



BAHAMAS IMMIGRATION

ANNUAL REPORT

2018

Mission Statement

To regulate the movement of people across the borders of The Bahamas so as to ensure the security, facilitate economic advancement and promote the harmonious social development of The Bahamas through the collaborative efforts of responsible government and non-government agencies both nationally and internationally.

Vision Statement

- To ensure that ports of entry are properly equipped in order to control the flow of Immigrants into The Bahamas;
- To cooperate with local and international law enforcement agencies to ensure the security of The Bahamas and its people;
- To promote the delivery of quality service;
- To provide the necessary training for Administrators, Immigration Officers and Clerical staff by conducting in-house workshops and seminars, and to encourage the pursuit of higher education;
- To effect the timely processing of all applications for temporary or permanent immigration status.



Statement of Purpose

The Bahamas Immigration Department has grown tremendously over the past 80 years. We continue to partner with Bahamian citizens to provide quality service in all Immigration matters. We execute our duties in fairness, compassion and with high regard to human rights and dignity while maintaining professionalism.

The goals and objectives outlined in the vision and mission statements can and will be accomplished through the proven leadership, competence and dedication of our team of Immigration Officers who are passionate about their mandate to enforce all the **Immigration Act Chapter 191**.



Meet the Minister

The **Honourable Theodore Brent Symonette** was born in Nassau, Bahamas on December 2, 1954 and is the youngest son of Sir Roland Symonette -the first Premier of the Bahamas and Lady Margaret Symonette. He graduated with a BSc (Hons) in Law and Political Science from Brunel University in Middlesex, England and was called to the Bahamas Bar in 1978. Min. Symonette is an experienced real estate broker and respected politician who began his political career as a Senator in 1987.



As an active a member of the Free National Movement (FNM), Min. Symonette has served as Deputy Prime Minister, Attorney General, Minister of Foreign Affairs of the Bahamas, Member of Parliament for the St. Anne's constituency and Senator. The Honorable Minister was sworn in to his current office as the **Minister of Financial Services, Trade and Industry and Immigration** on May 15, 2017.

On Immigration:

'As the phrase goes "It is better in The Bahamas", there are many with the desire to immigrate to our shores. Obtaining Bahamian residency, work permit or visa is a fluid process; however, the individual must meet the minimum legal and regulatory requirements. The amalgamation of Financial Services and Immigration is seen as an inevitable marriage as they work in tandem to propel and cement the Government's initiatives to increase and encourage foreign investments to our shores.'

–Ministry of Financial Services, 2018



Director's Note

On January 1, 2018, my commission began as Acting Director of the Bahamas Immigration Department. On August 14, 2018, I was later confirmed in said post.

Upon my initial appointment as Director of Immigration, I submitted a Strategic Paper to the Administration, based on my (3) three-month assessment and thus far, most of those recommendations and observations have come to fruition. For this, I commend the current Administration for their support in our efforts.

The Immigration Department is a complex Agency, filled with unique cultural nuances, however, in my short stay thus far, there is tremendous potential for exponential growth and development, as reform becomes the order of our day.

In this ever growing, evolving society, the Public's demand upon the Public Service is greater now more than ever before and so, it is incumbent upon all those on board to place their best foot forward, in bringing reform to our Agency and increasing proficiency in our workplace with renewed commitment for excellence in all we do.

This tall mandate requires the commitment of all staff members, being ever mindful that our Human Resource is the most important component in that which we do. It is through their dedication to duty, blood, sweat and tears - that our goals are realized on behalf of a developing nation and a grateful people.

Through both local and international training opportunities for our Staff, we shall rise to the occasion as we meet all challenges that might come our way. To this, you have the commitment of this Director.

I thank the Administration for their undying support in our every endeavor, my Executive Management Team, inclusive of all our staff, Officers and Civilian support alike. Without your support, we could not have achieved all that we have, in just one short year under My Leadership. For this, I stand grateful.

As we commit to the future in 2019 and beyond, it is my hope and prayer that we all recommit to the task at hand and lend our full support to the Administration that has supported us in our efforts at eradicating illegal migration from our borders and pledge continued support in joint efforts with sister Law Enforcement Agencies.

Our task, in protecting the sovereignty of this Great Little Nation is a monumental one but I am ever confident, that this Agency remains up to the task.

May GOD JEHOVAH bless each and every one of you, our Agency and May GOD bless the Commonwealth of this our Bahamas!

Clarence A. Russell III Cm, BBA, Pg. Cert.
 Director of Bahamas Immigration
 MOFSTI & Immigration
 Commonwealth of The Bahamas



Acknowledgements

The Research & Planning Unit would like to recognize the hard work and effort of everyone who contributed to the completion of this report. Primarily, we wish to extend our gratitude to; ***The Office of the Minister responsible for Immigration, The Directorate and Senior Management team, Bahamas Immigration Grand Bahama and all other Family Island Offices, our Immigration K9 Unit, Enforcement Unit, Accounts, Human Resources and Permits Sections; Refugee Administration, Complaints and Corruption, Supplies and I.T. Units; the team at the Immigration Detention Center*** and every section and branch of the Department of Immigration contained therein.

Special recognition is given to our ***Director, Mr. Clarence Russell II***, for his vision and leadership in bringing this 2018 Annual Report to fruition. Special thanks is also given to ***Officers Charles Walkine and Mercedes Ferguson*** of the Research & Planning Unit and ***Officer Celest Evans*** of the I.T. Unit for their hard work and dedication in spearheading and producing this report.

