



BUILDING A FAIRER, MORE STABLE AND AFFORDABLE BERMUDA



PLATFORM
FEBRUARY 2025



BUILDING A FAIRER, MORE STABLE AND AFFORDABLE BERMUDA

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BUILDING A

PLP

FAIRER BERMUDA

For Us

LEADER'S MESSAGE

Dear Fellow Bermudians,

These rapidly changing times call for stable leadership and decisive action. Since returning to office, the Progressive Labour Party has worked tirelessly to build a fairer Bermuda by delivering progress in key areas: introducing a minimum wage, advancing more accessible healthcare, caring for our seniors, reducing payroll taxes for 86% of workers, expanding affordable housing, and removing financial barriers to education.

However, we know many of you feel we can do more – and we hear you.

This 2025 Platform is a direct response to those concerns. It outlines policies designed to bring about real change, ensuring more opportunity, affordability, and stability for all Bermudians.

The platform was developed with input from across wide sectors of our community. Every policy, initiative and goal outlined is a reflection of discussions with Bermudians at the doorstep, shaped by a team of some of our brightest minds and next-generation leaders. It reflects our commitment to making life better for every Bermudian, addressing the challenges we face today while preparing for the future.

The focus of this platform is on transformative, impactful action with Bermudians in mind. We recognise that we cannot fix everything at once, and that in some areas we must prioritise practical, everyday solutions – policies that address the daily real challenges people face, while providing stability as the foundation for more innovative and ambitious policies in the future.

With your support to govern for the next five years, a Progressive Labour Party government will focus on taking strong and urgent action in the following key areas:

- Creating a more affordable Bermuda;
- Transforming healthcare coverage and accessibility;
- Supporting Bermudians through all stages of life;
- Sustaining our economy in a changing world; and
- Promoting a more responsive, people-centred government.

These priorities are centred around building a fairer, more stable, and affordable Bermuda.

At its core, this platform is a progressive, people-centred, and proactive plan designed to meet the needs of all generations of Bermudians.

On behalf of the Progressive Labour Party, thank you for your continued trust and faith in us as we navigate these trying times together – marked by global challenges, from the effects of the pandemic to rising inflation, war, and other economic pressures.

Together, we will take the necessary steps to secure a fairer, more stable, affordable, and ultimately a stronger and better future for all.



E. David Burt, JP
Premier of Bermuda
Leader, Progressive Labour Party

CREATING AN AFFORDABLE BERMUDA: HOUSING, ENERGY, FAIR PRICES

The PLP will encourage the creation of a more
affordable Bermuda through:



BUILDING A FAIRER, MORE STABLE AND AFFORDABLE BERMUDA

URGENT ACTION TO PROVIDE MORE AFFORDABLE HOUSING TO BERMUDIANS

Affordable housing is a cornerstone of our vision for a more affordable Bermuda. We want a Bermuda where every Bermudian has the opportunity for homeownership and access to secure, affordable housing. We understand the significant barriers many residents face in achieving and maintaining housing, especially in challenging economic times.

The PLP will continue working with key stakeholders, expanding assistance programs, and delivering solutions that support both vulnerable families and middle-income earners seeking affordable housing options.

We are prepared to address these challenges head-on and provide innovative, sustainable solutions to ensure all Bermudians have a fair chance at homeownership and housing stability.

THE PLP IS COMMITTED TO:

- Developing a long-term plan to transition the former Bermudiana Beach Resort and Grand Atlantic into affordable housing for Bermudians, offering rent-to-own schemes and housing lottery opportunities for first-time homeowners.
- Introducing an Inclusionary Housing and Zoning Policy and further relaxing certain height restrictions to promote the inclusion of affordable housing in new residential developments.
- Finalising amendments to the Landlord and Tenant Act to incentivise and support positive rental relationships, streamlining the eviction of non-compliant tenants while protecting the rights of compliant tenants & landlords .
- Continuing collaboration with nonprofits and key stakeholders to finalise a comprehensive Plan to End Homelessness.
- Consulting on amendments to the Bermuda Constitution Order to ensure that naturalisation as a British Overseas Territory Citizen does not automatically grant persons unlimited property ownership rights in Bermuda.
- Advancing legislative amendments and government initiatives to address derelict properties.
- Partnering with the private sector to offer rent-to-own programs and creating additional opportunities for home ownership.
- Strengthening laws and policies to protect mortgage and lending customers facing financial difficulties, and updating the Lender Code of Conduct to ensure fair borrowing practices and penalties for non-compliant lenders.
- Working with the Bermuda Monetary Authority and industry stakeholders to review home insurance regulations, reduce excessive premium increases, and explore policy reforms that allow homeowners to select appropriate coverage levels based on realistic risk assessments.

CREATING AN AFFORDABLE BERMUDA: HOUSING, ENERGY, FAIR PRICES



BUILDING A FAIRER, MORE STABLE AND AFFORDABLE BERMUDA

MAKING ESSENTIAL GOODS AFFORDABLE

All Bermudians deserve access to affordable and healthy food. No one should be forced to make the impossible choice between going hungry and covering other daily expenses. This is an unacceptable burden on Bermudians.

While the PLP has already taken steps to reduce costs for grocers and wholesalers importing goods into Bermuda, these cost savings are not always reflected at the register.

We will hold businesses accountable to ensure price reductions are passed on to consumers – especially since the Government has already cut taxes for these businesses by removing duties on essential goods.

The next PLP government is committed to ensuring healthy food is affordable for all by increasing oversight, supervision, and controls over the cost of food and grocery items.

