking about, what line item you are talking about. I like to follow this here, right?

The Chairman: Yes.

Hon. Derrick V. Burgess, Sr.: And I am finding it very difficult to follow if you do not specify what you are talking about.

The Chairman: Thank you. Thank you, Honourable Member.

Can you just specify the line item that you are referring to?

Ms. Leah K. Scott: Okay, so page B-196.

The Chairman: Yes.

Ms. Leah K. Scott: Under Training, the line item is Training.

The Chairman: In the Subjective Analysis?

Ms. Leah K. Scott: Yes.

The Chairman: Training, yes.

Ms. Leah K. Scott: I am not sure whether these would come under Training. But there was a certified waiter/server programme in 2018. Do they still have

that programme, and if there is that programme, is that number included in the Training budget?

And again, page B-196, again under Training, there was the Tourism Ambassadors Programme. We had tourism ambassadors, 400 people. Is that programme still existing? Is money being allocated for that?

Again, under . . . I am not sure what this would come under. Last year, they had the Neighbourhood Beautification Project. I am not sure exactly what that would come under, under the Subjective Analysis? And then, this would, I guess, come under Training. There was an internal rotation development programme. Does that programme still exist?

The Chairman: Under Tourism?

Ms. Leah K. Scott: Yes, under Tourism, page B-196, under Training. As I said, I am not sure what specific line item that would come under. I would think that it is Training. Do they have that programme, and is it still in existence? What were the results of the previous programme?

And I think that is all of the questions that I have for the Minister under this, Mr. Chairman. And I apologise for any confusion that I have caused to the Members by not, I guess, identifying the items the way that they need it, to be able to follow.

Thank you, Mr. Chairman.

The Chairman: All right. Thank you, Shadow Minister.

This debate started at 10:18. It is a four-hour debate. We are one hour into this debate.

I will share one thing for clarification. For persons who speak further, Tourism and Transport under Head 48 is a grant to the Bermuda Tourism Authority. So, anyone who speaks on Tourism, as I have done for many years in this House, knows that there are no line items that are associated. So, there may be questions. I have exercised some latitude, knowing that questions will arise that might not be covered by a line item. And certainly, for the edification of a very important topic, I have seen some things in the brief. I know those particular line items are under that grant, but would not be covered in this book. But I appreciate the Deputy Speaker keeping me on track to be able to point those out as I am doing so now.

So, I would encourage Members to relate to the line item. And if it is something that comes under Tourism, that would be under the BTA or Event Authority or any other Authority that is listed, to make the relevant reference so that persons listening and other Members can follow you, as well. And as you relate to the Subjective Analysis on relevant pages, make those reference points, as well.

There are three hours remaining for this four-hour debate.

Hon. Derrick V. Burgess, Sr.: Mr. Chairman, can I?

Mr. Chairman, I would just like to clear something up. There is the allocation of four hours. But if the debate takes two hours, that is it. It does not have to last four hours.

The Chairman: Thank you, Deputy. Thank you.

[Inaudible interjections]

The Chairman: No.

Members. The Deputy Speaker, actually, for clarification, does allocate the Chairs, which is why I am here. So, I am guided by his reminder.

And I am here to share that we have three hours remaining. Would any other Member care to speak to Head 48 that we are on? It is a three-hour debate.

Any other Member?

Hon. Michael H. Dunkley: Thank you, Mr. Chairman.

The Chairman: The Chair recognises the Honourable Member from constituency 10.

Hon. Michael H. Dunkley: Yes, sir, 10. Always a 10. Thank you, Mr. Chairman.

Mr. Chairman, I thank the Honourable Minister for the brief which he presented today. Just a few questions: The Honourable Minister mentioned \$2 million set aside in the next financial year for the Bermuda Triathlon that comes up at the end of April. Could the Honourable Minister please give some specifics on how this \$2 million is going to be spent?

Also, the Honourable Minister and the Shadow Minister did touch on cruise ship arrivals. And I congratulate the Government on continuing the trend to increase cruise ship arrivals. Whereas there always is a debate about the profitability and what they do for Bermuda, I think all of us in this Chamber are well aware of the fact that cruise ships, while they might not be as good for business as air visitor arrivals, they certainly are very strong for our economy. And, certainly, the Government capitalises on the taxes.

And the Minister did go to some length to talk about the change in taxes. I would ask the Honourable Minister if he could just give a breakdown on how we arrived at those specific numbers. And if you would allow me to give a little context, Mr. Chairman—

The Chairman: And we are on Tourism?

Hon. Michael H. Dunkley: Yes.

The Chairman: Which head?

Hon. Michael H. Dunkley: The only head we are discussing, Head 48.

The Chairman: Thank you. Which line item?

Hon. Michael H. Dunkley: Which line item? You can take it on cost centre 4801, if you would like, Mr. Chairman.

The Chairman: Thank you. Thank you.

Hon. Michael H. Dunkley: But, Mr. Chairman, it is obvious that Government is going to raise a significant amount of revenue. And I think we have the potential, over the coming years, to capitalise on the strength of the cruise industry in Bermuda, even though it is a shortened season because it is tough cruising the North Atlantic from December to the end of March. But Government has seen fit to increase taxes on them. And I am sure that there was some back-and-forth with the cruise ship principals.

But what I am interested in is how we arrived at those numbers to make sure that they are appropriate. Could they have been more, or could they have been less? And I say that because Bermuda is a unique destination. There are not many jurisdictions, certainly in our nearest competition like the Caribbean, noting, Mr. Chairman, you can cruise all over the world. But at a lot of the destinations in the Caribbean, the cruise ship companies have to anchor off [shore] and [the passengers be] ferried in. They do have private islands where they do their own thing. And so, I think Bermuda has, in the last number of years, offered value for money because our cruise ships, 99 per cent of them come right to a dock, whether it is in St. George's, whether it is in Hamilton, or whether it is up in the West End of the Island. They come right to a dock. So, how did the Minister and colleagues arrive at these numbers to ensure that these are the right numbers for the increase in taxes?

Another question to the Honourable Minister, and I know he has got his technical team in the room today, and I want to take this opportunity to thank the technical team for the support that they provide and will continue to provide. I heard very little in the brief about hotel investment. And my honourable colleague talked about her liking to see Bermudians involved in the hotel industry. And I think all of us in this House of Assembly share that. And as we travel to other jurisdictions, we are very impressed by having locals involved in their industry. And we need to do a better job in Bermuda.

But at the same time, I believe, Mr. Chairman, we need to have more hotel investment in Bermuda. Because airlines are very competitive. The Honourable Minister in his brief talked about an airline incentive, I think, for \$60,000 to JetBlue, and [this was] the third year for that. If we do not keep those passenger numbers high throughout the season and certainly in the off season, we stand the risk of losing seat capacity coming to Bermuda. I think we need to continue to build the seat capacity in the shoulder months and in the summer months. And that will be done with more hotel investment.

So, I would like to ask the Honourable Minister, through the Ministry of Tourism, and I am sure it works in conjunction with other ministries, what is the focus for the Government this year in hotel investment? Are there new irons in the fire? How are we making out with the current hotel investment? What is an update on Morgan's Point? Because, clearly, I think there is opportunity. Bermuda is still the best place in the world. And I think there is plenty of opportunity for that. So, I ask the Honourable Minister to answer those questions. And I look forward to hearing the answers. And I look forward to opportunities to say a few more words in this debate.

The Chairman: Thank you.

Would any other Member care to speak? We are dealing with Head 48, Tourism. It is a four-hour debate.

Hon. Jeanne J. Atherden: Sorry, Mr. Chairman. I just have a question because I know that my colleague was trying to get to something. And I just want to see if this is the way for us to get to it.

On [page] B-197, [cost centre] 58010, in terms of employee numbers, full-time equivalent, for the estimates for 2019/20 there is an indication that there is one person who is supposed to be in the Transportation Planning Team. And I guess that is what people will be interested in from the perspective of, there is someone there; and therefore, what people would be wondering about is what that person did. Because when you look at performance measures on [page] B-198, there is no reference to that planning team and there is no reference to performance measures. And I think you will hear me hitting home all the time when we look at these things. Monies, performance measures so that the public can see what they are doing and how well it is spent.

Thank you, Mr. Chairman.

The Chairman: Okay. Thank you, Honourable Member from constituency 19, I do believe.

Would any other Member care to speak to Head 48, Tourism and Transport?

No other Member?
Minister.

Hon. Jeanne J. Atherden: Sorry, Mr. Chairman. I just have a question because I know that my colleague was trying to get to something. And I just want to see if this is the way for us to get to it.

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Thank you, Mr. Chairman.

The Chairman: Okay. Thank you, Honourable Member from constituency 19, I do believe.

Would any other Member care to speak to Head 48, Tourism and Transport?

No other Member?

Minister.

Hon. Zane. J. S. De Silva: Okay, Mr. Chairman. I will try to answer a few of the questions that have been put so far.

For MP Scott, she asked about a billfish. That is a pretty easy one for me, as my brothers are fishermen.

[Inaudible interjection]

Hon. Zane. J. S. De Silva: Yes. The jury is out on that one whether or not he is a golfer.

[Inaudible interjection]

Hon. Zane. J. S. De Silva: Well, he does occasionally. He does take my picture occasionally. But I think I take his a bit more than he takes mine.

But that being said, a long story is that it is one of the thin fishes that basically spend most of their time on top of the water, and they have a long, pointed snout, as the marlin, your sailfishes and fishes of that nature. So, I thought I would just point that out.

Ms. Leah K. Scott: Thank you.

Hon. Zane. J. S. De Silva: I am sure that my brother is not listening. But if he were, I am sure he would appreciate that.

A couple of questions were asked. Let us see. Let us see what I have here. Let us go through my notes. Visitor Services grant, there was a question about those grants. They are actually programmes, so they are not really grants. The other question was—let me look through my notes. I think with regard to how much money—you asked about the *Norwegian Escape*, I think. I think that those things are getting really down to details. I can get those for you. I will give you an undertaking that I will get that for you in due course.

The air capacity projections, down 4 per cent. I think that the Shadow Minister will know that the American Airlines flight, they withdrew one of their flights, one of their daily flights. So, the capacity we

are projecting will be down. So, that is the answer to that question. And I will get that other information to you with regard to the individual cruise line questions that were asked.

Incoming fees for \$8.1 million will go to the BTA. The integrated marketing partnerships, they are still occurring in 2019, with several partners, which include digital marketing prints events and email marketing, as well. You had asked about the Beach Economy. We all know that there was a lot of fanfare over Shelly Bay Beach. We will look at continuing to do something on our beaches with consultation with the President of the Bible Belt, Mr. Burgess, the MP, the Honourable Member and his colleagues. So, we will do that as we move forward. It is certainly something that I cherish.

I think we all remember when Mr. Thomas wanted to open up a concession at Long Bay Beach in Warwick. I mean, I thought we were well on our way. But, of course, that was shot down by the environmentalists and a few other groups.

I think that that is an untapped market because, as many of us will know, Horseshoe Beach is just super crowded during the season. And if we could start filtering . . . and I think the plan for us to start to try and filter our tourists around the Island on some of our other beaches, we are going to put some emphasis on that, going forward. But I think something like Long Bay Beach would certainly help with the crowds that we currently experience at Elbow Beach.

The rotation programme within the BTA, yes, it is ongoing. You had asked about the Bermuda Hospitality Institute [BHI] and the \$400,000. You may not know this, but what we have done is brought that back under the Tourism Authority. And I think Karla Lacey is the original—she was there from when we started the Hospitality Institute, way back when. So, she is very familiar with it. She was the person who headed it back then. She is going to work with the current board that were over at the BHI. And so, we will have some more news about that in the future. But that is where that is.

Ms. Leah K. Scott: Okay.

Hon. Zane. J. S. De Silva: I am optimistic that, hopefully, in terms of budgeting, we will save maybe between \$50,000 and \$100,000, which will be poured into the training of people who want to go into the industry.

[Pause]

Ms. Leah K. Scott: Certified waiter.

Hon. Zane. J. S. De Silva: Yes.

I am just looking. Give me a second, if you do not mind, Mr. Chairman, just to look through some of my notes.

[Pause]

Hon. Zane J. S. De Silva: The Honourable Member Dunkley asked about the triathlon and how that money would be spent. It will be through organising the continued marketing and anything that has anything to do with the triathlon. I mean I can—and certainly, as their parliamentary questions will be one if he wanted to delve down into the weeds. But I do not mind supplying that information if the Honourable Member so wishes to go down that deep. But I think that the Honourable Member is quite aware that the World Triathlon series is not a small event. It is a huge event, which will require a lot of organisational skills and professionalism to make sure that it comes off correctly.

Honourable Member Dunkley also asked about, you know, is there any news on new hotel development? Not really. You know, we are talking to some people about possible development on the Island. One thing we do not want to do is make the mistake of, you know, jumping in a backhoe and having a big press conference, and then have it come to naught. We have seen that in the last couple of years. So, we want to try to avoid that if we can. It is good press. It might get some people interested in the Island. But, of course, if it does not come to fruition, then it just leaves a little bit of an empty space.

The Honourable Member Dunkley also asked about Morgan's Point. He might be well aware that Morgan's Point are actually in default of their—

[Inaudible interjection]

Hon. Zane J. S. De Silva: Yes. During his tenure as the Premier. So, he would certainly know that this loan was in default. And work is being undertaken at the moment to see if we can do something about that. And as we work through that, I can assure you that this Government will inform the people of Bermuda where things stand with regard to that development, unlike the former Government. You would have thought that if the loan was in default, they would have let the people of the country know. We had to find that out after we won the election, which was a little bit sad, to be honest.

I think that is about it for now, Mr. Chairman.

The Chairman: With just under three hours remaining, would any other Member care to speak?

The Chair recognises the Honourable Member from constituency 19.

Hon. Jeanne J. Atherden: Sorry, Mr. Chairman. My question with respect to the . . . let me just find it.

The Chairman: [Cost centre] 58010, I think, page B-197, I think you asked a question in relation to?

Hon. Jeanne J. Atherden: Yes. Yes. That has not been answered.

The Chairman: Would any other Member care to speak?

Honourable Member from constituency 10, you have the floor.

Hon. Michael H. Dunkley: Thank you, Mr. Chairman.

Mr. Chairman, I appreciate the answers by the Minister. Just to remind the Honourable Minister that I asked questions about the cruise ship taxes that were there and the justification for them in comparison to other jurisdictions. And that was not touched.

In regard to the triathlon, I would have thought that, during the Budget Debate, the Minister would easily be able to justify the \$2 million that had been spent, rather than coming back at a later date.

In regard to hotel investment and Morgan's Point, I think this House knows that there is a big difference between Morgan's Point and many other places, in that it was government land that is annexed out (my words) on a long-term lease. So, we do have some security there. So, I ask the Honourable Minister, what is the progress on construction? Are they still undergoing construction at the place, and have they made any progress to get some more money in to seed the development, going forward?

I was surprised to hear that an American Airline flight has pulled back. And I ask the Honourable Minister, what are we doing to try to increase capacity? Because decreasing capacity is a very worrying sign, going forward.

Mr. Chairman, \$22.5 million has been given to the BTA. I ask the Honourable Minister, are there performance parameters around that? Because, in addition to the \$22.5 million, there is also a significant amount of money that is going to them in direct taxation. So, that is one question. The second question is, the Honourable Minister, when he sat on this side of the House, was very vocal about the compensation for members of the BTA. And has the Honourable Minister looked into the compensation? And I assume, now that we have not heard anything about that, he believes that the compensation levels that currently exist are fitting and appropriate.

Thank you, Mr. Chairman. I look forward to more answers, and I will have some more questions.

The Chairman: Would any other Member care of speak?

I recognise the Opposition Leader.

Hon. L. Craig Cannonier: Yes. Thank you, Mr. Chairman.

I just want to follow up on my colleague, Michael Dunkley, the Honourable Member, when he was speaking to the grant. I noticed in the Budget Statement this year that it said that there is a reduction in

Government's grant from \$26 million to \$22.5 million. If you look on page C-18, you will see that it says 6835, Tourism Authority Grant, \$25 million. So, I am not sure which one is correct. Is the Statement correct in saying \$26 million? Or is the Budget Book?

The Chairman: On page C-18, it says \$22.5 [million].

Hon. L. Craig Cannonier: Sorry. I am looking at the actual 2017/18. If you look at the Statement it says it is going from \$26 million. So, the actual was . . . in the Budget Book, it says \$25 million. I am wondering which one is correct. Is it the \$25 million or is it the—

The Chairman: You mean the brief? I would say we are not debating the brief. We are debating the Budget Book.

Hon. L. Craig Cannonier: Yes. But there is a discrepancy in the numbers.

The Chairman: Okay.

Hon. L. Craig Cannonier: There is a discrepancy in the numbers. It says \$26 million to \$22.5, page 41 of the Budget Statement. But if you look on page C-18 [of the Budget Book], it says \$25 million down to \$22.5 million. So, I am just trying to find out which one is correct.

The Chairman: Okay.
Would any other Member care to speak?

Hon. Derrick V. Burgess, Sr.: Yes. Mr. Chairman, if you see on page C-18, it is \$22.5 million. So, \$25 million was for the 2017/18 Budget.

The Chairman: Yes.

Hon. Derrick V. Burgess, Sr.: Right.

The Chairman: And just for clarification, Members, the Budget Statement is just that, a statement. The Budget Book is what we are debating. And if there was something that needed to be corrected, which has been done over many years, it would come in an erratum, which would be inserted into the Budget Book. I do not see one as it relates to this yet. But . . . so today we are debating Head 48 on [page] C-18, under cost code 6835. For 2017/18, it says \$25 million. And in the Minister's brief, he said that there was a decrease as it related to tourism. And he explained why. And it is \$22.5 million. So, we are debating the Budget Book. And if you want to put out a question, I want to remind you that we are debating what is in this book right now.

Hon. L. Craig Cannonier: I did put out the question already.

The Chairman: Yes. Yes.

Hon. L. Craig Cannonier: I was just trying to figure out which one is correct.

The Chairman: Right.

Hon. L. Craig Cannonier: If the Statement . . . there should have been in a clause in the Statement then to say that it should not be \$26 million; it should be \$25 million.

The Chairman: Okay.

Hon. L. Craig Cannonier: So, I am trying to figure out which one is correct. Everything else that I have heard is irrelevant. If the Statement says one thing and the Budget Book says another, we are referring to the Budget, I am trying to find out which one is right.

The Chairman: Okay. Thank you, Honourable Member.

Any other Member care to speak to Head 48, Tourism and Transport?
Honourable Member, constituency 19.

Hon. Jeanne J. Atherden: Thank you, Mr. Chairman.
I want to do something which, and I am conscious of the fact that I am having to look at the Budget Book and we have to make sure that there are lines that we are looking at. But I have to continue with my consistency.

With respect to the Grants and Contributions, there is an indication on page C-18 that, for 2019/20, we have \$2,070,000 that is going to be given for the World Triathlon series. Also, there are going to be \$205,000 given to external bodies.

The Chairman: Yes.

Hon. Jeanne J. Atherden: What I want to find out is, why are there no performance measures for these types of grants? Surely, when money is given out, there is an indication as to what value you think that you are going to get, whether it be the number of tourists, if you think they are going to come on the Island, or whether you think about the amount of revenue [coming in]. Because, later on when the Statement comes out, there is going to be some reference as to whether it failed or did not fail, to say, like the America's Cup. You know, when we talked about it, did we get enough people here? Was it value for money? I am just suggesting that performance measures need to be in these books as we go forward to make the public understand why this money was spent, so they could see for themselves whether there was value for money and whether the success of the programme was achieved. Thank you, Mr. [Chairman].

The Chairman: Thank you, Honourable Member.
The Chairman opens the floor [to debate].
Shadow Minister, you have the floor.

Ms. Leah K. Scott: Thank you, Mr. Chairman.
Just on page B-196, and I believe this probably will go under advertising and promotion. I know that the majority of the tourism investment dollars were spent in the markets for New York and Boston. But it was indicated that other jurisdictions will be targeted as considering Bermuda as a destination. And one of those markets was Asia. And I am just wondering if any of those advertising and promotion dollars are being used to target other jurisdictions outside of Boston and New York.

The Chairman: Any other Member care to address Head 48?
Minister.

Hon. Zane. J. S. De Silva: Thank you. Thank you, Mr. Chairman.

To the Honourable Opposition Leader's question. And I can see why he is getting a little confused. Because what happened is, year before last, we had Tourism and Economic Development together, which was \$26 [million]. And so, when we separated, and Economic Development went away from the Ministry, that is where you get the \$25.5 [sic] million. And that is why the \$26 million is referred to in the budget. So, I think that is where the . . . it confused me, too.

[Inaudible interjection]

Hon. Zane. J. S. De Silva: No, no, the number is actually right. Yes, that number . . . I looked on page 41, too. That number is actually . . . it was \$26 [million]. But when they had the breakup, or the separation, between Economic Development and Tourism, that is where that came in.

[Inaudible interjection]

The Chairman: Yes.

Hon. Zane. J. S. De Silva: Yes. Yes. That is correct.
American Airlines, the loss of flight. Well, the Honourable Member, I think it was Honourable Member Dunkley who asked the question. The Honourable Member probably does not realise this, but let us point it out to him. We now have the airport that is not run, not owned, not operated by us anymore. It is operated by Skyport. And I am sure the Honourable Member, when he was Premier, signed off on that agreement. Surely, he recognises and remembers that Skyport, under the agreement, are responsible for getting airlift and approving marketing incentives. If they do not support marketing incentives to the country, quite frankly, we may lose not only American, but we may lose a few more.

[Inaudible interjection]

Hon. Zane. J. S. De Silva: So, you know, when the Honourable Member mentions that, I think he needs to reflect back on the agreement that he signed when he signed off our airport for the next 30 years. And I can tell you we are having challenges right now with the current airlines. And let us hope that we do not lose many more because of that agreement.

The Honourable Member, MP Atherden, asked about the one employee. That one employee is one person. And I think she may know who it is. It is Ms. Stacy Adams. And she has responsibility for transportation, which we can talk about more on Friday, but with regard to TCD [Transport Control Department], Marine & Ports, and the Department of Transportation, as well as our cruise lines.

The Honourable Member Dunkley also wanted some more explanation with regard to the triathlon. Again, that triathlon was engaged whilst the OBA were the Government. And just to give a further breakdown, I mean, I can give you breakdowns out of the ying-yang, but let us give a few more. The grandstands, the coursework, the barriers, the event execution, TV coverage, management, licensing, marketing—I mean, you know, I can give you that number. I mean, you know, certainly you know, MP. So, if you want any more than that in any specific details, I would suggest that you ask a parliamentary question to get, if you wish, more specifics.

And certainly, with regard to MP Dunkley's comment with regard to the \$22.5 million, I think he was asking, and he can correct me if I am wrong, but I think he was asking for a further breakdown of the \$22.5 million. Well, certainly they were Government not long ago when it was \$25 million. You know, if anything at all, what we have done is reduce that. So, certainly he must be aware of how some of that money is spent, if not all of it.