Thank you to ***Senior Immigration Officers Montelo Gibson and Deron Brooks*** and the team from the ***Grand Bahama Division*** for delivering the first drafting of the Bi-Annual Report. Thank you to ***Immigration Officers Anishka Bowleg and Shacara Henfield*** for their proofreading, ***Senior Immigration Officer Chad Adams*** for his contribution and to ***Mr. Stephan Collins and Reuben Rolle*** at Government Printing for facilitating the printing of this document. A special thanks is also extended to ***Dr. Robert Higgs***.

Finally, we acknowledge ***The Royal Bahamas Police Force, The Royal Bahamas Defense Force*** and all other partnering agencies for their contributions and information provided.

We look forward to the continued support and cooperation of all aforementioned persons as we continue to advance the Immigration Department and protect our borders in the years ahead. Thank you!



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Chapter One



History of Immigration

The History of the Immigration Department began in **1920** when the Governor – in-Council for the Colony of The Bahama Islands passed the Law of Emigration. This Law was followed by the **Act of 1928**, which established the post of *Immigration Officer*.

Under this Act, the Immigration Officer in New Providence and the Commissioners in the Family Island districts were authorized to administer the laws dealing with alien's admission to and their exclusion and deportation from the Bahama Islands. The ultimate control on Immigration matters during this period remained that of the Governor-in Council for the Colonies.

Archival records indicate that *George Campbell Roberts* was appointed Assistant Immigration Officer until the appointment of *John Anfield Hughes* as an Immigration Officer on the 15th February 1938.

Hughes' confirmation to this post meant that two distinct ranks were now in effect; they were *Immigration Officer* and *Assistant Immigration Officer*. In addition to the appointment of John Hughes were additional appointments; in **1943 Bruce Hall** was appointed to Immigration Officer and **Hersal W. Stuart-Hall** in **1953**. On the **6th January, 1964**, on secondment from the Police Department, **Wenzel Vernon Granger** was appointed *Chief Immigration Officer*. This effectively introduced a third more senior rank to the prevailing structure.



The Immigration Act and Amendments

In 1967, with the arrival of majority rule, a newly elected government passed a Bill to enact the **Immigration Act 1967**. This Act essentially focused on the control, admittance, employment, movement and residence of persons within the Bahama Islands who were neither citizens nor belongers.

The **1967 Act** was revised in 1975 and this revision established the Immigration Board, which consisted of persons holding office as Ministers. The Prime Minister is the Chief Executive Officer of the Board; however, this duty is generally exercised by the Minister with responsibility for Immigration. The functions of the board are to exercise general supervision and control over matters concerning or connected with the entry of persons into The Bahamas, and the residence and occupation in the Bahamas of persons who are not citizens of the Bahamas or Permanent Residents.

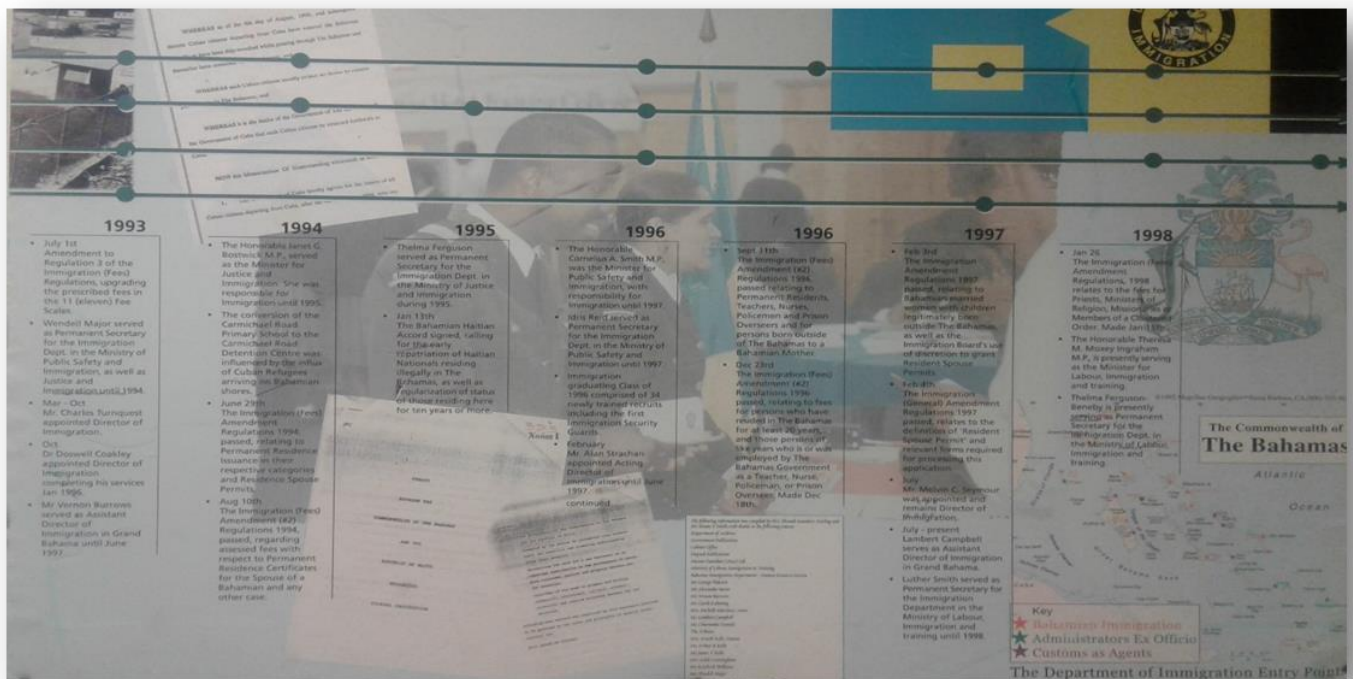
Various amendments to the Immigration Act have served to enable the Department to effectively carry out its mandate of supervision and control. As a result of one of these amendments came the establishment of the Detention Center.

