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Friday Edition

Issue No 909

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August 25, 2023

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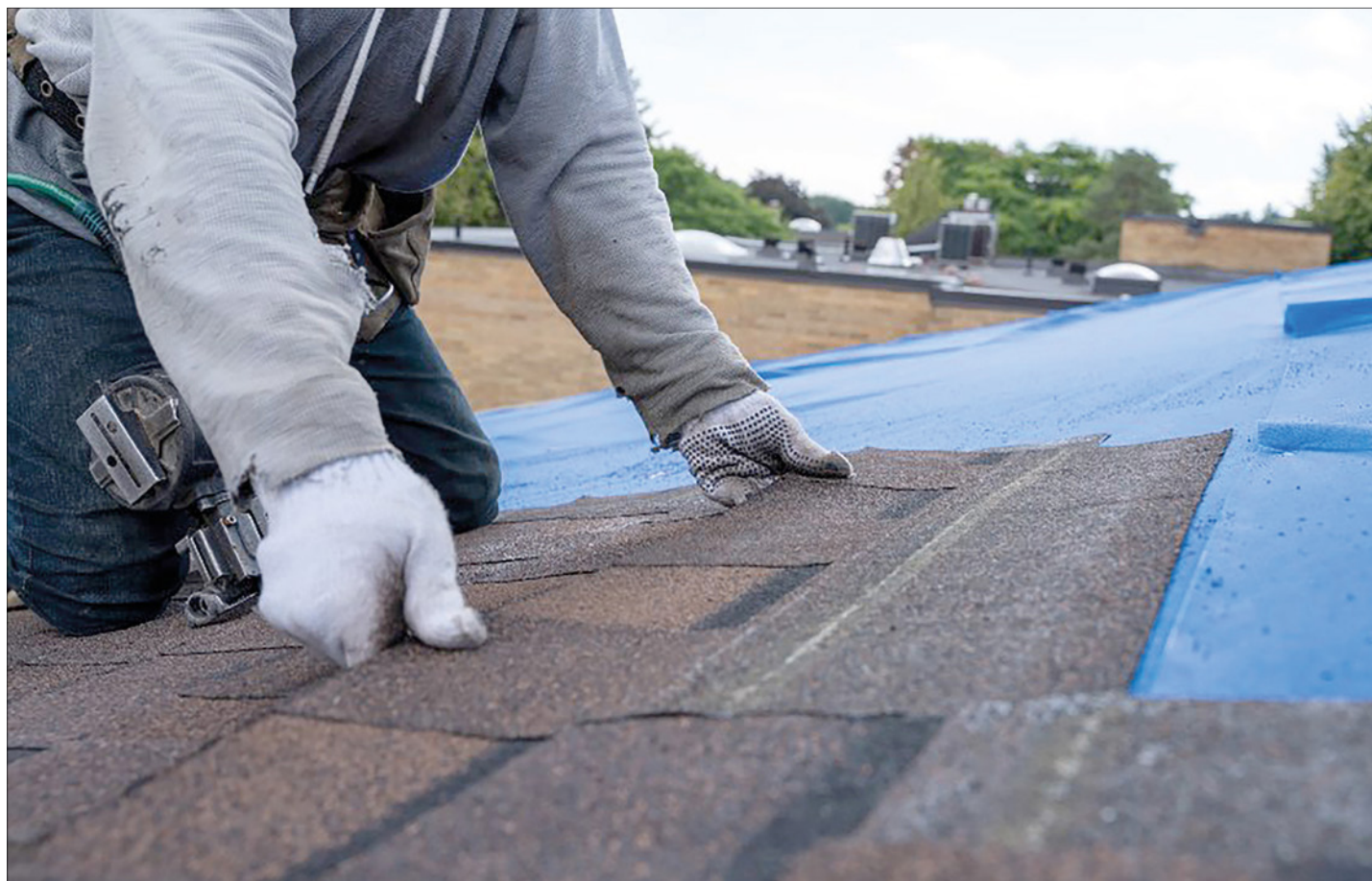


Residents Cautioned Amid Heavy Rains

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FC International Hosts George Town Football Camp



CIG approves \$2.1m for housing repairs

The Cayman Islands Government (CIG) has announced that it has committed over CI\$2,100,000 to assist with housing repairs in a two-phase initiative.

The first programme is under the Ministry for Investment, Innovation and

Social Development (MIISD) and it provides housing repair assistance to Caymanians who are financially supported by Government, and who are elderly, disabled or who have children who are in need.

Since May 2021, the MIISD HRA Programme, in partnership with the R3 Foundation has repaired 88 homes in Grand Cayman.

SEE \$2,100,000 FOR HOME REPAIRS, PAGE 4

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See page 9 inside for sale items!

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Calling small business owners

Looking at recent history, there has never been more pressures bearing down on small businesses. Rents have escalated, loans with the bank have increased dramatically because of higher lending rates, CUC bills are the highest they have ever been and people are naturally tightening their belts and spending less. We at the Caymanian Times understand the difficulties facing small businesses currently because we are ourselves a small business. However, we are guided by some basic principles which means - even though we are small - we are always committed to helping Cayman's small businesses improve. It is part of who we are and what we stand for.

So, we have decided to run a new series focusing on small businesses. If you are a small business that needs some extra publicity to help make your goods or services more visible, please get in touch with us.



We hope to run our new series weekly, featuring a different small business. Small

business owners will get a write up on their business plus a few photos to really



help put the spotlight on what they do. There will be no charge for this feature. We want our small businesses to succeed because they are the backbone of our economy.

If you are a small business owner - maybe you own a hairdressing boutique, a clothes shop, a car garage, a small dive shop or a small restaurant - please get in touch with us at news@caymaniantimes.ky and we will do our best to give you that added push that you need to help your business grow. From small acorns grow mighty oaks.

Increase in mosquito numbers expected

The Mosquito Research and Control Unit (MRCU) would like to advise the public that mosquito numbers are higher than they have been over the past months due to the consistent rainfall experienced this month.

Dr Alan Wheeler, Director of the MRCU, explains: "So far in August there has been rainfall everyday apart from 2 days. Typically mosquitoes will emerge 12 days after heavy rainfall. We saw an increase in mosquito numbers from

August 16th and numbers are likely to stay high for the next week or so as further mosquitoes emerge from more recent rainfall events."

Dr. Wheeler notes that the MRCU was prepared for the mosquito emergence resulting from the heavy rainfall and treated over 12,500 acres by air last week with residual larvicide. In addition to the larvicide operations, the MRCU also conducted routine adulticiding operations. Since

August 1st, the MRCU has conducted 8 aerial control and 95 truck mounted ground ULV operations against adult mosquitoes.

"The highest recent rainfall was on August 20th with an average of 13.6 cm collected in the MRCU rain gauges. Mosquitoes are expected to emerge from this rainfall event in the first week of September," Dr Wheeler adds. "MRCU will continue with its control operations until mosquito numbers are back to acceptable numbers in all



areas."

For more information, contact the MRCU on 949-2557.



ANNIVERSARY SALE

for selected water tanks for the month of August.

Call 9253822 or 9393367 for more details.

Elections Act (2022 Revision)

FORM 10

section 16(3)

REVISION NOTICE

TAKE NOTICE that the revised lists of electors for the **George Town Central, George Town West, George Town South, George Town East and Prospect** electoral districts for the quarter commencing on the **1st day of October, 2023** will be settled by me the undersigned on the **4th day of September, 2023** at Elections Office, 68 West Bay Road at 10:00 A.M.

Dated this 25th day of August, 2023.

Hon. Chief Magistrate Foldats
Revising Officer



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BAYTOWN PLAZA, WEST BAY ROAD



Caymanian Times

Issue # 909

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MEET DART'S

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Tomorrow's leaders aren't built overnight. This summer Dart proudly welcomed 34 of Cayman's Generation Next to our office. They are Cayman's next generation of leaders and innovators. They are involved in our community and committed to our future. They work with us and learn and grow professionally at Dart. They are Dart's Work-X.

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CI\$ approves \$2.1 Million for housing repairs

CONTINUED FROM Page 1

“Keeping Caymanian families safe, secure and comfortable in their homes is a priority of our administration,” said Hon. Acting Premier Juliana O’Connor Connolly. “This approval reflects our commitment to that priority.”

Hon. Minister Andre Ebanks, responsible for Investment, Innovation and Social Development (MIISD) remarked: “We are determined to assist Caymanian families who would not otherwise be able to afford the necessary repairs to maintain a dry, healthy, safe and liveable environment for them and their families. I am grateful for Cabinet’s approval of an additional CI\$550,000 to expand the existing Housing Repairs Assistance (HRA) programme.”

A second housing repairs initiative is being administered by the National Housing and Development Trust (NHDT) as an entity with the ability to conduct home repairs where referrals are beyond the scope of the HRA programme, according to a government release.

This will complement the efforts of the existing MIISD programme and will allow additional persons to be assisted with housing repairs.

“As a Government, we believe that having a dry and safe home is critical to the well-be-



► Acting Premier Juliana O’Connor-Connolly

ing of our Caymanian families. In addition to authorizing the NHDT to utilize up to CI\$1,100,000 of their budget for home repairs, today we also approved an additional CI\$500,000 for a total of CI\$1,600,000,” said Hon. Minister Jay Ebanks, responsible for Planning, Agriculture, Housing and Infrastructure.



The National Housing and Development Trust (NHDT) will collaborate with the Housing Repair (HRA) Programme along with the Ministry of Social Development concerning housing repair across Grand Cayman; the Sister Islands have their own existing repair programme under the Ministry of District Administration.

According to the official criteria, in order to maximise combined efforts, NHDT will focus primarily on housing repair cases where applicants are ineligible for HRA assistance.

It said that would include situations where a household is not deemed as “indi-

gent” according to the Needs Assessment Criteria, the estimated amount, if the complexity of repairs is beyond the HRA remit, or if the applicant’s home is insured but the homeowner cannot afford the deductible.

“This money will enable the most vulnerable Caymanian families to make their households safe and secure. On behalf of the many families who will benefit from this injection of funds, I thank my elected colleagues for giving this matter the urgency, attention and compassion it deserved,” said Acting Premier Juliana O’Connor Connolly.

Minimum Wage Advisory Committee Holds Town Hall Meeting

By: Flynn Bush

On Wednesday night, August 16th, the hall at UCCI was the site of an important town hall meeting. The minimum wage having instituted seven years ago, is now drawing the attention of the government. As such, the eighteen appointed members of the Minimum Wage Advisory Committee are in the middle of preparing a report to present to Cabinet. The topic has been put out to the public for consultation using surveys. Wednesday night’s meeting was the next step in the process of determining the public pulse on the issue.

In the hall that night, there were some sixty members of the public. Committee Chairperson, Mr. Lemuel Hurlston led the meeting, beginning with an introduction and synopsis of the issue at hand. Mr. Hurlston spoke of the government’s desire to address the issue and to “get it right.” He discussed the different aspects of the topic, such as the differentiation between a minimum wage and a livable wage; the poverty line and the vulnerability line; and the concerns of the employer versus those of the employee.

After the initial introduction, the meeting was opened to questions and comments from the audience. There were many issues highlighted and many other queries initiated. Such issues as the comparable strength of our economy compared to other countries makes a minimum-wage-paying job more attractive, and feasible, for a foreigner than a Caymanian. Also, the need to consider that some employers will not be able to afford



a higher wage for their workers without the business folding. Additionally, it was pointed out that some employees are also employers; particularly of lower wage workers like domestic helpers and nannies.

