



# OBA Platform 2020

# TEAM OBA



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Constituency 12  
Devonshire South Central



**Leah Scott, Deputy Leader**  
Constituency 30  
Southampton East Central



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**Thomas Harvey**  
Constituency 2  
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St David's



**Kim Pitcher**  
Constituency 4  
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Hamilton East



**Simone Barton**  
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Hamilton West



**Robin Tucker**  
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Hamilton South



**Cole Simons**  
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**Vic Ball**  
Constituency 9  
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**Michael Dunkley**  
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**Charles Sawm**  
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**Scott Stewart**  
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**Nick Kempe**  
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**Susan Jackson**  
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**Douglas De Couto**  
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**Dwayne Robinson**  
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**Ben Smith**  
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**Karen Magnum**  
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**Nicky Gurret**  
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**Michael Cann**  
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Sandys North Central



**Jeff Sousa**  
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# Bolder. Balanced. Better.

## **My Fellow Bermudians,**

I am deeply honoured to present our ideas to you on behalf of Team OBA: Our Social Contract – Better for Bermuda.

This document is a reflection of your concerns and needs and what is best for Bermuda. It represents our solemn promise to you to be Better for Bermuda.

Our Social Contract takes into account our economic realities and social challenges. It contains policies and initiatives that will help all Bermudians be successful. From our education ideas to our plans to assist seniors, this is truly a contract that all Bermudians can believe in.

It is balanced, bold where we need to take steps to ensure Bermuda is not left behind in a global world, and contains better solutions to current, problematic issues. It is about stability and transformation.

Bermuda cannot be the society we all wish it to be unless it involves and engages our entire society. You will find throughout Our Social Contract – Better for Bermuda that we stand for cohesiveness, collaboration, consensus building and national conversations for change on matters like inclusiveness.

I am proud of the work the OBA did from 2012 to 2017. Bermuda was in the economic doldrums and our policies helped Bermuda immensely. We have a repeat of economic depression and must have the best team to manage the people's money prudently – that is the OBA.

Our Party has gone through a period of reflection and rebuilding. This has culminated in a Party with new candidates and fresh ideas, along with tried and proven experience. Together, working with you, we will take Bermuda in a new, better, direction.

I pledge that we will do better, much better than what you have had to endure over the last three years. We will do better on education, protecting our vulnerable Bermudians, stimulating our economy, transforming healthcare, enhancing our public and uniformed services and transforming the way Bermuda is governed by giving power back to the communities we serve. We will leave no one behind.

I dream of a Bermuda marked by excellence. A Bermuda that is the safest place in which to live and work. A Bermuda in which the different dreams of our youth can all be realized. A Bermuda in which the people are put first and in which the divisive political rhetoric is a thing of the past and in which the people are always put first – people before politics.

This is a critical time for Bermuda. This is a time for change in Bermuda. Let history record we all made the choice for change when we were required so to do and started the process for a new Bermuda.

**I am ready to serve you.  
The OBA is ready to serve you.  
We are ready to serve Bermuda.  
We will be Better for Bermuda.  
We will not let you down.**

**I ask that you vote for the  
One Bermuda Alliance on 1st October 2020.**

# Vote OBA, If You Care About...

## Restoring our Economy

### Encouraging Equitable Wealth Creation & Economic Success

Bermuda's main problem today is its broken economy, clearly evident by massive – and rising – debt, a lack of investor and business confidence, rising cost of living, high job losses and employment attrition.

This is no secret.

The unfortunate, harsh, results of this economic morass are all too personal for an increasing number of Bermudians.

It is hurtful to the OBA to see the numbers of Bermudians who daily line up for support – needed just to get by – and to hear the stories of suffering as we canvass constituencies.

Our declining economy is one issue all Bermudians must confront now.

It is one of several reasons – but the most compelling one – why you should vote for a new One Bermuda Alliance government.

The OBA's record for economic stability and fiscal responsibility is second to none.

It was an OBA government which in just four years brought one billion dollars of investment to our country and created jobs.

It should be noted here that the One Bermuda Alliance increased payroll tax on the highest paid and decreased it for the lowest.

It was a very firm foundation for the Burt administration to build on.

But, prudent policies have been replaced with fluff, the majority of which has been anticlimactic for our people, as unrealistic promises have not been fulfilled; and the few projects that saw any light were way short of David Burt's lavish promises.

Today, a massive PLP debt of \$3 billion – and rising – is choking the economy. The Burt administration has added One Billion Dollars to the debt in just 12 months.