THE PLP IS COMMITTED TO:

- Implementing fair pricing control & transparency measures to ensure that the benefits of the Government's zero import duties on essential goods are passed directly to consumers, rather than increasing company profits.
- Expand the categories of essential goods to allow improved access to necessary goods for Bermudians, helping to support a stable quality of life.
- Supporting a food cooperative and community-based initiatives to encourage competitive, affordable, and diverse options for food & essential goods shopping.
- Launch a Digital Grocery Price Tracker to provide price comparisons of essential goods across major supermarkets, promoting pricing transparency.
- Reducing red tape and eliminating permit costs for streetside food vendors, farmer's markets, and local producers.
- Pledging to use funds raised by the sugar tax to support the agricultural and fishing sectors, increase food production and distribution and promote the 100% utilisation of arable land.
- Reprioritising the remit of our Parks Department to be food-focused, incorporating food production into select underutilised public spaces such as parks and vacant fields to promote food security, community gardens and hubs.
- Exploring trade and tariff incentive agreements with Caribbean nations to reduce shipping costs and improve access to quality affordable goods.

PROMOTING ACCESSIBILITY TO SUSTAINABLE AND COST EFFICIENT UTILITIES

Affordable energy is a necessary part of Bermudian life, and the industry is ripe for opportunities to achieve greater independence and competition. The PLP remains dedicated to reducing the cost of utilities by reshaping the way they are provided and priced.

At the same time, we remain focused on maintaining the balance for users who continue to rely on BELCO for electricity. Through measures like the Fuels Act 2022, we have strengthened regulations on fuel and gas prices to protect residents from unfair increases.

While BELCO is Bermuda's primary source of electricity, Bermudians deserve access to affordable and cleaner alternative sources without being penalised for exploring other options.



THE PLP IS COMMITTED TO:

- Amending section 35 of the Electricity Act to remove or limit categories of recoverable expenses that allow BELCO to pass certain costs onto consumers. This change will ensure fewer costs are recoverable, prioritising affordability for Bermudians.
- Further empowering the Regulatory Authority to implement fairer pricing on retail electricity tariffs.
- Developing community solar programs to expand access to renewable energy alternatives for Bermudians.
- Reviewing and amending current legislation and regulations that require mandatory connection to BELCO, to allow more diverse and independent energy generation without risk to electrical grid stability.
- Reviewing the Retail Tariff and Feed-In-Tariff methodology to continue to protect consumers from the extreme variations in international oil pricing.
- Continuing to promote clean energy innovation, investment, and modernisation in the electricity generation sector.



STRENGTHENING FREE MARKET COMPETITION AND ANTI-MONOPOLY LAW

We believe in a diverse economy that offers Bermudians increased choices and opportunities. While the PLP celebrates and supports the ability of open markets to grow, change, and adapt, we are also committed to ensuring that these markets remain fair, competitive, and accountable to the public. The PLP will not support unfair practices like cartels and price-fixing, or any behaviour that limits healthy competition and drives up costs for consumers.

We understand that on a small island, some businesses may have a large share of the market or are the only ones in their field. However, this must be balanced with accountability and fairness.

With rising costs and changes in essential goods and services, we will expand pro-competition efforts to ensure that the needs of everyday Bermudians are met fairly and transparently.

THE PLP IS COMMITTED TO:

- Establishing a Regulatory and Competition Authority, with independent boards for each remit, to oversee regulated and unregulated sectors and enforce more transparent pricing to protect consumers and ensure fair competition.
- Instituting stronger competition and antitrust legislation and regulations to prevent unnecessary concentration of power in essential sectors and promote market fairness.



TRANSFORMING HEALTHCARE COVERAGE AND ACCESSIBILITY



BUILDING A FAIRER, MORE STABLE AND AFFORDABLE BERMUDA

ESTABLISHING UNIVERSAL HEALTHCARE AND EXPANDING ACCESSIBILITY

At its core, universal healthcare coverage is centred around one main goal: ensuring that every resident, regardless of income, can obtain the care they need to live a healthy life.

Bermuda is in need of transformative healthcare reform. Without it, people will continue to be unable to afford the medical care they need. Some are forced to go without life-changing or life-saving prescriptions because of cost and lack of coverage. Many in our community are underinsured or uninsured.

Universal healthcare is about building a healthcare system that works for all Bermuda's residents, regardless of their social or financial status, and addressing gaps in coverage and affordability. The PLP has heard the concerns of those struggling with access to affordable healthcare and coverage and is committed to providing it for all.

THE PLP IS COMMITTED TO:

- Implementing a universal healthcare system focused on efficiency, prevention, and primary care, guaranteeing that every resident has access to necessary medical services with reduced co-pays.
- While we work toward universal healthcare, HIP will be expanded to include an annual preventative doctor visit, and FutureCare will be expanded to include a specialist visit and enhanced prescription coverage, reducing out-of-pocket costs for Bermudians.
- Enhancing the current maternity benefit to include well-baby services and increasing support for expectant and new mothers under universal healthcare.
- Dedicating a repurposed school premises to be converted into a state-of-the-art physical rehabilitation centre, providing comprehensive care and support for patients requiring long-term therapy and recovery services.
- Implementing a national plan for adults with intellectual disabilities.
- Enforcing a ban on industrially produced trans fats to promote healthier dietary options and reduce health risks associated with trans fat consumption.
- Restricting the availability of flavoured vaping products to protect public health, especially among young people.
- Enacting legislative changes to increase rights, accessibility, and opportunities for individuals with disabilities.

TRANSFORMING HEALTHCARE COVERAGE AND ACCESSIBILITY



BUILDING A FAIRER, MORE STABLE AND AFFORDABLE BERMUDA

PRIORITISING MENTAL HEALTH AND WELLNESS

Every individual deserves access to the resources that allow them to maintain their mental well-being and live fulfilling lives.

Mental health and wellness are essential to our community's continued strength and success. For too long, financial barriers have prevented many who need help from accessing mental health and wellness services.

The PLP is committed to removing the stigma surrounding mental health in Bermuda and ensuring these vital services are affordable and accessible to everyone.