The committee, led by Mr. Hurlston, tried their best to answer each query and

to take a note of the audience members’ points. They did admit that they are not equipped to answer every question with sufficient facts; primarily because they are not privy to all of the data and analyses on the topic. Although some members of the public left the meeting feeling like they did not get the answers they sought, almost

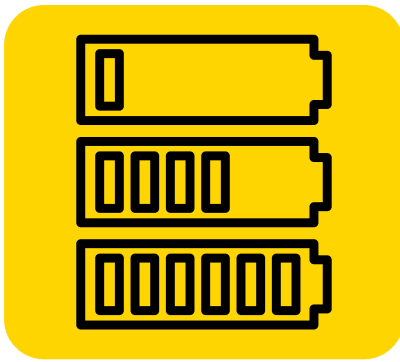
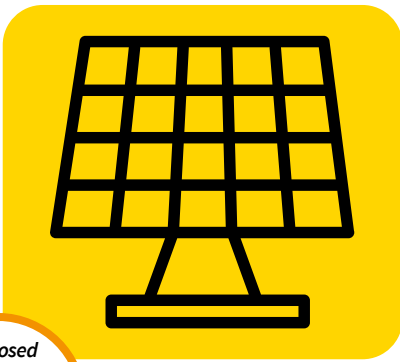
all had to acknowledge that the job of the committee is a difficult one. The report is set to be delivered to the government by the end of September so the next few weeks, the committee has to peruse, discuss and record the points residents have put forward; both employees and employers.

road to renewables | Part 4: The grid + solar

CUC is transforming its business model to enable solar energy to become a main component of its energy grid. Through the Customer Owned Renewable Energy (CORE) Programme, which was introduced in 2009, and Distributed Energy Resource (DER) Programme, large scale and individual customers can have solar energy and still be supported by the grid.

1 **Solar** power generation depends on the availability of sunlight, which changes throughout the day due to weather conditions and cloud cover and of course, disappears completely at night. This can often lead to sudden changes in the level of power from solar sources, making it harder to predict and integrate with other sources of power used to meet the needs of Grand Cayman.

At smaller levels of solar power supply (where Grand Cayman is now) as part of the overall mix of energy sources, these variations in energy supply are somewhat easier to manage, but as the magnitude of solar increases, the size of the power fluctuations also grows.

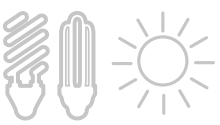


Proposed Battery Storage Facility at the Prospect Substation



2 No matter the size, grid systems operators must manage the amount of power being received and provided to preserve stability and power quality to all consumers. Currently, fluctuations caused by changes in the power generated from solar systems are managed via CUC's diesel generating units that are on as a 'backup' to the solar. There is always a generating unit running on standby to prevent outages for both generating units and solar supply. This is called "Spinning Reserve".

The solar energy fluctuations are managed by grid system operators who are 'ramping' the spinning reserve up and down to compensate for the highs and lows of solar and to continue to match total consumer demand on the grid.



3 There is a cost associated with this constant 'ramping up and down'. When we buy our vehicles, they have a highway fuel efficiency rating and a city fuel efficiency rating. CUC's generating units are no different. There are specific operational levels that impact the fuel efficiency of these generating units. Until now, the regulator and CUC have felt it is best to have limited additions of solar to the grid to minimise the impact on the fuel efficiency of the generating units. Decreased fuel efficiency would equal higher costs for CUC customers, which is not the goal. Supportive technologies, such as energy storage or batteries, as we often refer to them as, can be utilised to smooth out power fluctuations from renewable energy generation sources, but also come at a cost. CUC has begun to implement battery storage solutions to assist with energy storage.

4 In addition to the actual cost of the battery system, charging and discharging the batteries will typically lead to around 15% loss of the energy input because the batteries use this energy to operate. The good news is that costs of high-performance battery storage is decreasing and due to advances in technologies, supply chains and manufacturing, energy storage will be an integral part of the future of Grand Cayman's grid. If planned correctly, in combination with generation via diesel, energy storage can provide operational benefits, enhance grid stability and improve the overall efficiency of the electricity system. Efficient management of larger amounts of solar power requires a combination of strategies. CUC is continually exploring new technologies and practices to optimise the integration of solar power into the grid, ensuring its reliable and sustainable use.

CUC remains committed to ensuring that all options are considered. There are plans in place to support the current infrastructure and that customers can continue to depend on the reliable service the Company has provided to the community for over 57 years.

Follow our journey at www.roadtorenewables.ky



The Environmental Management System at the North Sound Road Power Plant is registered to ISO 14001

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CRUISE SHIP SCHEDULE — WEEK — AUGUST 28 - SEPTEMBER 1



TOTAL SHIPS - 4
TOTAL PASSENGERS - 16,432

Monday	Tuesday	Wednesday	Thursday	Friday
28	29	30	31	1
	Celebrity Equinox	Carnival Horizon	MSC Seascape	
	Disney Fantasy			
Total Passengers	Total Passengers	Total Passengers	Total Passengers	Total Passengers
0	6,850	3,936	5,646	0

OfReg fines FLOW \$400,000 for breaching licence conditions

Utilities regulator OfReg last month issued its determination confirming telecommunications operator FLOW breached the terms of its licence twice. It did so by, firstly, increasing its business customer rates from \$30 to \$34.99 from January 2019 to April 2022 without approval to do so, and secondly, by failing to comply with its obligation to provide data to the regulator as part of a quarterly data reporting requirement.

The regulator has now issued a final determination imposing a fine on FLOW of \$400,000 for the unapproved price increase and delivered a warning for the data reporting breach.

Flow has now paid the fine.

OfReg’s power to discipline licensees in breach is governed by the Utility Regulation and Competition Act which provides for two courses of action: to apply administrative fines or, to issue a warning. Under the administrative fines provision, a maximum fine of up to \$500,000 may be imposed, and a fine of \$25,000 for every day the breach continues after the time to appeal a determination has passed.

Speaking on the sanctions applied to FLOW, Mr. Sonji Myles, OfReg Executive Director of Information said, “All licensees must comply with the terms of their licence and the laws of the Cayman Islands. As the regulator for the



► Mr. Sonji Myles, Executive Director – Information, OfReg

utilities sectors, it is our job to protect consumers and ensure licensees are held to account when they do not. We will act accordingly and apply the full

force of the sanctions made available to us under the law.

“In this case, the fine imposed on FLOW is in the upper region of the maximum amount and reflects the seriousness of the first breach of its licence, applying unapproved price increases. For the second breach of failure to provide data reports, a warning is deemed sufficient, and we will be monitoring future reporting closely.”

Interim CEO, Mr. Peter Gough added, “It is important that customers are protected from organizations that do not comply with their license conditions, OfReg has drafted Consumer Protection Regulations for the ICT Sector that will further enhance the protection of customers. We take our responsibility to protect consumers very seriously indeed. Where we find failures by licensees and operators to comply with the law, we will not hesitate to exercise our

authority and impose fines and sanctions at appropriate levels to discipline operators and warn others of the consequences of non-compliance with the

terms of their licences. In our role as policy advisors to government, we will be making representations to law makers to consider increasing the types and levels of penalties available to us, including express legislative provisions to make restitution orders for consumers. In the meantime, OfReg urges FLOW to honour their obligations to their customers.”

Hon. J. Ebanks, Minister for Planning, Infrastructure, Agriculture and Housing said “I am proud of the hard work that the Office is doing to ensure regulatory compliance in this matter and look forward to continued achievements in utility regulation generally. I pledge my continued support to the hardworking staff at OfReg and to provide the necessary legislative support that OfReg needs to be a more effective regulator.”

The full determinations on the breach, fine and warning issued to FLOW can be found on the OfReg website at <https://www.ofreg.ky/viewPDF/documents/2023-08-17-13-26-17-Determination-CWCIL-Flow-Fine-and-Warning-Notice-.pdf>

And;

<https://www.ofreg.ky/viewPDF/documents/2023-07-21-13-53-24-ICT-2023-1--Determination-CWCIL-FLOW-Enforcement-Notice-Breach-of-Licence.pdf>



Cayman's Energy
& Recycling Centre



Environmental Impact Assessment Public Consultation

Learn more about the ReGen Environmental Impact Assessment Report, provide feedback and have your questions answered.

A draft of the Environmental Statement is available to download at doe.ky and regen.ky.

Hard copies of the draft environmental statement available at the following locations:

Date and locations of public meetings:

MONDAY
28 AUGUST 2023

The Harquail Theatre
6 - 9 p.m.

Presentations begin at 7 p.m.

TUESDAY
29 AUGUST 2023

John Gray Memorial Church Hall
5 - 8 p.m.

Presentations begin at 6 p.m.

WEDNESDAY
30 AUGUST 2023

Mary Miller Hall, Red Bay
Primary School

6 - 9 p.m.

Presentations begin at 7 p.m.

1. Government Administration Building,
133 Elgin Avenue, George Town

2. George Town Public Library,
68 Edward Street

3. Department of Environment office,
580 North Sound Road,
George Town

4. Bodden Town Library,
69 Bodden Town Road

5. District Administration,
Government Administration Building,
Cayman Brac

6. Gladys B. Howard National Trust House,
Little Cayman



Cayman Islands
Government



Regen.ky | info@regen.ky

Public Urged to be Storm Ready

By: Takiyah Smith

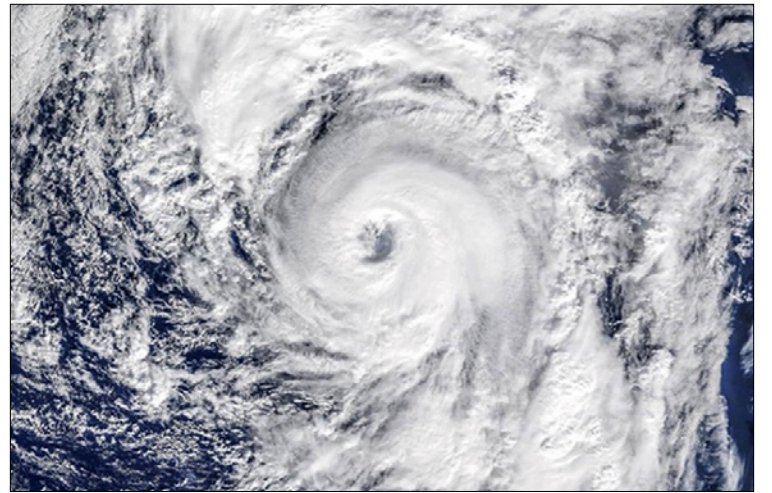
The Cayman Islands Government is urging residents to solidify their hurricane preparedness plans and activities as the 2023 hurricane season begins to heighten.

The Cayman Islands National Weather Service (CINWS) is currently monitoring Tropical Storm Franklin, which is located approximately 230 miles south-southwest of Santo Domingo, Dominican Republic. The storm poses no direct threat to

the Cayman Islands. In addition to Tropical Storm Franklin, there are two other named systems, Emily and Gert, and two other disturbances with the potential to develop into tropical depressions within the next 48-72 hours. Acting CINWS Director General Kerry Powery said that the Service was paying close attention to the advisories from the Miami-based National Hurricane Centre on all the currently active systems. "At present, these systems pose no threat to the Cayman Islands

but [the public can] rest assured that the National Weather Service continues to monitor all tropical activity during the hurricane season," he stated in an interview on CIG TV.