Performance measures—it is the same process that the OBA had, when you asked for the performance measures of some of the BTA and their staff. Those annual objectives are set by the board, and the board monitors. And they act accordingly, depending on how the employees perform throughout the year.

The Chairman: Thank you, Minister.

Would any other Member care to speak?
Honourable Member from constituency 10, you have the floor.

Hon. Michael H. Dunkley: Thank you, Mr. Chairman.
I am incredulous. I stand here this morning and I hear the Minister endeavour to give answers about budgets that are allocated in this House, for a Budget Debate, and is somewhat reticent about giving numbers. And his go-to phrase all the time was, *They should know. They were the Government before.* But,

wait a second, Mr. Chairman. Let me be very clear. They are not the OBA. They were not elected to be the OBA. And they said that they would do things differently than the OBA, Mr. Chairman. So, to come here in the Budget Debate, Mr. Chairman, and to say—

The Chairman: All right, Honourable Member. If you can say—

[Crosstalk]

Hon. Michael H. Dunkley: And to say that they should know what the numbers were—I am getting to the point, Mr. Chairman.

The Chairman: Honourable Member, stay focused on the budget.

Hon. Michael H. Dunkley: Mr. Chairman—

The Chairman: You are drifting a bit.

Hon. Michael H. Dunkley: Well, Mr. Chairman, maybe I am learning from you.

The Chairman: Well, I am not speaking . . . Honourable Member, have a seat. I am trying to stick and keep this Budget Debate on track on numbers and not let it drift into a general debate and wide-ranging, whilst trying . . . and I will be honest with you. I am trying my best to encourage debate on a subject that is very near and dear to my heart. Okay? Very near and dear to my heart. But I am not going to allow it to become what it need not to be.

And since you want to go to drift, let me just drift and say this. Tourism deserves this debate to be drilling down. People should be jumping to their feet from the Opposition to drill down on these item numbers. So, please, please do not go there, because we may have to go to Education sooner rather than later.

Continue on, Honourable Member. You have the floor.

Hon. Michael H. Dunkley: Mr. Chairman, Tourism does, like any head, deserve to be drilled down.

The Chairman: We are on Head 48.

Hon. Michael H. Dunkley: We are on Head 48, and I am talking right now about the \$2 million for the triathlon.

The Chairman: Right. Continue.

Hon. Michael H. Dunkley: And I think it is poor performance for the Minister to say, just generally, *just like the OBA should have done it, you know, for grandstands, for concessions, and things like that.* I

want to know how the spending has changed, where the spending is going to, what reliability do we have to get value for money? I support the triathlon. We support the triathlon. It is a good thing. It does great for Bermuda, especially when our champion won it here last year.

The Chairman: Right.

Hon. Michael H. Dunkley: We hope the champion can win it again here this year. But this is a Budget Debate. So, if the Minister says, *We're spending it exactly like it was spent in the past,* I will accept that answer. But I have not heard that yet.

Now—

The Chairman: What is the question?

Hon. Michael H. Dunkley: Is the \$2 million being spent in exactly the same way it was spent under the OBA?

Now, Mr. Chairman, moving on. I am still looking for some background information on the cruise ships. How we came to that tax level. How we decided that those increases were appropriate. How we decided that to repeal a tax was appropriate, Mr. Chairman, in comparison with some of our keen competition just a few hundred miles, 1,000 miles, to our south.

Very concerned to learn that the Minister believes that there might be a potential for more flight shrinkage. Because I remember in this Honourable House, the Honourable Minister did give a Statement that he was, at this point (and these are my words, not the Minister's), *disappointed with the working relationship at the present time between all the partners involved in attracting new flights to Bermuda.* And that was the Airport Authority, Skyport, the Ministry and all of that.

But, Mr. Chairman, in all due respect, here is the question. Whilst Skyport might have some jurisdiction in attracting flights, the Government still has a great deal of responsibility. And in my humble opinion, Mr. Chairman, if the Government wants to use the excuse that it is somebody else's problem, not ours, that is a cop out. The Government needs to be building relationships.

Mr. W. Lawrence Scott: Point of order, Mr. Chairman. Point of order.

The Chairman: The Chair recognises the Government Whip.

POINT OF ORDER

[Misleading]

Mr. W. Lawrence Scott: Yes. The Honourable Member is misleading the House. And as the Chairman of the Airport Authority, who oversees Skyport and over-

seas the project agreement, under the project agreement it is Skyport's responsibility to attract and incentivise airlift into the country. If Skyport does not do that and does not uphold their responsibility, then we run the risk of airlines leaving.

So, therefore, if the Government has to budget money or spend money to incentivise airlines, that means Skyport is not doing, not fulfilling their responsibility. And that project agreement was signed under the administration in which the Member who just took his seat was Premier. So, that is what he should know, and that is why I am surprised that he is actually asking these questions. Because it was his administration, it was his party, and it was basically his Finance Minister who allowed this deal to go through in the first place.

The Chairman: Thank you for that, Honourable Member.

The Chair recognises the Honourable Member from constituency 10.

Hon. Michael H. Dunkley: Thank you, Mr. Chairman.

The Honourable Member could speak any time during the debate and bring up that point of order at the time. But I go back to what I was saying. If the Government wants to blame Skyport for being deficient at this point in time in that, it is a cop out. Because you cannot sit by and let something—Mr. Chairman, you cannot sit by and let—

The Chairman: Honourable Member, we are not going to have a back-and-forth general debate. I will say this. The Honourable Member gave a point of order because he was in a position of knowing to be able to give you probably the most informed answer to the question. If you could speak to the line item, it will be appreciated.

Hon. Michael H. Dunkley: Mr. Chairman, I am speaking to the same line item that the Minister referred to, the \$60,000 to JetBlue and the fact that the American Airlines have withdrawn a flight. We have to work together on this, Mr. Chairman. And it is very concerning for me to, in my words again, to see that the Government might be sitting back to let Skyport fail. We cannot have that happen. And so, I ask the question to the Honourable Minister.

Mr. W. Lawrence Scott: Point of order, Mr. Chairman. Point of order.

The Chairman: Point of order.

POINT OF ORDER

[Misleading]

Mr. W. Lawrence Scott: The Honourable Member is misleading the House yet again. The Government has

put up money when they should not have had to in order to make sure that the country does not fail. And that means that we have to support Skyport. We are in negotiations. We are working very closely with Skyport, as closely as we possibly can, with that project agreement, which does not allow any variations.

So, therefore, the money that the Government has spent, we should not have had to spend in the first place. And that is how we are supporting Skyport. That is how we are ensuring that they do not fail, because their failure is the country's failure. And this Government will not allow the country to fail. So, it is incorrect for that Member to say that we are sitting back and not doing anything and allowing Skyport to fail.

The Chairman: Honourable Member, may I ask you not to try to [impute] improper motives of the Government?

Hon. Michael H. Dunkley: Oh, I am not doing that, Mr. Chairman.

The Chairman: But just speak to and ask any questions that you—

Hon. Michael H. Dunkley: Oh, I am not doing that, Mr. Chairman. I am just asking.

The Chairman: Okay.

Hon. Michael H. Dunkley: Now we get an answer.

So, I ask a question to the Honourable Member who just spoke and the Minister, *How much money has Government put up?* And what the Honourable Member, MP Scott, referred to, how much money is put up? And he can come back and speak rather than [raise] a point of order, Mr. Chairman, because the comments from the Minister were very concerning. And airlift is very critical to Bermuda.

The Chairman: Yes.

Hon. Michael H. Dunkley: And so, if the working relationship is not as strong as it should be, it is under the Government's leadership to make that relationship strong. We believe in the deal that was signed. We believe that it is a very proactive deal going forward. We do not need to get into debating it today. The questions come because the Honourable Minister—look, he expressed a very real concern. And I wrote it down. *Let us hope we do not lose many more because of the agreement.* And we need to be proactive to make sure that the Minister's concerns do not become a reality.

So, the question is, How much money has been put up to date? And how does the Minister believe that we can get to a better position where he has more confidence in it?

So, Mr. Chairman, I look forward to some answers there. But before I wait for the answers on that and the cruise ships, as well, returning to the BTA, I ask the Honourable Minister, as my honourable colleague from constituency 19 did as well, what performance measures and standards are put in place for the BTA? And is the Minister comfortable with the remuneration for the senior executive in the BTA, bearing in mind that when he sat in another position, he was quite vehement in his comments about them?

Thank you, Mr. Chairman.

The Chairman: Any other Member care to speak before we go to the Minister?

Hon. Jeanne J. Atherden: Thank you, Mr. Chairman.

Getting back to the question that I asked with respect to page B-197, the Transportation Planning Team, having looked back into transport, I did not see any reference to performance measures for that team. So, I have to come back to where the head is right now, which is the Transportation Planning Team. There is one individual. And what I want to find out is, what is that individual's role, and what type of things does the individual do? Because my understanding is that there is some element of the planning for tourism. And if that is the case, then why are we not able to even know [if] the team has come up with a plan, or is there something with respect to what is happening? Because the head is here.

And then, going back to the question that we were just asking with respect to the World Triathlon, as well as the grants to the external bodies, I apologise if I did not hear it. But I did not remember hearing where the \$205,000 was spent. Because the bottom line is, I am assuming, when grants get given to these people, there is something that we hope to get from them and some way that we will measure whether they have delivered on the programme. So, back to my question, which is, if the Transportation Planning Team has been doing something, what is it? Has it delivered on the plan? How soon are we going to hear about it? And how do we determine that we have success?

The Chairman: Right.

The Chair recognises the Honourable Member from constituency 6.

Honourable Member, you have the floor.

Hon. Wayne L. Furbert: Thank you, Mr. Chairman.

Mr. Chairman, let me just say a little about the cruise ship fees. As you are aware, I am the Chairman of the Efficiency Committee. And this is one of the things that we did look at. Let me just say where it was and where we were able to encourage the BTA and the Transportation Ministry to go forward. You will recall, at least other Members will recall, that a channel was dug by, at that time, Royal Caribbean [Cruis-

es Ltd. RCL]. And they took up a loan, or it was a cost to them. And the government of the day, that was the OBA Government, decided to put an agreement in place that locked in the passenger tax and the cabin tax for a period of time. So, the Government of the day could not raise any additional revenue on the side.

So, what we did, we looked at it and said, *Well, this doesn't make sense*. Because not only was RCL locked in, as far as its increase in passenger tax; NCL [Norwegian Cruise Line], which was another large cruise line, also said, *Well, we're not going to be increasing our fees. You're not going to increase our fees unless RCL increases theirs*. So, that was RCL, NCL and every other little, small ship [line] after that.

So, the first question I asked was, how much was outstanding? And I think at that time it was about \$6 million. I said, well, that does not make sense. Why don't we take up the loan, that is, BTA take the loan on? And they have taken it on, which allowed the Government to increase their passenger tax. It made just common sense. So, you have got \$6 million, their share. We raised an additional \$24 [million] to \$32 [million], so automatically we are collecting more than we were, and allowed the BTA to get a portion of the passenger tax, which they will collect themselves. I think also part of the . . . because there was a passenger tax, and there was also a cabin tax.

So, the Government of the day, through good management, was able to get additional money that the former Government was not able to even think about. And so, that is where the additional revenue came from. And Mr. Dallas and his team went down to Florida and negotiated a good price that we have been able to get, as far as room rates—passenger tax, rather, what I was going to say. It was a little back and forth. But at the end of the day, every other cruise ship came on board, and RCL came on board with us. So, that is where we are right now.

The Chairman: Would any other Member care to speak?

Honourable Deputy Speaker.

Hon. Derrick V. Burgess, Sr.: Yes. Mr. Chairman, every line item in this Budget Book does not have to have a performance measure. If you go through this book, you will see it. They do not have to.

The Chairman: Thank you.

Honourable Shadow Minister.

Ms. Leah K. Scott: Mr. Chairman, on page B-196, under the Revenue Summary, in last year's budget, 2017, there was a line item for vacation rentals. And there is not one here for 2018. Has that moved somewhere else? And then, I have another question. Out of the total budget allocation to the BTA, in 2017, there were \$3.1 million used for product and experience development. And that was for grants to entre-

preneurs and other experience developers, and on Island events promotions and activation costs. What amount is going to be allocated this year, if any, for those things?

The Chairman: Minister, you have the floor.

Hon. Zane. J. S. De Silva: Thank you, Mr. Chairman.

A couple of things, Mr. Chairman. The triathlon. Honourable Member Dunkley asked what are we doing differently. Are things going to be less? Are they going to be the same? They are actually going to be less this year. And I have to declare my interest. I have . . . Island Construction has provided some services for the triathlon. Many of those free of charge. And some other things that the triathlon are doing which will be . . . obviously, there will be cost savings involved. The preparatory work, the equipment is being re-used. They will not have to pay duty on things that they paid duty on in the first go-round. So, there will be savings. So, with regard to the triathlon, that is where we are on that.

How are we going to measure performance? The impact of the event, PwC [PricewaterhouseCoopers] actually did a report and showed that there was 152 per cent return on investment. There was a \$4.4 million impact on our GDP [gross domestic product], not counting legacy impacts. There were almost \$18 million in media exposure. So, you know, the impact report will be repeated annually. So, that will be for all of us to see.

With regard to advertising dollars, the focus is going to be on . . . I think one of the Members opposite asked about, you know, what are we doing in terms of advertising? We are going to be focusing on cities like New York, Boston, Washington, Philadelphia and Toronto. In the National Tourism Plan, you know that some of the nurturing cities are going to be Baltimore, Hartford, Atlanta, Chicago, Dallas, and even as far as San Francisco.

Honourable Member Dunkley said we have to work together with Skyport. Let me inform that Honourable Member and the people of this country that I have had many meetings with Skyport to date in my short time—many meetings with the Bermuda Airport Authority, their team. We have been engaged. My team at the Ministry, we have engaged the Bermuda Tourism Authority, Kevin Dallas in particular. We have spent many hours meeting with Skyport and looking at ways in which we can not only secure what we have, but increase airlift to the country. So, let us not be fooled. There is a lot of work being done behind the scenes.

You know, I cannot help but wonder when I get up and hear a former Premier of the country, not that long ago. . . I can understand if it was maybe a decade or two ago, maybe he has lost his memory. But for him to get up and, you know, make comments about incentives, about losing airlines, *What are we*

doing? Are we working together? You will know, Mr. Chairman, that this country, whether it was under the OBA or the PLP, has given millions of dollars, millions of dollars for airline incentives for this country—millions. The challenge is that the OBA decided to give the airport away. That is the challenge.

You have Skyport, whom we are trying to work with. And more details will come out in the future, trust me. The people of this country are going to know what is going on. It might be a little early just yet. But we are trying. And when you get this Government or the OBA Government that has given millions of dollars in marketing incentives in the past, and you have got a partner saying, *Okay. I'll give you \$100,000; you work the rest out from there*, Mr. Chairman. That is the space we are in.

Now, you want to talk about that airport agreement? You ought to see some of the other things. It is atrocious what is in that agreement, Mr. Chairman. It is an affront to the Bermudian people, the things we are uncovering in that agreement. And here we have an OBA Government that said, *We are the business leaders of Bermuda! We are the smart people!* I tell you what. A lot of that is going to be revealed in the future, too.

But we are getting through it. And we will get through it. And that information is going to come to this House. And the people of the country are going to know exactly what is in that agreement. Every time we turn around, Mr. Chairman, there are millions—not hundreds—*millions* of dollars, *millions* that the people of this country are going to be saddled with for many years to come.

The Honourable Member Dunkley asked about the remuneration for the BTA staff and said that when I was in Opposition, I chastised those wages. And do I think they are justified? Well, you remember, because the Honourable Member who made that comment does not remember. When I chastised the wages that some of the executives of the BTA were getting, it was at a time when we produced numbers that were 15. . . that were the lowest number of visitors we had had in this country in, what, 48 years I think it was. And we were paying out. . .

Look. Let me tell you something. And I said. . . Go back to Hansard! I said, *Listen. Someone making \$400,000 or \$500,000 a year doesn't faze me, you know. In my world, there are a lot of people who make that money. That is fine. But you've got to perform.* That was my problem. You had to perform, Mr. Chairman! And I will tell the Honourable Member, any of the Honourable Members opposite, look, \$400,000, \$500,000 [or] \$1 million a year does not scare me, you know. But I will tell you what. You had better perform. You don't perform, then you make changes. If you are running a company, whether it be in Bermuda or anywhere else in the world, if you do not perform, you might find yourselves out of a job with that company.

Now, Mr. Chairman, we talked about the cruise tax, and I thank the Honourable Member Furbert for giving his explanation. I thought it was a very good one. But let me tell you something else I have found since I have been there. Former Finance Minister Bob Richards struck a deal with cruise lines. *We are going to dredge the harbour so we can get the larger ships in. That's great.* But you know what the cost was, Mr. Chairman? [It was] \$16 million. And we did not want that—

[Inaudible interjection]

Hon. Zane J. S. De Silva: [It was] \$16 million! Okay?

But this is our OBA Government, a former Finance Minister. You know what deal he strikes? *Okay, cruise lines. You know, we don't want anything else on our books. You pay for it.* But with those cruise lines comes extra tax. *So, what we'll do is we'll keep all the extra tax, and we'll put it towards the loan.*

And there are a couple of things that really bothered me when I got the information. One is that we are paying over 6 per cent interest on that money, number one. Number two, during the duration of that so-called loan, we could not raise our taxes at all until that loan was paid off. And let us give credit where credit is due. I think it was Mr. Dallas and his team who said, *Listen. You know what? We are paying way too much money for this. Let's go and get it re-financed.* And we did, for about 2.5 per cent less, or thereabouts. And guess what we could do now, Mr. Chairman? We are raising the taxes, which I outlined in my brief. That is going to give the country millions of dollars in extra money this year, Mr. Chairman.

So, if you want to talk about some of the things, you are talking about looking under the hood. Some of the things that we have found in just those two items alone, it is millions and millions of dollars, Mr. Chairman. I wonder what else we are going to find in due course?

Now, the Honourable Member Jeanne Atherden wanted to get more information. I mean, I do not know if she was listening, but I will repeat it. That one employee whom she asked about with regard to the Transportation Planning, I called her name. And I must say it is not often that I walk out of that office late at night and she is not still working, number one. So, she certainly deserves all the praise, as well as everybody else in the Ministry, I have found, too, by the way. And, you know, we cannot praise the people who work in the Ministry enough.

But let me just say again, she is involved with the development of the cruise ship strategy, which is number one. She has been very good at that. She is involved with all transport, whether it be DPT, TCD, Marine & Ports, the ship agencies, parts, excursion companies. She gets involved with all of that. And I think you asked about the performance measures, MP Atherden. That is currently being reviewed at this

time, as most departments do undergo reviews. And you asked, I think you asked when we might hear something. You will hear something on that very soon, by the way.

[Pause]

Hon. Zane J. S. De Silva: There was a question about a line item for vacation rentals. I think it was you, MP Scott. That is under the remit of the Regulatory and the Policy Section, which works in conjunction with the rent commissioner, [cost centre] 58020. It is in the Budget Book there. And I think that is it for now, Mr. Chairman.

The Chairman: Government Whip. The Chair recognises the Government Whip.

Mr. W. Lawrence Scott: I just want to speak to page B-196, Grants and Contributions, which is [page] C-18 [of the Budget Book]. And also speaking to the Member from constituency 10, to give just a bit of background on where we are. The Bermuda Airport Authority, the Bermuda Tourism Authority and Skyport are all working together to create a policy which speaks to airline incentives. Now, the reason that this has come up is that, under the past administration, they were giving money to airlines without . . . and as the Honourable Member Atherden has asked about performance matrices, how do you know that you are getting value for money? How do you know that it is being spent in the right ways or most effectively or efficiently?

Under the former administration, the former administration which the former Premier Dunkley was the head of, they were just spending money and giving millions and millions of dollars to stakeholders in the industry without having any way of knowing whether it was efficient or effective. So, now what we are doing is we are actually creating a policy which outlines the way and we have the means—

[Hon. Derrick V. Burgess, Sr., Chairman]

The Chairman: Honourable Member.

Mr. W. Lawrence Scott: Yes. Yes, sir.

The Chairman: We are into the Budget, not doing a general debate.

Mr. W. Lawrence Scott: No. I am speaking to Grants and Contributions, page B-196.

The Chairman: What is your question on that?

Mr. W. Lawrence Scott: Well, I am actually providing an answer to the Member who asked a question to the

Government about the Grants and Contributions when it comes to the airport.

The Chairman: Be specific.

Mr. W. Lawrence Scott: I am. And I am also speaking on [page] C-18 of the Budget Book.

So, therefore, we are stopping the government from spending unnecessarily when it comes to the Grants and Contributions on that one.

Now, also what happens is that, regardless of whether you believe that the airport or the project agreement was a good deal or a bad deal, the Airport Authority has been able to get an optimisation agreement worth \$15 million more, or \$15 million in added value to the country. So, that way, this is how we are helping to save the government money. We are working with the other stakeholders, which is the BTA and Skyport. So, therefore, that goes also under the project agreement, under the optimisation. That is where Skyport is supposed to put an additional couple of million dollars towards airline incentives. So, therefore, this is why the Government should not be having to budget for airline incentives under Grants and Contributions, page B-196.

So, hopefully, that helps provide some background, some clarity to what the Member was asking.

The Chairman: Thank you.

Any other speakers?

The Chair recognises the Honourable Member, Ms. Atherden. You have the floor.

Hon. Jeanne J. Atherden: Thank you, Mr. [Chairman].

I will be very specific so that I can get an answer.

The Chairman: Yes. Please do.

Hon. Jeanne J. Atherden: With respect to C-118 [*sic*], in terms of—

The Chairman: C-18?

Hon. Jeanne J. Atherden: C-18, with respect to the World Triathlon series, I am pleased that the Minister told us what happened last year from PwC. What I am trying to find out now is that, the grant has been given. What type of increased air arrivals are we hoping will come for the triathlon? How much extra spending do we hope will be a spin-off? And also, what type of potential might there be with respect to jobs for Bermudians?

The Chairman: The Chair recognises the Honourable Minister. Mr. De Silva, you have the floor.

Hon. Zane. J. S. De Silva: Well, that is an interesting question, because one of the things that I did research when I took over the Ministry was that I looked at some of the past press statements, Mr. Chairman. And to answer the Honourable Member's question, our former Minister Fahy, I remember very clearly that he stated in one of his press conferences that it is the hope that Bermuda experiences in the region of around 1,200 visitors to the Island for the triathlon during its tenure. I think the number came up a little short.

[*Inaudible interjection*]

Hon. Zane. J. S. De Silva: Yes, yearly, yes, 1,200 annually. Yes, yes.

I think the number came up a little bit short the first year. So, let us hope that with all of the marketing and all of the efforts that are being put into it that we do see a significant increase in those numbers this year. Which, to answer your question, we are estimating.