More recently in **2015** there were a series of amendments that reflected the following;

- The establishment of the *Immigration Reserves* and provision for the enlistment, promotion, dismissal powers and duties of reservists.
- The establishment of the *Resident Belongers Permit*
- Mandate for the formulation, implementation and publication by the Minister of a *sector policy*, effective upon publication, *in relation to **IMMIGRATION (AMENDMENT) BILL, 2015'***



- *The exercising of Ministerial discretion* with respect to residence and employment matters in The Bahamas under Part VI of the Act.
- Authorizing the Minister of Immigration to make regulations establishing a *Detention Center* for persons pending deportation at one or more locations within The Bahamas.
- *To make provision for the grant of a Certificate of Permanent Residence* to the foreign spouse of a Bahamian who is widowed, divorced or separated after applying for the certificate.



The above image shows amendments to the Immigration Act period beginning **1993 through 1998**. The official **Gazetted Immigration Act** that was drafted in the year **2000** would include all of the previous amendments.



Establishment of The Bahamas Immigration Flag

The Immigration Department unveiled its Departmental Flag on **October 15, 1951**.



The Immigration Flag is the creation of **Chief Immigration Officer Philip V. L. Gomez**. It has three unequal stripes from hoist to fly black gold and aquamarine; bearing two gold billets on the aquamarine.

The flag also recalls the “Banner of the Kingdom of the XV Islands”, which Spain created around 1496 to symbolize the area that is now The Bahamas.

Consequently, during the 1951 unveiling, then Minister Alfred Maycock articulated his hope that the dedication service would mark the beginning of a special blessing from the ‘Almighty God’ to be bestowed upon the Immigration Officers and that God would protect them against destruction.



Recent Ministers Responsible for Immigration

Hon. Orville A. T. Turnquest
2007-2008



Minister of State
Hon. Elma Campbell
2007-2008

Minister of State
Hon. Branville McCartney
2008-2010



Hon. Brent Symonette
2008-2012
2017- present

Hon. Frederick Mitchell
2012-2017



Recent Permanent Secretaries of Immigration

Dr. Patricia Rodgers
2008-2012



Mr. Phillip Miller
2012- January 2017



Ms. Sheila Carey
February - April 2017



Ms. Sherrylee D. Smith
May - December 2017



Mr. David Davis
January 2018 - present



Former Directors of Immigration



Mr. Wenzel Vernon Granger
1964 -1969



Mr. Arthur Barnett
1969-1971



Dr. Davidson Hepburn
1971-1972



Ms. Barbra Pierre
1972 -1993



Former Directors of Immigration cont'd.



Dr. Doswell Coakley
1993-1994

Mr. Charles Turnquest
March - October 1994



Acting Director
Mr. Allan Strachan
1994-1997

Mr. Melvin Seymour
1997-2000



Former Directors of Immigration cont'd.



Mr. Vernon Burrows
2000-2008



Mr. Jack Thompson
2008-2012



Dr. William Pratt
2012-2017



Director of Immigration



Mr. Clarence Russell II 2018 - Present



Women in Immigration



While our departmental history denotes an initial induction of an exclusively male cast of Immigration Officers from inauguration, the pioneer class of 1966 welcomed the first recruitment of female Immigration Officers into the service. Contemporary roles and responsibilities of women in the Immigration Department are diverse and indicative of a firm policy of workplace gender equality. In 1972,

Barbara Pierre became the first female Director of Immigration and also the longest serving one.

Currently, women make up a large portion of the department inclusive of Clerical staff where they dominate as section heads and managers. Furthermore, female Immigration Officers represent a huge voice within senior management and The Directorate in their leadership roles as ***Assistant Director of Immigration, Superintendent of Immigration, Chief Immigration Officers*** and ***Senior Immigration Officers***.



Immigration Women in Public Outreach

On Tuesday November 20, 2018 at 8:30 a.m., C.I.O. Sean Gordon along with **Grade II Officers Celest Evans** and Lucien Emmanuel attended the special modern languages day assembly at Kingsway Academy under the theme ***“Languages Opening Doors to the World.”***

Immigration Officer Celest Evans along with Her Excellency Ismara Vargas (Ambassador of Cuba), R.B.P.F. Officer, Medical Doctor Darius Turnquest and Tourism Executive Ms. Randi Sweeting individually addressed the student body on the topic ***“The Benefits of Knowing A Modern Language in the Workplace.”***



Women in Clerical Roles



A civilian career in the department is a great alternative to serving as a regular officer. For any number of reasons, serving as an immigration peace officer is not for everyone. Civilian or non-sworn positions abound in most agencies. These jobs offer a fantastic opportunity to give back to the community and still work. Women account for more than **75% of Civilian staff** in the Department.