The public is encouraged to prioritise stocking and replenishing hurricane essentials from now through the remainder of the season. For a concise list of these items and other important hurricane-related information, members of the public should visit caymanprepared.ky/hurricanes.



Residents Cautioned Amid Heavy Rains

By: Department of Communications

Residents are being encouraged by the Government to be extra cautious amid periodic heavy rains and winds that the Cayman Islands are experiencing.

The Cayman Islands National Weather Service has advised that the inclement weather is expected to persist through the weekend with forecasts for slight-

ly improved weather Wednesday and Thursday and heavier rains on Friday through Monday.

In commenting on the situation, Acting Deputy Governor Gloria McField-Nixon has said that there are no concerns at present that it is a developing system. "This weather as it persists through the weekend will continue to cause localised flooding including in low-lying areas and

some roadways. The National Roads Authority are working through the night to respond to problems as they are reported."

She further emphasised, "The public is requested to be cautious as you move around the roads. We also encourage everyone to stay tuned to official news sources including the National Weather Service and Hazard Management Cayman Islands".



► POCS CO Gloria McField-Nixon

CAYS AND RCIPS COLLABORATE TO FOSTER POSITIVE RELATIONSHIPS WITH YOUTH

The Children and Youth Services Foundation (CAYS) and the Royal Cayman Islands Police Service (RCIPS) joined forces to host a successful event aimed at strengthening the bond between law enforcement officers and young individuals. The event, which took place on Friday, August 18, saw the participation of various stakeholders and partners, including the Family Resource Centre, Aspire Therapeutic Services, CAYS Foundation Board, the National Children's Voluntary Organisation (NCVO), the Ministry of Innovation, Investment, and Social Development, and the Department of Children and Family Services.

The RCIPS played a pivotal role in organising the event, with their community police officers actively engaging with the attendees. They generously provided prizes and sponsored all trophies, medals, and ribbons. Additionally, the Cayman Islands Taekwondo Federation showcased a thrilling taekwondo demonstration, adding excitement to the event.

The primary objective of this collaboration was to facilitate the development of positive relationships between RCIPS officers and young people. By allowing them to interact outside of uniform and crisis situations, the aim was to create a foundation of trust and understanding. It is hoped that this positive experience will enable officers to better support young individuals when called upon in the future.

Residents from all three CAYS facilities participated in the event. Approximately 15 young people and 20 staff members were involved in various capacities, in-



► Staff and stakeholders taking part in one of the many fun races throughout the day

cluding participation, refreshment and food preparation, MC'ing, and officiating. Furthermore, around 15-20 stakeholders attended the event to show their support for the young individuals and actively participate in the activities.

The event aimed to create positive experiences and lasting memories for the young participants. Every effort was made to ensure inclusivity and provide opportunities for all individuals to compete and excel. The young people enthusiastically participated in every aspect of the day, including planning events and serving as team captains, as well as preparing food, taking pictures, and even giving interviews to our MC. Awards were presented not only to the winners of the races but also to those who made outstanding con-

tributions throughout the day.

Keith Boyle, the CAYS Foundation General Manager, explained the value of these types of events: "These activities aimed to boost self-esteem, foster positive self-image, and promote teamwork and support among the young individuals. The collaboration with RCIPS allowed the participants to see the officers as kind, caring, considerate, and fun-loving individuals rather than solely as law enforcement personnel. From a broader perspective, this event exemplified the empowerment of CAYS staff to creatively engage with young people throughout the summer. The entire summer programme was organised by the frontline staff, with this event being one of the highlights. The success of this event is expected to inspire the team to explore



► Master David Reid (Cayman Taekwondo Federation), Gregaton O'Connor (CAYS Foundation) and Ralph Wesley (CAYS Foundation) during the taekwondo demonstration.

new avenues for creating positive experiences for the young individuals."

Sergeant Christopher Donaldson from the RCIPS Community Policing Unit expressed his enthusiasm for the event, stating, "Building relationships with our youth is an important part of community policing. Opportunities like this, where the police can have positive interactions with young people, help us build trust and respect, which is beneficial to both parties. We look forward to taking part in these types of events again in the future, guided by the mission of the RCIPS."

The CAYS Foundation and RCIPS are committed to continuing their collaborative efforts to foster positive relationships with young individuals and create a brighter future for the community.



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Helping Haiti: A Global Imperative- PART ONE

By Livingston Smith, PhD
Professor, Department of the Social Sciences
University College of the Cayman Islands

If one is searching for an example of a failed state within CARICOM- one does not have to look far. Haiti satisfies all the requirements. Haiti has lost its ability to govern with the palpable breakdown in law enforcement, political power, and civil society. Taken over by criminal gangs, the citizens are left unprotected while crime, and corruption have taken over in this near Hobbesian state of lawlessness. Since the start of this year, the U.N. estimates that at least 2,439 people have been killed and some 200,000 internally displaced.

The situation is so dire both Toussaint Louverture, former Governor General of Saint Dominque, the most prominent leader of the Haitian Revolution of 1791- 1804 and Jean-Jacques Dessalines, fist ruler of independent Haiti, must be turning in their graves with a desire for resurrection. The recent report by the US State Department on Human Rights notes the extraconstitutional context of Haiti's government- that is, elections due in 2019 have not been held even though the terms of the majority of the parliamentary members expired in June 2020 and so Parliament, unable to reach a quorum, is non-functional. In notes credible reports of unlawful or arbitrary killings, serious problems with the independence of the judiciary, grave government corruption, among a litany of other flaws in the government and society generally.

The most recent Human Rights Watch



► Dr Livingston Smith

report on Haiti says that the 'security and humanitarian crisis has left all government branches inoperative, compounding overwhelming impunity of human rights abuses.' It notes the lack of access to fuel and the severe impact of this on businesses, schools, and hospitals.

With a GNI per capita of \$1, 420, Haiti is the poorest country in Latin America and the Caribbean and among the poorest countries in the world. It comes out at 163 out of 191 countries on the UN's Human Development Index with some 80% of its eleven and half million population living below the poverty line making out on \$2 a day. More than half the population work in agriculture, mainly small-scale subsistence farming. With an unemployment rate of close to 15%, it has one of the high-



est inequality gaps in the region. In its March 2023 assessment, the World Bank notes that over 'one-fifth of children are at risk of cognitive and physical limitations, and only 78% of 15-year-olds will survive to age 60. There are 80 deaths for every 1,000 live births, and the survival rate of newborns is the lowest in the western hemisphere. Foreign aid accounts for 30%-40% of the government's budget.

Human Rights Watch notes that 'more than 42% of its population needs humanitarian assistance and that up to 40% of the country experiences acute food security.' 'More than half of Haitians are chronically food insecure, and 22 percent of children are chronically malnourished', the report notes. It says that the justice system barely functions and that gang violence, especially in the Port-au-Prince metropolitan area, has escalated with reports that gangs have links with politicians and police officers. Sexual violence is common with gangs using this as a form of turf control. With this 'wave of brutality', the report says, some

'96,000 people in the metropolitan area of Port-au-Prince' have been displaced since October 2022.

Regarding education, 'nearly half of Haitians aged 15 and older are illiterate' the report notes and that the quality of education is generally poor. The situation is compounded by the fact that countries such as the USA, Dominican Republic, Chile and Brazil, send thousands of Haitians back to Haiti.

On Transparency International's index, Haiti ranks 171 among the 180 countries.

Plenty of Blame to go Around.

There is plenty of blame to go around in explaining the failure of the Haitian state and in landing Haiti, a country with such a great and proud history, once the symbol of black liberation, in this unenviable position- of stark poverty and a nearly non-existent state. In subsequent articles, we will examine these and the planned collaborative efforts of the United Nations to lend support.

Another Successful Year of Career Mentoring for GirlForce100

Enthusiastic female high school students filled the ballroom of the Grand Cayman Marriott Beach Resort this summer to celebrate another successful year of accomplishments in the GirlForce100 youth mentoring programme.

The afternoon event featured an interactive panel on career interviewing skills and highlighted the importance of authenticity, personal brand and effective preparedness. The panel was moderated by CEO of Ramp'd Consulting and Co-Chair of GirlForce 100, Kelly Sage and included local HR experts Jacqueline Terry, VP Human Resources, Butterfield Bank (Cayman) and Co-Chair of GirlForce100; Anjuli Muttu, Senior HR Business Partner - Early Careers, Maples Group; and DeAnn Blackman, Manager Local Talent Development and Corporate Citizenship, KPMG.

With over 125 mentor and mentee pairings in the 2022/23 career-mentoring year, GirlForce100 has elevated from strength to strength. The past year brought new milestones for programme mentees, with many who joined GirlForce100 in Year 7 now receiving scholarships and/or local internships in their chosen fields.

Earlier this year, the programme also received a visit from Sophie, Duchess of Edinburgh, who serves as 100 Women in Finance's Global Ambassador for the Investing in the Next Generation Initiatives. The Duchess was guest of honour at the inaugu-



ral Cayman Islands First Impressions dinner hosted by 100 Women in Finance at the Ritz-Carlton, Grand Cayman, which invited Girlforce100 mentees to bring their parent figures to a career-focused panel and dinner.

The mentees were recognised for their participation in the GirlForce100's virtual webinars, offered in partnership with Connect by Nova, which addressed topics like coping with burnout and resume preparation. The mentees also attended motivational workshops and enjoyed a visit from International Women's Rugby Superstar Shaunagh Brown, at the screen-

ing of acclaimed documentary No Woman No Try, which highlights the field of women's international rugby and the excellence of female players.

Christina Bodden, Partner at the Maples Group and a global board member of 100 Women in Finance, notes that these programmes are crucial for female students, both in and beyond the finance industry. "GirlForce100 develops confidence, provides career opportunities and builds powerful peer networks. This academic year saw our original mentees achieve career goals they originally set for them-

selves. The volunteer operating committee uses a holistic approach to help female students gain exposure to careers in finance and to offer much-needed support through career mentorship."

GirlForce100 will be recruiting new mentees for the 2023/2024 career-mentoring year as of 1 September 2023.

If you or someone you know is interested in participating in GirlForce100, or for more information, please email Florence Jones at florence@100women.org or follow us @girlforce100cayman on Instagram.



NCB Group and RAM Property Group break ground for WAVES

Building works have commenced for 16 luxury oceanfront residences, brought to market by NCB Group and RAM Property Group, and designed by John Doak Architecture.

NCB Group President Naul Bodden and Managing Director Matthew Wight, joined by the group's construction project leaders, recently broke ground for the cleared site.

Located along Cayman's northwest coastline, between Cobalt Coast Resort and Ocean Pointe Villas, market demand has been proven for the boutique community, which has now reached 80% sold and is scheduled for completion in 2025.

The residences mark another milestone in NCB Group's progress towards the long-term sustainable development of the Cayman Islands. WAVES is among NCB Group's five active projects, including Kailani Grand Cayman, a Curio Collection by Hilton Hotel, which features eco-conscious, energy-efficient design elements integrated as standard.

In celebrating the start of construction, Naul described the resort-style residential project as another NCB Group community of distinction.

"After six weeks of site clearing works, we are delighted to mark the start of construction for WAVES," Naul said. "This development is one of four residential projects currently underway for the group, with our exciting new North West Point neighbourhood, SunDance, recently announced."

Following local and international buyer interest, inventory at WAVES is now limited, with only three three-bedroom, one-to-three-storey units still available for purchase.

"Cayman real estate is still proving to be a lucrative option for both savvy investors and first-time buyers, particularly when securing property pre-construction," Naul remarked. "We're seeing more owners than ever getting in at the ground level and making an average of 40% appreciation on their investment over two to three years."