The Burt administration has flattered to deceive. Even now, they are playing politics with the people's money.

This works in the mind of magician Burt.

But such deception and ineptitude destroys investor confidence and, worse, people's lives.

What can be more frivolous and offensive than the Burt administration putting forward an arrangement for seniors to borrow money?

What seniors want is the protection of their hard-earned assets so they can enjoy their older years without the worry they feel now.

That is not the action of a party that says it puts Bermudians first.

We are now hearing about \$800,000 given by the Premier to a scammer.

This is money that could have gone to alleviating the suffering of our citizens.

We are all left to wonder what else will come out of the shadows.

But there is hope ahead.

Hope in a better – much better – One Bermuda Alliance.

We will not pretend the road ahead will be an easy one.

It has never been Party policy to make fanciful promises simply because it is an election – and we will not do so in this election.

The OBA believes in the people of Bermuda over politics.

We believe in the resilience of our people and our strength in overcoming the hurdles as long as there is transparency: a Government that tells it as it is and illuminates a clear path ahead.

And that is what the OBA is promising.

The OBA firmly believes that it requires the inclusion of all sectors and all Bermudians to take our country forward.

The welfare of the people will inform our policies and we will engage all relevant groups in framing the economic initiatives that we intend to execute to make Bermuda better.

We pledge that the OBA will exercise fiscal responsibility whilst ensuring a safety net for the most vulnerable.

Our economic policies and programmes are seated in reality – what is necessary and doable – and will always be people centred.

We will also be guided by a simple economic truth – you cannot borrow your way out of trouble, you cannot borrow your way to prosperity.

That is Economics 101.

Everyone knows that except, from the clear evidence, the Premier.

Mindless borrowing, instead of the needed proper management, only postpones the inevitable day of reckoning when the sleight of hand and band aids can no longer hold.

David Burt knows that day is at hand for the PLP, hence the rush to have an election in a pandemic – another unconscionable action that disregards the priorities of our country.

Apart from stifling growth, increased debt also saddles our young people with a PLP inheritance that leaves nothing in its will as, if left unchecked, all they will have is debt repayments.

Our country, especially our young people, deserve better.

So, our overall framework for progress will be:

- a check on massive borrowing and focus on debt reduction;
- removal of disincentives to doing business;
- small business development targeted at Bermudians and nurturing of a new sector around young people and their love of and acumen with technology and entertainment;
- and addressing issues such as immigration policy to attract more spending and long-term investments in Bermuda.

The OBA will also pivot Bermuda from its somewhat disconnected approach to development to a more integrated, well-informed and results oriented paradigm that will link education and training to development needs on the basis of research data.

Along with encouraging the platforms for our young people and Bermuda to seize the lucrative opportunities in the tech world and worldwide cultural industries, the OBA will enhance local capabilities to reduce imports while positioning our country as an

international resource and research centre around our natural assets.

There is much to do.

But one critical step will be the rationalization of the heavy taxes on Bermudians and the removal of the sugar tax.

We urge every Bermudian to pause and consider the current circumstances of reckless management of your money, the PLP's addiction to borrowing, Bermuda's mountain of debt and the harshness of everyday living because of high and climbing prices.

We urge every Bermudian to analyse our solid proposals which are well-considered, achievable, will stabilize our economy and set us up for growth and jobs.

We urge every Bermudian to understand that there is no investment confidence in Burt and the PLP.

The wild running around at this last minute handing out money for electioneering purposes that Bermuda cannot afford is exactly the reason why investors have no confidence in Burt and the PLP.

And without investments we do not grow.

We need the best for Bermuda now. And the best for Bermuda is the OBA.

There is no secret elixir. We need to create business confidence – stop the race baiting, xenophobia and corruption – in order to attract investors.

And that is exactly what the OBA will do.

## **IN ADDITION TO THE INITIATIVES ALREADY OUTLINED, THE OBA WILL:**

- Repeal the Sugar Tax, reduce the tax on purchasing US dollars, and re-assess all new and burdensome Burt Administration taxes, which have increased your cost of living.
- Make job creation the primary focus of all economic planning. We must revive Bermudian job opportunities, to anticipate how best to renew our economy.
- Improve standards of living in Bermuda by creating an environment that attracts foreign investment into our country, allowing for job creation.
- Ensure our people are empowered with the necessary skills to take advantage of job opportunities, so Bermudians flourish as entrepreneurs and business owners.