Reward and Recognition



The Bahamas Immigration Department wishes to advise, that after much deliberation, by External (Non Immigration Officials) the Department's Elected "**EMPLOYEE OF THE YEAR 2018**" was awarded to **Senior Immigration Officer Mrs. Natasha M. Gittens**. We in the Department blessed our best and brightest Employee, who beat out (7) seven other nominees in the run ups with Prizes, Gifts and Trips galore in our "Swearing in Room" at our Hawkins Hill Headquarters. The Department appreciates its hardworking officers and encourages career development at all ranks and levels. **Mrs. Gittens is indeed a living testimony of the important role of women in the Immigration Department.** She has contributed significantly to the success of the Department and this shows that her hard work and dedication has not gone unnoticed. In her honor, the Department has placed a large congratulatory banner at the entrance of our Head Quarters, she also received a designated parking spot in the immediate parking lot and much more.



Chapter Two



Human Resources

The Human Resources Unit is responsible for over **49 various functions** within the Department of Immigration. This section is headed by **First Assistant Secretary, Mrs. Karen Neilly** who along with **Officer Manager III Veronica Styles** and other support staff who manage the contingent of over **470 Immigration Officers, 96 Administrative staff and 14 administratively posted personnel.**

Manpower Audit and Analysis

In his Strategic Plan for Bahamas Immigration, The Director of Immigration emphasizes his view that a manpower audit would provide a comprehensive perspective on current practices and human resource management. Further, the Director contends that such an audit is paramount to the overall departmental planning process.

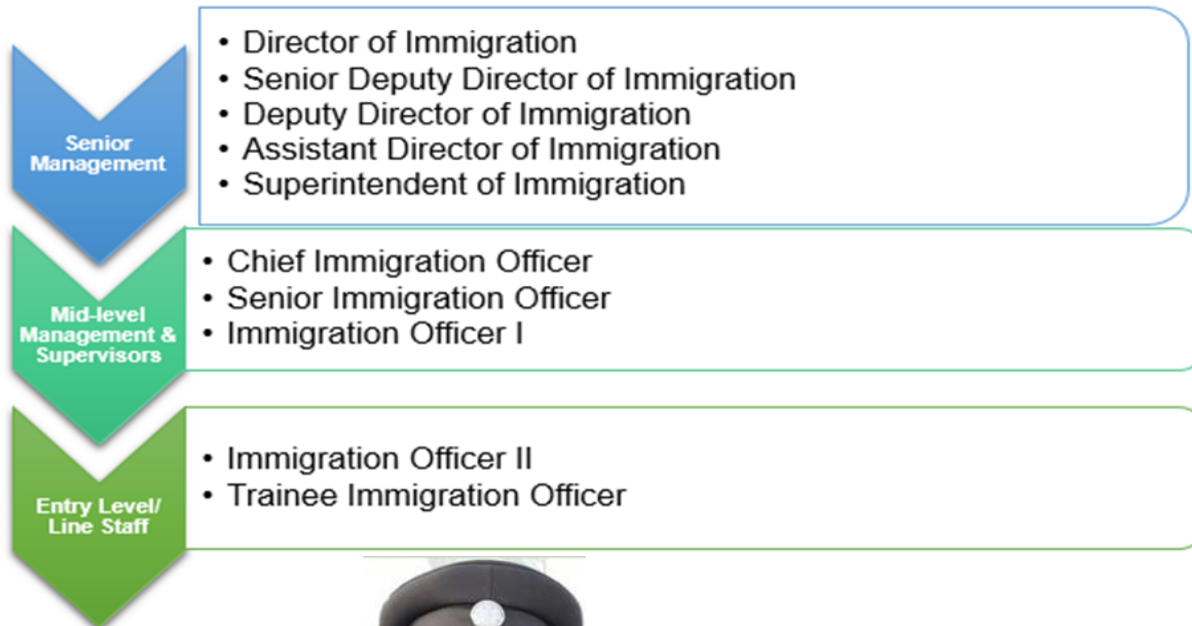
In support of this goal, the HR Manageress Mrs. Karen Neilly along with all Assistant Directors supervised this undertaking and through these collaborative efforts, The Department produced its very first Manpower Analysis.

The analysis tackled critical human resource areas including but not limited to *recruitment, training programs, promotions, sickness, absenteeism and wastage etc.* Consequently, the results of the analysis were immediately circulated to the attention of all applicable section heads.



Rank Structure

Immigration Officers are appointed to their office by The Governor General of The Commonwealth of The Bahamas. The following diagram shows the division of ranks among Immigration Officers:



Immigration Rank Insignia



Director of Immigration



Deputy Director of Immigration



Assistant Director of Immigration



Superintendent of Immigration



Chief Immigration Officer



Senior Immigration Officer



Grade I Immigration Officer



Grade II Immigration Officer



Grade III (Trainee) Immigration Officer

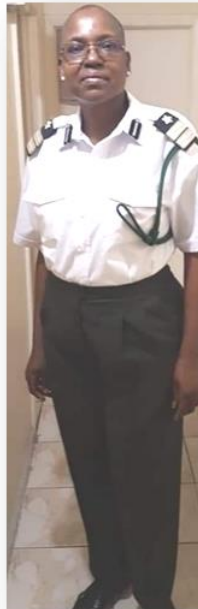


Meet the Directorate

In accordance with the organizational hierarchy of the Bahamas Immigration Department, the Director and Assistant Directors of Immigration comprise the upper echelon of the senior management team. The **four (4)** current sitting Assistant Directors undertake administrative responsibilities for the following:



Mrs. Fausteen Major-Smith



Mrs. Keturah Ferguson



Mr. Dwight Beneby



Mr. Hubert Ferguson

NAME	PORTFOLIO	CONTACT
Fausteen Major-Smith	The Abacos (Northern Bahamas)	fauseensmithmajor@bahamas.gov.bs
Keturah Ferguson	Administration including Permits and Information Technology	keturahferguson@bahamas.gov.bs
Dwight Beneby	Operations including Research & Planning, Training & Development (New Providence)	dwightbeneby@bahamas.gov.bs
Hubert Ferguson	Grand Bahama, Bimini (Northern Bahamas)	hubertferguson@bahamas.gov.bs



Material Resource Assessment

Shortly after taking office as Director of Immigration, Director Russell identified the need for a **Material Resource Assessment** (MRA) in the Department. The objective of this MRA is to maximize asset service delivery potential and to manage related risks and total costs. Therefore, the **Director's Steering Committee** was established to carry out this effective asset planning initiative.

The Director's new Steering Committee consists of ALL Assistant Directors, Human Resource Manager, Accounts and various other Section Heads, who have worked feverishly to complete the assessment. A template was created collectively and sent to ALL concerned, including our Family Island heads for compilation and return to HR for our final draft for consideration, prior to budget submissions for the Agency.

Recruitment 2017 – 2018

An individual may be appointed to the Public Service on temporary weekly, temporary month to month, probation or contractual terms.

General Requirements for Becoming an Immigration Officer

1. Individual must be a Bahamian citizen between the ages of 18 to 30 years.
2. Have no criminal record (Clean Police Record).
3. Must possess a minimum of two Bahamas General Certificate of Secondary Education (B.G.C.S.E) with grade C or above or equivalent.

Trainee Immigration Officers maintain formal classroom setting for four months and on the job training for the remaining eight months





In **March 2017** there was a massive recruitment training exercise with an intake of **201** Immigration Recruits.



Pictured above is the **2018** Graduating Class of Trainee Immigration Officers



Training, Re-Training & Refresher Courses

“The time is upon us where change is here; with respect to career development and assessments for ALL STAFF.”

- Clarence Russell II, Director of Immigration, 2018

Interagency Training and Cooperation

As we seek to build interagency collaborations, Immigration officers have been given the opportunity to participate in training courses and modules headed by the Royal Bahamas Police Force Training department, Customs Training Department and other external Agencies both local and abroad.

Training Courses completed include:

- **Royal Bahamas Police Force Prosecutions 2018**
- **Unmanned Drone Courses**
- **Senior Leadership courses RBPF**
- **Refugee Law & Statelessness**



Pictured above is Officer Gerardo Taylor being presented with a certificate of completion for the Royal Bahamas Police Force Prosecutor's Course 2018.



The Immigration Department strongly believes in the further education and career advancement of its officers and therefore encourages officers to enrol themselves, in In-House training courses and workshops. In-House training gives employees the opportunity to expand their skill sets, thereby improving their chances of career progression.



Pictured above are Immigration Officers in the classroom; engaging in studies in "Conversational Creole" for proficiency in their workplace.



Training Abroad



Officers Gittens and Knowles pictured at UNHCR Training in Guatemala

Refresher courses, International Seminars and conferences are also available for officers to enrol in. Exposure to international training allows Officers to keep up with global trends and advanced technologies, returning home with best practices, which can be shared and used for the growth and development of the Department. The Director is also a firm believer in Officer Career Development and encourages In Service awards for all qualified Officers seeking to further their education.



Immigration Officers participating in Bahamas Government's Customs Management Seminar at Customs House, Nassau, Bahamas. Course Title: "New Trends in Fraudulent Travel Documents and Human Trafficking."



Re-deployment & Transfers

The Transfer of Officers is very important to the Immigration Department, and has been identified as a priority in the Director's Strategic Plan. Departmental Transfers provide a career path for an Officer when a promotion is not available.

A Departmental Transfer, allows the Officer to gain new knowledge and skills by performing a different job that requires new skills and provides different responsibilities. On the **3rd of August 2018** the department conducted a massive rotation exercise where a vast majority of Officers were placed in new areas where they could learn new policies and procedures as it relates to the Department.

During this transfer exercise the Director granted each individual **fourteen days (14)** to give any just/ reasonable explanation in writing to the Director outlining why they feel such transfers should not be carried out.

Promotions

Promotion exercises are highly anticipated but rare occurrences in the Immigration Department, particularly when compared to other uniformed branches like The Police and Defense Forces. It was and still is a slow uphill climb for many officers before retiring. The most recent promotion exercises took place in **2007** and **2013** respectively.

The Research & Planning Unit is seriously looking at establishing timely promotion exercises as a part of its mandate; given that career advancement is a major morale builder that helps to discourage acts of dishonesty and bribery.



As recommended by The Director, the Department must chart the way forward to promote a significant number of qualified and competent persons, to posts which require filling due to obvious vacancies post haste, either from retirements, dismissals, exemplary and exceptional service of officers or simply growth factors to bring supervisory leadership to various areas of responsibilities. The suggested antiquated system of promotions leave much to be desired and demands a more fair and transparent system for selection to other ranks.