The Chairman: The Chair recognises the Deputy Leader of the Opposition, Ms. Scott.

Ms. Leah K. Scott: Thank you, Mr. Chairman.

Just one question that I think the Minister missed, and it would be from page B-195, under [cost centre] 58000, Administration. Out of the total budget last year, \$3.1 million was granted for the product and experience development. What amount is being allocated for that this year? Will it be the same amount, or will it be increased or decreased?

The Chairman: Any further speakers?

The Chair recognises the Honourable Member, Ms. Susan Jackson. You have the floor.

Ms. Susan E. Jackson: Thank you, Mr. Chairman.

My question would, I believe, come under Grants and Contributions, [page] B-196. I personally have not heard that much about the Event Authority during this Budget Debate. And I was just wondering if I might be able to get an update—

The Chairman: What line item on page B-196?

Ms. Susan E. Jackson: Well, it would come under Grants and Contributions, [page] B-196, I would suspect. But I guess one of my questions is, when the Event Authority does start, what line item would it fall under? And then, if we could maybe get an update on the progress of that Authority, as well?

The Chairman: Minister.

Hon. Zane. J. S. De Silva: There was no mention of the Event Authority in my brief at all. So, you know, that is just a non-issue for me.

The answer to the product development (I believe you asked, MP Scott) is yes. That is going to be \$1.3 million, which is additional funding that is moved under Sports Tourism.

The Chairman: The Chair recognises Ms. Scott.

Ms. Leah K. Scott: Thank you.

Again, going back to page B-195, [cost centre] 4801, Administration. It was \$3.1 million, and that is my understanding. It was \$3.1 million in 2017, and it has gone down to \$1.2 million for this year. Why is there a decrease?

The Chairman: Where are you reading from, Ms. Scott?

Ms. Leah K. Scott: It would come under Administration, on B-195. So, the question I had asked was, under the total funds allocated to the BTA, \$3.1 [million] of that was allocated for the product [and experience development]. Now it is \$1.2 million, so I just want to know why it has gone from \$3.1 million to \$1.2 million.

The Chairman: Any further speakers?

The Chair recognises the Honourable Member, Ms. Jackson.

Ms. Susan E. Jackson: Thank you, Mr. Chairman.

Again, this is under Grants and Contributions on B-196. So, does that mean that there is not an appetite, that we are not going to have an Event Authority?

The Chairman: Minister.

Hon. Zane. J. S. De Silva: To have an Event Authority in itself, not at this present time, no. Might we have a separate division that concentrates on larger events? Yes.

With regard to the question again, MP Scott, just to clarify, it was \$3.1 million last year. So, we are going to keep the \$1.3 million. But the \$1.8 million is going to be moved to concentrate on sports events and things like that.

The Chairman: Any further speakers?

There appear to be none.

Minister, you have the floor. Do you want to wrap up?

Hon. Zane. J. S. De Silva: Yes, Mr. [Chairman].

Mr. [Chairman], before I move that we end the debate, I would just like to thank Members for their contributions. And while we are here, I would like to thank all of the staff for the work that they have done and continue to do. I think that I have been around the block a little while now, Mr. [Chairman], and I have had the good fortune to serve in several ministries in

my time. And the myth about all of our government workers you heard in the general debate, and you hear talk in and around the Island about our civil servants. I will tell you what. And you have been there, Mr. Chairman. I do not think we praise our civil servants enough. Even in this House, I watch how our civil servants work their backsides off. And I do not think we give them enough praise. And I would just like to take this opportunity to thank them all for their hard work and what they do.

You know, contrary to popular belief, a lot of our civil servants do take their jobs very, very seriously. They take it very seriously. And I have seen passion. I have seen passion in some of our civil servants that I would like to see in the private sector, to be honest. It is just astounding to me the criticism that is put in and about our civil servants. And I find time and time and time again that so many people at different levels go beyond and above.

So, with that, Mr. Chairman—

The Chairman: Do you want to move the head?

Hon. Zane. J. S. De Silva: Yes. I would like to move that Head 48 be approved.

The Chairman: Head 48 has been moved. Are there any objections to that?

There appear to be none. Head 48 is approved.

[Motion carried: The Ministry of Tourism and Transport, Head 48, Headquarters, was approved and stands part of the Estimates of Revenue and Expenditure for the year 2019/20.]

The Chairman: Deputy Premier.

Hon. Walter H. Roban: Mr. Deputy Speaker and Chairman, I do move that we adjourn for lunch until 2:00 pm.

The Chairman: We will adjourn until two o'clock. And we will come back, and we will do Education, Heads 16, 17, 18, 19 and 41.

We now adjourn for lunch.

Proceedings suspended at 12:29 pm

Proceedings resumed at 2:06 pm

[Mr. Hubert (Kim) E. Swan, Chairman]

COMMITTEE OF SUPPLY

ESTIMATES OF REVENUE AND EXPENDITURE FOR THE YEAR 2019/20

[Continuation thereof]

The Chairman: Good afternoon, Members.

We are in the Committee of Supply to consider Heads 16, 17, 18 and 41, which come under the Ministry of Education. And the Honourable Minister, Diallo Rabain, from constituency 13, has the floor.

Minister, continue.

MINISTRY OF EDUCATION

Hon. Diallo V. S. Rabain: Thank you, Mr. Chairman.

Mr. Chairman, I move that the following: Head 16, Ministry of Education Headquarters; Head 17, Department of Education; Head 18, Libraries and Archives; Head 19, Archives; and Head 41, Bermuda College, be now taken under consideration.

The Chairman: Thank you, Minister. And at 2:05 pm you will commence. This is a four-hour debate.

Hon. Diallo V. S. Rabain: Mr. Chairman, today I am pleased to present the budget of the Ministry of Education, which comprises the Ministry of Education Headquarters, Head 16; the Department of Education, Head 17; the Department of Libraries and Archives, Head 18; and the Bermuda College, Head 41.

Mr. Chairman, the 2019/20 budget for the Ministry of Education is \$136,950,000. This is found on page B-140 of the Estimates of Revenue and Expenditure for the year 2019/20. This represents an increase of \$239,000 compared with the 2018/19 original budget. However, as a result of the transfer of the Department of Workforce Development to the Ministry of Labour, Community Affairs and Sports, and the discontinuation of the Community Education and Development Programme, the true net increase in the budget for the Ministry is \$552,000.

HEAD 16—MINISTRY HEADQUARTERS

Hon. Diallo V. S. Rabain: Mr. Chairman, I will commence the budget debate by detailing the expenditure for the Ministry of Education Headquarters.

The mission of the Ministry Headquarters, which is found on page B-141 is: *To provide strategic leadership, supervision, and policy direction for the support of a transformative public school education system and lifelong learning for all children and adults.*

Mr. Chairman, the Ministry of Education Headquarters has been allocated a budget of \$3,579,000 for the 2019/20 fiscal year.

Programme 1601—General Administration

Hon. Diallo V. S. Rabain: Within Programme 1601—business unit 26000, General Administration, \$1,037,000 will support the administrative functions of the Ministry. This increase of \$168,000 comprises additional salary of a ministry comptroller (who was transferred from another Ministry) and two officers

whose salaries were previously accounted for under the discontinued Community Education Development Programme.

Mr. Chairman, business unit 26080, which funds Grants to External Bodies has been allocated \$1,116,000 an increase of \$479,000. Of this total \$279,000 has been set aside to fund a merit-based College Promise programme towards public school graduates with a GPA of 3.0 or higher for scholarships to attend the Bermuda College. These monies will be provided on an as-needed basis.

Mr. Chairman, \$1,426,000 has been set aside for business unit 26090 for the administration of the Ministry's Annual Scholarships and Awards Programme. The increase of \$206,000 allows for additional awards to be granted for teacher training, exceptional students, mature students, and further education awards.

Mr. Chairman, in 2018 approximately 389 applications were received from students requesting financial support. The Ministry funded a total of 14 Bermuda Government scholarships comprised of new and existing scholarships; a total of 5 non-traditional student awards; 6 teacher education scholarships; and 33 further education awards. Also, in response to community feedback received, the Minister's Awards were further extended and awarded to include: four Minister Achievement Scholarships; two Merit Scholarships, three Applied Technology Scholarships, four Exceptional Student Awards, three Technical and Vocational Awards, and six Bermuda College Book Awards.

Mr. Chairman, on page B-142, the Subjective Analysis of the Current Account shows all line items of expenditure lower than in the 2018/19 fiscal year estimate. The decreases are all directly related to the discontinuance of the Community Education Development Programme as a portion of the salary and operational costs moved along with the Department of Workforce Development to the Ministry of Labour, Community and Sports.

Mr. Chairman, the last line item of \$2,411,000 has been budgeted for the distribution of External Grants and Scholarships and Awards. This is an increase of \$674,000. Of this total \$537,000 has been budgeted for Grants to External Bodies to assist in providing educational services and programmes to schools. This is in line with the previous year's spend. Equally, the remaining monies, as mentioned earlier, has been set aside to fund a merit-based College Promise programme for public school students to attend the Bermuda College. The full detail of this allocation can be found on page C-17 of the Budget Book.

Mr. Chairman, the number of full-time equivalents [FTE] in the Ministry of Education Headquarters increased from three FTEs to seven FTEs. The additional four FTEs reflect two posts transferred from the discontinued Community Education and Development

Programme, a policy analysis, and a ministry comptroller.

Mr. Chairman, I am grateful to the Ministry Headquarters team under the leadership of the Permanent Secretary, our policy analyst, the ministry comptroller, the scholarships and awards programme manager, the administrative accounts officer, and my executive assistant. All have provided me with excellent technical and administrative support. I am pleased to have a team of professionals who are diligent and committed to deliver the Ministry's mandate and policy initiatives.

Thank you, Mr. Chairman, and this concludes my presentation of the budget for the Ministry Headquarters.

HEAD 17—DEPARTMENT OF EDUCATION

Hon. Diallo V. S. Rabain: Mr. Chairman, I will now present the budget for Head 17, the Department of Education, and also speak to the Department of Education's plans for the upcoming year.

The vision of the Department of Education as outlined on page B-144 is: *To see all students educated to lead personally and professionally, contribute locally, and compete globally.*

Mr. Chairman, the mission of the Department of Education is: *To provide all students with an equitable access to holistic, high-quality instruction that is culturally relevant and empowers students to reach their full potential.*

Mr. Chairman, our vision and our mission are captured in the strategies that are being executed for Plan 2022.

Mr. Chairman, a multi-year 2018–2022 strategic plan, known as Plan 2022, is steering public school education. Plan 2022 will enable the achievement of the department's mission and vision for the execution of strategies that fall under five priority areas which focus on:

1. increasing academic rigour and student engagement;
2. ensuring career and college and workforce readiness;
3. enhancing the quality of teacher practice and system leadership;
4. improving infrastructure and instructional resources; and
5. ensuring system success.

Mr. Chairman, we are confident that Plan 2022, a plan that was developed through the collation of over 3,000 pieces of information from participants and stakeholders in a consultative process and one which identifies the way forward for public school education in Bermuda, will help to better meet the needs of our children.

Mr. Chairman, Plan 2022, with its adaptive and technical strategies aligned with international best practices, will transform public school education in

Bermuda and ultimately lead to greater successes for our students. As promised, Plan 2022 did not sit on a shelf, nor did it collect dust after it was shared with the community in December 2017. Plan 2022 is a living and working document that will steer public school education in the years to come. Therefore, costs must be allocated to the strategies within the Plan to ensure that we continue the momentum that we have already gained.

Mr. Chairman, page B-140 shows a total of \$114,243,000 has been allocated to the Department of Education for fiscal year 2019/20. This is in line with the 2018/19 fiscal year. The nil increase does not, however, tell the full story. The department has undertaken a full review of its budgeted costs and vacant salary positions for the 2019/20 fiscal year to achieve greater efficiency. As a result of this exercise, roughly \$2,300,000 will be reallocated toward key strategic deliverables identified in Plan 2022. These initiatives are as follows:

- At the preschool level an expenditure of \$327,000 will support the implementation of an ASD programme, enable the introduction of foreign languages to expand learning opportunities, support programmes to educate parents, and cover the cost of an Early Childhood Quality Assurance Officer to provide professional training and coaching for preschool teachers.
- At the primary level \$770,000 will be spent to cover the cost of continuing the STEAM education programme, inclusive of professional development training for teachers, updating the social studies curricula, and expanding the literacy programme to focus more on students' literary skills.
- A total of \$473,000 will be used to continue the implementation of a standards-based grading education system covering the department and site-based professional development training; and roughly \$539,00 will be set aside to address the urgent need to increase the bandwidth for schools at the primary and middle school levels.
- At the senior level \$129,500 will enable the continuation and expansion of the City & Guilds Programme in English and mathematics and support the introduction of a virtual job shadow programme to create a unique experience for students as part of the Career Pathway Programme.

Mr. Chairman, the Department of Education staff continues to execute the strategies supporting Plan 2022. Currently, we are in the process of preparing an annual report to inform the community as promised on the progress made during the past year of implementing Plan 2022.

Mr. Chairman, I move on to highlight the expenditures of each business unit that falls under Head

17, on page B-145. However, as mentioned earlier, the identified savings of \$2.3 million that will be reinvested into initiatives will not be reflected within the Budget Book line item estimates as reallocations will occur once the 2019/20 estimates have been approved.

Programme 1701—Central Administration

Hon. Diallo V. S. Rabain: Mr. Chairman, I will begin with the analysis of Central Administration. This includes the costs of salaries for the administrative personnel and system leaders who function to lead, support, and monitor the work that takes place at the Department of Education and in our schools.

Mr. Chairman, the monies budgeted for the upcoming year for business unit 27000, General Administration, will cover the inventory purchases of educational and office supplies for the school year. There is no change in expenditure for the fiscal year 2019/20.

Mr. Chairman, business unit 27001, holds the budget of the Office of the Commissioner and primarily funds the salaries of the Commissioner of Education and two direct reports, the Director of Academics, and the Director of Educational Standards and Accountability. The administrative and operational costs to support the Office of the Commissioner are also included in these costs and have been reduced marginally year on year. The Commissioner of Education and direct reports will be responsible for overseeing, monitoring, and reporting on the progress of work carried out in the department and the delivery plans for Plan 2022 as executed by department sections in our schools.

Mr. Chairman, business unit 27030, Human Resources, funds the salaries of eight professional, technical, and administrative staff in the Human Resources Section who deliver Human Resource functions and services to both the department and public schools. In addition to Plan 2022, the Human Resources Section focuses their efforts on key job responsibilities, specifically as it relates to Priority #3—“Enhancing the Quality of Teacher Practice and System Leadership.”

Mr. Chairman, a total of \$985,000 has been allocated to this section to support priority initiatives consistent with the previous year.

Mr. Chairman, in 2019/20, funding for business unit 27031, School Improvement, remained in line with the previous year’s budget of \$686,000. These funds will be used to provide a major source of funding for training and professional development arising from Plan 2022 and school improvement plans, training which is necessary to enhance the skills and competency of our teachers, educational staff, and school leaders. In support of Plan 2022, Strategy 1.5.2, our new school improvement plan format has been developed which captures data to moni-

tor student performance and gains over time and key performance measurements for the department.

Mr. Chairman, business unit 27090, Educational Standards and Accountability, has oversight of our 18 primary schools, 5 middle schools, 2 senior secondary schools, 1 special school, and 2 alternative programmes. This team comprises assistant directors who supervise school principals and programme coordinators to ensure quality teaching and effective leadership in our schools and programmes.

The work carried out by the assistant directors is essential for the growth and development of school leaders and overall school improvement. In upcoming years this team will ensure that principal evaluations are in place and begin the work on principal certification, and develop and implement a succession plan strategy for future principal leadership roles.

Mr. Chairman, business unit 27095, School Attendance, funds the salaries of a school registration and attendance coordinator and four school attendance officers. It is the responsibility of this section to ensure that children of compulsory school age are in school on a daily basis. The school registration and attendance coordinator oversees the annual school registration process for the enrolment of children in all public schools. The coordinator also carries out a review of the registration process each year to ensure improvements in the process for the following year. The coordinator requires monthly attendance reporting by principals, conducts audits of school attendance data to determine each school’s progress in reducing chronic absences, one of the key outcomes of Plan 2022 and a department performance measure for schools. In 2019/20, the budget for this unit remains relatively the same as 2018/19 at \$340,000.

Mr. Chairman, schools need to ensure that quality teaching and learning experiences continue to take place when teachers are sick or on leave. The funds allocated for business unit 27160, Substitutes, has been decreased by \$2,416,000, but has been offset by an equal increase in business unit 27079, Paraprofessionals, of \$2,147,000. Several paraprofessionals were initially hired using the Substitutes budget; however, these positions have been shifted to business unit 27079 to accurately reflect the cost of providing paraprofessional services.

Mr. Chairman, the overall budget for the Central Administration programme is \$4,455,000 for the 2019/20 fiscal year, which is considerably lower than the previous year’s budget due primarily to the reallocation between the Substitutes and Paraprofessionals budgets.

Programme 1702—Student Services

Hon. Diallo V. S. Rabain: Mr. Chairman, let me shift to programme 1702, Student Services. The Student Services [Section] facilitates the provision of 13 pro-

grammes that support the diverse and exceptional needs of our student population.

Mr. Chairman, business unit 27061, Behavioural Management, funds behavioural therapists for preschool and primary schools, as well as one Education Officer for Behavioural Management. In addition, the fund covers our Alternative Education Programme, which facilitates suitable alternative education environments for students with behaviour challenges.

As we implement Plan 2022, educational therapists will play a critical role in creating a comprehensive, system-wide, positive behaviour framework based on international best practices in support of Plan 2022, Strategy 1.4.9. Further, as outlined in Plan 2022, [Strategy] 1.4.5 we have begun the research for alternative school models in preparation for transforming our current Alternative Education Programme. The ultimate aim of this process is to ensure that our alternative models are aligned with the most current research and based on student needs.

The 2019/20 budget for this business unit will increase by \$85,000 to hire additional educational therapists.

Mr. Chairman, business unit 27063 includes our school psychologists, who support administrators and address student needs in areas of behaviour, mental health, and learning. They deliver comprehensive psycho-educational evaluations; provide consultations; short-term counselling; and intervention and preventive services across the system. They are engaged in and are valuable resources for schools as it relates to the Multi-Tier System of Support (or MTSS) process, a Plan 2022 System Priority of Strategy 1.4.6. The 2019/20 budget will increase by \$105,000 reflecting a reallocation of a school psychologist post from business unit 27072.

Mr. Chairman, business unit 27064, the Adaptive Physical Education programme, is a developmentally appropriate physical education programme [PE] delivered by three teachers that helps students with diverse needs get active and stay active by providing the adaptive support necessary to integrate them into regular physical education programmes. Physical education lessons are implemented on an individual basis in small groups and within regular PE settings. Students receive adaptive physical education services, and have individualised education plans with goals and objectives which are in line with the physical education curriculum.

The business unit 27065 is the Deaf and Hard-of-Hearing Programme which provides students with academic instruction and they also collaborate with classroom teachers to ensure that teaching and learning is effective and student needs are met during academic instruction. Funds budgeted for this business unit are for salaries, disability specific resources and materials, hearing aids and equipment, and consultant audiology services. Some funds will also be used for professional development.

Mr. Chairman, [business unit] 27066 is the Vision Business Unit. Students with visual impairment have unique educational needs. In order to meet their unique needs students must have specialised services, books, and materials in appropriate media including Braille, as well as specialised equipment and technology to ensure equal access to the core and specialised curricula, and to enable them to most effectively compete with their peers in school and, ultimately, in society.

Mr. Chairman, the business unit 27071, Office Support, serves as the Secretariat for the Student Services Section and funds the salaries of the Assistant Director of Student Services, two administrative assistants, and seven learning support teachers. The increase of \$170,000 reflects two additional funded posts which are due to the regularisation of a duplicate position number.

The department's Counselling Programme, 27072, is a comprehensive developmental school counselling programme based on an international model with four components: classroom guidance; core curriculum; individual planning; response services; and system support. More specifically, school-based counselling programmes provide early intervention, crisis intervention and prevention, treatment and promotion of positive social and emotional development.

This business unit funds the salaries of one education officer and counsellors at the preschool/primary and middle school level. Salaries for senior school counsellors are funded from the senior school budget. During the 2019/20 school year, counsellors will continue to allocate their time delivering social/emotional lessons focused on decision-making and coping skills, academic educational plans, individual and group counselling, coordinating services with community members, and supporting initiatives listed in Plan 2022.

Mr. Chairman, business unit 27074, Learning Support, funds two education officers for special education and learning support, in addition to close to 40 learning support teachers who provide services to our preschool, primary, and middle schools, Dame Marjorie Bean Hope Academy, and our trauma responsive programmes at our primary, middle, and senior Success Academies. This funding also includes assessment materials needed to ensure appropriate diagnosis of students with special needs. This business unit increased by \$252,000, reflecting two learning support teacher posts.

In the upcoming year, the department will begin to focus on laying a foundation for the implementation of the inclusive and special education policy, and strengthen the framework to ensure students with exceptionalities have their needs better addressed.

Mr. Chairman, business unit 27076 reflects the funding for the salary of the Education Officer for

Early Childhood Education and an operational budget for the Early Childhood Section. Funds will be used to hire an Early Childhood Quality Assurance Officer to support preschools and to provide professional training and coaching. Professional development will focus on implementing the creative curriculum, the inquiry model, authentic assessment, the SEE-KS Programme, and training to strengthen the MTSS process for children on the autism spectrum.

Mr. Chairman, business unit 27079 provides for the delivery of paraprofessional services for our students who have a diverse range of learning needs. The paraprofessionals provide instructional support, ensure protection and safety, and provide support for transition and life skills for children with special needs. This includes providing adequate support for students with physical exceptionalities, including deafness and visual impairments. Further, during this school year and in alignment with Plan 2022, we will lay the groundwork for developing standards for paraprofessionals who will also participate in specialised training to better equip them for supporting students with exceptionalities. As previously mentioned, the increased budget in this business unit is a direct offset with the reduction of the budget for the Substitutes programme.

Mr. Chairman, the business unit [27083], Autism Spectrum Disorder, or ASD, funds salaries for teachers and those paraprofessionals who serve students with autism within the ASD programmes at three primary schools, one middle school, and one senior school. The funding also covers operational costs for equipment repairs, maintenance, and supplies. The 2019/20 budget of \$687,000 will fund these costs and also costs for autism training for all teachers and paraprofessionals.

Mr. Chairman, the business unit 27084, Alternative Education, funds the operation of the Alternative Education Programme and two Success Academies. Funds are also used for the Department of Education partner programmes which offer additional alternative programme choices for our students. During this year, as outlined in Plan 2022, staff will begin to explore alternative education school models that are based on research and the evidenced needs of students.

Mr. Chairman, the Student Services Section provides an extensive range of educational services for our students with exceptionalities. The total budget allocation for programme 1702, for the 2019/20 fiscal year, is \$19,755,000.