THE PLP IS COMMITTED TO:

- Recognising trauma as a significant issue affecting our collective well-being both physically and mentally, highlighting the need for key institutions to address its widespread impact and reframe its interactions with the public, such as the criminal justice system, health, educational, and other support institutions.
- Increasing funding for mental health services to provide comprehensive support and enhance mental health infrastructure across the island, beyond existing institutions.
- Encouraging the use of telehealth services to increase access to quality physical and mental healthcare for all Bermudians.
- Expanding counselling and ensuring access to adequate mental health and wellness care under universal healthcare.
- Conducting a comprehensive review of the Mental Health Act 1968 with a view to modernising current processes to provide greater protection, participation, and transparency for those who interact with Bermuda's public mental health services.
- Expanding roles within government for licensed therapists and counsellors while establishing dedicated career opportunities to significantly increase the number of Bermudian mental health professionals.

SUPPORTING BERMUDIANS THROUGH ALL STAGES OF LIFE

As times change, so do the challenges Bermudians face – in raising families, preserving our culture, and building a secure future for generations to come. The PLP is committed to being a government that supports Bermudians through every stage of life.

ENSURING A SUPPORTIVE PRESENCE THROUGH EARLY STAGES

Beyond the financial burdens many face, we recognise the unique challenges of life in Bermuda. For those with the intention of starting families, we are committed to providing the necessary support to nurture and sustain the newest members of our Bermuda-born community and their caregivers.

THE PLP IS COMMITTED TO:

- Increasing support for the Child Development Programme, including the Speech and Language Programme, Family Counselling Programme, and Parent-Infant Groups.
- Adding infant, baby and toddler formulas to the basic basket of goods via the Cost of Living Commission Act 1974 and the Cost of Living (Essential Commodities) Regulations 2022, increasing the level of stability and transparency regarding prices.
- Introducing a baby box program to provide essential items for newborns, supporting early development and giving Bermudian families a strong start in their child's life.
- Establishing parental leave available to a legal guardian or adoptive parent, and revising the existing structure of statutory paternity and maternity leave to provide increased flexibility for families.
- Removing pregnancy termination from the criminal code and the requirement for Committee approval.
- Expand independent living programs for youth ageing out of foster care, integrating education, mental wellness, and financial planning.



PROMOTING YOUTH EMPOWERMENT AND PARTICIPATION

We have listened closely to Bermuda's young people, and we accept your call: your concerns, hopes, and drive to be part of the change our island needs. We value your engagement and are committed to making Bermuda a place where you want to build your lives, put down roots, access opportunities, and take an active role in shaping Bermuda's future together.

We are equally dedicated to advancing education by providing the tools, resources, and pathways that support your personal and professional growth.



THE PLP IS COMMITTED TO:

- Introducing absentee voting for eligible overseas students registered in the course of study, ensuring their voices are heard in Bermuda's democratic process.
- Partnering with youth-led organisations and the Office of Youth Affairs to re-establish a National Youth Council.
- Conducting a full review of the Children Act 1998 to update the Act to address barriers to care for youth, including supporting children and youth mental health support, anti-bullying, and child protection.
- Expanding Bermuda's residential care options with new therapeutic group homes and secure treatment facilities designed to provide targeted support for children requiring intervention.
- Increasing support for youth-led organisations and charities committed to civic engagement, youth participation, leadership and critical thinking skills, and expanding opportunities for work shadowing and exposure to senior leadership roles.
- Reintroducing Bermuda Youth Counseling Services to provide support and guidance to adolescents in overcoming challenges.
- Expand evidence-based mental health first aid training for adults working with adolescents.

ADVANCING EDUCATION TRANSFORMATION

The PLP is committed to continuing the transformation of Bermuda's education system to provide our young people with a strong foundation for success, regardless of their abilities or learning needs.

We are also dedicated to expanding access to higher education and specialised training by offering scholarships and creating a hardship fund to support those who struggle to finance their studies.

We recognise the concerns about ensuring the next generation of Bermudians can compete and work within Bermuda. Providing a strong education system with access to opportunities for further development – in Bermuda and abroad – is one of the most effective ways to secure a bright future for our youth and our island.

THE PLP IS COMMITTED TO:

- Transitioning away from overseas consultants to accelerate the growth of sustainable, homegrown leadership in education reform.
- Completing the implementation of the Education Authority to change how public education is funded, governed, and led.
- Continuing to execute the transformation of the public education system by phasing out middle schools and returning Bermuda to a 2-tier system with signature schools which will provide education in skilled trades like construction and health care.
- Provide additional resources to support professionals in education as they navigate education reform, including enhanced support for professional development.
- Renovating and rebuilding school infrastructure to create safe, innovative learning environments focusing on accessibility and energy efficiency.
- Strengthening inclusive and special education by advancing legislation that ensures better support and accountability for children with additional needs and disabilities.
- Expanding the eligibility of the Bermuda College Promise Programme to allow all Bermudians to benefit, regardless of public or private school education.
- Pursuing additional options to expand access to funding for Bermudians to obtain tertiary education, such as the establishment of a hardship education fund, increased scholarships, and government-supported partnerships with financial institutions and the private sector.
- Increasing articulation agreements with overseas universities to introduce additional pathways for students to transfer credits and study abroad.
- Providing enhanced student support services for academic, social, and career counselling, ensuring each student has the resources needed to succeed.



SUPPORTING THE BROADER ECONOMIC NEEDS OF THE “SANDWICH GENERATION”

Around the world and here in Bermuda, many people find themselves part of the “sandwich generation,” juggling the demands of raising children, working, and caring for ageing parents, all while facing mounting financial pressures.

We understand the difficulty this segment of the population faces and are committed to delivering solutions that help us all care for our loved ones, plan for our own futures, and support both the generations before and after us.