The Director further recommends that once a vacancy is identified within the organization, an agency wide publication be circulated, inviting suitably qualified candidates to offer themselves for consideration. This listing, if any, shall follow a select board of interviewers at a set time for all applicants, to proceed by a process of elimination, thereby eliminating the appearance of "Nepotism" in the process.

The process of Award of Medals of Honour shall be placed forth solely from the Office of the Director at his/her discretion, to be accompanied by clear justification; to the Governing Body concerned.

Trade Unions

The official bargaining unit for both Immigration and the Customs Department is the **Bahamas Customs, Immigration and Allied Workers Union**. In 2011 the Union was officially certified by the Ministry of Labor as the official bargaining unit for both the Immigration and Customs Department. In January 2018, the government signed a new Industrial Agreement with the Bahamas Customs, Immigration and Allied Workers Union. The negotiations themselves progressed to June 2013 when the union filed an action against the government, claiming that the wages of its members were unilaterally reduced and overtime was a part of their wages.





This matter was resolved in the courts and negotiations resumed on June 17, 2016. In the interim, however, on December 2014, the government in good faith signed an agreement with the union, which paid the uniformed members of the bargaining unit a number of benefits. According to the union President Sloan Smith the agreement also includes the opening of salary scales that will help some individuals who were stuck at their bar, and an increase in uniform allowance among other benefits.



Retirement



On the 22nd July, 2018 the Immigration Department celebrated the retirement of four (4) of our Clerical staff members; **Mrs. Geraldine Stevens – Accounts Section, Ms. Lynn Nottage – Naturalization, Ms. Kathleen Ferguson and Mrs. Beryl McDonald – Registry**. Additionally, we celebrated both the Birthday and Retirement of **Chief Immigration Officer Mrs. Dorothea Ferguson-Outten** in Grand Style at our Hawkins Hill Headquarters. In attendance to honor the celebrant were PS Cora Bain - Colebrooke (with whom she worked previously), CIO Ruth Pinder all the way out of Grand Bahama and many others including overseas family members and numerous members of every individual section of Our Agency. It was a moment to remember and the Lady of the Hour felt Great Jubilation and Appreciation from Her Director, Family and Friends; as well as her colleagues of her entire career! Dancers and Singing sounded the air, in spite of the earlier torrential rains.



Department Section Heads

ABACO (Northern Region)

Fausteen Major-Smith, Assistant Director of Immigration

ACCOUNTS

Althea Smith, Finance Officer

ADMINISTRATION

Keturah Ferguson, Assistant Director of Immigration

ANDROS

Carolyn Robinson, Senior Immigration Officer

APPLICATION SUMMARY

Florinda Farrington, Chief Immigration Officer

BIMINI

Allan Smith, Chief Immigration Officer

BOARD MATTERS

Fearlease Wallace, Superintendent of Immigration

CLASSIFIED REGISTRY

Arneth Rolle Hanna, Superintendent of Immigration

COMMUNICATIONS/CONSULTATION

Linda Munroe-Nairn, Executive Officer



Department Section Heads

COURTS

Ursula Oliver, Immigration Officer I

DATA CORRECTION

Dellaresse Pratt-Bastian, Immigration Officer I

DETENTION CENTER

Peter Joseph, Superintendent of Immigration

DIRECTORS OFFICE

Clarence Russell, Director of Immigration

DOCKS

Claudine Minus, Superintendent of Immigration

DOCUMENT MANAGEMENT

Eulamae Rolle, Chief Clerk

ELEUTHERA

Shema Darling, Chief Immigration Officer

EMPLOYER MANAGEMENT

Andrea Moxey, Chief Immigration Officer

ENFORCEMENT

Stephen LaRoda, Superintendent of Immigration



EXTENSIONS

Cheryl Kemp, Chief Immigration Officer

EXUMA

Chedville Adams, Senior Immigration Officer

FAMILY ISLAND AFFAIRS

Donnalee King-Burrows, Superintendent of Immigration

GRAND BAHAMA (Northern Region)

Hubert Ferguson, Assistant Director of Immigration

INAGUA

Leroy Miller, Senior Immigration Officer

INFORMATION TECHNOLOGY UNIT

Philip Forbes, Superintendent of Immigration

LYNDEN PINDLING INT'L AIRPORT

Juanita Armbrister, Superintendent of Immigration

MINISTER'S OFFICE

Rt. Hon. Brent Symonette, Minister of Financial Services, Trade & Industry & Immigration



Department Section Heads

NATURALIZATION (CITIZENSHIP & PERMANENT RESIDENCE)

Rochelle Smith, First Assistant Secretary

OPERATIONS

Dwight Beneby, Assistant Director of Immigration

PERMITS

Ephraim Rolle, Superintendent of Immigration

RECEPTION/ TRIAGE

Andrea Moxey, Chief Immigration Officer

REFUGEE ADMINISTRATION

Stephen LaRoda, Superintendent of Immigration

REGISTRY

Veramae McPhee, Senior Registry Clerk

RESIDENT SPOUSE PERMIT

Mizpah Smith, Superintendent of Immigration

SAN SALVADOR

Jerome Hutchinson III, Senior Immigration Officer



Department Section Heads

SECURITY

Larenza Brown, Immigration Officer II

SHORT TERM PERMIT

Natasha Gittens, Senior Immigration Officer

SPACE CLEANING

Jewel Rolle, Head Custodial Engineer

SPECIAL INVESTIGATIONS

Stephen Laroda, Superintendent of Immigration

SUPPLIES

Bradley McDonald, Chief Immigration Officer



Chapter Three



TECHNOLOGICAL ADVANCEMENTS

Information Technology & System Administration

In addition to its mandate of regulating the movement of persons across the international borders of The Commonwealth of The Bahamas and actively enforcing the law as outlined in the Immigration Act Chapter 191, a key function of The Department of Immigration is to grant the relevant work and resident status to eligible applicants.