- Work with banks, international businesses, and other organisations to address the systemic inequalities that affect Bermudians.
- Enhance circulation of cash flow by increasing loans available to small businesses.
- Work to reduce Bermuda’s massive debt by controlling public spending and generating economic growth in existing and new market sectors, to ensure job creation for Bermudians.
- Immediately implement a duty deferral system to improve cash flows for retailers. Review what further tax changes are needed that will protect the Bermudian jobs in the sector.
- Identify ways to reduce the cost of living. The social impact of Bermuda’s high cost of living has impacted negatively in many areas, including the emigration of Bermudians to other jurisdictions. We must stem the outward flow of our intellectual capital – our people.
- Implement recommendations from Bermuda First, the SAGE Commission, and the Fiscal Responsibility Panel.
- Integrate green technology into all aspects of Bermuda, including encouraging the increased use of solar power. The green economic recovery is central to recovery overall.
- Gradually stop social assistance once a job is secured that pays sufficiently to give hope to the recipient and a clear path to self-sufficiency.

- Adopt a ladder scheme whereby small businesses progressively gain access to larger Government contracts.
- Redefine the 60% ownership rule from “Bermudians” to “residents” to encourage investment into Bermudian businesses from those who are already committed to Bermuda.

## JOB CREATION

- Establish a unified data collection system to properly allocate economic and human resources for future job creation in Bermuda.
- Identify which jobs need to be filled and the skills of Bermudians who want to work. Bermuda needs ‘connected-thinking’ about our Job Market, driven by real data on education, skill-sets, and opportunities, in order to connect developing Bermudians with jobs that actually exist.
- Strive to reduce the cost of doing business in Bermuda by identifying and removing red tape wherever possible.
- Align the Department of Workforce Development to ensure its focus is on securing jobs for our people.
- Provide the environment for the flourishing of next sector jobs in the entertainment and technological areas, including robotics, animation, design and music, so that our young people who are naturally oriented towards this lucrative sector can monetise their creativity.



# Vote OBA, If You Care About...

## Fighting Vulnerabilities

### Our Social Contract

The real measure of a good society is the government's ability to provide decent, affordable healthcare, a healthy environment and to protect the most vulnerable.

Indeed, the term 'vulnerability of small states' is one increasingly mentioned as countries like ours face existential threats from external, but real, factors which see Bermuda facing more hurricanes, seeing changes to our sea life and general degradation of environments.

It is called climate change.

Today, sadly, too many Bermudians, faced with critical illnesses and beginning to lose hope as they struggle to survive, are starting to question what is good about our Island.

If the Covid-19 pandemic has taught us anything, it is that public healthcare and an effective social support system are matters of national security and utmost economic priority. In this respect, the Burt administration has failed.

Social provisions have long moved from just medical care to include wellness, healthy environments, 'greening' and more than basic support to prevent people from falling through the cracks.

The OBA intends to provide a social platform that offers an affordable, efficient, properly regulated healthcare system; the best small-island environment that emphasises the incorporation of green practices and sustainable development; the promotion of physical and mental health; a war on non-communicable diseases through education and healthy eating and a comprehensive support system of monetised and institutional support for individuals and families.

Our aim, simply, is to have an equitable sector that is informed by data. No one should have to forego medical attention because they cannot afford it or not have support for daily living because the government cannot afford it.

It will require extensive discussion and deep collaboration with all parties, private and public, particularly the insurance sector, and medical and pharmaceutical professionals.

The OBA's competence in the sound management of the economy is an overriding component in delivering the necessary social contract with the people. Our inclusive, consensus-driven approach – as opposed to PLP dictatorial bullying – is also vital.

## HEALTHCARE & WELLNESS

Healthcare costs have spiralled over the last two decades in Bermuda, changing from a system that was affordable for the majority of Bermudians to one where the cost represents the second largest household expenditure each month.

Healthcare in Bermuda has become big business for some, rather than the helping service that most healthcare professionals want it to be.

Healthcare in Bermuda is a complex system of piecemeal legislation and outdated models that need to be addressed in order to ensure a fair and equitable healthcare system with universal care coverage for all.

The changes to healthcare must look at the healthcare delivery systems, the costs of delivery, the makeup of our population, tackling chronic illnesses such as diabetes, heart disease and kidney failure, with a long term focus on diet, exercise, mental care and continual engagement of our seniors to stimulate their minds and keep them active.

The OBA believes that all Bermudians should have access to affordable, high quality healthcare.