Learn more about WAVES and NCB Group's portfolio of developments at ncbgroup.ky.



► Left to Right: Walter Rodriguez – Site Foreman, NCB Group, Megan De-Freitas – Quantity Surveyor, NCB Group, Justin Matheson – Construction Operations Manager, NCB Group, Matthew Wight – Managing Director, NCB Group, Naul Bodden – President, NCB Group, Jan Louw – Senior Site Superintendent, NCB Group, Carman O'Brien – Project Design Manager, NCB Group, Tania Knapik – Sales & Marketing Manager, NCB Group. Not pictured: Jeff Bolingbroke – Project Superintendent, NCB Group, RAM Property Group

FC International Hosts George Town Football Camp 2023



By: Flynn Bush

From August 14th to August 18th, more than 80 boys and girls ran, dribbled, passed and shot to their heart's content: all under the Caymanian sun, and with the supervision and guidance of skilled coaches. For many years, FC International has provided these opportunities for our nation's youth. In fact, these camps have become a fixture on the social calendar in numerous communities. Over the years, FC International camps have been held in each of our districts, including Cayman Brac.

This week's camp was no less successful. Camp Director, Elbert McLean, stated that he was pleased with the turnout at

the Annex, and how the camp was going for the week. FC International President, Kennedy Ebanks was also pleased. All of the participants and coaches seemed to have a smile on their face as well. On Wednesday, August 16th, even the visitors to the camp expressed how impressed they were by the camp. These visitors included Miss Farm Queen 2023, Milagro Molina; Director of Sports, Kurt Hyde; and MP (And Deputy Leader of the Opposition), Joey Hew.

While all three guests expounded on the same basic message to the campers, "Work hard and have fun," there were slight variations to each speakers' speech. Miss Milagro spoke about dreaming and then working toward a goal. Mr. Hyde admon-

ished the participants to remember that they should take advantage of the opportunities before them and grow from them. Mr. Hew, as guest of honor, spoke of how he grew up playing on the same field, and how the kids nowadays have more opportunities that his generation had. He told them that sports, football in particular, taught so many invaluable lessons such as respect, working hard, teamwork, and follow-through.

The working relationship between Coach Elbert McLean and President Kennedy Ebanks has bore much fruit over the years. For a long 23 years, they have enriched the lives of hundreds and thousands of youths in our country. Both see that as the reward, in itself, for the hard

work they have put in, time and time again. "Just to be able to help out these kids makes it all worthwhile," stated Coach Elbert.

"We have been doing this for a long time, but it never gets old," added Mr. Kennedy. "It is always rewarding."

The fact that FC International has been holding football camps for many years, and each year elected members, businesspeople, and other influential individuals in our country clamor to be involved, speaks volumes. Additionally, many coaches at these camps are also past campers themselves. Those things reinforce the value of these events, and of the effort put into hosting them. And the Cayman Islands is all the better because of that.



Airlines soar in region

Caribbean tourism is flourishing despite the fear that a huge increase in airfares would thwart the region's post-pandemic recovery.

That's reflected by the expansion of Caribbean flight schedules as major carriers and regional airlines continue to add seats as demand booms.

Expanding Caribbean air routes align with global market trends. Worldwide demand for air travel grew throughout the first half of 2023, according to the International Air Transport Association (IATA).

Tourism officials in Barbados, Dominica, Curacao, the Cayman Islands, St Lucia, Antigua and Barbuda, Trinidad and Tobago, the Dominican Republic, Grenada, Jamaica and Puerto Rico have announced new flights from major carriers so far this year. Several regional carriers have also launched routes connecting lesser-visited islands with regional hubs.

JetBlue has continued expanding its Caribbean flight schedule this year, announcing new weekly Grenada flights from Boston that started in June and last month launched year-round flights between Puerto Rico and North Carolina.

JetBlue is also expanding its Barbados service this fall, launching a second weekly flight from Boston Logan International Airport to Grantley Adams International Airport beginning Nov. 1. The new Wednesday departures will join the airline's existing Boston-Barbados flights departing Saturdays.

JetBlue earlier this year expanded its Barbados service from New York. United Airlines is also adding new Barbados departures this year.

United has additionally expanded its service to Jamaica. United will launch weekly nonstop flights to Jamaica's Sangster International Airport from Denver in November.

New flights are also scheduled for some southern Caribbean destinations. United Airlines will add two additional weekly departures between Newark International Airport and Bonaire's Flamingo International Airport to visit Curacao.

From September, Delta Air Lines will launch the carrier's first flights to Curaçao since 2007.

American Airlines officials are also citing "growing demand" behind their move to expand the carrier's Curaçao flights from weekly to daily nonstop flights

from Douglas International Airport between December and April 2024.

Many of the new flights are part of expanded intra-Caribbean service, which by extension provide additional options for all travellers in the region.

Cayman Airways will expand its regional operations with the launch of direct flights between the Owen Roberts International Airport and Barbados' Grantley Adams International Airport this fall.

The new flights are "part of our broader route diversification strategy aimed at expanding global connectivity and maximizing" the government-owned airline's fleet, said Tourism Minister Kenneth Bryan. He is pleased that visitors will enjoy tourism hotspots like Stingray City, Seven Mile Beach and Pedro St James.

The twice-weekly flights will begin October 18, pending regulatory approvals. Bryan said Cayman Airways is "looking to add" service to two additional US destinations by the end of the year.

Earlier this year, InterCaribbean Airways added new aircraft and launched an expanded flight schedule servicing Antigua, Barbados, Dominica, Grenada, Guyana, St Lucia and St Vincent and the Grenadines.



► Stingray City is a top Cayman attraction



► InterCaribbean is expanding its routes

Trinidad's migrant problem grows



► Trinidad is trying to tackle its migration problem

Trinidad and Tobago is struggling to cope with the continuing influx of Venezuelan migrants, thousands of whom are making dangerous boat crossings to flee their country.

Dozens of children have drowned in trying to cross the treacherous seven-mile journey. The proximity of the coasts of Venezuela to Trinidad and Tobago motivates many parents to take such a risk without considering the dangerous natural and climatic conditions of the area.

UNICEF has requested reports from the government of the islands on the situation of children and teenagers, both on journeys and on entry and "settlement" in the country. The National Assembly of Venezuela has demanded that the Trinidadian government address the ill-treatment directed at Venezuelans who arrive there. The Assembly has

also questioned the scant coverage given to the issue in the regional media.

In March of this year, more than 600 passports were issued by the Venezuelan government to help return compatriots who had lived through an ordeal in the Caribbean islands.

According to the UN, 78,849 immigrants live in Trinidad and Tobago, representing 5.19 percent of the 1.4 million population. Around half that total is thought to be Venezuelans, around 40,000, who are fleeing from poverty, crime and widespread corruption. It has led to immense anti-Venezuelan feeling in Trinidad. The female migration that arrives in the country is much higher than the male migration. Numerous cases of sexual assault and harassment have been reported.

Barbados preps for foodies



► The Barbados Food Festival is hugely popular

The Barbados Food and Rum Festival is approaching which has become one of the most popular events in the region.

It features local and international chefs, renowned rum producers and culinary personalities. There will be 22 local chefs and mixologists to showcase the best of Barbados' culinary talent and cuisine. It runs from October 19-22 under the theme 'Feed the Future'.

The chefs will create dishes using 50 per cent Barbadian ingredients, rum and a mystery ingredient which they selected from the Mystery Box. Similarly, the mixologists selected their local mystery ingredients to incorporate in their rum cocktails.

In addition, the use of rum in the savoury dishes could start a new food trend. While many people pair cocktails with food, finding a way to bring the rum in and beside a dish could be a new approach for food festivals.

Aprille Thomas, Director at Barbados Tourism Marketing Inc, said: "This October best in Barbadian culinary talent will be on display. From award winning mixologists to vegan chefs; we look forward to wowing patrons with new things in Caribbean and international cuisine."

Joining the local talent will be Food Network's Anne Burrell, UK MasterChef, Chef Shelina Permalloo and from Colombia Chef Juan Diego.

GAS PRICES

Gas Prices as at Tuesday 15 August, 2023



Location	Gas Station	Regular	Premium	Diesel
East End	Eastern Star Rubis (Woody's)	5.9	n/a	5.44
NorthSide	Jack's Esso (Jack's II)	6.09	6.22	5.45
Bodden Town	Lorna's Rubis	5.85	6.02	5.36
Bodden Town	Mostyns Esso	5.12	6.45	5.45
Savannah	Savannah Rubis	5.85	6.04	5.39
Red Bay	Barcam	6.09	6.23	5.47
Red Bay	On The Run (Brown's Red Bay)	6.09	6.23	5.47
George Town	Peanuts	5.64	5.91	5.19
George Town	Jose's Escape	5.63	5.91	5.11
George Town	Refuel	5.56	5.79	4.95
George Town	Esso Tigermart 4 Way Stop (JS)H&B 11	6.07	6.21	5.47
George Town	Eastern Avenue Rubis	5.86	5.99	5.39
George Town	Walkers Rd. Rubis	5.83	5.96	5.34
George Town	On The Run (Mike's Walkers Rd.)	6.09	6.23	5.42
George Town	On The Run (Brown's Industrial Park)	6.09	6.23	5.47
George Town	On The Run (Mike's 7 Mile)	6.09	6.23	5.42
West Bay Rd.	H & B Esso (H&B 1 Seven Mile)	6.07	6.21	5.42
West Bay Rd.	7 Mile Rubis (AA 7 Mile)	5.82	5.92	5.28
West Bay	Hell Esso	6.08	6.22	5.37
West Bay	Esso 4 Way Stop (Four Winds)	n/a	n/a	n/a
George Town	Scotts Landing	5.91	n/a	5.12
Cayman Brac	West End	n/a	5.99	6.02
Cayman Brac	The Pit Stop	n/a	5.92	n/a
Little Cayman	Village Square	n/a	7.29	7.06

Lowest Prices	Grand Cayman	5.12	5.79	4.95
Highest Prices	Grand Cayman	6.09	6.45	5.47

FUEL EXPENSE REDUCTION



Frequent and fast acceleration – Avoid heavy acceleration and drive below the speed limit. Frequent and swift acceleration burns fuel at a faster rate.



Additional Weight – Empty your car trunk of heavy items that can be located elsewhere. Your vehicle will use more fuel when carrying heavier loads.



Vehicle Replacement – Consider replacing your vehicle with a fuel efficient model.

COMMUNITY EVENTS

Back 2 School Family Fun Day – Cayman Brac

26 August - The Department of Children and Family Services is hosting a Back 2 School Family Fun Day in Cayman Brac on 26th Aug from 2:30pm to 5pm. Call 948 - 2331 for venue details.

Beacon Farm Tour

29 August - Learn more about the great work being done at Beacon Farm with a twice-weekly tour throughout August. Tours are available at 11am on Tuesday and Thursday. No booking required.

You can also visit the farm shop to buy fresh produce from the fields and other Beacon Farms products. Cost is C\$12. Call 947 - 9800 or visit the website www.beacon-farmscayman.org for more information.

Department of Lands and Survey – Customer Appreciation Day

31 August - The Department of Lands and Survey is pleased to invite the community to their Customer Appreciation Day on Thursday 31st August from 10

AM to 3 PM at the Government Administration Building on Elgin Avenue. There will be refreshments, prize giveaways and demonstrations.

National Museum – Free entry to Residents

2 September - Residents can enjoy free entry to the National Museum every first Saturday of the month. View two floors of galleries that contain six exhibitions to learn about the unique natural and cultural heritage of our three Islands.