THE PLP IS COMMITTED TO:

- Construction of at least one new senior daycare facility to reduce the expenses of families providing care for their relatives during the workweek.
- Increasing the subsidised payment for caregivers on a tiered basis, based on the level of care required.
- Eliminating payroll tax for self-employed caregivers.
- Streamlining the approval for accessory dwelling units used for caregiving.
- Promoting personal, long-term financial security through financial literacy training and government-approved initiatives to encourage investment.
- Reviewing and expanding the child daycare allowance to account for families with multiple nursery-age children who require support.





FAIRER B

For



Renee MING
1 St. George's North



Kim SWAN
2 St. George's West



Lovitta FOGGO
3 St. Davids



Tinee FURBERT
4 St. George's South



Leroy BEAN
5 Hamilton East



Wayne FURBERT
6 Hamilton West



Diallo RABAIN
13 Devonshire North Central



Alexa LIGHTBOURNE
14 Devonshire North West



Owen DARRELL
15 Pembroke East



Michael WEEKS
16 Pembroke East Central



Jason HAYWARD
17 Pembroke Central



David BURT
18 Pembroke West Central



Joanne BALL-BURGESS
25 Warwick North East



Neville TYRRELL
26 Warwick South Central



Paul WILMOT
27 Warwick North Central



Dennis LISTER III
28 Warwick West



Zane DESILVA
29 Southampton East



Misha FUBLER
30 Southampton East Central



BERMUDA

Us



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7 Hamilton South



Lauren BELL
8 Smith's South



Shomari TALBOT-WOOLRIDGE
9 Smith's West



Lindsay SIMMONS
10 Smith's North



Chris FAMOUS
11 Devonshire East



Andre FAMOUS
12 Devonshire South Central



Lawrence SCOTT
24 Warwick South East



Kim WILKERSON
23 Paget West



Dawn SIMMONS
22 Paget East



Curtis DICKINSON
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Iesha MUSSON
20 Pembroke South West



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35 Sandys North Central



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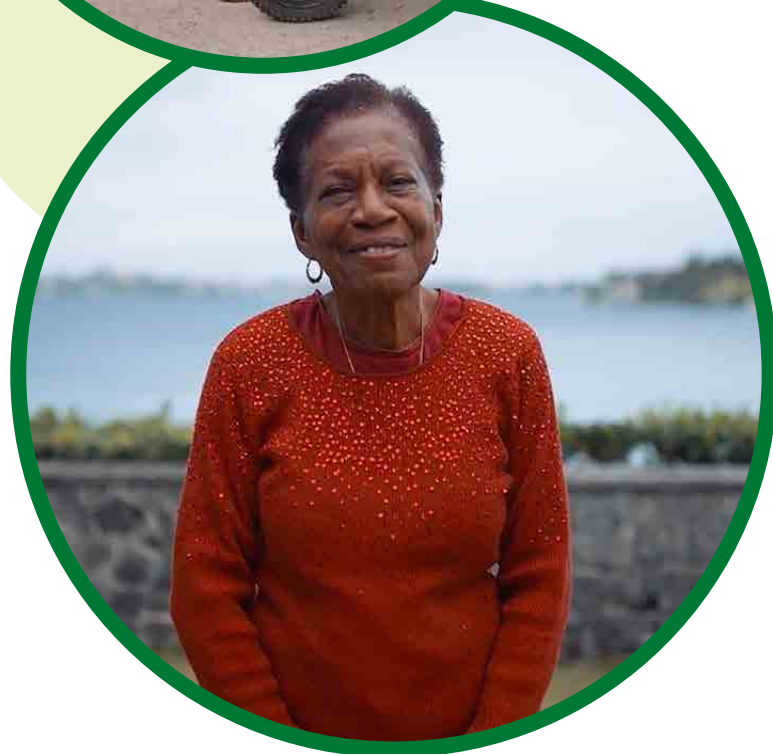
Crystal CAESAR
31 Southampton West Central

ENSURING SENIORS AGE WITH DIGNITY AND SECURITY

As Bermuda's senior population continues to grow, we recognise the importance of going beyond basic support. **Our commitment** is to provide access to the resources, care, and opportunities needed to allow our seniors to age with dignity, security, and the quality of life they deserve.

THE PLP IS COMMITTED TO:

- Expanding access to high-quality elder care services by enhancing existing care facilities and constructing new ones to meet the growing demand for senior care.
- Maintaining our commitment to guaranteeing pension increases each year to match inflation rates, protecting seniors' purchasing power.
- Making homecare options more affordable and ensuring caregiver payments are timely so seniors can age comfortably and securely at home with dignity and proper care.



PRESERVING AND CELEBRATING BERMUDA'S HERITAGE AND THE ARTS

Bermuda's artists and entertainers play a crucial role in shaping our unique culture. Our Bermudian heritage, with its rich traditions and strong identity, is one of our most valuable treasures. It is essential to protect, celebrate, support, and pass this heritage on to future generations.

Our commitment is to continue preserving our heritage while ensuring it evolves and remains relevant in the modern digital age. By adopting new methods to share and highlight our traditions and creative contributors, we can keep our culture vibrant and deeply rooted in the identity of the Bermudian people.

THE PLP IS COMMITTED TO:

- Continuing to implement the initiatives identified in the National Cultural Heritage Policy, including archival preservation of important Bermudian literary, art, and digital works.
- Exploring ways to protect and safeguard national cultural icons and assets, such as the Gombey, to ensure the right to maintain, control, protect, and develop intellectual property over cultural heritage and expressions.
- Recognising November 4th on the national calendar to honour the first arrival of Portuguese and Azorean immigrants in Bermuda.
- Enhancing support for artists and entertainers through scholarships, funding, the creation of more creative spaces across the island, and the celebration of their work.

SUPPORTING OUR ATHLETES AND SPORTS

Sports play a vital role in any society, offering benefits that extend far beyond the joy of a game or activity. Participation in sports and recreational activities can have a lasting, positive impact on Bermudians at every stage of life.