Unfortunately, since its establishment, the Department has consistently experienced challenges with antiquated technology, which has adversely impacted our ability to fulfill our objectives efficiently and effectively. These technological shortcomings constitute a great disservice to the public and business community by subjecting them to particularly slow lengthy processing periods and an overall inefficient process.

Consequently, as a contemporary solution to our performance deficiencies, The Department has rolled out the next generation of border control technology known as the **ID Management System (IDMS)**. The vision for this system is to move from a manual paper process to an automated paperless process, which encompasses all functions of the Department relative to the processing of an application.

The primary objectives for the IDMS are:

- ▶ To improve the efficiency and speed of application processing.
- ▶ To move to a paperless process with the digitization of files in order to reduce dependency on physical file movement and issues associated with this.
- ▶ To introduce electronic workflow management to aid in the tracking and security of application processing.
- ▶ To improve security controls associated with viewing, retrieval and modification of scanned documents.



This initiative represents a strategic undertaking to enhance our border security, improve revenue collection and increase the efficiency of services within the Department. This is the **5th phase** of a **5-year plan** initiated by the ***Honourable Frederick Mitchell***. The scope of this system includes, modernized border control and application processing capabilities with integrated biometric identification technology.

An **Automated Fingerprint Identification System (AFIS)** has also been deployed across the IIMS platform with a view to combat identity fraud relative to unscrupulous individuals who submit applications for immigration status. Furthermore, the IDMS will feature mobile verification capability that allows Officers to conduct real-time status checks in the field using mobile devices.

Following the deployment of this new software system in **September 2018**, the Department has launched newly designed, secure, tamper-resistant identification documents to replace the current design permit cards and certificates being issued to the public. The IDMS will provide a solution for secure and efficient identity document production, application management and document issuing system. In addition, the system will seek to automate tasks that are currently being completed manually.

Subsequently, through the application of communication and web-based technologies, the IDMS also facilitates secure online application submissions; including payment via web-portal. The intelligent and streamlined application processing of the IDMS therefore makes it a suitable replacement to the existing E-ID Management System.

This technology has allowed us to transition to automated data storage where we can retrieve client files at the touch of a button. This significantly reduces waiting time, improves security



and confidentiality, prevents loss, cuts warehousing and storage costs. For added safety, digital files can have backups for additional security and loss prevention.

Telecommunications

Cisco Unified Communication Management Platform (CUCM)

Particularly during the **2017/2018** period, the Immigration Department has embraced numerous operational changes that directly enhance our overall customer service and employee performance capacity. For example, the time is quickly approaching where the department will no longer be faced with communication issues including missed or dropped calls, long distance calling and the inability to relay messages in a real-time / timely manner. The I.T. Unit is working closely with the ***Department of Information Technology*** and a private telecommunications firm to make this all a reality. The Department is now approximately **60%** complete with restructuring the telecommunication systems throughout the country at its various offices.

On **January 25, 2018**, the IT Unit hosted the Department of Information Technology's Mr. Angelo Simon and Senior Trainer Mr. David Curry in the IT Training room for a mandatory staff training on the proper use of office telephones with reference to new features and functionalities on the Cisco phones.



To date, we have begun the deployment of over **100 Cisco end user devices** that allows a user to contact anyone within the Government's active directory on the "**GNET**" without any call restrictions throughout the country.



This is made possible by simply dialing a 5-digit extension or the complete 7-digit phone number. In addition, the CUCM platform includes IM and presence, integrated video, conference bridge and mobile (Cisco Jabber) features.

Cisco Jabber software which is similar to the well-known "WhatsApp" messaging platform allows a user to communicate with other Jabber or Cisco users via this application by call or message chat.

The users can receive voicemail as well as attachments of different media types. A phone is not needed with this application, the user simply needs a computer with internet access. The Jabber software can also be installed on the user's personal device/ cellular for convenience if the user is not at their computer. Furthermore, the Jabber system also has an add-on called "Finesse" which is used as a report server or calling cue for a call center. Incoming calls can be monitored and organized using this add-on.

The Immigration Department's modernization initiative paved the arrival of the **Detainee Management System (DTMS) and the Identity Document Management System (IDMS) in 2018**. These two systems complement the **Border Control Management System (BCMS), which** went live in 2016. Train the Trainer sessions, which are training sessions in which the developers of our system, Canadian Bank Note, would train selected Immigration staff on the current system being rolled out, were a total success. These trained trainers went on to train the general staff to use the new systems, most times streamlining their training to match the functions and areas in which the system will be utilized.



Bahamas Immigration Website Development

During the **2017/2018** period, the IT Unit has been tasked with redesigning the website for the Department of Immigration in order to correct numerous usability problems along with modifying any outdated or irrelevant information that appeared on the existing website (www.bahamas.gov.bs/immigration).