Introduction to Drumming with Randy Chollette

2 September - Join musician and visual artist Randy Chollette for an exciting 4-part workshop - Introduction to Drumming. Learn about the history and social role of drumming practice in the Cayman Islands and its contribution to wellness. Participants will learn how to make sound and rhythm. The workshop is on for 4 consecutive Saturdays and goes from 10am to 12:30pm. No experience is re-



► National Museum

quired. Registration can be done via email to education@national-gallery.org.ky or call 945 - 8111 for more information.

September Church Services at St. Alban's Church of England, Shedden Road

3 September - Services of Holy Communion will be held on Sunday 3 September and Sunday 24 September at 9:30am. Morning Prayers (Matins) will continue for the remaining Sundays in September at 9:30am as usual.

Storytime at Gardenia

3 September - On the first Sunday of every month, join Next Chapter at Gardenia Court (located just behind Next Chapter) for a free story time session. Bring along a picnic blanket and settle in at 10am for the reading of children's books, ranging from classic favourites to new bestsellers.

Chamber Training Centre – Communication Skills Workshop

12 September - This half-day course is for everyone who is in-

terested in developing their communication skills in person, via phone, email, and online platforms. Through developing these skills, you can improve your relationships, your leadership abilities, and interactions in all areas of business and life. The cost is \$200 for members and \$275 for nonmembers. For more information, call 949 - 8090.

Send your community events to wendy@caymaniantimes.ky

Preventing and recovering from exercise injuries

Can you relate to this scenario? After putting it off for too long, you commit to get fit—only to find yourself injured the minute you start working out.

All of a sudden your fitness goals go back on the shelf and you are left to deal with the pain.

Whether your injury occurs right off the bat or after years of regular workouts the result is always the same. It is discouraging, painful, and downright depressing.

And since studies suggest that up to 38% of all exercisers suffer from an injury each year, it is a subject worth exploring.

Top 3 Workout Injuries

The following three ailments occur commonly among active people. Let's explore the cause of each and then detail your very own injury prevention plan—because let's face it, you simply don't have time to spend nursing and injury (and losing all that progress you had made).

1. Strain / Pulled Muscle: occurs when a tendon (connects muscle to bone) or muscle is stretched or torn. If you suffer from a strain you will feel pain and swelling in the muscle belly, or loss of function if the strain occurred in a tendon. Many strains occur as the result of an improper warm-up and insufficient stretching.

2. Sprain: occurs when a ligament (connects bone to bone) is stretched or torn. While this can happen to any ligament in your body, the most common placements of sprains are in the ankle, wrist and knee. Often this injury will happen suddenly as the ligament is stretched beyond its nor-

mal limit, usually during a fall or other acute trauma.

3. Low Back Pain: it is said that 80% of the population will experience back pain at some point in their lives—and the list of causes is as diverse as the sufferers themselves. Here are the main reasons for workout related back pain:

- **Improper form:** Similar to bad posture, using improper form while performing weight bearing exercises will leave your back sore and aching. The good news is that once your form is corrected this pain should subside after a healing period.

- **Weak muscles:** If you have a desk job then chances are your deep back muscles are inactive and unconditioned. When you start an exercise program, but fail to properly strengthen these muscles, the result is often an aching back.

- **Strained muscles:** Not to pick on that desk job, but another result of sitting all day is tight back muscles. When these muscles are not properly warmed up and stretched before exercise begins, muscle strains occur.

Your 5-Step Injury Prevention Plan

Injuries don't have to slow you from meeting your fitness goals. The following 5 steps will dramatically reduce your chance of injury and if you do find yourself injured, but have been following these 5 steps, your recovery will be quick and efficient.

Step 1: Stretch

What is more boring than stretching? You want to exercise, not sit around

touching your toes—right? Even though it isn't exciting, stretching is the best way to increase muscle elasticity and durability. Tight muscles are big contributors to strains—remember? Take the time to stretch everyday before and after your workout to stave off injury.

Step 2: Warm Up

Preparing for your workout should not begin and end with putting on your gym clothes. Your muscles need to be coaxed into motion by way of a 10-15 minute warm up in order to prepare them for injury-free use. Cold muscles are less elastic and are therefore more prone to tears.

Step 3: Proper Gear

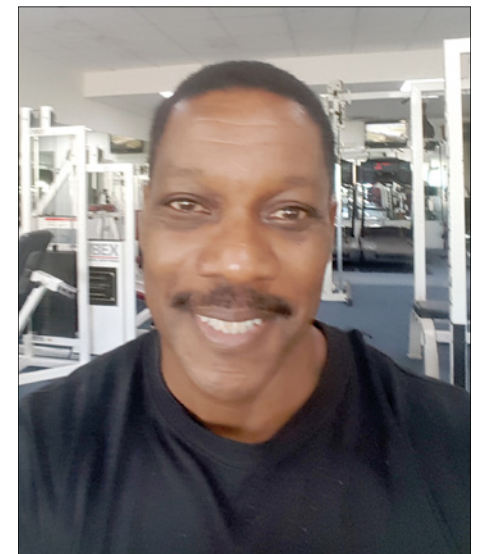
For most fitness enthusiasts proper gear has everything to do with their shoes. Don't be fooled—not just any shoe will do. Find shoes that offer support and traction for your exercise of choice, and make sure that they aren't too tight or too loose. If you are prone to ankle injuries then try a pair of high-tops for extra support.

Step 4: Lifestyle

Stop for a moment and think about your car - if you don't maintain it with regular tune ups, oil changes and quality fuel then you can't expect it to perform well on the road. The same applies to your body. Getting healthy amounts of sleep, eating well-balanced meals and staying hydrated will all contribute to your performance during exercise. The healthier your lifestyle is the less likely you are to suffer an injury.

Step 5: Condition

This may seem like the most obvious



► Ernest Ebanks








step to injury prevention, but unfortunately it is the most overlooked. People who keep their bodies in top condition by exercising regularly and maintaining a healthy lifestyle are the least likely to injure themselves. When exercise programs are started and stopped sporadically your muscles are most likely to become injured.

Of course being conditioned also has another great benefit that everyone enjoys - you get to look and feel great! And who doesn't want that, right?

The ultimate injury prevention plan is to work with me, your qualified fitness expert! Together we will explore proper technique and will craft a plan for your unique fitness goals.

Wouldn't you love to see awesome results before this summer comes to an end? Simply call Ernest at Body Shapers Personal Training Fitness Studio 325-8696 or email me bodyshaperscayman@gmail.com today to get started. It's time to take action and get the results that you deserve!

WEEKLY WEATHER FORECAST

Friday	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday
						
88° / 82°	87° / 84°	88° / 83°	88° / 84°	87° / 83°	86° / 83°	84° / 83°
Variable cloudiness with a thunderstorm in parts of the area	Mostly cloudy with a thunderstorm in parts of the area in the afternoon	A couple of morning thunderstorms; otherwise, clouds followed by a brightening sky	Cloudy and breezy	Mostly cloudy and breezy; occasional rain and a thunderstorm in the afternoon	Mainly cloudy	Intervals of clouds and sunshine with a couple of thunderstorms

DEATH ANNOUNCEMENTS

The family of the late **Kary Ann Coulson** regret to announce her passing on August 1, 2023.



A funeral service will be held 10:00 a.m. at on Saturday August 26, 2023 at Calvary Baptist Church, viewing will be held from 9:00 a.m. prior to the service.

Interment will follow at the Prospect Cemetery.



Churchill's Funeral Home

We have been asked to announce the passing of Mr. William McKenzie Conolly, who passed away on August 20, 2023. Details of a Thanksgiving Service will be announced at a later date.



Condolences can be registered at churchillsfuneralhome.com

Churchill's Funeral Home


We have been asked to announce the passing of Ms. Rachel Roselyn Forbes, who passed away on August 20, 2023. Details of a Thanksgiving Service will be announced at a later date.



Condolences can be registered at churchillsfuneralhome.com

Churchill's Funeral Home


We have been asked to announce the passing of Mr. Stephen Thomas Hallett, who passed away on July 22, 2023. Details of a Thanksgiving Service will be announced at a later date.



Condolences can be registered at churchillsfuneralhome.com

Churchill's Funeral Home

We have been asked to announce the passing of Mrs. Emmie June Piercy Brunson, who passed away on August 4, 2023. Details of a Thanksgiving Service will be announced at a later date.



Condolences can be registered at churchillsfuneralhome.com

Churchill's Funeral Home


We have been asked to announce the passing of Mr. Evol Lloyd Grant, who passed away on July 16, 2023. Details of a Thanksgiving Service will be announced at a later date.



Condolences can be registered at churchillsfuneralhome.com

Churchill's Funeral Home

We have been asked to announce the passing of Mr. William James Watson, who passed away on August 22, 2023. Details of a Thanksgiving Service will be announced at a later date.



Condolences can be registered at churchillsfuneralhome.com

The family of the late **Mishelane Legarda** regrets to announce her passing on 20 August, 2023.


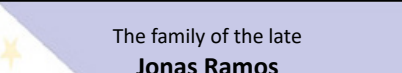
Ms. Legarda will be repatriated to the Philippines.



The family of the late **Joy Ebanks** regret to announce her passing on August 8, 2023.

A funeral service will be held 2:00 p.m. at on Saturday September 2, 2023 at Calvary Baptist Church, viewing will be held from 1:00 p.m. prior to the service.

Interment will follow at the St. Mary's Cemetery, West Bay.

The family of the late **Patricia Ferguson** regrets to announce her passing on 15 August, 2023.



Ms. Ferguson will be repatriated to Jamaica.



The family of the late **Regal Jackson** regrets to announce his sudden passing on Thursday, 3rd August 2023.

A funeral service will be held at 10:30 am at The Aston Rutty Civic Center in Cayman Brac on the 27th day of August 2023.

Interment will follow at the Creek Cemetery.

The family of the late **Jonas Ramos** regrets to announce his passing on 13 August, 2023.


Mr. Ramos will be repatriated to the Philippines.



The family of the late **Pastor Wesley Nyack** regret to announce his passing on August 11, 2023.



A funeral service will be held 1:00 p.m. on Sunday August 27, 2023 at King's Seventh-day Adventist Church, viewing will be held from 12:00 p.m. prior to the service.

Interment will follow at the Bodden Town (New) Cemetery.



The family of the late **William David Smalldon** regret to announce his passing on Wednesday August 2, 2023.


A funeral service will be held 11:00 a.m. at the Church of Latter-Day Saints Church, Selkirk Watler Drive, Saturday September 9, 2023.

The family of the late **Darby Burnard Tibbetts** regret to announce his passing on August 13, 2023.

A funeral service will be held 3:00 p.m. on Saturday September 2, 2023 at Stake Bay Baptist Church in Cayman Brac.

Interment will follow at the Stake Bay Cemetery.






The family of the late **Adrian David West** fondly known as "Josh" sadly announces his unexpected and peaceful passing on Friday, 28th July, 2023.

A Memorial Service will be held on Saturday, August 26, 2023 at the Cayman Islands Baptist Church, 163 Pedro Castle Road, Grand Cayman, Cayman Islands, at 2:00pm.

In lieu of Flowers, the family kindly requests that donations be made to Big Brothers Big Sisters of the Cayman Islands. Contributions can be sent to their account at Cayman National Bank Ltd., Account Numbers: CIS Checking 011-05172 or US\$ Checking 022-21857

A private cremation will be held at a later date as a final farewell.