Programme 1703—Finance and Corporate

Hon. Diallo V. S. Rabain: Now, Mr. Chairman, I would like to focus on programme 1703, the Finance and Corporate Section of the Department of Education.

Business unit 27002 supports the staff in the Financial Administration Section. They include a department comptroller, financial services manager, a payments supervisor, a salaries supervisor, a salaries clerk, three accounts clerks, and a messenger. This section is responsible for providing financial advice to senior management; cost-effective and responsive financial services to support Plan 2022 Priority #5; procurement and contracting services; and corporate planning solutions for the department's management, employees, and schools. Under the direction of the department's comptroller, this office coordinates the payment of salaries for approximately 1,130 educators and department staff, and pays all suppliers and vendors for goods and services purchased, as well as organises the collection of receivables. This office will play a key role in finding ways to reduce non-instructional costs and to identify cost inefficiencies.

Mr. Chairman, Office Accommodation, business unit 27003, funds the salary of the receptionist, annual rent, office maintenance, electricity and communication costs of the Church Street Building where the Department of Education is physically located.

Business unit 27040, Educational Stores, supports the salaries of five staff. The Stores Section provides centralised purchasing, inventory management and distribution [services] to all public schools, the Bermuda College, and other government departments such as the Ministry of Youth and Sport. We have completed an analysis of Stores operational efficiencies in support of Plan 2022 Priority #5 and will now review the findings and develop a plan for the most efficient and most effective way of delivering these services.

Mr. Chairman, business unit 27041 funds the salaries of three bus drivers and two bus attendants, who provide transportation for children who attend the Dame Marjorie Bean Hope Academy and for students within our ASD programme at different schools. Also included in these funds are the salaries for two groundsmen who maintain school sports fields; and one Labour, Transport, and Safety Officer. The centre also funds the costs to maintain the department's motor fleet.

Mr. Chairman, business unit 27042, Buildings, Grounds, and Equipment, funds the salary of the Facilities Manager who will play a pivotal role in the school inspections and research guidelines for providing modern educational facilities, as stated in Plan 2022.

Mr. Chairman, the final business unit 27050, for the Finance and Corporate Programme, is Information Technology Support. One of the major achievements for this team last year was the installation of Wi-Fi in primary schools. The focus of the work in the fiscal year will see the installation of a broadband fibre optic network to all pre, primary and middle schools. This team will simplify the IT structure and create a high quality availability data centre, develop

more efficient and effective channels for using PowerSchool, and ensure greater IT mobility and access to correct information for our user community.

Mr. Chairman, the Finance and Corporate Section provides key services for our public schools and has been allocated \$6,239,000 for the 2019/20 fiscal year.

Programme 1704—Preschools

Hon. Diallo V. S. Rabain: Mr. Chairman, I now turn to page B-146, line item 1704, which is the programme for our 10 preschools.

The 2019/20 budget for all preschools is \$4,752,000. Of the preschools budget, 90 per cent funds salaries. Ten per cent of the budget is used for operational costs such as electricity, part-time cleaners, phones, office equipment rental, and drinking water. Funds will be used for training and development of our preschool administrators and teachers with an emphasis on SEE-KS training (and SEE-KS stands for Social Emotional Engagement–Knowledge and Skills).

Programme 1705—Primary Schools

Hon. Diallo V. S. Rabain: Mr. Chairman, the next programme is 1705, Primary Schools, for which we have a budget allocation in 2019/20 of \$30,073,000. The primary school staff have participated in professional learning focused on Standards-Based Grading and will continue over the next four years.

Mr. Chairman, seven more primary schools are implementing the Engineering is Elementary curriculum this year in support of the STEAM education and Plan 2022 Strategies 2.9.5 and 1.1.4.1. In addition to the summer STEAM Academy held in July 2018, we also offered a STEAM Academy in [October] 2018.

Business unit 27120, Dame Marjorie Bean Hope Academy, provides services to students who have severe to profound multiple challenges. The main focus of the programme at Dame [Academy] is to increase students' independence and to help them achieve their ultimate potential. During the fiscal year 2019/20, this cost centre will be funded with a budget of \$734,000 to provide quality services for our students.

Programme 1707—Middle Schools

Hon. Diallo V. S. Rabain: We now turn to page B-147, [programme] 1707, relating to Middle Schools. Middle School staff participated in professional learning for Standards-Based Grading and are focused on improving their grading and assessment practices in alignment with Standards-Based Grading. All five middle schools are offering enrichment programmes in support of Plan 2022 Strategy 1.1.4.3. Mr. Chair-

man, the total 2019/20 budget allocation for our five middle schools is \$17,137,000.

Also, Mr. Chairman, you will recall that this Government promised in its election platform to reform public education by phasing out middle schools and introduce signature schools that focus on the learning styles and interests of our children. These include, but are not limited to: academic, technical, the trades, business, sports, arts and special needs education.

To date, several stakeholders have been consulted and research has been undertaken and findings collated. The next step will be to use the feedback and information acquired to steer a round table on determining options on how to move forward with this initiative.

Programme 1708—Senior Schools

Hon. Diallo V. S. Rabain: Mr. Chairman, programme 1708 refers to our two senior secondary schools, the Berkeley Institute and CedarBridge Academy. Each senior school is provided with an annual grant for the operational management of their respective school and the school curriculum.

Students at the senior level continue to benefit from a diverse local and international curricula and programmes that prepare them for post-secondary education. Students have also had the opportunity to take advanced level courses and participate in dual enrolment programmes at the Bermuda College.

Senior schools are focusing their efforts on safe school environments, the mental health and well-being of students, and the required support for students as well as the enhancement of their programme offerings for students' college and career readiness.

For fiscal year 2019/20, the Berkeley Institute and CedarBridge Academy have maintained the same funding as in 2018/19.

Programme 1709—Curriculum Assessment

Hon. Diallo V. S. Rabain: Mr. Chairman, programme 1709, Curriculum Assessment, funds the Cambridge International Curriculum and related initiatives, salaries of subject-specific education officers for curriculum and assessment, and the Career Pathways Programme. The department pays an annual fee to Cambridge International for the curriculum and for students to sit the annual Check Points and IGCSE [International General Certificate of Secondary Education] examinations.

Mr. Chairman, we are in our eighth year of implementing the Cambridge International Examinations at P6, M3, and S2. The examinations are funded from business unit 27020, Assessment and Evaluation. As we continue to invest in Cambridge Assessments, it is with the understanding that our results for these assessments must improve.

Mr. Chairman, business unit 27520, Design, Development, and Implementation, funds salaries for seven education officers who are responsible to ensure the effective delivery and ongoing development of the Cambridge Curriculum in the core and non-core subjects, school examinations, the Career Pathways Programme, and all other curricula. Officers are focusing on curriculum implementation, quality instruction and practice, and the refinement or development of curricula.

Mr. Chairman, the Curriculum Assessment Programme, 1709, has been allocated a 2019/20 budget of \$2,555,000 for continued delivery of these educational programmes and services during the next fiscal year.

Programme 1712—Early Childhood Education

Hon. Diallo V. S. Rabain: Mr. Chairman, the final programme on page B-147 is 1712, Early Childhood Education. This programme funds the Child Development and After School Care sub-programmes. Early Childhood Education represents the foundation for student success at the primary, middle, and senior levels.

Business unit 27175, Child Development Programme (CDP) currently funds the salaries of the CDP staff and programmes implemented by this team. The team works diligently to maintain their accreditation status and engages in quarterly performance quality improvement sessions. The increase in funding of \$126,000 will in part fund a quality assurance officer to ensure operational standards are maintained with the delivery of services.

Mr. Chairman, the final line item on page B-147 is business unit 27700, After School Care, which funds the wages of part-time employees who provide supervision and organised activities to children at four pre-schools and one school for students with special needs.

In summary, the continued delivery of services for programme 1712 for the fiscal year 2019/20 has been allocated a total budget of \$1,935,000.

Subjective Analysis of Current Account Estimates

Hon. Diallo V. S. Rabain: Mr. Chairman, I now refer to page B-148, the Subjective Analysis of Current Account Estimates for the Department of Education.

Note that we have already covered these expenditures as this page provides an aggregate of the detailed line item expenditures previously mentioned. The variances of significance for the categories are as follows:

- Salaries increased and Wages decreased by \$56,000 and \$53,000, respectively, mainly due to the reorganisation of substitutes.

- Training costs are \$32,000 lower due to that reallocation of local training funds to other line items.
- Transportation remained the same.
- Travel costs associated with overseas training increased by \$43,000 as per the reallocation mentioned above.
- Communication costs increased by \$33,000 in part reflecting the completion of a number of projects linked to Information Technology Support.
- Professional Services remained the same.
- Rental costs increased negligibly by \$1,000.
- Repair and Maintenance costs decreased by \$10,000 due to a dip in expenditures for repairs and maintenance.
- Energy costs increased by \$33,000 mainly reflecting an underfunded budget in 2018 for electricity costs at some schools, for example, T. N. Tatum.
- Material and Supplies expenditure is \$40,000 lower as a result of reallocation of electricity costs.
- Grants and contributions decreased by \$29,000 maintaining the funding to two senior schools.

Employee Numbers—Full-Time Equivalents

Hon. Diallo V. S. Rabain: Mr. Chairman, pages B-149 and B-150 show that there 1,120 FTE posts, a net change of six compared with the 1,126 FTEs measured in the revised 2018/19 [budget]. The decreased number of FTEs primarily reflects the regularisation of the substitutes and paraprofessionals. The department will continue to monitor and review the number of FTEs to ensure both efficiency and effectiveness with staff resources.

Performance Measures

Hon. Diallo V. S. Rabain: Mr. Chairman, pages B-151 [to] B-156 list the Performance Measures for the Department of Education. These measures reflect the diversity of programmes and initiatives currently being undertaken by the schools and Department of Education staff in the areas for which they will be monitored and held accountable.

Mr. Chairman, let me acknowledge all staff at the Department of Education—our teachers, principals, administrators, all educators, and our support staff—for their commitment to public school education and our children. I want to especially acknowledge our Commissioner of Education who has done a sterling job in leading the Department of Education. It is the individual and combined efforts of everyone, plus the commitment to our students, that will enable us to achieve the intended outcomes for Plan 2022.

Mr. Chairman, that concludes my presentation on Head 17, the Department of Education. I now will turn to Head 18, the Department of Libraries and Archives.

HEAD 18—DEPARTMENT OF LIBRARIES AND ARCHIVES

Hon. Diallo V. S. Rabain: Mr. Chairman, you will see on page B-162 a note stating that effective April 2018, Head 19, Archives, merged with Head 18, Department of Libraries. Therefore, I am presenting the 2019/20 Estimates of Expenditure and Revenue for the Department of Libraries and Archives, Head 18, which are found on page B-158.

Mr. Chairman, the mission statement of the Department of Libraries and Archives reads as follows: *The Department of Libraries and Archives preserves and facilitates access to Bermuda's printed historical records, cultural works, and the government's administrative records. We encourage lifelong learning by dispensing educational and recreational resources and are committed to providing for the present and future needs of our community.*

Mr. Chairman, on page B-158 the 2019/20 budget allocation for the Department of Libraries and Archives is set at \$3,222,000. There is no change in expenditure level over 2018/19. Also, page B-158 shows the General Summary table for the department's six programmes as listed. The difference in funding levels for the six programmes when compared to 2018/19 is due to a reallocation of funds within the department.

The 2019/20 budget allocation for business unit 28000, Collection Management, of \$561,000 represents an increase of \$24,000 compared with the 2018/19 original budget of \$537,000. This increase represents the reallocation of funds to be used for digitisation of Bermuda materials. The full-time equivalent (FTE) count for this cost centre is five, as shown on [page] B-159.

Mr. Chairman, the 2019/20 budget allocation for Adult Services, business unit 28060, is [\$586,000.] The increase of \$78,000 is largely due to salaries as funds are included for the circulation supervisor post. The full-time equivalent count for this cost centre increased by one FTE, for a total of seven, as shown on page B-159.

Mr. Chairman, page B-158 shows a 2019/20 budget allocation for business unit 28100, Archival Services, of \$396,000. This represents a 3 per cent decrease, or \$12,000, when compared with 2018/19. The full-time equivalent count for this cost centre is four, as shown on page B-159.

Business unit 28110, Youth Services, includes programmes catering to the youth, which continue to be popular with families and children younger than age 14. The 2019/20 budget is \$444,000, a 13 per cent decrease, or \$64,000 decrease, when compared

with the \$508,000 allocated in 2018/19. The full-time equivalent for this cost centre is four, as shown on [page] B-159.

Business unit 28120, Records Management [Services], totals \$795,000. This reflects a marginal increase of [\$31,000], or 4 per cent over 2018/19. The Government Record Centre, located in Southside, St. David's, provides storage for the government's non-current records in one building. This has created more efficiency in the ability of staff to undertake day-to-day records management and has eliminated the need for staff to travel between facilities to store and retrieve records.

Mr. Chairman, the last line item in the general summary table, on page B-158, shows a net decrease in expenditure estimates for business unit Administration 28130, of \$57,000 for fiscal year 2019/20, when compared to last year. The decrease is due to the promotion of trainee library to assistant library position, thus decreasing the FTE count in this section by two FTEs, as shown on page B-159.

Subjective Analysis for Current Account Estimates

Hon. Diallo V. S. Rabain: Mr. Chairman, the combined Subjective Analysis for Current Account Estimates for the Department of Libraries and Archives can be found on page B-158.

Salary-related expenses show a decrease of \$29,000. There was also a decrease in funding allocated for professional services and energy. The largest increase of \$47,000 is for Repairs and Maintenance. This is due to an increase in funding for maintenance of the facility to ensure [the] health, safety and well-being of the staff and the general public. Funding in other areas remained in line with 2018/19.

Mr. Chairman, page B-159 shows the FTE count for the Department of Libraries [and Archives] to be 26 persons in 2019/20. The staff comprises entirely Bermudian professionals and constitutes the following: one director, five librarians, two appraisal archivists, two records officers, three supervisors, three information desk assistants, two record assistants, two archive assistants, four circulation assistants, one local studies assistant, and one administrative officer.

Mr. Chairman, the operations of the Bermuda National Library and Archives are not a major source of revenue for the government, as outlined in the revenue summary table on the top of page B-159. Fees are charged for the duplication of archival materials, book fines, library programmes, computer fees, and photocopier charges. These fees are estimated to provide revenue of \$13,000 for this fiscal year.

Mr. Chairman, the Performance Measures for the Department of Libraries and Archives are listed on pages B-160 and B-161, showing the 2018/19 revised and 2019/20 original outcomes. The department issued 40 ISBNs [International Standard Book Number].

to local authors who took advantage of this free service provided by the department. The Bermuda book collection is expanding as books are added to both the reference collection and the circulating collection with local authors publishing a wealth of books both in Bermuda and overseas.

There were decreases in the number of general reference questions answered and the number of people using the library's PCs for internet access. This decrease in the use of PCs can be attributed to a number of people bringing their personal devices into the library and accessing the free Wi-Fi.

Mr. Chairman, as the Records Management Section prepares to launch new records management policy, a number of new performance measures are being put in place. These new measures can be seen on page B-161.

Mr. Chairman, as seen on page C-11, the Capital Acquisition budget for the National Library for fiscal year 2019/20 is \$27,000. These funds will be used for the replacement of the fire alarm system at the main library.

At this time, Mr. Chairman, I would like to take the opportunity to sincerely thank all staff in the Department of Libraries and Archives for their commitment to provide materials for the recreational and educational needs for our community and to preserve the essential and administrative records of the Bermuda Government and the historical records of Bermuda while facilitating access to these records to the members of the public.

Mr. Chairman, that ends the 2019/20 budget for Head 18, Department of Libraries and Archives. I will now move on to the Bermuda College, Head 41, found on page B-165.

HEAD 41—BERMUDA COLLEGE

Hon. Diallo V. S. Rabain: Mr. Chairman, Bermuda College is the only tertiary level institution in Bermuda. Its mission is: *Setting Bermuda's students on the path to success through the provision of comprehensive academic and technical education along with professional training, personal and academic support services, quality facilities, and interactive partnerships with local and international entities.*

As the only post-secondary institute on the Island Bermuda College has also realised the significant role it plays in the economic growth agenda of the Government. Bermuda College is committed to the success of Bermuda's students offering transfer programmes that lead to success at the university level. It also provides professional technical and training programmes leading to the success in the workplace and preparatory programmes leading to the success in the classroom.

Mr. Chairman, the Bermuda College receives a grant from the Ministry of Education and the allocation for financial year 2019/20 is \$15,906,000. This is

the same amount that was received last year. The College also receives a capital grant in the amount of \$200,000.

Mr. Chairman, [Dr.] Duranda Greene is the President of the Bermuda College, which is governed by a Board of Governors. The Chair of the Board is Mr. Peter Sousa. The other members are: Mrs. Romelle Warner, Deputy Chair; Mrs. Cherie Dill; Mr. Thomas Famous; Ms. Delight Morris; Mr. Jerome Reid, Jr.; Mr. Bruce Sharpe; Mrs. Kathleen Sharpe-Keane; Mr. Nasir Wade; Mrs. Valerie Robinson-James, Permanent Secretary of Education (ex officio); Mrs. Malika Cartwright, National Training Board Representative; The Honourable Randolph Horton, Chairman of the Honorary Fellows; Ms. Necheeka Trott, Faculty Representative; Mr. Romeo Ruddock, Support Staff Representative; and Ms. Latifah Smith, Student Representative.

Mr. Chairman, Bermuda College, as an accredited institution with the newly named New England Commission on Higher Education, continues to be the most economical choice for Bermudians to start their journey into higher education. Not only does it afford great value for money when compared to the first two years of any four-year institution in the UK, North America and the Caribbean, but also offers a safe, personal, and student-oriented, student-centred learning environment.

2018/19 Highlights

Hon. Diallo V. S. Rabain: Mr. Chairman, one of the major highlights of the College during this past year has been the completion and adoption of the new five-year strategic plan "Delivering Success." The plan was developed with the assistance of a consultant and input from various internal and external key stakeholders and was adopted by the Board in October 2018 and is currently being implemented.

The Dual Enrolment Programme, a partnership between the Bermuda College and the Department of Education, continues to be a success and is increasing in popularity. This past year the Bermuda College graduated 16 dual enrolment programmes from the first cohort of the Certificate in Applied Science Technology Programme.

To better serve students the College piloted a hybrid learning option for its students, whereby much of the course is offered online using the College's online course management. These courses provide more flexible learning options for students who are not physically able to attend classes for three hours or more each week.

Mr. Chairman, as Bermuda College fulfils its mission of setting Bermuda's students on their path to success, the ability for its students to transfer their credits to overseas institutions to complete their [baccalaureate] degrees is key. To support the objective, in November the Bermuda College hosted its first

“Bermuda College Transfer Pathways Fair” which saw several of its four-year institution partners visit the campus and share their programmes with college students.

Mr. Chairman, to support the Certificate in Applied Science Technology Programme, the College installed a mini aquaponics unit outside the Tech Hall Building. The unit is supporting 12 plant species which are fertilised by fish waste while plant roots filter the water for the fish; hence, there is almost zero waste within the system.

Mr. Chairman, as Bermuda’s community college, Bermuda College continues to do its part to not only educate students, but also educate and inform the community at large through various events organised through the year. Such events include the College’s annual Science Week activities and its public forums.

During the 2019 Science Week events, the College welcomed more than 600 public and private students and members of the general public to its campus. The public forum featured Bermudian, Dr. Carika Weldon, a Bermudian biochemist and researcher at Oxford University. More than 150 individuals attended her lecture entitled, “Knowing your Genetic Code; How DNA Sequencing is Becoming More Personal.”

The Science Demo Day was attended by 260 middle school students, while the master class saw participation by 75 high school students. Other events included the increasingly popular *Live, Love, Eat* culinary arts demonstration with Chef Teneika Eve and her culinary art students which, once again, saw capacity crowds fill the cafeteria.

Mr. Chairman, in November 2018 the Bermuda College organised and hosted a “Race and Resistance” conference in cooperation with Oxford University and the Human Rights Commission. This conference saw participation from various local and overseas presenters and was attended by more than 250 individuals.

The Nursing Department also hosted a forum on Alzheimer’s, which has become a major issue for Bermuda with our ageing population and this forum was attended by more than 90 individuals.

Mr. Chairman, in October 2018 Bermuda College Foundation was incorporated as a Company Limited by Guarantee; and as the fund-raising arm of the Bermuda College its main objective is to increase private and individual support for the College.

Three new Honorary Fellows were inducted into the Bermuda College Company of Honorary Fellows. Mr. Andrew Banks, Mr. Peter Durhager, and Dr. Wilbert Warner were honoured and celebrated for the significant contributions they have made to their respective fields.

Output Measures

Hon. Diallo V. S. Rabain: Mr. Chairman, supporting output measures for the Bermuda College’s activities are as follows:

In 2018 Bermuda College graduated 150 students with associate degrees, diplomas, or certificates.

In addition, six individuals received Bachelor of Business Administrative degrees through the Bermuda College’s long-standing partnership with Mount Saint Vincent University.

Mr. Chairman, in December the division on Professional and Career Education (PACE) awarded 104 professional designations and Workforce Development certificates. In addition, 14 public high school students received their certificates in nursing assistant as part of the Department of Education’s Dual Enrolment Programme with 209 high school students earning their City & Guilds entry-level introductory award in Employability Skills at their high school graduation. The awards represented 12 areas of specialisation.

Mr. Chairman, in fall of 2018 the College enrolled 712 students. There were also 557 registrants through PACE in the same period. This year student enrolment surpassed the numbers of fall 2017 when 652 students [were] enrolled while 327 were serviced through PACE. The increase in student enrolment can be directly attributed to this Government’s \$300,000 grant given to the Bermuda College to support students who needed financial assistance.

Mr. Chairman, in 2018, Bermuda College received \$15,906,000, or 78 per cent of its operating budget from the Bermuda Government grant. The Bermuda College also received a special grant in the amount of \$300,000 to assist students in financial need with their tuition. As a result of this grant, a total of 198 awards, ranging from \$223 to \$8,600, were issued to students with financial need in both the academic and PACE divisions at the College during the 2018 academic year.

The College also received \$125,000 specifically allocated for training in the areas of landscaping, gaming and nursing. As a result of the additional funding seven landscaping students are on track to complete the programme over the next fiscal year and 14 nursing students were assisted in financing their mandatory overseas practicums at SickKids in Canada and Temple University in the United States.

Revenue of \$4,357,410 from all other sources, included: student tuitions and fees for credit courses; revenue generated by PACE; bookstore revenue; testing centre revenue and rental income; including Coco Reef Resort. This amount together with the Government’s Grant made up a total revenue figure for 2018/19 of \$20,257,410.