Healthcare costs need to be fully transparent and linked to the quality of service and outcomes that we are receiving from our healthcare providers.

The OBA is committed to working with all stakeholders on healthcare reform with the interests of all Bermudians in mind. Bermudians need to be part of the collective process to control the Island's healthcare costs.



## THE OBA WILL ALSO:

- Ensure that every Bermudian has health insurance coverage that is evidenced-based, managed by independent professionals and not by the Government as per the Burt administration's proposed, but now on-hold, unified scheme.
- Implement a "Unique Patient Identifier" (UPI) for everyone in Bermuda. This will ensure that everyone has coverage, reduce duplication of services and drive down the cost of healthcare for all. It will assist in services being streamlined and produce a true number of those that are uninsured or underinsured to develop solutions to reduce this figure.
- Create a National Physical Fitness Programme to encourage well-being, sound health, exercise, and good personal diet, from primary school throughout life.
- Enact a Health Bill of Rights so all Bermudians understand their health insurance coverage, even if sourced through their employer, and what exactly they are paying for, both out-of-pocket and through insurance.
- This Bill of Rights will also include the right to certain information such as your physician's credentials, complaints against healthcare providers and the health outcomes from your provider.
- Educating patients and consumers will also allow them to vote with their feet and with their wallets for high-value plans and providers.
- Work with healthcare providers to ensure that healthcare reform results in improved population health and more affordable healthcare.
- Allow supplemental health insurance coverage to move with employees who change jobs.
- Legislate that insurance plans that offer mental health coverage must cover it in the same way as medical coverage and not discriminate or offer lesser coverage for mental health services.
- Introduce mandated coverage of pre-existing conditions on policies over and above the government-legislated plans.
- Ensure that children can stay on their parents' health policy until at least the age of 25, regardless of whether the child is still a student.
- Ensure funding for Bermudians to enter the healthcare field for employment, thus improving employment opportunities for Bermudians and reducing our dependency on work permit holders in healthcare.

- Provide additional assistance to those who, for whatever reason, simply cannot afford insurance.
- Introduce a programme that specifically targets non-communicable diseases, underpinned with food cost reductions for healthy living.

## ENVIRONMENTAL RESILIENCE

The vulnerability of small island states is increasingly becoming a stark reality due to environmental damage. Climate change and other impacts must be now factored into every possible aspect of our planning, as a matter of policy.

Our environment is one of our greatest resources and needs to be protected for our future generations. Sustainable development must become more than a catchphrase – it must underpin the treatment of our natural environment and the OBA will demonstrate its commitment to that with the introduction of low impact inputs, including renewable energy components, that improve efficiency and combat environmental destruction.

We must also position our people and Island to benefit from the immense potential of the green and blue economies.

## THE OBA WILL:

- Position Bermuda as a world green centre, working with the Bermuda Institute of Ocean Sciences (BIOS), promoting it as a global leader for marine studies and as a leader in the green and climate change movements, with a think tank and annual conferences.
- Create well-designed policies that will strengthen social protection and support green investment that is financially viable and conducive to economic growth.
- Create new markets by stimulating demand for green technologies, goods, and services, thereby creating new job opportunities.
- Implement a community fish market, to assist fishermen with sales and make enforcement easier for fisheries officers.
- Properly fund the fishery wardens and change legislation to ensure prosecution of those who violate environmental legislation.
- Introduce legislation to first reduce and then eliminate single-use plastics.

- Work closely with farmers to maximize their ability to utilize existing zoned agricultural land and consider tax incentives, payroll tax exemptions and planning changes to stimulate the local food production market. This would include:
  - Providing vertical farming loans and hydroponic farming support to entrepreneurs.
  - Providing land tax reductions for home food production gardens in proportion to land used for such production.
  - Enhancing planning laws and making necessary amendments to make agricultural production as easy as possible.
  - Re-examining cannabis growing legislation to ensure that any legalisation would provide real entrepreneurial opportunities.
  - Supporting sustainable fish and shellfish farming.

## PROTECTING OUR MOST VULNERABLE CITIZENS

The OBA's mission is to provide as much support as possible to the vulnerable in our society in a way that ensures their dignity and pride remains intact.

Foundationally, we will make economically prudent decisions that will maintain confidence in our country.

The reality is, unless there is a strong economy, everything else fails – and the most vulnerable feel this most.

Seniors, for instance, do not want loans at the age of 70.

The OBA believes that there must be the necessary guardianship of the product of the hard work and worth of our seniors by protecting their earnings and assets.