Churchill's Funeral Home

We have been asked to announce the passing of Mrs. Carstene Reid who passed away on Sunday, August 20, 2023.


A Thanksgiving Service will be held at Church of God Universal, 81 Walkers Rd, George Town, on Saturday September 02, 2023 at 2:00 p.m. Viewing: Closed Casket Interment will be held at Garden of Reflections Cemetery.



Condolences can be registered at churchillsfuneralhome.com

Churchill's Funeral Home

We have been asked to announce the passing of Mr. Lindbergh W. Webster, who passed away on August 22, 2023. Details of a Thanksgiving Service will be announced at a later date.



Condolences can be registered at churchillsfuneralhome.com



SUDOKU

Sudoku is a number-placing puzzle based on a 9x9 grid with several given numbers. The object is to place the numbers 1 to 9 in the empty squares so that each row, each column and each 3x3 box contains the same number only once. The difficulty level of the Conceptis Sudoku increases from Monday to Sunday.

Conceptis Sudoku

By Dave Green

			5	4				
	8	1				6	7	
				7				
8			3	2				7
		9				1		
3			8	1				4
				8				
	2	3				5	1	
			7	3				

©2018 Conceptis Puzzles, Dist. by King Features Syndicate, Inc.

Answer to previous puzzle

5	2	9	8	3	1	4	6	7
8	4	3	6	7	5	9	2	1
6	1	7	2	4	9	8	3	5
9	3	8	5	2	4	1	7	6
1	5	6	7	9	3	2	8	4
2	7	4	1	6	8	5	9	3
4	9	2	3	1	7	6	5	8
3	6	5	4	8	2	7	1	9
7	8	1	9	5	6	3	4	2

Difficulty Level ★★★

Difficulty Level ★★★

6/01

CROSSWORD

By THOMAS JOSEPH

ACROSS 37 Casino

1 Diner side figure dish

5 Get naked dog

10 Game with mallets

11 Kingdom division

13 Car

14 Danny of "Moon-struck"

15 Secure firmly

17 Curvy letter

18 "The Twilight Zone" creator

19 Methane or ethane

20 Green and Gore

21 Postmark part

22 Highland groups

25 Nat and Natalie

26 Singer Jenny

27 Fiddling need

28 Finish

29 Not as old

33 Cool — cucumber

34 Go boom

35 Give a new title to

P	E	N	T	U	P	S	A	G	S
A	R	O	U	S	E	P	S	A	T
I	R	O	N	E	R	R	U	S	E
L	O	N	E	R	C	A	S	T	E
S	L	E	D	M	U	T	A	L	
			I	G	O	R	A	N	Y
P	A	N	M	E	E	T			
I	M	A	G	E	S	L	A	S	
G	A	T	O	R	S	A	S	H	A
L	I	O	N	G	A	S	C	O	N
E	C	O	N	A	G	E	O	L	D
T	A	T	A	P	A	S	T	E	S

Saturday's answer

- 7 Deli bread
- 8 Outlawed
- 9 Throb
- 12 Forest growths
- 16 Artist's medium
- 21 Get an app, say
- 22 Erases
- 23 Flax product
- 24 Slow tempo
- 25 Overthrow
- 27 Ring competitors
- 29 Oman neighbor
- 30 Devout
- 31 "Frasier" dog
- 32 Takes ten
- 36 One — time

DOWN

- 1 Petty arguments
- 2 Comic Anderson
- 3 Change
- 4 Forested area
- 5 Gives rise to
- 6 Article

THOMAS CROSSWORD BOOKS 1-8! Send \$4.75 (check/m.o.) for each book to 628 Virginia Dr., Orlando, FL 32803

1	2	3	4	5	6	7	8	9		
10				11					12	
13				14						
15				16			17			
18							19			
			20				21			
22	23	24				25				
26						27				
28				29				30	31	32
33				34						
35			36				37			
38							39			
	40						41			

6-25

Word Search

W	P	O	A	C	H	P	E	O	R	E	B	G	E	E
R	H	C	V	M	B	N	B	A	S	T	E	Y	R	C
E	H	I	O	U	N	H	V	R	O	A	S	T	B	R
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- Al dente
- Baste
- Blanch
- Boil
- Braise
- Broil
- Confit
- Croustade
- Daube
- Dressing
- Fillet
- Fondue
- Garnish
- Glaze
- Gratin
- Julienne
- Marinade
- Poach
- Prove
- Reduce
- Roast
- Seasoning
- Simmer
- Stock
- Tartare
- Truss
- Whip

Find the listed words in the diagram. They run in all directions — forward, back, up, down and diagonally.



Have fun with
**CAYMANIAN
TIMES**

CURTIS

By Ray Billingsley

I CAN'T GET ENOUGH OF THE HORROR GENRE!

I THOUGHT THE SUPERHERO GENRE WAS YOUR FAVORITE

GUYS FLYING 'ROUND CRASHING THROUGH BUILDINGS WITHOUT GETTING A SCRATCH JUST ISN'T REALISTIC

WEREWOLVES, KILLER DOLLS AND FLESH-EATING BLOBS ARE WAY MORE LIKE REAL LIFE!

THE AMAZING SPIDER-MAN

By Stan Lee

TWO WOULD-BE ASSASSINS RUN AFOLLOU OF IRON FIST AND DR. CHRISTINE PALMER—

THANK

KHOK

GREAT! YOU TWO POLISHED THEM OFF!

AFTER YOU' WEBBED THEIR GUNS!

THIS IS NO TIME TO START A MUTUAL ADMIRATION SOCIETY!

STAN LEE
LARRY LIEBER
6-25

JUDGE PARKER

By Woody Wilson & Mike Manley

LOS ANGELES RESTAURANT - AFTERNOON

NEDDY SPENCER?

NEDDY SPENCER? LOS ANGELES POLICE DEPARTMENT. MAY WE HAVE A WORD?

MS. HUERTA, IF WE COULD TALK OVER HERE...

WHAT'S THIS ABOUT?

Caymanian Times Classifieds

Line Cook

Must have knowledge of all food handling, health and safety.

- 6 years' experience in fast kitchen environment, be flexible to work in all stations of the kitchen.
- Be able to work with different members of staff.
- Skills to include and not limited too, be able to work cook in a fast kitchen environment, the skills to prep in every area of the kitchen.

Must be willing to work long shifts, weekends, public holidays and early morning, late night shifts. Salary between \$6.50-8.00 per hr., plus all other benefits as per Cayman labour law.

Please submit resumes to

pds069@yahoo.com

PDs

Food & Beverage Server needed.

- Day to day service of bar and restaurant Tables
 - Communication skills on the phone for take-out orders
 - Cash out skills
 - Open and closing duties
 - Keeping restaurant clean at all times
- Qualifications
- 5 yrs. F&B experience
 - Willing to work shifts, weekends and public holidays
 - Knowledge of sports and schedules
 - Computer literacy
 - Must have knowledge of Aloha POS
 - Inventory checks

Salary \$5.50 per hour plus gratuities

All parties must provide clean Police record.

Please send resume

Pds069@yahoo.com

POLAR BEAR AIR CONDITIONING

Invites applications for the following position:

AIR CONDITIONING/REFRIGERATION TECHNICIAN

Key Responsibilities & Duties:

- Diagnose & repair problems and perform preventative maintenance on Residential & Commercial A-C systems and Commercial Refrigeration Equipment
- Install A-C systems and components
- Wire & commission inverter 25 SEER Systems
- Vacuum A-C/R Systems
- Solder copper tubing
- Perform Air Quality Control
- Wire high & low voltage components
- Provide complete evaluations and written reports such as: List of Deficiencies & Recommendations, Estimates & Proposals, etc.
- Supervise a-c apprentices on jobs

Minimum Qualifications & Requirements:

- EPA/Recognized HVAC/R Certification
- A min. of 2 yrs. of experience & extensive knowledge in the HVAC/R Industry
- Must be capable of servicing Commercial Refrigeration Equipment
- Satisfactory score on pre-employment testing
- Computer literate – experience in Google Suite preferred
- A strong knowledge in mathematics is required
- Excellent Customer Service Skills
- Provide Employment References
- Valid Driver's Licence
- Police Clearance
- Candidates must be willing to work flexible hrs. - including weekends & Public Holidays when required

Salary commensurate with qualifications & experience

Range CI\$15-\$18 per hr. + Incentive Bonuses, uniforms & statutory benefits per CI Labour Act

Qualified Caymanians, Status Holders & residents with the right to work on island submit applications with a detailed resume to:

Email: info@polarbear.ky

P.O. Box 31198

Grand Cayman KY1-1205

AET Ltd Services is seeking qualified Caymanians or Permanent Resident Holders for the following position:

Cooks

Kitchen Assistants

Cashiers

Food and Beverage Servers

Applicants should have more than 2 years' experience working in a restaurant and be available to work varying shifts, holidays, and weekends.

Interested and qualified persons should email a cover letter, resume, proof of status on island, and a clean police record to sevenmileburger@gmail.com.

Wages start at CI\$8.00 and are based on experience

APPLIANCE SALES & SERVICE

Applicant should be knowledgeable; with at least 5+ years experience in the area of major home appliances and design i.e. is familiar with all major North American and European manufactures.

The applicant should also be familiar with home and kitchen design and be experienced at reading floor plans.

The applicant needs to understand and have experience in HVAC and ventilation.

Finally, the applicant must be familiar with the performance factor of the various appliances, especially kitchen appliances, and the applicant must have the ability to cook a wide variety of food items in order to properly demonstrate these products.

The position requires a university degree in a relevant field, working knowledge of SketchUp software and AutoCad.

REMUNERATION & BENEFITS

STARTING SALARY: CI\$ 3,750.00 / month, plus commissions based on targets.

Please send resume and cover letter:

Bon Vivant – Better Living

PO Box 10593

Grand Cayman, KY1-1005

Cayman Islands

Or email info@bonvivant.ky

Submit by: Friday, September 1, 2023

Advertise
your

JOBS

here

Fast,

Efficient,

Affordable.

Only 48 hours'
notice required

Accepted by Immigration

POLAR BEAR AIR CONDITIONING

Invites applications for the following position:

AIR CONDITIONING INSTALLER/DUCT FABRICATOR

Key Responsibilities/Duties:

- Wire & commission inverter 25 SEER Systems
- Fabricate & install Sheet Metal & Duct Board Systems
- Install A-C systems, flex ducts, grilles, t/stats etc.
- Perform Air Balancing
- Perform Air Quality Control
- Perform Preventative Maintenance
- Vacuum A-C systems
- Solder copper tubing
- Wire high & low voltage components
- Supervise A-C Apprentices
- Provide complete evaluations and written reports such as: List of Deficiencies & Recommendations, Estimates & Proposals etc.

Minimum Qualifications & Requirements:

- Certification in Air Conditioning
- A minimum of 7 years of experience and extensive knowledge in fabrication & installation of both types of duct systems, installation of A-C equipment & components
- Satisfactory score on pre-employment testing
- Ability to read blueprints
- Computer knowledge – experience in Google Suite preferred
- Excellent Customer Service Skills
- Provide Employment References
- Valid Driver's Licence
- Police Clearance
- Candidates must be willing to work flexible hrs. - including weekends & Public Holidays when required

Salary commensurate with qualifications & experience

Range CI\$15 - \$18 per hr + Incentive Bonuses, uniforms & statutory benefits per C I Labour Act

Qualified Caymanians, Status Holders and residents with the right to work on island submit applications with a detailed resume to:

Email: info@polarbear.ky

P.O. Box 31198

Grand Cayman KY1-1205



MINISTRY OF HOME AFFAIRS

The Ministry of Home Affairs (MHA) invites applications from suitably qualified candidates for the post of:

HUMAN RESOURCES OFFICER
Cayman Islands Fire Service
Ref: VCIFS005-23
Salary: CI \$51,060 - \$66,984 per annum

Under the supervision of the Human Resources Manager/FOI Manager, the Human Resources Officer will provide a wide range of Human Resource functions for the CIFS, the main purpose of which will be to assist in administering, planning and directing HR activities and strategies required to meet the needs of a highly paced environment.