Mr. Chairman, during this period salaries and benefits accounted for \$13,389,000, or 66 per cent of the budget. This represents a 1 per cent decrease in

salaries when compared to 2017/18. This decrease is mainly attributable to the College not filling select posts vacated during the year as it continues to decrease its labour costs.

During the 2019 fiscal year, the College expended \$69,123 to develop its new five-year strategic plan "Delivering Success" and started the first year of implementation. This included hiring a consultant to assist with the initial phase of rebranding the College.

The IT expenditures for the year include \$200,000 of hardware purchases and \$400,000 on contracts and licences to support teaching and learning as well as the College's administrative functions. The College also upgraded its Internet bandwidth from 75 megabits per second to 200 megabits per second to improve the user experience on campus.

Maintenance and improvement of the physical plant of the Bermuda College continues to be part of the College's commitment to provide a safe and healthy environment for the students and employees. By the end of this fiscal period the College is projected to spend approximately \$280,000 in cleaning contracts, \$330,000 on maintenance, and \$45,000 on basic campus upgrades.

Bermuda College expends \$450,000 on insurance and is projected to spend \$1,095,000 on electricity and other utilities during the 2018/19 fiscal year.

In total, \$150,000 of financial assistance was allocated to students enrolled in academic divisions who demonstrated financial need. This amount doubled during the 2018/19 academic year to offset the change in the College's tuition and fee structure which resulted in significant increases in tuition for full-time students.

The College expended \$100,000 towards incorporation and operation of the Bermuda College Foundation.

As a result of \$500,000 in capital funding received in 2018/19, Bermuda College was able to continue to make much needed upgrades to its aging plant. This included upgrades to its network infrastructure, replacing outdated computers, replacing chairs in some classrooms, replacing automatic doors, replacing lighting poles, and completing upgrades to the student centre. The College started the process of replacing carpets throughout the campus with tile flooring to provide a healthier work environment for its employees.

Mr. Chairman, the Bermuda College continues to utilise internal stakeholders as part of its annual budget process. The Budget Committee includes representatives from the Student Government Council, faculty, support staff, members of the executive, and a selection of budget managers. The goal of the Budget Committee is to prepare a balanced budget to present to the Board Finance Committee and, ultimately, the Board for final approval.

Salaries continue to form a majority of the College's budgeted expenses and the College continues to review its operations seeking ways to decrease its labour costs while still providing a quality education for its students.

Mr. Chairman, "Delivering Success," the Bermuda College's new five-year strategic plan, will be a blueprint to steer the College towards its 50th anniversary in 2024. Being set aside is \$150,000 for implementing the first year of the plan which includes the next phase of rebranding the College.

Utilising the \$300,000 grant to assist students with financial need, the College will endeavour to ensure no student is prohibited from attending Bermuda College as a result of limited household income. It is anticipated that a similar number of students will be assisted with the 2019/20 financial assistance grant.

Mr. Chairman, \$125,000 will be utilised to provide training in three areas: landscaping, nursing, and compliance. As there continues to be a shortage of Bermudian landscapers and nurses on Island \$40,000 will continue to be provided for students entering these two industries. With so many industries requiring compliance professionals, Bermuda College is working with its Compliance Advisory Board and will offer a range of compliance courses and certifications to those new to the industry as well as those who are currently in the industry but have no certification. Forty-five thousand dollars will be set aside to support students in this emerging industry.

Additionally, approximately \$40,000 will be used to support the development of the National Educators Institute, which will provide a centralised entity for public and private school educators and counsellors at all levels to engage in and benefit from professional development, professional learning and research.

The \$200,000 capital grant will be utilised to continue upgrades to the College's ageing plant.

Mr. Chairman, as stated earlier, one of the action steps coming out of the "Delivering Success," Bermuda College's five-year strategic plan, was to rebrand the College. The process is expected to be completed by the beginning of the next academic year. In July 2019 Bermuda College will celebrate its 45th anniversary and its focus will be reconnecting with its alumni, with the ultimate goal to have an accurate database of their alumni, including the three antecedent institutions.

Bermuda College will continue to work with the Department of Education to provide college courses to qualified students through its dual enrolment programme. The Bermuda College will continue to forge alliances with professional credentialing and accrediting agencies for Workforce Development, and professional certification, such as the Association for Chartered Certified Accountants (ACCA); Building Owners and Management Institute (BOMI) for building

owners and managers; and City & Guilds for the applied sciences.

As part of the new compliance offering, the College will establish partnerships with the UK-based International Compliance Association and a US-based Association of Certified Anti-Money Laundering specialists and the Caribbean-based KIXKO.

During the 2019/20 academic year, the first Allied Health course will be offered through the newly established division of Nursing and Allied Health.

Bermuda College will develop a Marine Science Programme with the assistance of its newly established Marine Science Advisory Committee consisting of the various marine science professionals. The first courses are expected to be offered in the fall of 2020.

The Bermuda College also expects that the Bermuda College Foundation and the National Educators Institute will be fully operational during the next fiscal year.

Mr. Chairman, as I close I wish to thank the Board, the executive, administration, faculty and staff of the Bermuda College for their hard work throughout the year and I look forward to working with them in the upcoming year.

Thank you, Mr. Chairman, and this concludes the budget on Head 41, the Bermuda College, and my overall presentation of the 2019/20 budget for the Ministry of Education.

[Mr. Rolfe Commissiong, Chairman]

The Chairman: Thank you, Minister.

Are there any other Members that wish to speak to the respective Heads?

Mr. N. H. Cole Simons: Thank you, Mr. Chairman.

The Chairman: The Chair now recognises the Shadow Minister of Education, the Honourable Cole Simons.

You have the floor, sir.

Mr. N. H. Cole Simons: [Microphone off] . . . the exercise, yet again.

First of all, I would like to begin by stating that I am delighted that the Plan 2022 has, basically, taken grips. And when I first reviewed the Budget Book I saw that all Heads, visions, and objectives were realigned to the Plan 2022. So I know that the Plan has taken a lot of work, a lot of community input, and as a consequence it is comforting to see that movement has progressed in reshaping the Ministry to meet the needs of the community.

In addition, from a general point of view, for Heads 16, 17 and 41, I have to also indicate that there is a sense of fiscal discipline. The Minister has stayed within his means. I do not see any large overcharges or increases from last year, so I applaud the team for

their fiscal discipline in working with the resources that they have.

Mr. Chairman, now I would like to get into the general situation. I would like to refer to Community Education [on page] B-141. I find it very interesting that the Community Education Development has moved out of the Ministry [since] only last year the Minister said that “the Government’s platform aligned the Community Education Development Programme with the Ministry of Education to ensure life-long learning and accessibility to education. Thus, the CEDP now falls under the responsibility of the Ministry of Education.”

Those were his words last year, Mr. Chairman, and my question is: What happened? What changed in one year? It, to me, made eminent sense and if you are committed to life-long education, I felt that it should have remained under the Ministry of Education. I have heard the Minister’s brief and I did not hear his justification for the move from the Ministry of Education to the other Ministry. And I think that the community deserves an explanation in that space.

Mr. Chairman, the other issue that I would like to address under the General Administration is the issue of the Parental Involvement Committee. This Committee, basically, was established in, I think, 2016/17 and I think it is still an active committee. Their mandate was to get parents involved in the education process and also [to] provide support to our teachers, principals and the Ministry of Education by, basically, being on the same page as the Department and our teachers and principals. So my questions are, How many times have the Parental Involvement Committee met? And what recommendations have they put forward? And what have they achieved to date? I thought that [committee] would be useful for the community because, I think, again, this was a noble initiative and I thought that we have to keep on top of their contributions as they provide a valuable resource to education.

Ministry Headquarters, as was said earlier, this level of funding is a reflection of monies allocated for the continued development and delivery of the strategic plan and the implementation of, as I said, the Parental Involvement Committee, in the past. In 2019, there was an allotment of \$3,579,000, an increase of 40 per cent, or \$1.53 million. The increase was attributed to \$368,000 going to the General Administration and that was up 55 per cent; and Grants to External Bodies to 1.16 per cent, and that was up 75 per cent, or \$479,000. Scholarship Awards were up 17 per cent.

Obviously, I have some questions and I would like to address my questions. Line 260 [sic], the Minister began to provide some of the achievements in regard to the 2022 Strategic Plan. I noticed some of them were IT related, some of them were repositioning of departments, in addition there were the Standards-Based Grading issues—they are all part of that

Plan. What are his expectations for 2019? I heard what he said he did for 2018, but I did not get a clear picture—

The Chairman: Shadow Minister, just for a point of clarification, which line are you dealing with right now?

Mr. N. H. Cole Simons: Line 26000.

An Hon. Member: You said 260.

Mr. N. H. Cole Simons: Sorry, 26000.

The Chairman: Okay. Continue.

Mr. N. H. Cole Simons: So what does he expect to achieve in 2019? He gave us a clear indication of what was achieved in 2018, but what can we expect in 2019?

As far as the staffing complement, I see we increased the staff for that area from three to seven, up 133 per cent. From the Headquarters' point of view, the other question I have that has never been resolved publicly is, Can the Minister provide details on the final dollar settlement for the former Commissioner of Education? Because that issue was never made public and I think community funds were allowed—

An Hon. Member: What line item is that?

Mr. N. H. Cole Simons: It is under . . . the same . . . 26000.

An Hon. Member: That is not under that line item.

Mr. N. H. Cole Simons: I will continue, Mr. Chairman. That is my question, what is going on in regard to the settlement and how much does . . . how much did the Minister pay for that because they were public funds?

The other issue I would like to address—it is like all strategic plans, you have a vision, you have objectives, you have targets—has the Minister considered an organisational structure in the Headquarters to make sure that the organisation in the Headquarters is properly aligned with the strategic plan? I know when I was the Minister I met with the consultant and we discussed this issue. And he thought that, you know, for maximum effectiveness the Headquarters could consider reorganising itself to be more compliant and to make it more efficient in the delivery of the 2022 Strategic Plan. So I would like for the Minister to provide details on the organisational restructuring of Headquarters to make sure it is in the best position to deliver the strategic plan.

While on the Headquarters, Mr. Chairman, like every professional we have to do professional development days, leadership training, and governance training. I have not heard anything in that re-

spect. Do we have a professional development or leadership training programme in place for the senior officers of the Ministry, i.e., the Commissioner of Education and the PS? Because, like all professionals, we have to keep our skills up to date and we all can do with a bit of fine-tuning and improving our skills.

Hon. Diallo V. S. Rabain: Mr. Chairman.

The Chairman: The Chair recognises the Minister of Education.

Hon. Diallo V. S. Rabain: Again, what . . . I just want to know what business unit he is speaking to? If he is talking about . . . he was talking about the Headquarters, now he is talking about the Department of Education. If he has moved on—

Mr. N. H. Cole Simons: No, no, no, no, no.

Hon. Diallo V. S. Rabain: —if he has moved on to talk about the Commissioner, whose budget comes under the Department of Education, not the Ministry of Education, then just keep us . . . just keep us in line so we can follow.

[Inaudible interjections]

Mr. N. H. Cole Simons: Mr. Chairman?

The Chairman: Shadow Minister Simons, you are dealing with 26000, General Administration, right now, are you still there?

Mr. N. H. Cole Simons: That is right, General Administration, Mr. Chairman. And General Administration can include leadership in providing guidance and support to the Headquarters executive team. And that is where I am going.

The Chairman: You may continue.

Mr. N. H. Cole Simons: So, Mr. Chairman, again, I think this is crucial. We recently have had issues with the vote of no confidence by the Bermuda Union of Teachers, and to me the biggest challenge is not necessarily the capabilities of the professional leadership of the department. I think the biggest challenge that we face is communications, communications, communications, communications. And I have to admit—

Hon. Diallo V. S. Rabain: Mr. Chairman, again, he keeps mentioning the department. He is talking about the Headquarters.

Mr. N. H. Cole Simons: Mr. Chairman, I am talking about General Administration.

Hon. Diallo V. S. Rabain: He is talking about the Headquarters—seven employees, Cole. You were the Minister. You know where everyone sits.

Mr. N. H. Cole Simons: Mr. Chairman—

The Chairman: Okay, just have a seat there, Shadow Minister.

Minister, your concern, again, is what?

Hon. Diallo V. S. Rabain: My concern, Mr. Chairman, is the Shadow Minister keeps talking about things that fall under the Department of Education while he is still talking about Head 16. If he is going to talk about Head 16, talk about Head 16. If he is going to talk about the Department of Education, Head 17, then talk about Head 17. But do not mix the two. We are here to do an economic debate of what is here within the Budget Book.

The Chairman: Thank you, Minister.

Mr. N. H. Cole Simons: Mr. Chairman—

The Chairman: Can you move on—

Mr. N. H. Cole Simons: —Mr. Chairman, as I said earlier—

The Chairman: —Shadow Minister, please?

Mr. N. H. Cole Simons: —we are talking about the strategic leadership and direction of the Ministry of Education through its Headquarters. And, as a consequence, what I am trying to do is to make sure that the senior team in Headquarters gets the skills and support that they need to do a more effective role.

Mr. Chairman, and so—

Hon. Diallo V. S. Rabain: Mr. Chairman, I am trying to help out my learned friend. I am trying to help out. I am trying to help out. The senior team in . . . the senior team in the Ministry Headquarters is the Minister, the Permanent Secretary, and the administrative assistant. He is referring to the Department of Education. And if he wants to refer to that, move on to that page.

Mr. N. H. Cole Simons: I will be moving to that next.

The Chairman: The Chair recognises the Shadow Minister. Shadow Minister, hold on a second. Are you going to move to that section?

Mr. N. H. Cole Simons: I want to finish where I am first because at the end of the day the leadership of the Department . . . of the Headquarters, is led by the PS—

The Chairman: Are you at the point now where you can wrap that up and move forward?

Mr. N. H. Cole Simons: Yes, I am.

The Chairman: Okay. Well, I will allow you to—

Mr. N. H. Cole Simons: I would like to ensure—

The Chairman: —please let us wrap that up and move forward.

Mr. N. H. Cole Simons: —that the PS has more support from a leadership point of view, from a training point of view, and developmental point of view. Like all professionals . . . we all need it. We need guidance and support, and I think she could do with some of that help.

An Hon. Member: Who is “she”?

Mr. N. H. Cole Simons: “She” is the PS.

Hon. Diallo V. S. Rabain: Mr. Chairman, I demand that this man show the Permanent Secretary of Education the respect that she is due.

Mr. N. H. Cole Simons: I have no problem.

Hon. Diallo V. S. Rabain: I do not want to hear him referring to anyone in our department as “she.”

The Chairman: Okay, look, when . . . also, when we get on our feet, can you state the nature of why you are getting on your feet, please?

Mr. N. H. Cole Simons: Mr. Chairman, I have the all respect—

The Chairman: You know, if it is a point of order—no, hold on, sit down, Shadow Minister.

If it is a point of order please state it and state the reasons for your point of order. Let us keep the proper decorum here.

Mr. N. H. Cole Simons: Mr. Chairman, I have all the respect for the PS, the Permanent Secretary, and I know, as a professional, I need support and guidance and I need to be sharpened up every now and then. And so, I think she, like every other professional, should get the support that she deserves so that she can do the best that she can do in the time that she is in that role.

The Chairman: Mm-hmm.

Mr. N. H. Cole Simons: I know that they have had, you know, issues in regard to—

[Inaudible interjections]

Mr. N. H. Cole Simons: —in regard to the Union. And, you know, I said that it is unfortunate, and I believe that they need the support so that it does not happen again. And I will say the same thing when I get to the Commissioner of Education, because I know that the Commissioner of Education is new in the job. And when I saw that, I was like surprised and, again, I believe the challenges faced by the Commissioner of Education—

The Chairman: Okay, you are at—

Mr. N. H. Cole Simons: —I am now on Head 17.

The Chairman: Mm-hmm. Okay.

Mr. N. H. Cole Simons: Okay? Head 17.

The Chairman: You may proceed.

Mr. N. H. Cole Simons: First of all, I would like to, again, as I say, commend the Commissioner of Education for maintaining a tight ship financially. It is difficult in these trying times. And the fact that she has so many people reporting to her, so many priorities, I think that it should not go unnoticed.

As was said, the Department of Education provides “students with equitable access to holistic, high-quality instruction that is culturally relevant and empowers students to reach their full potential.”

In addition, you know, [the Department is] responsible for developing critical thinkers, making sure that our literacy strategy has been adhered to and achieved, [overseeing] Success Academy, investing in quality teaching through international and professional development—they have a very, very broad mandate. And so, again, I know it is a difficult task and I want to commend the Commissioner of Education. I see some green shoots of hope. I will say to her, *Keep at it. It's going to be difficult.* And all I can do is keep the lines of communication open and show real leadership. I know you have done it in the past. Keep up the good work. Again, as I said, I was disappointed or felt very uncomfortable when I saw the no confidence vote in both the PS and the Commissioner of Education. So keep up the good work, keep the lines of communication [open].

And, again, I say to you, Commissioner of Education: We all need support and if the Ministry can provide you with the resources that will help you develop further in your leadership skills, in your management skills, and negotiation skills and communication skills, then I will support it and applaud it 100 per cent. So, again, keep focused because the community is depending on you.

I would like to move now to centre 27000, again, 171, General Administration. The General Ad-

ministration will cover inventory purchases of additional educational and office supplies for the school year. Other administrative expenses covered include freight charges, customs duties, and shipping costs.

Mr. Chairman, we still have a problem in this space because many teachers have come to me and indicated that they are still taking money out of their pockets to pay for supplies for their classroom, some up to \$100–\$150 a term. And this problem has been a perennial problem. It was a problem when I was there and now I see the problem still exists under the new Ministry. We need to address this issue. I heard the Minister say that a study had taken place and they are trying to bring this matter to some resolution. I think it needs to be done sooner than later.

In addition, I think something needs to be done to reimburse our teachers for the money that they have spent out of their pockets to provide supplies and, in some cases, food to our students who have been . . . to some students who cannot afford or are not privileged enough to be able to bring lunches and breakfasts, and have breakfast and lunch before coming to school. So, again, I think that we need to somehow support these teachers, reimburse them for any out of pocket expenses that they indulge in to make things work and to make things better for our students to make sure that they are well positioned to provide and get the best outcome from our educational system.

The other issue that I would like to speak to is the issue of Standards-Based Grading. Mr. Chairman, I have to admit I went to a public meeting and I thought the public meeting was very, very informative. I think the leadership of that meeting did a fantastic job in explaining the process to everyone in attendance. There were a lot of questions, a lot of queries, but I think the biggest challenge that the parents found was that no one from the Ministry was there.

They kept saying, *Where is the Ministry representative?* That is all they kept saying. They kept saying, *Where is the Ministry representative?*

Well, we had the teams doing the leadership and, you know, providing the direction for the programme charting a new course—Standards-Based Grading—and, as I said, they did a great job in providing details. I felt comforted in the programme and I recognised that we have a long ways to go and that this programme will take a number of years to implement. So, again, we have to keep to the wicket, be focused, be measured, and do our best to ensure that it is delivered on time and that we have a proper implementation plan.

I have a schedule that I saw, they kindly provided this schedule here—year one, year two, year three—the multi-year transitional and implementation plan. This, to me, is a great step in the right direction. But like all plans, they need to be adhered to. They need to have discipline and the team members must meet their targets and deadlines. And I understand

that the Commissioner of Education will be responsible for the overall delivery and ensuring that these targets are met. So in this respect we have laid the foundation and it is upon the Department of Education and the Commissioner to ensure that the delivery is on time and on budget. You have a four-year delivery and implementation plan. It appears to be complete. And so I just trust that you are provided with the resources to make sure that we are on target at the end of each year and that by year four the entire programme is implemented.

The Chairman: Shadow Minister Simons, there has been a general trend here on both sides to migrate in the Committee to debates, and an excess of comments, observations and analysis that quite rightly belong in the realm of the general debate. And both sides have been doing it over the last few years. We know this.

We just ask, without being too punitive, that you spend some time drilling down on the numbers here as well. And let us try to respect the fact that we are in Committee and spend sufficient time dealing with those matters that reflect that.

Thank you.

Mr. N. H. Cole Simons: Thank you, Mr. Chairman.

With that . . . I accept the Chairman's comments, and so I am going to put this question to the Minister: Now that we have a transition and implementation plan, how much does he think will be allotted for each year? And how much does he think the entire implementation plan will cost because that has never been made public?

So I would suggest, now that we have a transition plan, that he provide the finances to support each year and provide the community with comfort that these finances are being well spent. And that at the end of each year they can say \$1 million or \$2 million has been allotted and spent to achieve the objectives of year one and this is how that money was spent; year two the allotment was \$4 million, it was used by the Steering Committee, it was used for training, it was used for professional development, and so on and so forth. Again, basically a breakdown on how the funds will be applied from year to year for the implementation of the Standards-Based Grading. Again, it is all part of the blueprint to move forward, Mr. Chairman.

Mr. Chairman, I will move on to Human Resources. Basically, Human Resources provides support to the Ministry and is responsible for a number of things. They develop standards for professional learning that are aligned with international standards. They develop a list of approved universities and colleges for prospective teachers. They lead the process for recruiting professional development officers. And they administer and employ engagement surveys.

Again, these are monumental tasks. These are required. And, as a consequence, I would like to ensure that they are well positioned to succeed.

While on Human Resources, the Minister spoke of the number of teachers that we had in our school system today. My question is, Does he have a further breakdown on how many male teachers we have in our system? And how many new male teachers we basically took on board in 2018/19 and 2019/20? The other question is, What per cent of our teachers are Bermudian and what percentage are expatriate?

I am asking that because I would just like to see—

[Inaudible interjection]

Mr. N. H. Cole Simons: I am asking that because I would like to see whether we have many new teachers in the pipeline and [what are] their opportunities for them when they return home given that there possibly could be a team of expatriate teachers within our system. So if he can give us that breakdown, it would be appreciated.

The other question that I have has to do with SCARS training. And I was listening carefully to see whether this programme continues and whether we still have, as a requirement, that SCARS training should be required for all primary school teachers, all middle school teachers, and all secondary school teachers. Where do we stand in ensuring that the SCARS training is taking place? How many teachers have completed it? How many have yet to complete [it]? And when do we expect to have all of our teachers on board and qualified in the space of SCARS training?

The other issue that I would like to address is succession planning. The Department of Education, like any other business, has to continue on. We have to ensure that we have the best people at the top and the best people for our students and the best people for our community. Can the Minister tell us what succession planning framework he has in place for the Department of Education at the senior level? And will he be willing to table and make public that succession planning document?

School Improvements, Head 1701, 27031. This cost centre funds the salaries of four mentor teachers. My question is, How many teachers do we have registered in the teacher mentoring programme at this point in time? How long is the programme? And how are these mentors trained themselves to ensure that they meet international best practice standards for mentor teachers?