The only way to do that is with strong economic hands.

The OBA will offer a combination of legal provisions, direct support, community interaction, training and partnerships, the ultimate aim of which is to provide our people with practical and emotional support, tools and life skills to advance them from welfare to wealth.

Much of the assistance to the vulnerable comes from private individuals and the Third Sector – community and charitable organisations – and these will be fully engaged in the development of a comprehensive and flexible approach to assisting our vulnerable.

## THE OBA WILL:

- Provide a tax regime for donations to a special fund, the proceeds of which will be dedicated to assisting the vulnerable.
- Provide special support to community, church and other volunteer groups so that they can keep executing the vital interventions they deliver, whether food baskets or counselling.
- Advocate for the establishment of a non-governmental organization (NGO) that would act as a liaison between the helping government departments, schools and the third sector organisations to triage the needs of our most vulnerable.
- The OBA would ringfence an annual grant amount to be paid to this NGO, in an amount to be determined following the relevant data analysis of what is needed by the Third Sector as a whole.
- Promote the development of plans to encourage the Civil Service to give more time in community service as part of their own development.

## THE OBA WILL ALSO:

- Ensure that the protection of seniors remains a top priority in light of our aging population, including pegging the social insurance pension benefits for seniors to the cost of living, to ensure seniors don't lose ground.
- Establish a Seniors Advocate Office to protect the interests and needs of seniors.
- Invest greater resources for social insurance enforcement to ensure that employers meet their required obligations for their employees' pension contributions.
- Promote the construction of transitional living residences for seniors.
- Extend the renewal of driver's licensing requirements, raising the age when seniors need a medical exam and driving test for renewal of their licence from 65 to 70.
- Promote cohesive solutions by establishing a Domestic Violence Council, with representation from Social Workers and the Vulnerable Persons Unit of the Bermuda Police Service.
- Establish a special crisis facility for victims of domestic abuse.
- Introduce mandatory training for teachers and community workers to detect child abuse.



- Create a Caregiver Resource Centre to provide guidance and support on issues of stress management, training, available resources and education on subjects such as dementia.
- Provide caregiver allowances to assist with meal support, home visitors, cleaning services and household renovations to improve accessibility.
- Work in partnership with the Third Sector, e.g. charities, churches and social entrepreneurs, to create more long-term care opportunities and seniors' social centres.
- Ensure that Bermuda has a proper emergency and transitional housing facility for individuals and families in need, preferably in conjunction with an operator in the charitable sector.
- Ensure that mandatory counselling is required for those convicted of violent or sexual offences as part of parole requirements.
- Widen the prohibited jobs for registered sex offenders.
- Ensure that all allegations of child abuse reported to the Department of Child and Family Services are equally shared with the Bermuda Police Service.
- Strengthen the laws around workplace discrimination and sexual harassment.
- Amend the Criminal Code to outlaw cyber bullying.
- Promote and facilitate the advancement of the differently-abled by, among other things, ensuring physical access to buildings and transport, job opportunities and equal access to all things Bermudian.
- Examine a special regime for family care givers.
- Introduce a Home Help programme for seniors without other support systems.
- Establish a Poverty Alleviation Committee
- Execute a Families First programme, which will include job preferences for unemployed parents and advanced parental training for young parents.

# Vote OBA, If You Care About...

## Participation

### Education for Global Players

The OBA believes each child is entitled to the best education available to fulfil his or her dreams.

The OBA believes a pillar of our society is to invest as much as possible in our young people, in formal and non-formal education, to give them the best preparation for any job market or business endeavour.

The OBA further believes that our education should be informed by developmental goals to safeguard our present but as flexible and wide as we can afford to secure a future for Bermuda in which technology and the Internet will only become more central to life and through which we can equip our youth to be global citizens, able to lead a new era for Bermuda, either at home or abroad.

Our education system needs recalibrating. This is not a matter for a big stick approach or ego-serving edits.

The OBA will lay out an overall framework for education delivery but will lead a collaborative approach to bring about the necessary reset.

Our framework will include ensuring the right environment that stimulates both educators and students; training at all levels; continuing education; entrenching STEAM in schools and in the community; and encouragements for excellence, especially in critical developmental areas.

No doubt about it. One of the OBA's first moves in education will be to remove the politics from it and build a structure to ensure political interference, remains a thing of the past.

We believe our inventive plan will allow both educators and students to flourish and facilitate the innovation that will keep Bermuda as one of the sought out places in the world and our citizens equipped for the future.

