

Delroy Duncan

AGREEMENT ON REVISED TERMS AND CONDITIONS OF EMPLOYMENT

BETWEEN

THE BERMUDA POLICE ASSOCIATION (BPA) EXECUTIVE On Behalf of its Members

AND

THE GOVERNMENT OF BERMUDA, as represented by the Minister of National Security

Whereas the Parties have agreed to revise the Terms and Conditions of employment of the members of the Bermuda Police Service Association;

And whereas the members of the Bermuda Police Service Association have ratified the revision to the Terms and Conditions of Service in an e-vote concluded on 17 February 2016.

Now it is agreed between the Parties that the terms and conditions of service of members shall be revised as follows for the period from February 1st, 2016 through March 31, 2017:

1. The members agree to one furlough day per month for 14 months commencing the 1st February 2016. Furlough payments will be deducted one per month (8hours), however, members of the BPA are permitted to take a maximum of six (6) consecutive furlough days(calculated as a day for a day) to be managed as per the existing annual leave policy;
2. There shall be a Promotion Freeze;
3. Free bus and ferry travel is suspended;
4. Overtime shall be paid at straight time for continuous duty (up to 12 hours in total);
5. There shall be a Pay Freeze
6. The BPA will continue to work with the Commissioner's office in support of his budget reduction strategy
7. Vacation calculation and manpower levels shall not form part of this settlement, but are within the discretion of the Commissioner of Police.

For the avoidance of doubt, the parties acknowledge and accept that only in respect of paragraphs 1, 2, 3 and 4 of this agreement:

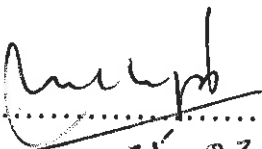
8. The term of this agreement shall be February 1st, 2016 to March 31, 2017, at the end of this period all benefits shall be returned ; and
9. The Police Act 1974 provides for access to binding arbitration where the parties cannot reach a negotiated settlement. The Government therefore cannot legally waive access to a statutory process which sets out what the Minister "shall" do in Section 29 of the Police Act 1974.

The parties also agree that:


1. The BPA will continue to enjoy the benefit of a Housing Allowance
2. The issue of the safety, the welfare and general well-being of the membership of the Bermuda Police Service shall form a part of the Terms of Reference of a Working Group appointed to explore (GEHI) contributions. The full terms of reference are set out as Appendix A and shall form part of this settlement agreement.

In witness whereof, the parties hereto set their signatures

Date: 23rd day February 2016


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25.02.2016

Gary L. Phillips OBE JP
Chairman, PSNT


.....
FEB 23 2016

Andrew A. Harewood Sergeant 2168
Chairman, BPA Executive



APPENDIX A

BERMUDA POLICE ASSOCIATION-

January 11, 2016

Working Group into the Welfare of the BPA and Healthcare Costs

BACKGROUND

1. At present police officers receive comprehensive health insurance, as members of the Government Employees (Health Insurance) Act 1986 plan under the GEHI regime, at no cost to the officer.
2. Government has stated its intention to require police officers to pay a share of healthcare costs in line with other government employees and in accordance with the Government Employees (Health Insurance) Act 1986 provisions for employee contributions.
3. The BPA has stated that policing in Bermuda has become a more dangerous occupation. Each day officers carry out their duties expecting to be injured or expecting to suffer a job related illness. The BPA is firmly of the view that it is unacceptable for its members to work with the changes to GEHI as suggested by Government in light of the occupational hazards they now face daily on the job.
4. It is agreed by the parties that the question of health care contributions should be de-coupled from other COSO cost related items and become the subject of a separate Working Group with the following Terms of Reference.

WORKING GROUP TERMS OF REFERENCE

The purpose of this Working Group is:

- i) To take a comprehensive review of the safety, welfare and general wellness of the members of the Bermuda Police Service
- ii) To review the current non-contributory healthcare benefits enjoyed by the Bermuda Police Service
- iii) To detail if necessary what a contributory healthcare payment regime would look like for Police officers
- iv) To determine whether with the occupational risks now faced by members of the Bermuda Police Service it is appropriate to change the existing GEHI benefits.
- v) To detail the rationale why members of the Bermuda Police service should not continue to receive GEHI health coverage in its existing format.
- vi) To determine the financial impact of such a regime to each officer,
- vii) If necessary to determine if and how such a regime could be phased in and the timeframe to achieve any phasing in, and how continuity of care could be achieved during transition.
- viii) To explore and resolve any employment contractual conditions that might impede the introduction of a contributory Healthcare regime for the Bermuda Police Service.

PROCESS

It is proposed that the following process be adopted

1. That the Working Group commence during the week of 31 March 2016.
2. That in order to ensure a full appreciation of the current safety, welfare and Healthcare benefits and costs, the Working Group may seek technical advice and direction where necessary.

At the end of the work of the Working Group the PSNT and the BPA shall present a report (joint report) detailing its findings to the Minister responsible.