I know that these mentor teachers are first class teachers, they are master teachers, and they have a passion for what they do. I have met them. I have seen them at various events and they love what they do. And, again, like the senior team, I believe that

they too are entitled to support, they too are entitled to training, leadership skills, pedagogy skills, improvements, just to make them better at what they do and to also allow them to have more job enrichment. Most of these mentor teachers are young teachers. They have a long way to go and so I just want to make sure that they have the skills to be the best that they can be and that they can be proud of the role that they have as mentor teachers and they can give the best to the teachers that will follow them.

So, again, how many teachers are currently registered in the mentor teaching programme? How many were registered last year?

The other issue that I would like to speak to is the school improvement plans. The Minister touched upon the school improvement plans, and my question is, Have all of our schools completed a school improvement plan? That goes from our preschools to our primary schools to our middle schools and to our secondary schools. Are they all finished? If they are not finished, when do we expect to have all the plans finished? And when will the recommendations of the plans be ready to be implemented?

It is fine having the plans, but they must be effective if the children will benefit. So my questions are: What percentage of schools has school improvement plans completed? How many are still in process? And what percentage of the schools has begun to implement the recommendations in the school improvement plans once they have been approved by the Ministry?

Mr. Chairman, this department is also responsible for the initiatives to improve the Cambridge Checkpoints and the IGSC results for math, English, and science. Last year we had two Cambridge International consultants on the island to observe the delivery of the curriculum in our three core subjects and the Minister had indicated that he would provide—

The Chairman: Excuse me, Shadow Minister.

Mr. N. H. Cole Simons: Yes.

The Chairman: Have you moved on now to Educational Standards? Or are you still on School Improvements?

Mr. N. H. Cole Simons: I am on School Improvements. This is all part of School Improvements.

The Chairman: Okay. I am just seeking some clarification.

Thank you.

Mr. N. H. Cole Simons: Okay?

And so, as I said, we have . . . we were going to develop a comprehensive plan that will focus on improving the teaching of mathematics in our schools. And the Minister said last year that he would keep us abreast of where things stood in that space.

Hon. Diallo V. S. Rabain: Point of order, Mr. Chairman.

The Chairman: Minister, what is the point of order?

POINT OF ORDER

[Misleading]

Hon. Diallo V. S. Rabain: Our . . . he . . . the Shadow Minister is misleading the House.

Are we having a general debate of how money was spent last year? Or are we having a debate about what we are going to do in the upcoming year with the budget that we presented?

The Chairman: Yes, well, I did address that with him. I do not know if it—

Mr. N. H. Cole Simons: Mr. Chairman—

The Chairman: I do not know if we can characterise him as misleading the House in that regard.

You can have your seat, sir.

Mr. N. H. Cole Simons: Mr. Chairman, what I am trying to do is this. Last year the Minister made a number of commitments. I have seen some of his commitments, again, this year. They have not been delivered. So how am I to believe—

The Chairman: Well, now, hold on . . . both of you. Have a seat.

Hon. Diallo V. S. Rabain: Cole, you can ask parliamentary questions if you want, not during the debate.

The Chairman: Yes, I mean . . . okay, hold up, hold up. Gentlemen. Gentlemen . . . gentlemen—

[Gavel]

The Chairman: Like I said, we have traditionally, historically, had some leeway in this regard, particularly over the last few years. Shadow Minister, if you would have maybe elucidated some of that in your opening comments it is fine, but by this time you should be into the . . . into the numbers, the matters at hand here with respect to the issues under consideration by this Committee—

Mr. N. H. Cole Simons: Mr. Chairman, I take your point but—

The Chairman: But let us . . . can—

Mr. N. H. Cole Simons: —like I say, numbers reflect action. Numbers reflect action and priorities.

The Chairman: Well, we are hearing very few numbers at all, so—

Mr. N. H. Cole Simons: Well, the Minister is supposed to give those numbers—

The Chairman: Can you tie . . . attempt to tie them all together?

Mr. N. H. Cole Simons: So what I can easily do . . . and I can say that this head had “X”-thousand dollars, they were down 10 per cent or 5 per cent and those are the numbers, because that is the overarching for that particular section of the Ministry.

The Chairman: Right.

Mr. N. H. Cole Simons: I can easily do that and then talk about the action behind the numbers.

The Chairman: Yeah, well please try to adhere to that. Thank you.

You may continue.

Mr. N. H. Cole Simons: Okay. Mr. Chairman, I would like to now move to Substitutes.

An Hon. Member: What was that again?

Mr. N. H. Cole Simons: Substitutes, 1701, 27160, page B-145. For your sake, there was an allotment of \$639,000. In 2018, there was an allotment of \$3.05 million, down 79 per cent, and as the Minister said that the \$2.4 [million] was transferred to the Paraprofessionals.

Those are the numbers, Mr. Chairman.

The Chairman: Yes.

Mr. N. H. Cole Simons: So my question . . . I find this transfer interesting, because, in essence, we reduced the number of substitute teachers. And, as you said earlier, schools have a genuine need of coverage for teachers who are either sick or need to take time away from school for various personal reasons as per their collective bargaining agreement.

Now, the Minister has moved the \$2.415 million to the Paraprofessionals. When he said that to me the question that jumped to my mind was this, the last time I noted, substitute teachers are qualified teachers and have different skill sets than paraprofessionals and so they cannot be used interchangeably. So my comment is, if we had so many substitute teachers last year and we managed to cover the absenteeism of other teachers, how does he envision addressing this challenge this year with such a lower number of substitute teachers in the system?

So that is just—

[Inaudible interjection]

Mr. N. H. Cole Simons: Well, I do not . . . if he gave me a brief, I would be able to read it. But he did not share the brief with me so I cannot read it. I have to go by memory and notes.

The Chairman: Continue.

Mr. N. H. Cole Simons: The other question that I have is . . . I did not see an allotment for the Orientation Workshop for Uncertified Substitute Teachers. Can he give us an update on the workshops for substitute teachers in general and how much was allotted for training and an orientation workshop for the substitute teachers? I suspect this amount should have been reduced because of an allotment that was transferred to the Paraprofessionals. So if the Minister can give me an update on the Orientation Workshop for Substitute Teachers it would be greatly appreciated.

Okay, now we are moving on to Student Services. Student Services is on page B-145 and the total allotment for Student Services is \$19,755,000. Okay? These services include gifted and talented education, behaviour management, school psychologists, adaptive physical education, deaf and hard-of-hearing support, visually impaired, special education, counselling, paraprofessionals, autism spectrum disorder, and alternative education and out-of-school suspension.

These, Mr. Chairman, are special needs students. And I would like to know if the Minister is able to quantify the number of students that fall into this special needs category. I heard him say, off the record, *Was I serious?*

I said, *I am very serious because if you are going to resolve a problem you have to quantify it.*

And so my questions are, How many students do we have in the system that fall into the special needs category that we need to provide with additional support? And have we completed individual education programmes for all of them? If we have, great. If we have not, then what are we doing to ensure that the individual education programmes are in place for those children?

Now that we have the educational programmes, how often do we meet with the parents of these students so that we are all on the same page? We are in this together—the parents, the Ministry, and the students. How often are they required to meet with the parents? Because, for it to work, we all have work together as a team. So will the Minister provide us with an insight as to how often the parents will meet with the team to go over the individual education plans for their child or children?

Mr. Chairman, the other question that I have in this space is, What ongoing training do we have for teachers and paras in the special needs arena? Because, again, we want the best out of our teachers, we want the best out of our paras. You will find that I am very keen on training to make sure that the pro-

professionals do the best that they can and that our students get the best outcomes.

Behavioural Management, that is 27061. The total allotment for that is \$1,164,000. That is on page 5 [sic]. Can the Minister give an update on this “alternative school models”?

The Chairman: Page B-145?

Mr. N. H. Cole Simons: Page B-145, Behavioural Management, at line 27061.

Can the Minister provide details on the research that he has found in regards to alternative school models in his preparation for transforming our alternative education programmes?

[Inaudible interjection]

Mr. N. H. Cole Simons: *What does this have to do with the budget?* the Minister said.

Well, guess what, Mr. Chairman? At the end of the day we are in the midst of delivering the 2022 Plan—the educational strategic plan—and in that Plan there is an accommodation for this. And I am asking the Minister to do what he has to do and provide the community with this information. Had he not rushed through his brief and not provided the details, I would not have to ask these questions, Mr. Chairman.

[Inaudible interjection]

Mr. N. H. Cole Simons: As long as it takes.

Hon. Diallo V. S. Rabain: Point of order, Mr. Chairman.

The Chairman: What is the point of order, Minister?

POINT OF ORDER

[Misleading]

Hon. Diallo V. S. Rabain: I think the Shadow Minister is misleading the House. I did not rush through my brief. I cannot help it if he was not listening.

The Chairman: Okay. Thank you.

Shadow Minister, are you prepared to proceed once more?

Mr. N. H. Cole Simons: Of course, I am prepared to proceed.

The Chairman: We are still at 27061, Behavioural Management, or have you moved on?

Mr. N. H. Cole Simons: Yes.

The Chairman: No? Okay.

Mr. N. H. Cole Simons: Yes, we are still there. We are talking about educational therapists as well.

The Chairman: Mm-hmm.

Mr. N. H. Cole Simons: So right now we have a number of educational therapists in the system and they basically provide support to high-risk students. How many students do we have in this programme? What is the caseload?

I just want to make sure that the educational therapists are not stretched too far in the delivery of the services that they provide. I just want to ensure that they are effective in providing the resources and support that our young people need. And, again, for each of these at-risk students do we have a personal improvement plan?

School psychologists, we are on page—

An Hon. Member: One forty-five.

Mr. N. H. Cole Simons: —B-145, School Psychologists, 27063. School psychologists play a vital role in the execution of our aims and objectives, and they support our schools’ commitment to all students in the public education system. The school psychologists support school administrators and students in the areas of behaviour, mental health and learning. They deliver comprehensive psycho-educational evaluations; provide consultations and short-term counselling.

The questions I have are: How many school psychologists do we have? What caseload is there for each of the school psychologists? And, again, how many at-risk students need to be supported in the programme.

So my questions, I repeat: What is the caseload for each school psychologist? And how many at-risk students are in the programme across the Island? If we are spending this money we have to know the scale of the challenge (I am not going to say “problem,” I am going to say “challenge”), because these people are our loved ones and we need to give them the support that they rightfully deserve.

The other question I have [about] the psychologists is: How many comprehensive psycho-educational evaluations, consultations, short-term counselling, and intervention and preventive services do they have logged up for the year?

So that is it for the psychologists.

I now move to cost centre 1702, 27064, Adaptive Physical Education. And that, basically, has an allotment of \$273,000, Mr. Chairman. Okay. Adaptive physical education is another student services programme that supports students with specific needs by providing access to services through modifications adapted to meet the needs of those students. Therefore, the adaptive physical education could be considered the art and science of developing, implementing and monitoring a carefully designed physical educa-

tion instructional programme for a learner with disability.

Again, like my other question, how many students are involved in this programme? And is this linked to the personal development programme for each child? And have you seen any trends across the schools in regard to the programme and the services being delivered and the challenges that we have found in the schools and in the adaptive physical education? There may be trends taking place that we can address that would help a number of the students.

Hearing, that is cost centre 27065. There is an allotment of \$302,000. The Deaf and Hard-of-Hearing Programme provides students with academic instruction within the public school general curriculum through services that support each student's learning needs as determined by their individual educational plan.

How many students do we have who are hearing challenged? I do not want to say "impaired"—hearing challenged. And how many schools support these students? How many students are in each school? The Minister did not provide those details, so I was wondering if his support team can provide the House with those details. Again, how many schools support the hearing challenged students? And how many students are in each school? I know at one point we had a presence at Prospect Preschool, Gilbert, Dellwood, and CedarBridge. I do not know if this is still current. In addition, we had two at Dame Marjorie Bean Hope Academy. So, I wonder if they can give us an update on those numbers.

Now, Mr. Chairman, I would like to move on to Vision Impaired. That is on page B-145, line item 27066. It is a well-documented and understood fact that students with visual impairments have unique educational needs, which are most effectively met using a team approach of professionals, parents and students. In order to meet these unique needs, students must have a specialised service, books, materials, in appropriate media. Now, Mr. Chairman, I understand that we have adjusted to the Cambridge Curriculum so that these students are supported through some type of compensatory skills, so that the students are visually supported.

Now, at one point I knew that we had 72 students. I think that was around 2016/17. If the Minister can tell us how many we have now, what is the case-load? How many students did we have in 2018/19, and how many students do we have in 2019/20? That is, how many visually impaired students?

How many students at this point have graduated from our senior schools? Because at the end of the day, the success of the programme will be defined by those students who basically graduate from our middle schools and senior schools. So, the question becomes, in regard to the visually impaired, how many of them have graduated from our senior schools

in 2017/18? Again, it is called, *Is this money getting value?*

[Inaudible interjections]

Mr. N. H. Cole Simons: I did not interrupt you when you gave your presentation.

[Inaudible interjections]

[Gavel]

Mr. N. H. Cole Simons: Okay. So, we continue. I would like to now move on to Counselling, 27072.

[Inaudible interjections]

[Gavel]

Mr. N. H. Cole Simons: For Counselling, there was an allotment of \$2.884 million. The Counselling programme provides our students with a multitude of direct and indirect counselling services and activities that are an integral component of the public education system. We provide funds for 10 middle school counsellors and two counsellors for the senior schools. Last year, we were going to provide complete global career training for officer certification for the counsellors.

The questions are, is this programme ongoing? Did the counsellors who participated in last year's programme graduate? How many are currently registered, and how many, as I said, completed the training for the officer global career training for officer certification in the counselling space? Again, we are investing in these people, and we need to ensure that they, basically, hold up their end and that the schools get what is best for their students. So, again, have the counsellors been certified in regard to the Global Career Training Programme?

We spoke about the learning support teachers, so I will just pass on that for now.

Early Childhood Education. Mr. Chairman, Early Childhood Education, which is line item 27076, and the budget was \$115,000, up \$1,000 from last year. As was said earlier, this cost centre basically reflects the funding of the salary of the Educational Officer of Early Childhood Education and provides an operational budget. It also is responsible for supporting the Inquiring Minds Framework. To support the implementation of the Inquiring Minds Framework in our preschools, we need to ensure that all preschool teachers are well trained and on board.

So, can the Minister provide an update on where things stand on the Inquiring Minds Framework? And have all the teachers been trained in this space? In fact, I think I heard him say that he was going to hire an early childhood quality assurance officer to provide support and training for coaching of the

preschool teachers. The department was going to hire this person.

And, see, Mr. Chairman, he said it this year. He had the same thing down last year. Again, how can we assure ourselves that he is going to deliver again this year? This is a repeat from last year, and that is the challenge that I have. This is why I am going back in 2018/19. I got this from the Hansard, Mr. Chairman. And so, at the end of the day, if you are not going to deliver one year, how can I feel confident that you are going to deliver next year?

So, again, as I said, I am looking forward to see where we are with the full implementation of the Inquiring Minds Framework for our preschool teachers. They play an invaluable role. They lay the foundation for learning. And they basically are there to prepare our youngsters for the primary schools and lifelong learning. And, to me, that foundation has to be spot-on and sound. So, again, can we get more details as to where we stand on the Inquiring Minds Framework? How many students are enrolled? How many teachers are enrolled? And how many have graduated in the last year?

Paraprofessionals. This is line item 27079, and this was an increase of 57 per cent, or \$2.4 million. And the total allotment was \$4.214 [million]. And I see that we will have 111 paraprofessionals this coming year. And I would like to have heard, with the additional 23 paraprofessionals, how they will be used. The Minister obviously thought there was a need for 23 more paraprofessionals, and he had a reason for that. I understand that when we had our challenges with some of the schools, one of the challenges was paraprofessionals. So, can he tell us how the additional 23 paraprofessionals will be deployed, where they will be deployed to, and which programmes do we have in place for training these new paraprofessionals to ensure that they get the best outcomes for our students?

Autism Spectrum Disorder, programme 1702, business unit 27083. We have allotted \$687,000, up 3 per cent. Last year, the Ministry made a commitment to provide training to autistic teachers and paras.

[Inaudible interjection]

Mr. N. H. Cole Simons: I am sorry—for the teaching of autistic students, and paras. Actually, it is interesting that you raise this point, that you raise “autistic teachers.” Because I was speaking to—

[Inaudible interjections]

Mr. N. H. Cole Simons: If you will allow me one minute. I was speaking to a neighbour, and her son is autistic. And I said to her, *How is your son doing?*

And she said to me, *Oh, he graduates in April.*

I said, *What is he going to do next?*

She said, *You know, he is such a go-getter. He has signed up for English as a second language and will be teaching English in China.*

And so, to your point, “autistic teachers” . . . we have autistic teachers, and they are [as] effective as anybody else.

[Desk thumping]

Mr. N. H. Cole Simons: They have different [teaching] styles, but they are getting and taking their rightful places beside us. So, Minister, thank you for allowing me to share this with the community.

[Inaudible interjection]

Mr. N. H. Cole Simons: So, again, training, training, training.

Dame Marjorie Bean Hope Academy. At one point, I understand, they were looking for a designated classroom for the autistic students. Where do things stand in that space? Are we in a position to provide them with one? When can they expect to receive one? Or is it in progress already?

Again, my favourite perennial question is, How many students do we have in the Autistic Spectrum Disorder Programme across our school system? How many students, and where are they located?

In addition, under the Autism Spectrum, there is the issue of the Autistic Diagnostic Observation Schedule, a screening and assessment opportunity. This is basically performed by the Child Development Agency. And my question is, from an autism perspective, what percentage of the two- to three-year-old population that has been screened through the Autistic Diagnostic Observation Schedule—what percentage of their population show signs of some degree of autism? And do we have a support programme for them? So, if the Minister can give us an indication of whether it is 1 per cent or 2 per cent or 3 per cent of the two- to three-year-olds who come in and show signs of autism, so that we know what we have to deal with from a planning point of view in primary schools and preschools.

Now, Mr. Chairman, I am moving on to business unit 27084, Alternative Education. That has an allotment of \$1.336 million. This programme funds the operation of both the Alternative Education Programme and the two new Success Academies, which were established in 2016. They support at-risk students and students with trauma in their lives. My question, again, is how many students do we have at each of the two Success Academies? I know that in 2016, we had 59 students. In 2017, we had 15 students. How many students do we have in 2019?

Then, my other question is, you know, we try to re-integrate these students into regular schools and regular classrooms. What is the success rate for the re-integration into the regular classroom? How many

students in 2018/19 were re-integrated back into the regular classrooms?

And another thing, when I was reading this I thought, *Is there a recidivism rate in this space?* Do you take students out when you think they are ready? And at some point, do you have to put them back in because they were not quite ready? And so, is that an issue for this school? Do we see a recidivism rate for our students who pass through the Success Academies for the alternative education?

Thank you, Mr. Chairman. Now, I will move on to programme 1703, Finance and Corporate.

As the Minister said, “¹Under the direction of the comptroller, this office coordinates the payment of salaries for approximately 1,130 educators and department staff . . .,” suppliers and vendors, et cetera. They are doing a respectable job. The only question I have is [about] the Office Accommodation. The Minister indicated that Headquarters moved from Southside to Church Street. And this is business unit 27003, Mr. Chairman.

[Inaudible interjection]

Mr. N. H. Cole Simons: Just getting up, were you?

So, my question is, can the Minister quantify the total cost of the transfer from Southside to Church Street? The Minister indicated that \$176,000 in the budget was attributed to rental increase. What was the rent at Southside, and what is the current rent being paid in Hamilton? And at this point, Mr. Chairman, I would like to know whether the—

An Hon. Member: What line item are we talking about?

Mr. N. H. Cole Simons: Office Accommodation, 27003.

[Inaudible interjection]

Mr. N. H. Cole Simons: No. You did not listen to my question. Listen to my question.

Hon. Diallo V. S. Rabain: That is why I am asking for clarity.

Mr. N. H. Cole Simons: My question is, What was the cost to transfer offices from Southside to Hamilton?

What was the rent that you paid at Southside, and what is the rent that you are currently paying at Hamilton? If you had stated it in the brief, I would have known there was \$100,000 less. But you chose not to provide those details.

The Chairman: Gentlemen, can you speak to the Chair, please.

Mr. N. H. Cole Simons: Okay.

Educational Stores, business unit 27040. There was an allotment of \$790,000. The Educational Stores supports salaries of stores managers, storekeepers, drivers, labourers, and the clean-up. The stores provide centralised purchasing inventory management, distribution services to all public schools and Bermuda College, and other government departments such as the Ministry of Youth and Sport. In accordance with the 2002 Strategic Plan, the Minister said there that he was going to perform and conduct an operational effectiveness and efficiency review of this department. I heard that it was completed, from his brief. What were the general findings? And when will the implementation take place?

Again, I said we need to address reimbursing teachers for out-of-pocket [expenses] that they accrue to provide supplies for their students and their classrooms. The Minister chided me when I was Minister, on and on and on, on this topic. And funny enough, now that he is in the seat, he has the same problem. I would have thought that he would have had it addressed by now. But it has not been addressed.

The Chairman: Which business unit are you addressing now?

Mr. N. H. Cole Simons: I am now moving on to business unit 27042, Buildings, Grounds and Equipment. This allotment funds the salary of the Facilities Manager. The remainder of the budget covers the cost of repairs and maintenance of facilities at all educational and administrative sites that fall under the Department of Education.

Mr. Chairman, last year, we funded a position for a second person to support the gentleman who had worked in this department. And this second person was to support the Facilities Manager. I looked in today's budget. I see that we are back to one person. So, I am led to believe either that person came and left, or we never hired the second person. Again, I am raising this because in 2018, we said we will do one thing, and in 2019, the thing that we said we were going to do in 2018, we are reversing in 2019. So, again, how can I place credence on the deliverable?

So, Mr. Chairman, as you know, we have about 30 schools in this country. And you also will note that it is almost impossible for one facilities manager to do a decent job in managing our school campuses. He, Mr. Chairman, will be stretched too far, and he will be set up to fail. We need more bodies to support this gentleman. I understand he has had some difficult times. He has been pulled this way and pulled that way. And he is not a happy camper. So, I think we need to give him the support that he needs and take a real good look at this department to ensure that we provide the number of resources that are needed to ensure that our plants are safe and healthy.

¹ *Official Hansard Report* 9 March 2018, page 1564

The other thing I would like to mention is that we have said a lot about mould, historically. Again, this falls into this area. And I heard the Minister of Works and Engineering talk about his plans. And I have no doubt that he would do his best to get there.

But I would like to also say that there are some healthy classroom programmes that need to be implemented that can be directed by the facilities team and the staff at the Ministry, simple protocols like opening windows during the day for the circulation in the classroom—just simple, simple housekeeping protocols that will help to mitigate the risk of mould and bad circulation in our schools. Just a simple recommendation for simple things that can basically address more challenging problems.

IT Support. This is [programme] 1703, line item 27050, which shows an allotment of \$2.55 million. The Minister indicated that he has the Wi-Fi in the primary schools installed and broadband in other schools. I commend him. I know that the Department Manager basically has to address over 90 servers and 25 apps across the 33 school locations. And it is a monumental task. And in addition, the team has to support 13,000 users. So, Mr. Chairman, again it speaks to what we spoke to last week in the House. One of the issues that keeps coming to my mind is a cyberattack.