### AMONG OTHER THINGS, THE OBA WILL:

- Establish an Independent Education Authority, with professionals managing our education system, providing objective assessments of schools and student performance to ensure education is the cornerstone for life.
- Supplement schools with teams of Foundational Counsellors, to support our children and instil the skills needed for life, from early developmental learning to guidance in later years, when our children transition from education to working life.
- Improve early childhood development by expanding the Child Development Project (CDP) to ensure our children have the necessary support, with parents involved in their education, growth, and development.
- Better align the school day to ensure that our children benefit from after-school sports, arts activities, and any other educational support programmes. This would also result in great relief to our working parents.
- Establish a Continuing Professional Development Centre for our teachers, to enhance teaching skills and maintain high standards with continuous training and support for our teachers.
- Establish National Development Scholarships which support our students' development and progress in existing and new job opportunities (including technologies and the renewable energy sector).
- Establish a National Physical Fitness Programme to encourage well-being, sound health, exercise, and personal diet, from primary schools throughout life.
- Continue to support school meals for students in need and ensure a per term budget for teachers to provide supplies and equipment for children in their classrooms.
- With the aid of our Workforce Development team, streamline the transition from education to working life. This will be achieved by identifying existing and future job opportunities for Bermudians during education, and aligning education with real job opportunities.



- Implement a fully integrated technical and arts curriculum, starting in the middle schools, with particular focus on STEAM.
- Continue to develop business-led jobs guarantee schemes to ensure Bermudians are trained for job opportunities that actually exist and jobs in developing sectors.
- Optimise and rationalise the use of our existing school campuses, so that we have state of the art facilities to provide the best outcome for our students, based on the changing demographics of our school population.
- Continue to support “Plan 2022: Bermuda’s Strategic Plan for Public School Education”, which is the culmination of a public consultation project which began under the previous OBA Government.

# Vote OBA, If You Care About...

## Building up Communities

### Restorative Justice and Our Uniformed Services

One of the fundamental responsibilities of any government is the security of our citizens and ensuring a safe environment in which all can thrive.

This requires a multidimensional approach, beginning with valuing all our uniformed personnel by providing the best possible conditions of service and physical environment.

It also requires vigorously confronting the manifestations of crime, and crime itself, by a unified approach by all social agencies and our uniformed services, as well as the utilization of all modern approaches and tools.

The OBA values our uniformed services. Their performance during the Covid-19 crisis underscored their commitment and diligence and we all owe them our gratitude for their service.

They worked above and beyond anything we could have asked, putting their lives at risk due to a lack of PPE and other resources necessary to carry out their duties because of disrespect by the Burt administration.

The contempt of the Burt administration for this vital arm of governance is also clearly evident in the unhealthy conditions in which some of our uniformed sectors work, including our Prison officers.

Instead of dealing with these serious issues, the Burt administration is threatening cuts which will only negatively impact the safety of our nation.

The improvement of all our uniformed services and providing a modern and workable structure for Restorative Justice will be a pillar of the OBA Government.

They deserve the support of all Bermudians and a Government that cares.

The OBA believes that the criminal justice system is not designed to solve the myriad of social issues facing the community.

Rather than relying strictly on our police officers, magistrates and prison officers to solve these social issues, the OBA believes that it is high time to introduce a restorative justice programme to Bermuda.

The ultimate result will be the building of stronger, safer communities by strengthening social support, providing checkpoints for, in particular, early intervention, enhancing institutional dialogue and collaboration and freeing up uniformed personnel to concentrate on the essential core responsibilities of their jobs.

#### THE OBA WILL:

- Fully invest in our Uniformed Services by ensuring they do not lack for basic needs such as clothing, and equipping them with modern technologies to better ensure safety and crime prevention, including body cameras for police officers, updated fire equipment and emergency ambulances.
- Address the serious facilities deficiencies at our prisons to ensure our prison officers work in a safe and healthy environment.
- Ensure our Uniformed Services are fully staffed, so that services are routinely provided, with reduced reliance on overtime pay and the promotion of well-being for those who give service to our Island.
- Develop interconnectivity between all relevant organisations so all departments can be aware of actions and share necessary information faster.
- Provide clerical support to our Uniformed Services so that they are free to concentrate on their important core tasks and not be bogged down by non-critical duties.
- Provide on-call mental health and social workers to support the police in responding to non-criminal calls to provide de-escalation or crisis assistance.
- Establish an annual “Summit for the Community”, to include our Uniformed Services, Educators, Social Workers, Parish Councillors, Clergy and Community Leaders to focus on and discuss the strengthening of community policing and relations.