For children and youth, sports foster confidence, resilience, and positive personal growth while helping to prevent antisocial behaviour. For adults and seniors, they provide opportunities to stay active, mentor the next generation, and build strong social connections. By empowering individuals, sports play a vital role in strengthening the fabric of our entire community.

THE PLP IS COMMITTED TO:

- Providing increased funding to community clubs tied to commitments to social impact goals, improved governance, and programme development.
- Implementing initiatives identified in the 2022-2027 National Sports Policy, including the requirement for NSGB Long Term Athlete Development Plans.
- Increasing support to adult and senior sporting and recreational bodies through funding or providing locations and resources.

SUSTAINING AND GROWING OUR ECONOMY IN A CHANGING WORLD

A COMMITMENT TO STABLE PUBLIC FINANCES

The forthcoming corporate income tax represents a new paradigm for Bermuda.

Due to strategic reforms of our previous governments, the country will have the opportunity to implement meaningful tax reform that will reduce the cost of living while also reducing the national debt. Further, it is projected that over the next 10 years, Bermuda will be able to eliminate its national debt while also building a sovereign wealth fund to benefit all Bermudians with strategic investments for the future.

We have made fiscal responsibility a key area of focus during our time in office, positioning Bermuda to achieve its first budget surplus in 21 years. This budget surplus was achieved while the Government made fiscal changes to support Bermuda's residents, including reducing taxes for all local businesses, customs duty on essential goods, the tax on energy bills, and vehicle licensing fees.

As we move forward with the transformative corporate income tax, we will demonstrate that we are prepared to manage the new receipts in a manner that will deliver a fairer, forward-thinking, and balanced economy.

We are focused on ensuring that the benefits of Bermuda's strong economic position serve the present and the future. We want Bermudian businesses to succeed, our older members of society to remain active and competitive in the workforce, and young generations and consumers to enjoy their present while building strong financial futures.



THE PLP IS COMMITTED TO:

- Implementing the recommendations from the forthcoming report from the Tax Reform Commission to ensure that appropriate fiscal guardrails are established for the new revenue from the Corporate Income Tax.
- Balancing debt reduction and infrastructure investment with the significant need for increased investment in social services, education, and healthcare required to execute the pledges in this platform.
- Finalising public sector pension reforms to ensure public sector pensions are sustainable for future generations and restoring annual cost of living increases for public sector retirees.
- Establishing a Sovereign Wealth Fund for Bermuda with an independent board to invest excess proceeds from the Corporate Income Tax for the benefit of future generations.
- Creating a Bermuda Trust Fund with an equal share held by every person with Bermuda Status. This fund will receive profits from government-supported projects like the Fairmont Southampton redevelopment.
- Delivering on the commitment to lower banking fees while ensuring that all Bermudians have access to basic banking services, and establishing a financial watchdog to protect Bermudians from unfair banking practices.
- Implementing the tax reductions outlined in the 2025/26 Pre-Budget Report.
 - Reduce the tax on energy by a further 20%, representing a total reduction of 80% in taxes on energy.
 - Eliminate customs duties on all building materials and all motor vehicle parts.
 - Reduce private car licensing fees by a further 10%.
 - Reduce the base rate of land tax for all residential properties by 50% to \$150.
 - Reduce the monthly tax on mobile phones by 50%.
- Revising the import duty system to implement reduced rates for local businesses registered with the Bermuda Economic Development Corporation, easing operational costs and supporting economic growth.
- Eliminating employer payroll taxes to encourage the retention of Bermudians over 65 who wish to continue working.
- Introducing participatory budgeting to give Bermudians a greater say in the spending of taxpayer funds that support the third sector and charities.
- Launching a comprehensive financial literacy survey to assess community needs and designing initiatives that equip Bermudians with the tools for better financial decision-making.

TRANSITIONING TO A CLIMATE-RESILIENT ECONOMY

As part of our vision for a greener, more sustainable Bermuda, the PLP proposes to create a Bermuda that is prepared to meet the challenges of a changing climate while unlocking new opportunities for economic growth.

Our focus is on building resilience in critical infrastructure capable of withstanding more powerful hurricanes and extreme weather events. Further, we are dedicated to reducing environmental impact, promoting sustainable resource management, and ensuring long-term stability, affordability, and opportunity for all Bermudians.

These solutions will not only advance Bermuda's environmental goals, but also uphold our commitment to fairness for this generation and the next – ensuring no one is left behind in a strong transition to a more sustainable future.

THE PLP IS COMMITTED TO:

- Executing a plan to develop a more climate-resilient energy grid with hurricane-resistant infrastructure, ensuring reliable and affordable energy distribution in response to anticipated worsening climate conditions.
- In the long term, positioning Bermuda as a climate-safe haven to attract investment and drive economic growth through sustainable development.
- Advancing significant infrastructure projects such as upgrading Bermuda's water supply and waste treatment systems to ensure sustainability and resilience.
- Implementing a Green Energy Fund to support affordable access to renewable energy by residents with programmes such as Community Solar and battery storage systems for qualified homes and businesses.
- Finalising a ban on single-use plastics to reduce environmental pollution and protect marine life.
- Enforcing the Clean Air Act 1991, including the 2024 Amendment, to hold businesses more accountable for maintaining clean air and reducing air pollution, including nuisances such as particle fallout.
- Immediately act on the findings of the recently completed, comprehensive Bermuda Climate Study and its recommendations for Bermuda to respond to the impact of Climate Change in the short, medium, and long term.

IMPROVING OUR BUSINESS ECOSYSTEM AND PROMOTING SUSTAINABLE ECONOMIC DEVELOPMENT

Through the dedication of its people, Bermuda continues to attract and support businesses across various industries. From small businesses meeting everyday needs to cutting-edge technology firms and leaders in the (re)insurance sector, many have chosen Bermuda as their professional home.