And the Minister of National Security indicated that there will be protocols in place to support departments from cyberattacks. And I was wondering if the Minister of Education would provide additional financial support to this IT team so that they can mitigate some of the cyberattack risks that are prevalent in businesses today?

The other issue that I would like to have addressed is the PowerSchool systems. When I went to the meeting at Whitney for the standards-based grading, a number of the parents and the facilitators indicated that they were having problems loading data in the PowerSchool system. Has this problem been resolved? Is the PowerSchool system up and running? I mean, surely, this should have been an integral part of the standards-based grading implementation plan, as this is the key medium that would link the standards-based grading report with our parents, students and teachers.

So, it is vital that we have this corrected, remedied, ASAP, and ensure that we are on top of it. So, if the Minister could give a status report as to whether the challenges that we face with the PowerSchool system have been resolved as they pertain the Standards-Based Grading Initiative?

Preschools. That is programme 1704. I do not have much here. I just have, How many students? I know that in 2017/18, we had 328 students. The Minister did not share with us the number of students we have for 2019/20. I just want to see the numbers. Is there a decline in this student population? Or is there an escalation of the number of students into our pre-

schools? Right now, we are saying that we are basically allotting 10 students per class, and hence the 33 classes last year. In addition, there are the SEE-KS training. This gets some update on the SEE-KS training.

An Hon. Member: Which training was that?

Mr. N. H. Cole Simons: S-E-I-K [*sic*].

Okay. The other issue, I think I touched on this earlier on the Inquiring Minds Framework. Has the training programme been cascaded down to all of the teachers? I think we addressed this already, so I will pass on.

Now we move on to Primary Schools. That is [programme] 1705, line item . . . well, all of the primary schools. (Please bear with me for a second, Mr. Chairman.)

[Pause]

Mr. N. H. Cole Simons: Right. Primary Schools, on page 146. The total allotment is \$30,073,000, down 1 per cent. Mr. Chairman, all 18 primary schools should have school improvement plans that the parents, guardians, community partners and the general public have access to. Have these three-year development plans been made available and accessible to the community and the stakeholders? Again, are they all finished for the primary schools? If they are not finished, when does the Minister or the Commissioner expect for the school improvement plans for the 18 primary schools to be completed? And when will they be made available to the public, as stated in the narrative?

The other question is, What progress are we making with the implementation of the STEAM [science, technology, engineering, art and mathematics] education in our primary schools? I know that is the initiative that a lot of energy was spent on integrating into our primary school system. The Minister did not say much about it in his brief, so I wonder if he can give me an update on the implementation of the STEAM initiatives in primary education? And how does that dovetail with the curriculum?

Programme 1706, Dame Marjorie Bean [Hope Academy], line item 27120. Dame Marjorie Bean Hope Academy provides services to students from the age of four to eighteen years old who have severe to profound multiple challenges. In 2017/18, there were 19 students enrolled at the school, although there is a maximum of 24 students. How many students do we have today? And how many teachers do we have to support them? I think we have the teacher numbers, so do not worry about the teachers. How many students do we have? And how often do we meet with the parents of those students?

I note that we increased the staff complement from six to eight employees, can the Minister tell us,

what will be the mandate for the two additional employees?

Now, I move on to the Middle Schools. I smiled when the Minister spoke about the “transitioning plan” for the middle schools to signature schools. And I said to myself, *If he can do the analytics and take a measured approach to the transition from middle school, then why could he have not done that in the very beginning and tell the people why he was transferring from middle schools to signature schools, in a measured way?* Because all of the academic professionals say, *We’re not saying no. Just give me the evidence. Give me the evidence that this is best for our students.*

But, no. The PLP took the position that, *This is what we are doing, and we are not responding to the community.* When professionals locally, professionals with 30 years of teaching experience said, *It makes no sense to make a monumental decision like closing the middle schools, without proper support, without evidence.*

So, again, I just smile when I see that we are taking a measured approach through the transition. I suspect that it is because of our new Commissioner of Education. Because she is a numbers person—

Hon. Diallo V. S. Rabain: Point of order.

[Laughter]

POINT OF ORDER

[Misleading]

Hon. Diallo V. S. Rabain: Point of order, Mr. Chairman.

The Shadow Minister is intentionally misleading the House. He would know that I announced the transition away from middle schools last summer in a three-part plan of how that will happen.

What I announced is that we are passing into the second part of that three-part plan. He would know that, or he should know that.

[Ms. Susan E. Jackson, Chairman]

The Chairman: Thank you, Minister.
Would you like to continue?

Mr. N. H. Cole Simons: Indeed, I will.

So, I am not going to harp much on the transition because, at the end of the day, a lot has been said in the public domain about middle schools. And the Minister knows, quite frankly, where most of Bermuda stands on this issue.

So, it is just that he has to listen to the community—

Hon. Diallo V. S. Rabain: Point of clarification.

The Chairman: Please take your seat.
Yes, Minister.

POINT OF CLARIFICATION

Hon. Diallo V. S. Rabain: The clarification is that this Honourable Member knows where the public stands on middle school transformation, as well, by the results of the 2017 election. The public overwhelmingly voted for this Government, who stated that we will transition from middle schools.

The Chairman: Thank you, Minister.

Mr. N. H. Cole Simons: Now, I would like to move on to . . . while on middle schools, there is another sensitive issue that needs to be addressed. This sensitive issue has to do with a transition from an “aided” middle school to a “maintained” middle school. And why do I raise this issue, Madam Chairman? I raise this issue because one of our middle schools no longer qualified to be an aided middle school, because its campus is fully owned by the government. So, the question that I have—

Hon. Diallo V. S. Rabain: Point of order.

The Chairman: What is your point of order?
Take your seat, please, Member.

POINT OF ORDER

[Misleading]

Hon. Diallo V. S. Rabain: The point of order, Madam Chairman, is I believe the Member may be unintentionally misleading the House, because he just made an untrue statement. There is no aided middle school that is formally owned by the government.

Mr. N. H. Cole Simons: No, you did not hear. This is not what I am saying.

The Chairman: Thank you, Minister.
Member.

Mr. N. H. Cole Simons: Obviously, the Minister is not listening. What I said was that there was an aided school whose property was owned by trustees and was recently purchased by the government. And so, as a consequence, it qualifies as a maintained school. So, my question is, given that it is a new day and that in the past, there were a number of aided schools, because there were many benefactors in the community who provided support and funding for the development of education in this country, today it is not happening. And I feel concerned that other aided schools may fall into this category.

So, I would like to know whether the Minister or the Commissioner of Education has a transitional

template that can be used and applied when schools are transferred from [being] an aided school to a maintained school? And for those aided schools that basically depend on the government for much of their financing, will the Government encourage them to embark upon more fundraising campaigns so that they can be more self-sufficient, as well?

You know, I agree that the Government should help them. But, as the label says, it is an aided school. An aided school does not mean that 100 per cent of the financing comes from government. I suspect that we should see what can be done to encourage our aided schools to do more fundraising, to be a bit more self-sufficient.

The Chairman: Member, the Minister would just like an update on the line item. You did clearly mention the head, but the line item, please.

Mr. N. H. Cole Simons: Okay, just a moment. I will be happy to do that. We were talking about middle schools, and we were talking about . . . if he wants to be specific, I was talking about 27600. Thank you.

The Chairman: Thank you.

Mr. N. H. Cole Simons: Does he want any more clarity?

[Inaudible interjection]

Mr. N. H. Cole Simons: Okay. Now, let us move on to Senior Schools. Actually, I do not have much to say about senior schools, so I will pass over that.

[Programme] 1709.

The Chairman: Thank you.

Mr. N. H. Cole Simons: Curriculum Assessment, 1709, page 147. The total allotment was \$2.555 million. This cost centre funds the Cambridge International Curriculum, related initiatives, salaries for educational officers for the curriculum and assessment, and the Career Pathways Programme. This department pays an annual fee to Cambridge International for the curriculum and for students to sit the annual Checkpoint and the IGCSE examinations.

My questions are these: How much do we pay annually for the Cambridge International licence? How much have we paid over the past eight years, in total, for the Cambridge International licence? The other question that I have is that we will have the educational officers in place . . . no, I will pass on those questions. I will pass on this. So, those are my two questions on the curriculum assessment. How much have we paid for the Cambridge International licences each year and how much have we paid for eight years, and how much are we committed to for 2019, given that we have the Strategic Plan 2022?

Cost centre 1709, [business unit] 27020, Assessment and Evaluation. Well, we have done that already. I will continue. My questions on that section are, Where do we stand with the Cambridge Mathematics Professional Development Officer Training for our teachers and students? When will the training for the Mathematics Professional Development Officer be completed? And when will he [be in a] position to implement some of the recommendations that he has learned through the training programme so that we can enhance the results of our students and make our teachers more proficient in teaching mathematics? So, those are my only questions on that.

Early Childhood Education and Career Pathways, 27524. The total allotment for that was \$1.945 [million], a \$40,000 increase. I have to admit, as I said earlier when I opened my comments, I will give the Minister and his team some kudos for being disciplined in financially managing the department this year. I have to give you [credit] and be honest and say, *as I see it*.

Early College and Career Pathways, cost centre 27524, funds the salaries of two Career Pathway programme coordinators and the cost of student transport and educational certifications. The coordinators administer the programme at both senior schools. The structure of the programmes allows students to select and focus on one of five categories of career pathways consisting of art, athletics, communications, applied technology, business and hospitality, and health and human services.

How many teachers have been allotted to be trained this year in regard to the STEM pedagogy, given that it is going to form an integral part of our curriculum this year? I know that there are issues in regards to training in robotics, drones and other high-tech instruments and equipment. So, again, this takes special skill. And how many teachers have we identified to take training, and when will the training be completed? Last year, there were 18 identified. What is it for this year? And when will they be in place to basically progress the STEM curriculum in our middle and senior schools?

The other question is, Can the Minister provide details with any placement programmes that these students may have with the private sector? And if he could provide just a brief summary on the internship programme that we have in place with industry and the private sector when it comes to STEM curricula and STEM students?

Now, I would like to move on to line number 27700, After School Care. That is on page 147, and that is 2008. We have allotted \$208,000. Now, I raised this issue last year, and will raise it again this year. We have after school programmes at Devonshire Preschool, Prospect, Victor Scott, Warwick and Dame Marjorie Bean Hope Academy. My question is, Are we going to make similar schools available in St. George's or Somerset? What happens to those stu-

dents who live at either end of the Island? This is a question I asked last year.

Subjective Analysis, I just have two issues on Subjective Analysis. We spoke to travel costs. They went up 66 per cent, from \$65,000 to \$108,000. The Minister said it was a reallocation. Can he provide more details on this reallocation? Because, quite frankly, I did not get an answer in regard to the justification for this 66 per cent increase. I know that we had professional development training. But I am not going to assume anything. So, can the Minister provide how this reallocation caused the increase of travel to exceed 65 per cent? That is on page B-148. We have addressed the rental costs, so that is fine.

So, [Madam] Chairman, that brings to a conclusion Heads 16 and 17.

What I am going to do now is move away from tradition and move to Head 41, and I will do Head 18 last. First of all, I would like to commend the work that is being done at Bermuda College, commend the board that they have, and commend Dr. Greene for keeping the College on the cutting edge. And one thing I find very positive when I attend the College, for whatever reason, be it professional or to a graduation, is that the College always has a good spirit. There is a good feel when you go to the College. You can see that most of the students are very positive, and they feel positive about being there. And to me, that sets the tone for success.

So, Dr. Greene, whatever you are doing, keep up the good work. Because that positive spirit goes a long way to academic success.

I would like to also commend the new chairman, Peter Sousa, and his team. I worked with him in a professional capacity, and I think he does a sterling job in directing and providing leadership and guidance to the board.

Now, we spoke a lot about scholarships, earlier. And the Minister said that last year they issued 198 student awards.

An Hon. Member: Just academic.

Mr. N. H. Cole Simons: Just academic. [There were] 198 student awards. My question is this: What percentage of the school population is on scholarships, if we know that answer?

An Hon. Member: Awards?

Mr. N. H. Cole Simons: Both scholarships and awards. What percentage of our student population is on scholarships and awards? Because that would determine how much further we have to go if we are trying to make it more affordable to more people.

I am delighted that we have more students in the dual enrolment programme, 19 students, again, public schools. I think we should make this available to all schools, because it is a wonderful programme.

And it just bodes well for the careers of those young high school students who can say, *I graduated from college before I graduated from high school*. That is amazing, absolutely amazing. So, I would encourage the public/private schools to get on board to encourage their students to get involved in our dual enrolment programme, because it is world class and it provides students with access to a wonderful education and career experience.

[In] a previous brief that I have seen, the College said that it had put a stronger emphasis on increasing male enrolment during the academic year, with several initiatives. Can the Minister give us a brief on the trends in regard to male enrolment? What percentage of the school population was male in 2018? What percentage is expected in 2019? Are we capturing more and more males in the programmes? Now, I am asking this because the College made a commitment that they were placing more emphasis on increasing male enrolment. And I know we can do it through the academic programmes, the applied technology programme and other initiatives that are in place, and even the dual enrolment programmes.

So, again I would like to, just for my edification, get a response to that. Because I think our males, again, are getting a bad rap. A lot of males in Bermuda are doing great things. But they are being scarred by the actions of a very, very few. And I will stand up for our young males as best as I can and as often as I can.

I know the Bermuda College has a robust articulation programme, with other schools. The questions that I ask are, have we answered any new articulation programme in 2018/19, and how many do we have in the pipeline for 2019/20? Again, what new affiliation programmes do we have on the horizon, and what programmes will be offered as a result of these new affiliation programmes?

Last year, the College made a commitment to upgrade the classrooms and computer labs. Can the Minister provide an update? And what plans do they have in regards to 2019/20? What will their priorities be for this coming year? As I said, last year they made a commitment to upgrade classrooms and the computer labs. So, what are their commitment and priorities for 2019?

In addition, the College indicated that they would streamline their fee structure to bring it in line with best practices. Has this been completed? And will the Minister share with us the new fee structure and how it has been brought in line with best practices? How has it been made simpler for the parents to understand, and how is it easier to administer at the College?

We spoke about the strategic plan, and I applaud the Minister and the President for the strategic plan. And I was sitting here, and I was wondering, yes, we have a strategic plan. But no one has shared with the House or the community what the vision is for

the strategic plan. What is the top-line vision for the strategic plan? What are the short-term priorities and objectives for the strategic plan? Can the Minister share that with us? I am sure that, with the players at the College, the plan will be successful and effective. But, just give us some more information that we can go on with to support it, going forward. In the event we are asked [about it] ourselves.

The Minister also touched upon the Regulatory Compliance Programme. He said that \$45,000 is committed to that. This plan was a continuation from last year. I know that we had, I think, 45 people enrolled last year (I think it was 45). How many do we expect, or how many are currently enrolled? And how many have graduated? And how many are working in industry? Do we track this information to assess the success of the programme?

[Pause]

Mr. N. H. Cole Simons: Okay. The other thing that I find interesting is that the College provides financial aid. And they have been doing it for a while. Last year, I think they gave \$50,000. I think with all of the grants, scholarships, financial help that is provided by government, and the private sector, what gap exists that will encourage the Bermuda College to also provide financial aid, given that we have made a commitment for millions of dollars to provide financial aid? I am talking about, last year we had \$50,000. So, the questions are, Are we doing it this year, as well? And if so, what gaps are they filling that are not filled by other scholarships or other financial support to the students?

[Pause]

Mr. N. H. Cole Simons: I know that the College also is an accredited testing and assessment centre. And I think there is a great opportunity for them to increase or boost their revenue, because there is a need for a responsible testing and assessment centre that meets its national criteria. I know that the centre can be used for accounting exams, IoD exams, insurance exams. And I think we can do a better job in marketing this service. Because it is a niche that is needed. And I think that the College can capitalise on this service a bit more. And I think, in fact, they may even get support from professional organisations in regard to this space. Because, basically, a lot of these professional organisations do not have examination centres, whereas you have an accredited one. And this just helps make their lives easier. So, I think this is an untapped resource that the Bermuda College can capitalise on.

While I am talking about that, I just remembered something. The issue of alliances with professional credentialing and accrediting agencies . . . I know that in 2018/19, you had associated with the

Association of Chartered Certified Accountants, the Chartered Institute of Legal Executives, City & Guilds, and Building Owners and Managers International. Do we have any more alliances in the [pipeline] in this professional credentialing and accreditation space? Do you envision our having more of those types of qualifications, going forward, in 2019/20?

I know that, shifting gears, still on the College, the campus basically installed campus-wide energy and management systems. I know that the Coco Reef was connected to and possibly still is connected to the energy system that is in place for the College. Can the Minister tell me what reimbursement, the amount that was reimbursed by Coco Reef to the College for energy for this year?

As I said, we touched upon the strategic plan, and I asked about the vision. Obviously, if we have a new plan, we have a new vision. Can the Minister give us some insight on what the rebranding might look like? Because the rebranding will dovetail with the vision and priorities.

So, if he can share with the community what the rebrand will be like? Will we be moving from, what, a community college to an international college, or a university? I do not know. And so, we are going through the rebranding programme. Can the Minister give us some insight as to what the rebranding may look like, going forward? Because I think that would be interesting for the community.

[Madam] Chairman, that brings an end to my contribution on the Bermuda College, on page B-158.

[Pause]

Mr. N. H. Cole Simons: Libraries and Archives. As a custodian of our distant past and our recent history, the Libraries and Archives of Bermuda are a key resource for all Bermudians who wish to gain a better understanding of who they are individually and collectively. Indeed, this demonstrates the crucial role that the libraries and archives play in Bermuda's social fibre. I just have few questions on this. The Minister touched upon it. Can the Minister give us an update on the digitisation strategy? I know he touched upon it, but he did not say what had been achieved in 2018 and what we plan to achieve—some measurable benchmarks that we can hold each other accountable to. So, if he could provide details on what was achieved in 2018 and what we are going to achieve in 2019 in regard to the digitisation strategy for the department?

The other interesting thing that I thought I might ask, in regard to the [business unit] 28000, Collection Management. Do we have a strategy in place for the Talking Book Programme? Do we have a collection of talking books? How accessible is it to the physically impaired—i.e., those with vision impairment? And do we have books in place for those who are hearing impaired? So, that is one question that I

have. I know last year, we had challenges with mould remediation. The questions are, Has this been addressed, and do we have an ongoing plan for mould remediation in the library and the archives?

Now, I understand and I know that in 2018, we merged archives with the libraries. And my questions are: How old is the archival management system? When was it last updated? And could the Minister provide more details in how the archival management system was integrated into the library system in 2018? What roadmap do we follow? What quality assurance did we follow? And what assurance did we have to ensure that the integrity of the data was transferred? And I am concerned because the archives have so much rich and important history and data, because, as you know, data are very important today. And it is important that any information that we are archiving, be it in electronic format or hard copy, that information should be protected and stored in a secure manner.

Now, there was one other thing, and then I would be done.

[Pause]

Mr. N. H. Cole Simons: Oh. I know that the Parliament is going through some changes. And our library system is challenged at this point. And I want to know whether the Parliamentary Library and the Parliamentary Archives will be something that could be considered for management under the library and its team. I think there is a role for it. And I think it would be best that we have our archives in one space. And the Parliamentary Library is in desperate need of help. And I was wondering if the Ministry could lend support to Parliament to ensure that something of that nature happens.

And with those remarks, I bring my contributions to a conclusion. Thank you, Madam Chairman.

The Chairman: Thank you, Member.

Is there anyone else who would like to speak?

The Member from constituency 12, the Honourable Craig Cannonier, Opposition Leader.

Hon. L. Craig Cannonier: Thank you, Madam Chairman.

I was just on page B-145, under 27160, Substitutes. I recognise, and the Honourable Member did say that he had, under 27079, Paraprofessionals, included in these substitutes, substitute teachers. So, I can see, well, it is a \$1,000 difference there. But I can see where the difference is weighed out. But what I do recognise is that under 27160 there is still allocated \$639,000. What is the difference between those substitutes and the substitutes that we have included under 27079, Paraprofessionals? I am just trying to understand that.

[Inaudible interjection]

Hon. L. Craig Cannonier: It is not the same thing?

Okay, yes. I was just curious. And if it is not the same thing, then how many substitutes then are we talking about who have been moved into the paraprofessional area? If he could qualify that, I would appreciate it. I just did not understand quite clearly. There were not any explanatory remarks to that.

Also, I did not know. There was a lot of talk before, I did not hear in the brief, about Internet coverage. And I did not know if it fit under IT support or not—maybe not. If whether or not under IT support where there is a slight increase, whether that was including to ensure that all of the schools are adequately covered. I know that we were covering the schools, but whether or not they are adequately covered.

Also, over on, I believe the Honourable Member Cole Simons may have answered my question, but under performance measures, B-151, where it says, “percentage of students who graduate with one or more industry recognised credentials.” I was just curious as to whether we could get all of those credentials listed out as to what they are so that the public is aware of what those are.

And there was one other thing that I wanted to ask, and that was over on page B-153 under performance measures. If you look at preschools and primary schools, there is a lot of talk there about performance measures and ensuring that our students stay within the school system, graduating, moving through to the next class, percentages of that. But I did run into two sets of parents whose kids were out-performing the class that they had been in. And they had actually been put ahead a class. But even after putting them ahead of the class, they were still at the tops of the classes that they were put ahead in.

And I was not quite sure. It might be nice to be able to identify some of these students who are out-performing in the school system. But there is nothing that described exactly what happens to these students, how we are pushing them along. We do know that, eventually when they reach the high school level, that they wind up getting into programmes with the College. But at the preschool and primary levels, we are identifying these kids. But I am not sure exactly what programmes we have that are catering to these kids so that we can move them along, as well. There was one particular parent who was a bit frustrated, trying to understand what else could be done.

So, those are the few questions that I had.

The Chairman: Thank you, Member.

Would anyone else wish to speak?

The Chair recognises the Member from constituency 19, Jeanne Atherden.

Hon. Jeanne J. Atherden: Thank you, Madam Chairman.

I have just a few questions. The first one relates to, and it is on page B-149, and it goes from [pages] B-149 to B-150. There is an indication that, in 2017/18, we had 1,116 full-time equivalents. And then, in 2018/19, we were up to 1,126. And then, in 2019/20, we are down to only six heads.

And I guess I would like to ask the question that I know that Mr. and Mrs. Bermuda want to know, because this whole question of full-time equivalents and how many bums are on seats is an issue that keeps coming up, because when you start having things that come up during the year and someone says, *Oh, well, we didn't have enough manpower. Positions were unfilled*, my question to the Minister is, You said that your budget for 2019/20 [has] six fewer people. How many bums are not on seats right now? Which means that you do not have people there to fill these programmes. Because I realise that it impacts on the number of . . . whether it be the number of teachers in the school or the number of paraprofessionals, if the bums are not on seats, then you are not able to deliver on the programmes.