The OBA believes that strong preventative and rehabilitation programmes are important in maintaining safe communities, to provide ongoing support to victims’ families, to support and guide at-risk youth and to give offenders a second chance.



## THE OBA WILL, THEREFORE:

- Implement a Restorative Justice Programme through a Department of Restorative Justice to include:
    - Increased support for victims of crime.
    - Strengthening support for victims of domestic and sexual abuse.
    - Instituting a Second Chance programme involving mentorship and work programmes.
    - Expunging of certain offences from the records of young offenders following successful completion of community orders.
    - Magistrates' Court-guided community orders for certain non-violent offences for qualified offenders overseen by revamped Parish Councils with social worker assistance.
  - Establishing a programme of anger management and conflict resolution classes in schools and for adults in a community setting.
  - Introducing civics programmes in schools that stress respect, recognise bullying and abuse, buttressed by anger management and conflict resolution teaching.
  - Strengthening counselling, particularly mental health counselling for and between offenders following a violent incident.
  - Fostering new community policing initiatives, including structured meetings and communications between uniformed services and neighbourhood organisations.
  - Family conferencing, and pre and post-sentence work.
  - Victim-offender conferencing.
- Continue to improve upon the Alternatives to Incarceration scheme.

# Vote OBA, If You Care About...

## The Future Now

### Our Youth Manifesto

Constant and solid engagement and investment in our youth is the only way to secure a country's future.

The OBA firmly believes that leadership is not about the next election, but about the next generation.

A pillar of our development outlook for Bermuda is to develop the environment in which our young people can comfortably live and work in the areas they are attracted to – areas that will increasingly be the top earning sectors in the world.

Hence, our comprehensive future forward plans to improve and expand activities around entertainment and culture, technological development and online business to start the development of a Creative Economy for Bermuda that can stand with our traditional earning sectors.

But we also recognise our young people must be fully integrated into our society. So, an OBA government will deliver a set of initiatives that will involve early job training and entrepreneurship as well as vehicles for much easier home ownership.

Youth of Bermuda, we have listened to you. We have heard you. We know you wish an end to the political tribalism. We know you wish for a more dynamic and non-political education that will put you on the road to worthwhile employment or business ownership. We know you wish a government that will act on its promises.

The OBA will deliver for you. It is our intention to invest in our young people to make them global citizens even as we secure the future for Bermuda, which our young people will lead.

Youth of Bermuda, you have an opportunity to change the tokenism; the ignoring of your suggestions and needs until election time and the general malaise of the dead economy that is threatening to stop the fulfilment of your dreams.

Vote for the OBA for change, for a better Bermuda.

### THE OBA WILL:

- Promote the integration of our existing independent youth programmes (such as Sea Cadets, Endeavour, Raleigh, Army Cadets, Duke of Edinburgh, etc.) with Bermuda's schools, in particular to provide for after-school activities.

- Increase investment in General Education Diploma (GED) programmes.
- Promote adequate Island-wide Wi-Fi coverage, particularly in our schools.
- We will assist first-time Bermudian home buyers with tax friendly lease-to-buy opportunities.
- Waive stamp duty on Mortgages for first time home buyers and work towards the assessing of 100 per cent mortgages.
- Give payroll and other tax breaks for the hiring of Bermudians in trainee positions.
- Increase utilization of art and performance in our tourism product.
- Develop more festivals so that our artists and entertainers can have year-long opportunities to work,
- Expand film and TV incentive programmes to attract Bermuda-based production and create visibility for Bermuda and career opportunities for Bermudians.
- Promote a public/private partnership to expand the availability of scholarships for the arts.
- Enhance the promotion of events for competition in the arts.
- Identify international connections and partnerships to assist in the promotion of local performing artists beyond our shores.
- Develop a National Parish Competition that promotes the history and culture of Bermuda.
- Offer National Development scholarships in the arts.
- Work with established international entities to establish an annual tech fair that exposes our youth to the cutting edge in robotics, coding, animation and such future forward skills.
- Improve sports development including certification of trainers.



# Vote OBA, If You Care About...

## A Better Society for Bermuda Good Governance & Electoral Reform

The best society is one in which the society is often consulted, fully engaged and constantly involved in the decisions that affect their life.

Democracy is about the people.