We are committed to creating an environment where small and mid-sized Bermudian enterprises can grow and succeed. Supporting local businesses is key to building a balanced and resilient economy for the future.

At the heart of our efforts are the people of Bermuda. We will continue developing community-centric initiatives that encourage industry growth without compromising the financial stability of Bermudians.

THE PLP IS COMMITTED TO:

- Continuing the implementation of Bermuda's Economic Development Strategy to drive business expansion, support entrepreneurs, attract investment, and develop local talent.
- Pausing the implementation of new marine protected areas until an agreement is reached with local fishermen on better enforcement and fairer data collection rules to support any new marine protected areas.
- Completing the implementation of cooperative legislation and establishing a Registrar for Cooperatives, supported by a dedicated Government department to administer and promote the sector.
- Developing and implementing a National Entrepreneurship Strategy that will support an expansion of small and medium-sized business ownership focusing on women, youth, and black business owners.
- Advancing Bermuda's position as a digital finance hub by supporting voluntary digital identity solutions and innovation-friendly regulations to attract more investment while ensuring Bermudians benefit from new opportunities.
- Cutting red-tape by streamlining business setup and operation processes while finalising a "one-stop shop" for registration and licensing to encourage entrepreneurship and new local businesses.
- Exploring the potential for government partnerships to support the expansion of financial cooperatives to expand opportunities for Bermudians to access shared ownership and modern, inclusive financial services.
- Advancing policies to promote greater pay equity between Bermudians and expatriates, including by requiring businesses to report detailed, categorised remuneration data, such as housing allowances and other benefits, in addition to further pay transparency measures.

SUSTAINING AND GROWING OUR ECONOMY IN A CHANGING WORLD

PREPARING A SKILLED, FUTURE-READY WORKFORCE AND ADVANCING GREATER FAIRNESS FOR WORKERS

As a government, we recognise that **a strong workforce is key** to the long-term success of our country.

Bermudians are commercially agile and resilient, with the drive and ability to build meaningful careers and shape our economic future. We are committed to making sure that those who want to contribute to our workforce have the opportunity to do so.

The PLP will work to create real opportunities for Bermudians, not just to enter their chosen fields, but to advance in them. By fostering career growth and development, we can reduce the need for work permits and help businesses strengthen their succession plans with skilled Bermudian talent.

THE PLP IS COMMITTED TO:

- Introducing an immigration scheme to incentivise Bermudianisation beyond entry-level positions, by tying streamlined work permit processes for companies to commit to implement and adhere to a formal plan for recruiting, retaining, and promoting Bermudians at mid and senior management levels.
- Enhancing the Bermuda Youth Employment Strategy, which has already reduced youth unemployment in Bermuda by 50%.
- Increasing the minimum wage and developing a standard for a living wage.
- Refining and enhancing the current Employment and Labour Relations Tribunal process to provide increased support and greater fairness to workers.
- Partnering with Bermuda's unions to encourage collective bargaining, union organising, and enhancing workers' rights.
- Developing a data-driven system to support career planning, align education with industry needs, and provide critical insights for economic and workforce planning.



GROWING TOURISM, CREATING OPPORTUNITIES

We remain committed to strengthening Bermuda's tourism industry with a focus on supporting local businesses and diversifying our tourism offerings.

Bermuda is renowned for its hospitality and warmth, and we are dedicated to preserving that legacy by fostering growth and sustainability within the industry. For example, we will continue to encourage the redevelopment of the Fairmont Southampton to boost tourism, jobs, and the economy.

By empowering the growth of our tourism sector through strategic engagement with stakeholders and ongoing collaboration with industry leaders, the PLP aims to keep tourism strong — now and for future generations.



THE PLP IS COMMITTED TO:

- Phasing out the holiday rental certificate fee scheme once local housing market conditions improve, to support the growth of Bermuda's tourism industry, encourage short-term rentals, and ease the financial burden on property owners.
- Expanding the Tourism Investment Act to include smaller guest houses, health and medical tourism.
- Equipping Bermudians for careers in tourism via opportunities through education programmes such as the Hospitality and Tourism Signature School, the Bermuda College, and the Department of Workforce Development.

PROMOTING A MORE RESPONSIVE AND PEOPLE-CENTRED GOVERNMENT

INVESTING IN PUBLIC SECTOR EXCELLENCE

To build the next generation of leaders and change-makers, we must continue our legacy of excellence by attracting and retaining strong, talented Bermudians in our civil service. While we cannot guarantee a role for everyone, we are committed to making a career in government an attractive and viable option where Bermudians can thrive, develop, and lead.

The public service has long been a stable and fulfilling career path for passionate and talented Bermudians. We are dedicated to preserving that stability while modernising and remaining competitive in today's world.



THE PLP IS COMMITTED TO:

- Launch a Public Service Scholarship Programme that covers full university tuition in exchange for a 5-year commitment to public service or public healthcare.
- Modernising the Bermudian Public Service Graduate Scheme with competitive incentives to attract and develop skilled future public-sector leaders on a 5-year track.
- Addressing public sector salary disparities and investing in leadership development to attract, retain, and empower top talent for effective public service delivery.

MAINTAINING AND IMPROVING TRUST, ACCOUNTABILITY, AND USER-EXPERIENCE IN GOVERNMENT

Trust in government is built on transparency and accountability. We understand the frustration of Bermudians who feel disconnected from “politics as usual” and weighed down by red tape and bureaucracy. Our Government is committed to changing that by operating with greater openness and responsiveness.

We will modernise government to be more transparent, accountable, and responsive. Our focus is on creating opportunities for all, not just a select few. By prioritising transparency and delivering on our promises, we will enhance the public’s experience with government, making interactions more accessible and efficient.