The Human Resources Officer will also function as the Deputy Information Manager, Freedom of Information, to the HR/FOI Manager's position as Information Manager.

The Cayman Islands Fire Service operates a 24/7/365 Aerodrome and Domestic Fire and Rescue Service in Grand Cayman and Cayman Brac, and Aerodrome Service in Little Cayman. There are a total of five active fire stations covering the three islands, with a staff complement of approximately 150. The HR Officer is responsible for assisting with all HR activities in order to provide a comprehensive HR service including all policy, strategic and operational HR/personnel functions. The post holder will be an accomplished HR professional who may be called upon to assist the CIFS Management Team in the absence of the HR Manager with various activities related to the implementation and coordination of HR policies and procedures in line with the CIFS strategic goals and all relevant governmental policies, laws and regulations.

Principal Accountabilities

Principal responsibilities will include, but not limited to:

- Preparing and processing HR correspondence such as employment agreements, change of circumstance forms, pension forms, job references, acting & duty appointment letters, transfers, acceptance of resignation/retirement letters, etc.
- Sharing responsibility for maintenance of all HR records including employee files/electronic records.
- Assisting in the maintenance attendance records and processing special leave requests in order to monitor or address issues relating to all forms of leave.
- Producing various reports and statistics from the HRIRIS system (or any other system that may be in place) in relation to employees.
- Acting as the CIFS HR point of contact for relevant agencies as assigned by the HR Manager.
- Assisting with the provision of guidance and support to staff including senior managers and supervisors relating to workforce issues, organization changes, compensation and benefits, terms and conditions of employment as well as other HR related matters.
- Providing administrative support in relation to recruitment and selection processes both locally and overseas to ensure that they are completed in a timely manner.
- Providing administrative support in relation to performance management, job specification reviews and/or evaluations.
- Providing input regarding development and integration of HR policies, procedures and strategies across the CIFS including: performance management, recruitment and retention, career development and succession planning.
- Assisting with research and monitoring of HR trends and best practices with the aim of developing/updating systems, tools and practices.

Qualification, Experience and Competencies

At a minimum:

An Associate's Degree or Professional HR Certification with a minimum of 4 years of experience in an HR environment or related field is required. Experience in the public service, a large organization or a law enforcement environment is preferred.

It is essential that the post holder possesses:

- strong IT skills with experience in Microsoft Excel, computerised personnel systems and data querying tools;
- demonstrable skills in filing procedures;
- excellent organisational and multi-tasking skills in order to meet deadlines and maintain a high level of efficiency and effectiveness;
- highly effective interpersonal & relationship building skills;
- exemplary communication skills both written & verbal ;
- high level of self-motivation and the ability to work effectively in a dynamic team the highest level of integrity and impartiality in relation to all aspects of the role, as well as the ability to observe strict confidentiality while exercising discretion, sensitivity and courtesy; and
- excellent research and analytical skills.

Benefits will be determined in accordance with the Public Service Management Act (2018 Revision), Personnel Regulations (2022 Revision), Public Service Pensions Act (2017 Revision) and the CINICO Health Plan for Civil Servants.

Interested? Visit our e-recruitment site at www.careers.gov.ky for the detailed job description and online application process. Only shortlisted candidates will be contacted.

Deadline for receipt of applications: Friday, 8th September 2023



MINISTRY OF HOME AFFAIRS

The Ministry of Home Affairs (MHA) invites applications from suitably qualified candidates for the post of:

CLINICAL PSYCHOLOGIST
His Majesty's Cayman Islands Prison Service
Ref: VHCIPS004-23
Salary: CI \$93,192- \$122,268 per annum

The Clinical psychologist will aim to reduce the distress and improve the psychological well-being of clients. They use psychological methods and research to make positive changes to their clients' lives and offer various forms of treatment. The Clinical psychologist will work alongside other professionals in multidisciplinary teams in order to tackle complex client problems.

The post holder, through producing specialized diagnostic, consultative, and treatment services, assists the Prison Rehabilitation Service in their work with preparing inmates' Sentence Plans and guiding best practice in programme delivery.

HMCIPS Rehabilitation Services is responsible for the assessment and development of treatment programmes for offenders. These programmes include Offender Healthcare/ Mental Health, Sexual Offender Assessment and Treatment, Adult Education/ Workforce Readiness, Library Services, Substance Abuse Services, and Vocational Enterprises. The goals are to provide effective, evidence based programming to all offenders and to create strong partnerships with local government departments, community based providers, and the communities to which offenders return in order to provide services that are critical to offenders' successful reintegration into society post-release.

Principal Accountabilities

Principal responsibilities will include, but not limited to:

- Using assessment instruments and clinical skills to provide diagnostic evaluation of inmates entering HMCIPS, identified by initial screening to require intervention.
- Conducting interviews and individual therapy to assist inmates in gaining insight into personal problems, defining goals, and planning actions reflecting their interests, ability, and to determine the advisability of counselling and referrals to other specialist or institutions.
- Administering and interpreting individual intelligence, risk, personality and other psychological tests.
- Writing psychological evaluations, memorandums and referrals.
- Participating in staff conferences and team meetings to help determine the specific needs of individual inmates.
- Completing psychological research projects and programmes in accordance with the priorities of the Department.
- Developing and implementing programmes designed to measure treatment efficacy;
- Providing supervision to group-work staff to aid in the performance of their duties.
- Providing psychological case management and programme advice.
- Developing and conducting training programmes/seminars for Corrections staff and community groups.

Qualification, Experience and Competencies

At a minimum:

- A Doctoral Degree in Clinical Psychology or equivalent degree from an accredited college or university.
- Should be licensed or license-eligible within their current jurisdiction of practice.
- At least 3-5 years' experience as a psychologist in a correctional setting.
- Should also possess skills in using the Risk, Needs, Responsivity Model and/or the Good Life Model.
- Specialized knowledge is typical of licensure requirements: psychopathology, risk assessment and personality tests and measurements, behavioral analysis, vocational rehabilitation, psychotherapy, and data analysis.
- The post holder must also possess excellent interpersonal skills, as well as oral and written communication skills.
- He/she must also be able to effectively communicate to family members and mentors, community groups and agencies and colleagues/ professionals in other departments.
- The Clinical Psychologist should be able to translate findings and information regarding behavioural disorders into meaningful treatment/sentence plans for inmates. These should be easily adapted by rehabilitation staff: including the Case Manager, teachers and other personnel at the site(s).
- Preference will be given to those candidates who are dually certified/licensed in both clinical and educational psychology areas.

Benefits will be determined in accordance with the Public Service Management Act (2018 Revision), Personnel Regulations (2022 Revision), Public Service Pensions Act (2017 Revision) and the CINICO Health Plan for Civil Servants.

Interested? Visit our e-recruitment site at www.careers.gov.ky for the detailed job description and online application process. Only shortlisted candidates will be contacted.

Deadline for receipt of applications: Friday, 8th September 2023



MINISTRY OF HOME AFFAIRS

The Ministry of Home Affairs ('MHA') invites applications from suitably qualified candidates for the post of:
PUBLIC SAFETY TELECOMMUNICATOR - TRAINEE
 Ref: VDPSC003-23

Salary: CI \$30,312 – \$39,780 per annum

The Department of Public Safety Communications (DPSC) provides a 24/7/365 dispatch service and coordination centre to support emergency response in the Cayman Islands. It prioritises requests for assistance and dispatches the appropriate units. Public Safety Communications Telecommunicators provide life-saving, pre-arrival instructions to callers to lessen the impact of an emergency; and to maintain the safety of first responders.

This is a skilled position requiring the post holder to process incoming telephone calls from the public reporting emergency and non-emergency situations; to provide appropriate pre-arrival instructions to callers and dispatch the most appropriate first responder units; and to provide electronic monitoring of offenders and CCTV surveillance.

Principal Accountabilities:

The post-holder will be engaged in classroom activities and On-the-Job training to achieve APCO certification in Public Safety Telecommunications; Emergency Medical Dispatch, Fire Service Communications, along with First Aid and CPR. This training will enable the post-holder to:

- Process calls which include the answering of emergency 9-1-1 and non-emergency calls.
- Interrogate callers to ensure all relevant information is gathered.
- Provide pre-arrival instructions to callers using information gathered from them, effective judgment of the given situation, and the standard protocols provided.
- Dispatch emergency first responders including RCIPS, Emergency Medical Services, Fire Service, Immigration, Department of Environment, etc.
- Electronic monitoring of offenders using the appropriate computer software applications.
- React to violations of electronic monitoring by the dispatching of the RCIPS, contacting the relevant clients or contacting the client's supervisor (e.g. the Probation Unit).
- Undertake real time evaluation of actions being observed by CCTV cameras.

Qualifications, Experience and Competencies:

At a minimum:

- 3 years' experience of working in a role with the general public.
- Demonstrable work experience involving the following: remaining calm under pressure/in stressful situations, being well organised and flexible, demonstrating listening skills, showing a clear attention to detail and working effectively as part of a team.

The post holder must have the ability to:

- type 25 words per minute;
- utilise Microsoft Word and other common software applications;
- communicate effectively verbally and in writing;
- excellent and perceptive listening skills with the ability to synthesise information from a variety of sound sources.
- read and discern visual images on a variety of media, including colour-coded computer screen;
- write English legibly and record names and numbers accurately;

Within **three (3) months** of hire, the post holder must achieve:

- Certification in APCO Public Safety Telecommunications;
- Certification in APCO Emergency Medical Dispatch;
- Certification in APCO Fire Service Communications
- Certification in First Aid & CPR.

Benefits will be determined in accordance with the Public Service Management Act (2018 Revision), Personnel Regulations (2022 Revision), Public Service Pensions Act (2017 Revision) and the CINICO Health Plan for Civil Servants.

Interested? Visit our e-recruitment site at www.careers.gov.ky for the detailed job description and online application process. Only shortlisted candidates (local) will be contacted.

Deadline for receipt of applications: Friday, 1st September 2023

Caymanian Times

Advertising Rates



**Wednesday
Friday**

Description	CI\$	Size (inches) W x H
Newspaper Advertisement Full page	750	10 x 13.5
Newspaper Advertisement 2/3 page	650	10 x 8.37 or 6.6 x 13.5
Newspaper Advertisement 1/2 page (horizontal)	450	10 x 6.67
Newspaper Advertisement 1/2 page (Vertical)	450	4.9 x 13.5
Newspaper Advertisement 1/3 page	350	4.9 x 8.37
Newspaper Advertisement 1/4 page	250	4.9 x 6.67
Newspaper Advertisement 1/5 page	150	4.9 x 4.96
Newspaper Advertisement 1/8 page	75	4.9 x 3.25 or 3.22 x 4.96
Newspaper Advertisement 1/16 page (Small)	50	4.9 x 1.55 or 2.38 x 3.25
Newspaper Advertisement (Mini)	5	2 x 1
Front Page Banner	200	10 x 1.5
Inserts	300	
Advertorial 1/2 Page	500	
Graphic Design	50	

All ads are full colour

Advertising Deadlines (48 Hours prior Publication Day)

Publication Day	Deadline (12pm (noon))
Wednesday	Monday
Friday	Wednesday

2 days notice for ads

For further information or to book an advert call 916 2000 or email: sales@caymaniantimes.ky

Captain Bryan's Sail and Snorkel is seeking a

Boat Captain/Deck Hand

Requirements:

Must have 5 yrs. experience in operating a Catamaran and Monohull

Have basic knowledge of Diesel Engines

Know how to change starters, alternators, and batteries.