It is not good enough to come to people once every five years. And anyone positioning politics as a cult of personality, and as a “me and you” fight, is woefully out of touch with what today’s governance requires and what people want.

No 36 people have all the answers.

It is the OBA’s mission to widen the community’s involvement in Governance. Essentially give back power to the people. We believe that a Government that is rooted in the community has the best chance of success in serving the needs of all Bermudians and is, therefore, better for Bermuda.

Revamping our Parish Councils will create grass-root involvement in decision making to improve the living standards of all Bermudians and build stronger local communities.

Politics should be about service and creating an environment where all Bermudians can thrive. It is not a one-man show; neither is it about dictating.

The OBA will have ongoing conversations with Bermudians and community and national consultations on all major issues.

Furthermore, from East to West Bermudians feel that Parliament is too large, too expensive and disconnected for our small community. Reducing the size of Cabinet and Parliament will support more consensus building and reduce the partisanship currently the sad hallmark of Bermuda politics.

There are various steps we have to take to deal with issues in our legal framework including strengthening to deal with fraud and the variety of workplace issues.

Most of all, the OBA will take the bold and necessary steps to work towards an equitable society in which everyone has an equal and fair chance.

### THE OBA WILL:

- Implement systemic governmental reform. We will:
  - Introduce proportionate representation.
  - Reduce the number of parliamentary seats.
  - Reduce the size of cabinet.
  - Appoint a non-voting independent Speaker.
  - Devolve some powers to elected parish councils based on population.
  - Hold a referendum on St. David’s becoming a separate parish.
- Ensure the continued independence of the Corporations of Hamilton and St. George’s.
- Implement absentee balloting to protect the voting rights of Bermudian students overseas and Bermudians travelling abroad during elections.
- Introduce fixed-term elections.
- Enhance, revamp and fund Parish Councils. They will:
  - identify community projects for completion, funded through an earmarked local “communities that care” budget, including using of derelict land for local projects.
  - oversee Community Orders.
  - liaise with the Police Community Action Teams.
- Introduce campaign finance reform, including imposing a cap on campaign spending audited by the Auditor General.
- Update Bermuda’s anti-fraud laws with modern legislation.
- Implement legislation to promote workplace equality, increase compensation for breaches of equal pay laws, and promote equality of representation on public bodies.

# Vote OBA, If You Care About...

## Solidifying Our Base

### Infrastructure and Tourism

Tourism and hospitality remain the second most important sector in our country. We must maintain the foundation that has been a proven attraction to persons – including civility and a clean environment – but we must also refresh our product, kick-start new avenues for growth and ensure that Bermudians at all levels are more fully integrated to benefit from the tourist economy.

In respect of bringing more benefits to Bermudians, the OBA will increase our festivals, providing more opportunities for our creative community, boost sports and community tourism and open up new Special Development Areas which will include the boosting of our small business sector and new windows for young entrepreneurs.

The OBA will also work to maximise the marketing of our island, promoting niches Bermuda can be world leaders in.

As we have said consistently, where necessary there will be full consultation on initiatives which are likely to impact communities.

#### THE OBA WILL:

- Ensure Bermuda has well-paved and weed-free roads, with garbage collected twice per week during summer months.
- Recognise that the longer-stay business visitor is a new type of 'tourist' and identify ways for Bermudians to benefit from this investment opportunity.
- Expand the network of CCTV cameras to improve civility of road usage.
- Open the Hamilton Waterfront for revitalisation, tourism and retail opportunities. Work with the Corporation to convert parking lots into community waterfront green space, event locations, outdoor dining, and boat and yacht berthing in the heart of the City of Hamilton.
- Ensure that the Bermuda Tourism Authority (BTA) continues to be managed by independent professionals with expertise in the tourism sector.
- Grow sports-based tourism, with emphasis on the shoulder season in consultation with the BTA.
- Work with the BTA to continue the implementation of film and TV incentive programmes to attract Bermuda-based production and create visibility for Bermuda and career opportunities for Bermudians.
- Continue to work with stakeholders to grow commercial airline flight capacity to the Island from gateway cities.
- Exploit our marine sector to build a Blue Economy in which Bermuda becomes not just a place for sea adventurers but is positioned as world leader for research and coordinator of conferences and tours aimed at protecting the marine environment worldwide.
- Extend entertainment areas and develop more festivals aimed at the millennial's market in which Bermudian artists and artistes are central players.

**OCTOBER 1<sup>ST</sup>**

**VOTE**



**One Bermuda Alliance**