THE PLP IS COMMITTED TO:

- Establishing an Independent Public Integrity Office to strengthen accountability, promote transparency, and uphold ethical standards across all public bodies, including the Bermuda Police Service, through independent oversight and enforcement.
- Engaging in a public consultation of additional options for electoral reform, including a reduction in parliamentary seats and campaign financing rules & transparency.
- Expanding the digitisation of government services, providing greater access to online services, including increasing options for online payments to improve convenience and efficiency for the public.
- As part of the digital transformation of government services, increasing the amount of government information that is open and accessible online to reduce the burden of PATI requests on public officers. This applies to government boards, quangos, and government financial information.
- Revising census and data collection processes to include Bermudians who relocated overseas before 2024, allowing data collection to account for those who have emigrated.
- Simplify the Project Management and Procurement Code of Practice to create a faster, fairer process for obtaining government contracts.

LEGAL REFORM

We are committed to providing Bermudians with access to a justice system that is impartial, accessible, and guided by laws that are fair and modern.

The PLP has made legal reform a cornerstone of our governance and will continue this work through the newly established Ministry of Justice. Our focus remains on ensuring that Bermuda's laws are both relevant and equitable.

Moving forward, we will continue to enact forward-thinking legislation that addresses current needs while supporting long-term goals. Our aim is to avoid reactive measures and instead develop sound, lasting laws that will serve Bermuda well, now and into the future.

THE PLP IS COMMITTED TO:

- Conducting a comprehensive review of Bermuda's Legal Aid system to ensure modernisation, transparency, and equitable access to justice for all.
- Reviewing and amending consent legislation to equalise the age of consent regardless of sex or gender.
- Enacting legislation to provide a clear framework for compensating individuals who have been wrongfully convicted and imprisoned.
- Reviewing and updating cannabis-related guidance, regulations, and oversight to strike a balance between the limits of the UK framework and safe, responsible adult cannabis use.
- Removing financial barriers associated with obtaining a domestic violence protection order and establishing a domestic violence court programme.
- Reforming the civil justice system to improve the public's access to justice within the Magistrates' and Supreme Courts.
- Continuing to advance the work of the Office of the Public Guardian to support individuals without the capacity to advocate for themselves, helping them access the care and advocacy they need.
- Reviving the Legal Reform Commission to drive the necessary changes to the civil and criminal justice systems.
- Increasing resources for probation services, mental health treatment for offenders, and independent living support to aid reintegration.
- Reviewing the framework of the Criminal Injuries Compensation Board to ensure it effectively fulfils its purpose of supporting victims of crime.
- Reviewing and updating of the Young Offenders Act 1950 to modernise the treatment of young people impacted by the criminal justice system, in addition to increasing the age of criminal culpability.

CRIME PREVENTION AND RESTORATIVE JUSTICE

Deterring antisocial behaviour requires proactive measures, not just reactionary responses. A justice system focused solely on punishment fails to address the root causes of crime or support long-term solutions.

Many factors contribute to an individual's decision to offend, which is why a focus on preventative and restorative justice is essential. This approach promotes healing for victims while creating pathways for offenders to rebuild their lives and reintegrate into the community.

Restorative justice emphasises accountability, rehabilitation, and personal growth, encouraging offenders to understand the full impact of their actions and take responsibility. Through sound policies and strategies to address the root causes of crime and reduce recidivism, the PLP aims to create safer communities and foster long-term community well-being.



THE PLP IS COMMITTED TO:

- Implementing the National Violence Reduction Strategy to advance ongoing action to break the cycle of violence and create a safer environment for all of our residents and guests.
- Pursuing opportunities to partner with third-sector charities to facilitate the operation of children's homes and residential facilities, along with life skills programs, assessments, and substance abuse treatment.
- Strengthening foster care by providing enhanced support to foster families, ensuring adequate coverage and quality care for children in need.
- Implementing mandatory trauma-informed training across all sectors of Bermuda's justice system and introducing trauma-informed care programs to help offenders address unresolved trauma that contributes to criminal behaviour.
- Promoting restorative justice and community healing to foster accountability and healing with those impacted by the criminal justice system.

PROMOTING A MORE RESPONSIVE AND PEOPLE-CENTRED GOVERNMENT



BUILDING A FAIRER, MORE STABLE AND AFFORDABLE BERMUDA

IMPROVING TRANSPORTATION AND INFRASTRUCTURE

We are committed to upgrading Bermuda's transportation and infrastructure systems. We understand that Bermudians want more accessible, consistent, and user-friendly transportation options, and we are committed to modernising our current transportation system.

Regarding infrastructure, the PLP acknowledges and understands the frustrations people have experienced with Bermuda's roads and is moving forward with plans to upgrade this vital aspect of our infrastructure.

Our party views infrastructure and public transportation as key priorities. We will continue to work to make these areas not only functional, but also a point of pride for all of us.

THE PLP IS COMMITTED TO:

- Fast-tracking the improvement of the state and condition of Bermuda's roads, following the acquisition of a new asphalt plant and paving equipment.
- Creating a 21st-century public transportation plan by expanding buses, ferries, and accessible vehicles, increasing scheduling frequency, and adding more access points in under-served areas to make public transport a reliable first-choice option for all residents.
- Replacing the Tynes Bay Waste-to-Energy Facility to increase energy production and support sustainable resource management.
- Introducing speed cameras within the new CCTV system to deter excessive speeding, reduce accidents, and save lives on Bermuda's roads.
- Amending import duty regulations to extend the zero-duty policy currently applied to electric vehicles to hybrid vehicles as well, equalising incentives with electric vehicles and diversifying affordable green transportation options for Bermudians.
- Amending import regulations to allow the importation of used hybrid and electric vehicles to promote affordability and support Bermuda's transition to greener transportation.
- Implementing a scheme to increase the legal vehicle tint threshold through an annual fee at TCD, providing a balanced solution that promotes safety, regulation, and generates additional government revenue.

50 ACCOMPLISHMENTS

1 REDUCED payroll taxes for 86% of Bermudian workers, easing financial burdens for working families.

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2 REDUCED taxes for all local businesses to support economic growth and job creation.