CPR trained.

Salary: CI\$10 p/h plus health & Pension

Email:

captainbryans@candw.ky

BEVVY & LAZY LIZARD

Applications from Caymanians, Status Holders and legal residents are invited for the position of: **FOOD & BEVERAGE SERVER**

Must have a minimum of 5 years' experience in the hospitality industry with excellent communication and customer service skills. A clean Police Record is essential.

Minimum hours will be 25 hours per week. Wages will be paid weekly at the rate of KY\$8 per hour as well as statutory benefits and a share of the gratuities.

Submit applications to susan@elite.ky

ELITE MEP

Applications are invited for the position of ELECTRICIAN

Must have a minimum of 7 plus years' experience with valid Electrician License issued by Department of Planning, Cayman Islands (or have vocational certification and be in the process of obtaining License)

The successful candidate will be required to work a minimum of 45 hours per week including weekends and evenings, as required.

Salary will be paid weekly at an hourly rate of \$22 per hour. Health & Pension Benefits provided in accordance with Labour Law.

Only applications from Caymanians, Status Holders and Legal Residents will be accepted at this time.

Email resume to susan@elite.ky

we make it happen

SUPERVISOR OF EQUIPMENT DRIVERS AND DISPATCH

We are accepting applications for a supervisor to lead our team of Drivers and facilitate Dispatch in the equipment rental division. Proven leadership skills, strong computer skills, and a firm understanding of customer service are key components for this position. The successful applicant must have at least 5 years' experience in an equipment rental business and a minimum of 2 years' experience in a Supervisory role.

Duties will include but are not limited to:

- Overseeing all aspects of dispatching and scheduling of drivers
- Scheduling of staff and other Supervisory administrative duties such as timesheet processing and approval
- Interviewing candidates for key positions in the equipment or warehouse departments
- Involvement in the annual staff evaluation process
- Filling in with dispatch of portable toilet division as needed
- Training and coaching Equipment Drivers
- Regular inspection of vehicles
- Vehicle and equipment licensing
- Assisting customers with equipment rentals, contracts, and customer service

This position will work closely with the Supervisor of Warehouse Operations and will fill in supervision of warehouse staff, labourers, PT customer relation operations, and training as needed.

Requirements:

- Minimum 5 years knowledge and experience in equipment rental operations
- Minimum 2 years of supervisory experience
- Knowledge of Point of Rental is a plus
- Proficiency in MS office
- Previous experience supervising a crew
- High School Diploma is required; secondary degree is a plus

Salary: \$38,000 - \$41,000 KYD per annum commensurate with knowledge and experience

Please submit your resume and cover letter, along with proof of citizenship, a police clearance certificate not more than 6 months old and 2 written work references. To expedite the processing of your application, please following this link: <https://massiveequipment.bamboohr.com/jobs>

If you have questions, you can email HR Manager at: hr@massivegroup.com

MASSIVE
EQUIPMENT RENTAL
AND SALES LIMITED



MINISTRY OF HOME AFFAIRS

The Ministry of Home Affairs (MHA) invites applications from suitably qualified candidates for the post of:

HUMAN RESOURCES MANAGER / FOI MANAGER

Cayman Islands Fire Service

Ref: VCIFS004-23

Salary: CI \$64,056 - \$84,036 per annum

The Human Resource Manager deliver a wide variety of Human Resource services for the CIFS including but not limited to: establishing HR policies and procedures, managing recruitment and appointment of employees, designing, implementing and monitoring performance management and incentive plans, employee relations and staff counseling and support, payroll/salary administration services and coordinating succession planning.

The HR Manager will also function as the CIFS's Information Manager, Freedom of Information, and respond to all FOI requests. The HR Manager will also process complaints and grievances and deal with the mitigation of risk for the CIFS.

The Cayman Islands Fire Service operates a 24/7/365 Aerodrome and Domestic Fire and Rescue Service in Grand Cayman and Cayman Brac, and Aerodrome Service in Little Cayman. There are a total of five active fire stations covering the three islands, with a staff complement of approximately 150. The HR Manager is responsible for overseeing all HR activities for the CIFS and providing a comprehensive HR service including all policy, strategic and operational HR/personnel functions. The HR Manager will be an accomplished professional who is part of the CIFS Management Team, with the responsibility for the implementation and coordination of HR policies and procedures in line with CIFS strategic goals and all relevant governmental policies, laws and regulations. This requires the HR Manager not only to have excellent technical HR skills but also to exercise very strong relationship management skills.

Principal Accountabilities

Principal responsibilities will include, but not limited to:

- Establishing the specific HR policies and practices for the CIFS, including all policy, strategic and operational aspects, subject to any legislative or centrally determined parameters;
- Coordinating the recruitment of staff for the CIFS, in liaison with the Chief Fire Officer and/or line manager responsible;
- Monitoring working conditions to ensure that a healthy and safe work place is provided;
- Coordinating the annual performance agreement and assessment process.
- Maintaining all payroll records for CIFS staff, action any payroll and deduction changes as necessary and review payroll run for accuracy monthly.
- Liaising with the Chief HR Officer, Ministry of Home Affairs, on behalf of the Chief Fire Officer in relation to any appeals/ complaints/ grievances made by staff.
- Developing and conducting employee orientation training programs in conjunction with the Training Manager.
- Providing employee relations counseling and, where necessary, refer/ outsource these services.
- In conjunction with the Chief Fire Officer, establishing and implementing a succession plan for all management and other key positions in the CIFS.
- Having a working knowledge of the Freedom of Information Act (2021), Freedom of Information (General) Regulations (2008), as well as being familiar with Government's processes and systems, in order to deal with submitted FOI requests and queries from the Ministry surrounding any Internal Reviews;

Qualification, Experience and Competencies

At a minimum:

- Bachelor's Degree in Human Resources Management, Business Administration or a related discipline.
- Five (5) years of experience in Human Resources Management is required, preferably in a Public Safety setting or in an organisation with 100+ employees.
- Ability to interpret and apply laws and regulations affecting the HR functions of the organisation
- Knowledge and use of HR software to record data and generate reports necessary to manage and make business decisions
- Excellent research and analytical skills; strong IT skills with proficiency in Microsoft Suite;
- Highly effective interpersonal and communication skills including report writing and verbal presentation;
- Self-motivated and effective team player attributes; strong relationship-building skills and the ability to multi-task;
- The ability to bring integrity and impartiality to all tasks, and observe strict confidentiality, while exercising discretion and courtesy;
- Knowledge of core competencies, training delivery, design and evaluation.

Benefits will be determined in accordance with the Public Service Management Act (2018 Revision), Personnel Regulations (2022 Revision), Public Service Pensions Act (2017 Revision) and the CINICO Health Plan for Civil Servants.

Interested? Visit our e-recruitment site at www.careers.gov.ky for the detailed job description and online application process. Only shortlisted candidates will be contacted.

Deadline for receipt of applications: Friday, 8th September 2023

PROPERTY RENTALS & SALES

YOUR GUIDE TO REAL ESTATE

For Sale

Member of CIREBA

4 Bed 3.5 Bath | 3,100 sq/ft | 0.34 Acres



Sunrise Landing Canal Front Home

Asking CI\$1,295,000

MLS# 415707

Call Paula McCartney

+1(345) 516-3521

BERKSHIRE HATHAWAY
HOMESERVICES

CAYMAN ISLANDS

For Sale

Member of CIREBA

1 Bed 1 Bath | 682 sq/ft | Kaibo Phase 1



Kaibo Escape - Beachfront Condo

Asking US\$ 795,000

MLS# 415687

Call Paula McCartney

+1(345) 516-3521

BERKSHIRE HATHAWAY
HOMESERVICES

CAYMAN ISLANDS

Just Listed

Member of CIREBA

Raw Beachfront Land ~120ft x 640ft



CAYMAN LAND INFO
Photo source www.caymanlandinfo.ky

2 Acres on North Side Cayman Brac

Asking CI\$ 350,000

MLS# 416433

Call Anthony Lawson

+1(345) 925-3158

BERKSHIRE HATHAWAY
HOMESERVICES

CAYMAN ISLANDS

For Sale

Member of CIREBA

4 Bed 3 Bath | 3,300 sq/ft | 0.42 Acres



Family Home on Butterfly Circle

Asking CI\$ 685,000

MLS# 415687

Call Natasha Casebolt

+1(345) 949-3521

BERKSHIRE HATHAWAY
HOMESERVICES

CAYMAN ISLANDS

PROPERTY RENTALS & SALES

YOUR GUIDE TO REAL ESTATE



Three-Story Townhome in South Sound

SOUTH BAY ESTATES 10

3 Bed + 3.5 Bath | 2,400 sqft | Listed at US \$988,000

Tamara Radojicic: 345-925-2605

MLS 416013 | Member of CIREBA



Condo in Seven Mile Beach Corridor

BRITANNIA LIONS COURT 212

1 Bed + 1 Bath | 1,272 sqft | Listed at US \$699,000

Nancy Chen: 345-327-5888

MLS 416077 | Member of CIREBA



Condo with Pool View in South Sound

VELA 42

4 Bed + 4.5 Bath | 2,780 sqft | Listed at CI \$6,500 per month

Sebastien Nehme: 345-923-2223

RMLS 3026 | Member of CIREBA



Condo in Seven Mile Beach Corridor

BRITANNIA LIONS COURT 322

2 Bed + 2 Bath | 1,696 sqft | Listed at CI \$745,000

Nancy Chen: 345-327-5888

MLS 416131 | Member of CIREBA

PROPERTY RENTALS & SALES

YOUR GUIDE TO REAL ESTATE



Brand New Two Story Condo in South Sound

THE MANTRAS 20

2 Bed + 2.5 Bath | 1,369 sqft | Listed at CI \$645,000

Kate Ryley: 345-327-5007

MLS 415460 | Member of CIREBA



1 Bedroom Condo in Grand Harbour

HARBOUR WALK 114

1 Bed + 1 Bath | 485 sqft | Listed at CI 385,000

Nancy Chen: 345-327-5888

MLS 416035 | Member of CIREBA

OFFICE SPACE FOR RENT

#19 Walkers Road
Reception Desk and small office
Ideal for a Small Professional Business
Board Room Facilities and Wifi available
\$900 per month plus utilities

Contact Ralph at 916 - 2000 for more information

HSM



Legal Rights and Rental Properties

HSM's Property Team can advise both landlords and tenants of their rights across residential and commercial properties.

As a full-service law firm in the Cayman Islands, we offer a comprehensive real estate service that is client focused and can provide any necessary ancillary services such as litigation and asset recovery, immigration support and regulatory matters.

- Revise and draft robust and enforceable Tenancy Agreements
- Draft forfeiture notices or demand for repayment of arrears
- Advice for breach of tenancy (nonpayment of rent or breach of other obligations)
- Remedies of access, forfeiture, possession and distraint
- Guidance on disrepair



Linda DaCosta
Property Partner

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