My second question relates to the whole thing of the STEM education. And the Minister was talking about what we were doing with respect to education and what we were doing in terms of challenging our students. And there was an indication that you were getting students at sort of like the middle school area age and that they were starting to be exposed to what I call the STEM education. And I just wondered whether the Minister is aware that there is now a new study out which is indicating that maybe that was too late. So, I am wondering whether there is any consideration being given at the primary level as to whether there is any indication that we would start to teach [STEM] at that level.

And I say that because they were talking about girls. They were talking about the number of girls who were starting to get involved in the computer areas. And they were finding that, by the time girls got exposed to computers, et cetera, they had already turned their minds off or they had already changed. So, it then ties into this whole thing of our education and what we are doing with respect to the programmes.

And I think that the only other question I had related to this whole issue of performance standards. And I am asking this because, in the Budget Statement, there was a clear indication that more money was going to be spent on, they were indicating, autism. And so, I just wanted to understand. And I say this because I have said right from the get-go that, when I look at programmes, I go and look in the Budget Book for standards. So, I went to look into the Budget Book to see whether there were any performance standards with respect to that, and I could not find any performance standards. So, I just wondered, what performance standards are going to be implemented for the new programme that you are going to

put into place for those people who are going to be teaching the autism, learning the autism education? So, I just wondered.

Thank you, Madam Chairman.

The Chairman: Thank you.

Would anyone else like to speak to the heads?

All right. We are debating the heads under Education, Heads 16, 17, 18, 19 and 41.

With no other speakers, Minister, would you like to take the floor?

Hon. Diallo V. S. Rabain: Thank you, Madam Chairman.

There have been quite a few questions. I think I want to start with the last speaker first because, Madam Chairman, I take education very, very seriously in Bermuda. And by taking education seriously, that means you have to . . . we cannot just come up here and just talk because that is something to do.

And I refer to a few questions that the last speaker just spoke to. I want to draw her attention back to last year, June, when I made a Ministerial Statement in this House, detailing the STEAM Education Programme in primary schools that had been [ongoing], that had been ongoing for a year, a pilot programme already at that point, and we were implementing it in eight more schools in September 2018, and we would be in eight more schools in September 2019. So, I hope that answered the question that she asked of, What are we doing with STEAM education at the primary school level?

I also want to draw a reference to the statement about FTEs [full-time equivalents] that was mentioned in the Budget Statement that I gave earlier today, and I gave an explanation of—

The Chairman: Minister, if you would not mind. Member.

POINT OF ORDER

[Misleading]

Hon. Jeanne J. Atherden: I believe that the Minister is misleading the House. I did not indicate. I asked you whether, based on the fact that there is now an indication that perhaps at the middle school . . . at the primary school it is too late, whether this was something that was going to be considered with respect to getting more girls into what I call the computers and sciences.

The Chairman: Thank you, Member. Minister.

Hon. Diallo V. S. Rabain: Thank you, Madam Chairman.

I am sure that, when we receive the Hansard later this week, we will hear that Honourable Member say, *middle school, and what are we doing to start it earlier in the primary school level?* But we will move on from that, because it is being done and the question is answered. STEAM education is present within our primary schools, and it will continue to be within our primary schools.

The second question was asked about FTEs. In the Budget Statement, it was also explained about the FTEs decreasing from 1,126 to 1,120. So, that was already answered within the Budget Statement, the Budget Statement that I gave earlier.

Hon. Jeanne J. Atherden: Point of clarification.

The Chairman: Point of clarification.

Minister, thank you.

All right.

POINT OF CLARIFICATION

Hon. Jeanne J. Atherden: Because there has always been a concern about the number of people who are actually in there, I was asking the Minister whether he could clarify for the people of Bermuda how many people are physically in the school, in the system? Because whenever you get into this whole issue of full-time equivalents, there is always a question that comes up later as to whether people are actually there or whether the book says that you have this number of heads. But when you go and look into a programme, you actually find that, instead of 16 people in the actual building, you only have 12. And that means that you have six fewer people to carry out the programme.

So, could the Minister ask his technical officers how many full-time equivalents are not matched by bums on seats?

The Chairman: Thank you, Member.
Minister.

Hon. Diallo V. S. Rabain: Thank you, Madam Chairman.

And I will get that complete answer. But, from the Budget Book, I think it is clear for us to . . . I need to make it clear to the public, as the Honourable Member said, that all 1,120 of those people are ensuring that education is delivered at the highest quality. So, whether they are exactly in the schools or they are at the Department of Education, they are all part of the same mechanism to deliver education.

So, Madam Chairman, I would just like to answer some of the questions that were [asked]. Question, what happened to CDP [Child Development Programme]? The justification for removing CDP was shared with the community in a Ministerial Statement in the House last year. Some of those Members went

to the Department of Education. Some of them went to the Department of Workforce Development. As Workforce Development was moved to another Ministry, the persons who were within that department stayed with Workforce Development.

Has the Minister considered organisational structure of the Ministry to align with Plan 2022? As the former Minister would know, the Ministry Headquarters is not responsible for Plan 2022. It is the Education Department's responsibility. But I will let him know that there is an organisational review, as recommended by Plan 2022, which is taking place. And I do believe it started when he was the Minister, but I could be corrected.

Has the leadership training plan [been] put in place for the Commissioner of Education and the Permanent Secretary? The question is—so you are assuming that there is no leadership training and development programme that they are currently involved in. And the answer to that question would be no. You have assumed wrong. They are always looking to upgrade their skill set.

Mr. N. H. Cole Simons: Madam Chairman, he is misleading the House.

[Inaudible interjection]

POINT OF ORDER

[Misleading]

Mr. N. H. Cole Simons: I asked the question. I did not say they were not. I just asked the question, were they getting the support they need in regard to leadership and professional development?

The Chairman: Thank you, Member.
Minister.

Hon. Diallo V. S. Rabain: And the answer is yes.

Madam Chairman, again, speaking to the question about aligning the organisational structure with Plan 2022, I just want to reiterate to the listening public and to Members opposite, the Ministry of Education is responsible for the operations of the Department of Education, the Department of Libraries and Archives, and the Bermuda College. The Department of Education is responsible for the delivery of education—i.e., Plan 2022.

Next question. What are the expectations for Plan 2022? Answer: Continue with the execution of strategies of Plan 2022 that will extend across all five priority areas. In my budget brief, I mentioned that we are in the process of producing an annual report on the progress of Plan 2022, and that will outline to the public at large, and including Members of this House when I table it here, what has happened between the start and the year on from where we are.

Next question was, How many are in the mentoring programme? In the teachers' mentoring programme, the answer is 31. How long are they in the programme? Three years. Are mentors trained to meet international best practice standards for mentor teachers? The answer is yes. Mentors participate in overseas professional development.

Question: How many times have the Parental Involvement Committee met? Answer: The Parental involvement Committee meets once a month with the Commissioner of Education. The committee receives updates on Plan 2022 and discusses matters pertaining to curriculum, instruction, assessment and other matters concerning parents. The committee is also currently working on a newsletter which will be used as a communication tool for the public.

How much is allotted each year for standards-based grading? In 2019/20, we will allocate \$430,000. In 2020/21, we have a rough estimate of \$360,000.

SCARS [Saving Children And Revealing Secrets] training should be required for all teachers. It is mandated for all teachers.

Succession planning. What succession planning framework is made up for the senior team? Will this be made public? (Okay. I am sorry. That is on another piece of paper.)

Ah, here we go, Succession Planning. [The] succession planning, policy and framework is in place, and they have been shared with staff. The MOE [Ministry of Education] succession planning work is structured in three organisation levels: executive and head of the department; senior manager and senior professionals; and middle managers, technical and professionals.

How many students have IEPs [individualised education programme], special needs? Seven-hundred and six are on IEPs. How often do schools meet with parents? Parents are involved in the IEP process throughout the year, and schools aim to meet with them at least once per quarter. How many students are serviced by educational therapists? Educational therapists support students with tier 1, tier 2 and tier 3 behaviours—that is, from mild to severe behaviours. Thirty-four students are currently on behaviour intervention plans.

The Quality Assurance Officer is scheduled to be in place in September 2019. The Quality Assurance Officer works in collaboration with the Department of Health to provide support and guidance for private preschools and childhood facilities.

What curricular, academic and social are being taught at the preschool level? And give an overview of each. (I am sorry. That was not a question.)

What professional development has been provided for preschool teachers and leaders? One, the Social Emotional Engagement-Knowledge and Skills (or SEE-KS); the MTS, multi-tiered system of support; First Aid, CPR, and SCARS; Creative Curriculum and Teaching Strategies GOLD; and training on

implementing GOLD in MyTeachingStrategies; and training through community partnerships with deepening knowledge and skills of teachers in the area of brain development, creative minds, flexible mind-set, mode to development and inquiry-based teaching and learning.

There was a question asked about the Facilities Department. And, yes, there was funding provided for an additional person within Facilities. However, with efficiencies introduced, which have resulted in better reporting and addressing of school repairs and the hiring of a new Facilities manager, he seems to have everything under control as is.

Rent was asked about. As shown in the Budget Book on page C-25, rent at Southside was \$410,558. Rent for the City of Hamilton is \$307,365, a difference of just over \$100,000.

Question: How many counsellors complete the global training for the Officer Certification Programme? Answer: Berkeley Institute has five counsellors who have completed the programme and utilised the information during informational planning meetings with students and their parents. CedarBridge has one counsellor who has completed the training and three who are nearing training.

You asked for a few numbers. Here we go. The number of students receiving Adaptive PE is 87. The number of visually impaired students, 13. The number of hearing impaired students, 8. The number of students at Success Academy in Devonshire, 10. The number of students at Success Academy, Heron Bay, 6. The number of students in Primary ASD, 18; middle ASD, 5; senior ASD, 3. And I will give you some extra information. The number of students in functional programmes at the primary level, 3; the middle school functional programme, 13; and at senior, 11. The number of students in alternative programmes other than Success Academy is 15.

Professional development provided during the 2018/19 school year. We had learning support teachers, at October, professional development with officers. Paraprofessionals had behaviour learning with officers and ETs (educational therapists), TCI and Webinars, which is trauma checklist indicator. Educational therapist assistants, behaviour training with officers. Devonshire Success Academy, TCI training in September; Success Academy, Heron Bay, TCI training in September. MTSS [multi-tiered system of supports] coaches, monthly with system MTSS coaches within the schools. Learning support officers, according to JFP CCE Conference school psychologists, JFP and NASP [National Association of School Psychologists] Conferences; and educational officer, JFP; educational officer behaviour, Webinars and AD student services, CEC Conference and leadership conferences.

Is the ASD classroom at Dame set up? The reply is, Not yet.

There was a question about school enrolment. Current school enrolment at the preschool level is 315, and projected enrolment in September 2019 is 251.

Just some more updates on the STEAM education. Who is leading the STEAM initiative? The GATE [gifted and talented education] Officer is leading the STEAM initiative as the technical officer. Assisting with this initiative are the Education Officer for the Arts and Information Technology Facilities and information technology managers, and the Director of Academics.

The STEAM office will be responsible for all STEAM programme functions, as the current implementation management is not part of the GATE [Education] Officer's remit or description.

The total number of primary schools currently implementing STEAM is seven primary schools. Those seven schools are Dalton E. Tucker, Gilbert Institute, Northlands Primary, Paget Primary, Prospect Primary, Purvis Primary, and Victor Scott Primary. And as I mentioned previously, there will be eight more schools coming on board in September. The total number of middle schools implementing STEAM are Clearwater Middle School, Sandys Secondary Middle School, and Dellwood Middle School.

And, lastly, professional development offered to STEAM during STEAM education, which includes summer professional development offerings, is implementing the EiE [Engineering is Elementary] curriculum, which is the curriculum used in the primary schools; the EiE Teacher Institute; and the EiE preparation for implementation.

What caused the increase in travel funds? The increase in travel funds is due to a reallocation within the PD budget from local training to auxiliary travel expenses with an emphasis on airfare and accommodations.

How much have we paid for Cambridge in the last eight years? A total of \$1.3 million.

What is in place for cybersecurity? We are constantly scanning and updating our secure cyber defence systems, i.e., firewall and edge systems. We are in the process of developing data classification structures and an intrusion response strategy. Data classifications are regulatory, confidential, sensitive and public.

The question was, Is PowerSchool functioning? The answer is yes.

The next question was, What is the progress of research for alternative school models? The answer is, consistent with Plan 2022, we are researching alternative education models. Specifically, we are moving away from the last-chance, or punitive, model for behavioural problem students. We believe that alternative schools, going forward, should be positive, proactive and responsive to the needs of children and family for whom traditional school just does not fit.

How much is allocated for training of subs, orientation of subs? This is in-house training done by the HR Section. What do workshops and orientation involve? Brief system overview, research-based strategies for teaching, classroom management techniques. Mentors model effective strategies to engage students to maximise time in the classroom.

Updates and libraries. The update on digitisation. The *Royal Gazette* microfilms have been digitised up to 1945. For the upcoming year, we hope to complete films up to 1950. The availability of talking books? The library has provided talking books for many years, starting with books on tape and progressing to books on CD. Currently, in addition to books on CD, the library provides e-audio through the library website. These books are available to anyone with a library card.

Mould remediation. Mould remediation has been completed in both libraries and archives. To stay on top of this, funds have been increased in the budget for regular cleaning. We will continue to work with the Public Works Department to maintain the buildings and reduce the number of leaks we experience.

Archival systems. The archives system was last updated in 2016. The system has not been integrated into the library systems, as this was unnecessary. And Parliamentary Library and Archives, with additional qualified staff, it is possible to bring these units under Libraries and Archives.

One question here was, what is the number of two- to three-year-olds screened for ASD, who have ASD? The answer is 4 per cent.

And I believe there was one more question. A question from the Honourable Member Cannonier was about the substitutes and the paras. Well, what was happening in the past was that paraprofessional salaries were being charged to the substitute budget. And so, what I have done is asked them to, please, just move the money to the paraprofessional budget.

There was no moving of actual persons. It was just the funding, so that we can accurately reflect what we are paying for paraprofessionals and what we are paying for substitutes. I think for a number of years up in this House, even when I sat on that side, it was always this question of, Why is the substitute budget always budgeted for one thing and going over, year over year? As we know with substitutes, we cannot accurately predict how many substitutes are going to happen for the year.

And as you have seen, we just mentioned, I think I said it was 609 students that require IEPs and the like. Those types of students have gone up. The number of paraprofessionals that we need in the classroom has gone up, as well. And this is why it is critically important for us to come up with new strategies of addressing this type of student, so we can be more effective and utilise the funding that we do have more strategically.

There were some questions about Bermuda College. I will be happy to share with colleagues the strategic plan that has been put together. That has been released to the public. I am not quite sure why it never made it up here. But it is something that I will happily engage to bring forward for colleagues to have.

The Chairman: Are there any other questions?

Mr. N. H. Cole Simons: Yes. I wanted to thank the Minister for his response. The answers have provided great insight as to what is going on.

One thing that he raised that caught my attention was the Quality Assurance Officer for the pre-schools. I think he indicated that it would cover private schools and the public schools. So, will the Quality Assurance Officer also put in place training programmes for private school teachers and administrators? And will that person . . . no, no. Because you said "private." You said "private" in your presentation. So, I am asking the question.

So, the other concern that I have is, we have a lot of these private preschools. And I am concerned that the quality of the curriculum may not be where it ought to be, or they ought to be. So, the question is, Will the quality assurance also look at and assess the quality of the curricula for each of the private preschools and make recommendations in how they can be improved? Those are my questions.

The Chairman: Minister.

Hon. Diallo V. S. Rabain: Thank you, Madam Chairman.

The easy way to answer that question is that those policies are being looked at now in conjunction with, not just the Ministry of Education, but also the Ministry of Health, and with the Child and Family Services, as well. You will be pleased to know that that is well advanced, and we are working to put something in place in the upcoming year to address exactly that concern.

Another question that was asked by MP Cannonier is, Are we adequately covering schools with Internet? I mentioned in the brief that we have allocated nearly \$600,000 (I want to say it is around that amount) so that we can upgrade the bandwidth to all of our schools. And that is something that is being worked on as we speak, and something that we hope will be in place very, very quickly. For the listening public, unfortunately, in our schools we are saddled with 10 megabits per second going to all of our schools. And we are looking to upgrade that to at least 100 to all of our schools.

But that will require a lot more than just flipping the switch. In the brief I talked about how we are looking to pipe in fibre to the schools so that we can get that. What happened is that all of our schools are

fed by copper wire. And they just cannot go any faster than what it is. So, we just ask for patience as we look to get that implemented and work it out between the providers that we have been talking to.

I just wanted to answer some questions about Bermuda College. What percentage of school population is on awards and scholarships? The answer is 25 per cent in the academic division, 15 per cent in PACE. How many articulation agreements does Bermuda College currently have, and how many are in the works? Bermuda College currently has 28 agreements that are signed, and 9 are in progress. Would the Minister provide details on the strategic plan? I just addressed that. And if you are technically inclined, you can go on the website of Bermuda College, because it is posted on there, as well.

Promotion of testing centre assessment. Bermuda College is working with professional organisations to promote the testing centre. New partnerships have been established with the Actuary Association and the Bermuda Hospitals Board.

Has there been improvement in male enrolment? Male enrolment has been steadily increasing, 31 per cent in 2015. This current year it is 41 per cent. Does the College have a new fee structure, as stated last year? Yes, the new fee structure has been streamlined to a flat fee of \$155 per credit.

[Inaudible interjection]

Hon. Diallo V. S. Rabain: Yes, that came in place last fall, in the fall of 2018.

Why did Bermuda College have to provide financial aid of \$150,000 last year? The amount was awarded to support full-time students whose fees increased as a result of the restructuring of fees.

Reimbursement by Coco Reef for this year. I cannot give you the actual amount at this time, but they are paying their total electrical bill, as it is now metred. What does the rebranding look like? We are looking at logo, tagline and colours.

The Chairman: Would anyone else like to speak?
The Member from constituency 19.

Hon. Jeanne J. Atherden: Thank you, Madam Chairman.

Obviously, I am listening to the Minister as it relates to all of the primary schools that are going to be rolled out with respect to the STEAM education. So that is very good. I am just wondering whether the Ministry tracks the number of girls who are involved in computers. Because there has been a really recent study that is indicating that girls need to get exposure to computers earlier, so much earlier that it should now be at the kindergarten level.

And I just wondered, recognising that there is a belief that boys tend to be more involved, do we track the results, and are we satisfied that rolling it out

at primary level is going to get the girls involved, or whether we have to consider this new study that says girls should be involved in computer-type information back at the kindergarten level?

And my last question to the Minister relates to performance measures. And I know in the Budget Book on page 33 we are talking about preschool level expenditure of \$327,000, implementing the Autism Spectrum Disorder Programme. And I just wondered whether any performance measures had been put in place for that, because as I have said right from the get-go, I believe new programmes should have performance measures that come along with them if they justify inclusion and reference in the Budget Book. And I just wondered if there were any for that programme.

The Chairman: Thank you, Member.

Would anyone else like to speak?
Minister, you have the floor.

Hon. Diallo V. S. Rabain: Thank you, Madam Chairman.

Madam Chairman, speaking of the ASD programme, as the Member noted, it was in the Budget Book because it is something that is being developed. And we are looking to implement this starting in September. And so, all of the things that she is talking about, ways to measure the success of it, will be built in, like it is built in to all of our other programmes.

The other question about, do we track the number of females and males, when we do our programmes within our schools, all of the students in the class have to join in. And so, it is not an optional programme when we are talking about at the primary level. It is the entire class. And, as we have more females than males at our primary school level, there are obviously going to be more females who are grabbing hold of this than males. As they progress up . . . I can understand the question. As they go into senior school, where they can elect certain things that are outside of the core subjects, that would be something for us to look at. And I take that under advisement.

I also wanted to mention and make the Member aware of an additional programme that has started in our schools, and that is a coding programme at the primary level. It is something that, when I came in as Minister, I was keen to implement in 2007. And with the help of private partners, I would like to say thank you to Hamilton Re for their unwavering support of this particular programme, and ConnecTech, with Coral Wells. They actually visit the schools. Every single primary school gets visited every day of the week for an hour of coding. And right now it is limited to P5 and P6. But, as we move forward, it is something that is going to be integrated into the curriculum if I have anything to say about it. Thank you.

The Chairman: Thank you, Minister.

Would anyone else like to ask questions?
Would anyone want to speak?
Minister, you have the floor.

Hon. Diallo V. S. Rabain: Thank you, Madam Chairman.

Once again, I want to thank everyone for this robust debate. I think we all recognise how important education is. And I do want to say thank you to Members of the opposite side, who did take this very seriously, this particular debate, and asked . . . There were some really, really good, probing questions that the public did deserve to have answers for.

I do want to thank the technical staff who came down. I see the Permanent Secretary, the Commissioner of Education, the Department Comptroller, and Dr. Greene from the Bermuda College. Thank you for your support. We cannot do it without these phenomenal people steering the ship as they are.

And with that, Madam Chairman, I move that Heads 16, 17, 18, 19 and 41 be approved.

The Chairman: It has been moved that Heads 16, 17, 18, 19 and 41 be approved.

Is there any objection to that motion?
No objection.
Agreed to.

[Gavel]

[Motion carried: The Ministry of Education, Heads 16, 17, 18, 19 and 41 were approved and stand part of the Estimates of Revenue and Expenditure for the year 2019/20.]

Hon. Diallo V. S. Rabain: Madam Chairman, I move that the Committee rise and report progress, and ask for leave to sit again to initiate the considerations of the next heads.

The Chairman: It has been moved that the Committee rise and report progress and ask for leave to sit again.

Is there any objection to that motion?
No objection.

[Gavel]

[Motion carried: The Committee of Supply agreed to rise and report progress, and sought leave to sit again on Wednesday, 6th March 2019.]

House resumed at 5:46 pm

[Hon. Dennis P. Lister, Jr., Speaker, in the Chair]

REPORT OF COMMITTEE

ESTIMATES OF REVENUE AND EXPENDITURE FOR THE YEAR 2019/20

The Speaker: Members, are there any objections to the matters that were discussed today, the two heads that were discussed, being reported to the House?

No objections.

So done.

That now brings us to the next order on the Order Paper today. And the next orders are all being carried over, I understand.

So, Deputy.

ADJOURNMENT

Hon. Walter H. Roban: Thank you, Mr. Speaker.

I now move that we adjourn until March 6th, Wednesday, at 10:00 am.

The Speaker: Yes. Any objection to that?

No objections.

Are any Members speaking to that?

None.

This brings us to a close of the day's Orders. Thank you, Members.

[Laughter]

The Speaker: Have a good evening.

[At 5:47 pm, the House stood adjourned until 10:00 am, Wednesday, 6 March 2019.]