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3 INCREASED seniors' pensions six times, in line with inflation, ensuring financial security for our elders.

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4 INVESTED over \$15 million in affordable housing, bringing 71 new units online, with more developments underway.

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5 LAUNCHED the Mortgage Guarantee Programme, helping dozens of Bermudians start on the path to homeownership.

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6 ELIMINATED stamp duty for first-time homebuyers, making homeownership more accessible.

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7 IMPLEMENTED Bermuda's first-ever minimum wage, ensuring fair pay and protecting workers from exploitation.

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8 EXPANDED childcare assistance, increasing income thresholds to \$130,000 to support more families and offering up to \$900 per month

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9 DOUBLED scholarship funding, ensuring more Bermudians can access higher education.

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10 IMPLEMENTED the College Promise ensuring that no student is denied access to Bermuda College due to financial constraints.

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11 INTRODUCED signature schools, including Bermuda's first trade school in a generation at CedarBridge Academy.

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12 REDUCED government taxes on electricity by 60%, lowering household utility bills.

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13 ELIMINATED import duties on 33 essential food items, to help reduce grocery costs.

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14 FROZE fuel prices during global surges, protecting Bermudians from volatile energy markets.

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15 EXPANDED summer day camp spaces by 850 spots, doubling previous enrollment to support working families.

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16 CREATED the Unemployment Benefit during COVID-19, providing critical support to thousands of families.

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17 FROZE government health insurance premiums for three consecutive years, saving all policyholders \$540 annually.

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18 INCREASED FutureCare prescription drug benefit from \$2,000 to \$3,000 annually and introduced a prescription drug benefit under HIP for the first time.

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19 CREATED a new maternity care benefit for uninsured women to ensure good maternal health for all of Bermuda's mothers.

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20 INTRODUCED a National Drug Formulary to set maximum prices for common medications and to reduce costs to consumers.

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21 ACHIEVED a budget surplus for the first time in over 20 years through responsible fiscal management.

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22 PAID down \$50 million in government debt, reducing Bermuda's financial liabilities.

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23 INTRODUCED Work Permit Moratoriums on 52 Job Categories – The largest in Bermuda's history, ensuring more job opportunities for Bermudians in industries dominated by non-Bermudian work permit holders.

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24 ESTABLISHED Bermuda as a global hub for subsea cables with the launch of Google's Nuve cable connecting the US and Europe through Bermuda.

25 ENACTED Comprehensive Immigration Reform – Simplifying the process for children born to Bermudian parents to attain status, fixing the mixed-family status issue, and enabling long-term residents to acquire Permanent Resident Certificates.

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26 CREATED the Bermuda Coast Guard – Providing new opportunities for young Bermudians to serve their country while enhancing maritime security and safety.

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27 EXPANDED the home health and seniors care benefit under FutureCare & HIP to provide additional income to families while reducing costs to our healthcare system

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28 IMPLEMENTED the Bermuda Youth Employment Strategy, connecting young Bermudians to job opportunities in key industries.

29 INTRODUCED the first MakerSpace at Cedarbridge Academy to support creatives and give them a space and resources to craft, collaborate and grow their talents.

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30 MODERNISE Bermuda's bus fleet with new electric buses to reduce emissions and cancellations.

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31 PASSED Tips and Gratuities Legislation, ensuring equitable distribution of tips among workers.

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32 INCREASED Paid Maternity Leave – Extended paid maternity leave from 8 to 13 weeks, giving new mothers more time to recover and bond with their newborns without financial strain.

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33 INTRODUCED Paid Paternity Leave – Implemented paid paternity leave for the first time in Bermuda's history, supporting fathers in playing an active role during the early stages of their child's life.

34 INSTALLED high-speed fibre optic internet and WiFi in all primary and middle schools.

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35 INCREASED funding for public health services, enabling free cancer screenings and enhancing preventative care programs.

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36 ESTABLISHED the National Certification and Apprenticeship Board, supporting apprenticeships in skilled trades.

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37 EXTENDED the UN Convention on the Rights of Persons with Disabilities (UNCPRD) to Bermuda, benefiting thousands of disabled residents.

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38 LAUNCHED the Digital Fare Media/Shorelink App, streamlining public transport ticketing.

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39 INTRODUCED Short-Term Financial Relief Benefits, providing immediate support to families facing hardship.

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40 DESIGNATED 20% of Bermuda's waters as marine protected areas, safeguarding natural resources for future generations.

41 INTRODUCED the Independent Living Programme, helping young adults transition from care facilities to independent living through financial support and life skills training.

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42 PASSED the Clean Air Act Amendment, setting stricter air quality standards and enhancing enforcement across the island.

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43 EXPANDED the Economic Investment Certificate and Residential Policy, attracting over \$482 million in direct investments to Bermuda.

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44 PROVIDED a Government guarantee for the redevelopment of Bermuda's largest hotel and employer, the Fairmont Southampton, supporting 100s of jobs in construction. The guarantee was provided after ensuring the project was fully funded so taxpayers were not left with a bill.

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45 INTRODUCED legislation to protect Bermudian entertainers, restoring job protections weakened by the previous government.

46 LAUNCHED the Dementia Care Pilot Program, offering specialised care to uninsured individuals with dementia.

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47 ESTABLISHED the Building Back Equal Project, providing \$1.8 million in funding to empower women and youth entrepreneurs.

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48 AWARDED over \$1,000,000 in capital development grants to 23 local community clubs to assist with critical upgrades to their facilities and to support jobs for local contractors and small businesses.

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49 AWARDED \$634,935 from the Confiscated Assets Fund to 30 community organisations to support youth programmes.

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50 INTRODUCED tax on dividend payments for the first time, earning the treasury \$15 million in the first year, and reinvested those additional funds into education, healthcare and youth programmes.

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2025 GENERAL ELECTION CANDIDATES



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