Some of the key highlights of this website development project include moving the department's website from being a sub-domain, under the *bahamas.gov.bs* domain to its own domain of *immigration.gov.bs*. This initiative has allowed the department to further strengthen its corporate identity and rebranding.

Another feature that was introduced in the redesign of the website was a mobile responsive site that will allow users on smartphones and tablets to enjoy the same experience of visitors on traditional PC's. Moreover, with the addition of a *Frequently Asked Questions* (FAQ) section, the department has eliminated the need for persons to visit, call or email the department to find out basic information.

Furthermore, in order to ensure that the site will remain up to modern standards, the new website was built using WordPress, which is a popular contemporary content management system. This platform allows website administrators to quickly and easily modify and add content as necessary.

Please note that the new website had a soft launch in **September, 2018** and updates are ongoing. The site may be accessed at **immigration.gov.bs**.





Pictured above are Officers of the Information Technology Unit. From left to right; Officers Lavardo Wilmott, Renaldo Burrows, Marsha Adderley, Garnet Johnson, Celest Evans, Gregario Cooper, Rhodney Lloyd and Ashton Greenslade.

Reliability & Logistics

Automation in Immigration has decreased the chances for human error. Tasks are carried out in sequence so no procedural task is forgotten or overlooked. From a geographical standpoint, as The Bahamas is an archipelago, it creates a network of multiple operating systems stretched across each island allowing officers equal access to system information that is consistent and identical to our Headquarters in New Providence.

The ability to remotely access important information and documents instantaneously, greatly improves inter-departmental communications and fluidity in the carrying out of our duties.





In photo from left - right: Imm. Supt. Philip Forbes - IT., Director of Imm. C. Russell, PS MOFSTI & Imm. David Davis, PS Elise Delancey - OPM., (On opposite/right side of table) FAS Allison Rolle - PPO., Mrs. Farieba Hepburn-Rolle - IT PPO., CPO Deanne, Customs Supt. Bain, Customs IT Supervisor and standing: IT Consultant System Administrator Mr. Bastien Pratt.

On **10th October, 2018** Information Technology Based Uniformed Members of Bahamas Immigration Department (Inclusive of ADOI Keturah Ferguson missing from view), Bahamas Customs Department, along with the IT Top Team of Passport Office, Top DIT Representatives inclusive of Director Carol Roach and Tammy Mitchell (Missing from photo but present at meeting), various representatives from Ministry of Finance - Missing from photo but present and their various Leaders converged on the Office of the Prime Minister to discuss the way forward, in comparing IT facts as Government Sister Agencies - going forward. Meeting host Permanent Secretary Ms. Elise Delancey of the OPM. This Powerful gathering of various Government Departments and Revenue Gathering Agencies was very timely, to get Agencies on one page in Technological Advancement moving forward! Congratulations to OPM for their visionary concept!



Comp Stat

Comp Stat is a strategic control system designed and implemented first by The New York Police Department (NYPD).

Created specifically to communicate, collect, analyze, and map crime data; manage resources and personnel and ensures that Officers are held accountable for their own performance.



COMP STAT is credited with cutting crime by 60% in 1995 when it was put into operation by the NYPD. The number of murders in 1995 went from 1,181 to 596 in 2003.

In our most recent meeting, December 13, 2018, our staff saw and interacted with others-whom they have not seen and or interacted with in years. This is just the beginning; the best is yet to come!

The beauty of such an undertaking was to include practically one person from ALL RANKS, inclusive of my civilian population; from Domestic Engineers to The Director.



Body and Dashboard Camera

Trials

In mid-February of this year the department was given a twenty-one (21) day trial period to test, **eight (8) I303 radios, one (1) full-service dash camera device and four (4) body camera systems.** Mr. Ronnie Ferguson, co-owner and Managing Operations Director of Techadvance Ltd., informed that

the body cameras are 1080p high definition resolution cameras that have the ability to retain up to 12 hours of recording time allowing officers to use them for an entire shift or operation. The body cameras are shockproof, splash proof, come equipped with a night vision feature for nighttime usage as well as GPS. The equipment would allow the officers to do their duties.



Body worn cameras for officers are often similar to other body worn video equipment used commercially by members of the public, or by the military, but are designed to address specific requirements related to law enforcement.



Unmanned Drones for Advanced Interdictions and Sightings

Drones can be used by the Department to record footage and gather intelligence from an assigned area. Providing surveillance material is beneficial not only to the Department of Immigration, but contributes positively to the Country's National Security at large. On the **2nd of October, 2018** Team Immigration attended Cabinet to discuss our Drone proposal as a new law enforcement initiative that will revolutionize the skills we utilize for detection as it pertains to Border protection. As indicated in the Directors Strategic Plan, it is recommended that the Department explore Advanced Unmanned Drone Technology; which can certainly take Enforcement Capabilities to the next level. Consultations in this regard, have begun with a Licensed, Qualified, and Worthy Supplier out of Grand Bahama, to immediately review our methodology and make recommendations for Drone Technology in our efforts to improve upon our interdiction possibilities.

On the **2nd of October, 2018** Team Immigration was summoned to Cabinet alongside our fellow Law Enforcement colleagues, to make our case for a New Law Enforcement initiative that will revolutionize the skills we utilize for Detection in the future, in our Country. Present in below photo from Lft - Rht: **Officer Anwah Deveaux** - IT Technical Officer, **Director C. Alexander Russell** and **Officer Charles Walkine** of the Research & Planning Unit. Present with us at Cabinet were *COP Ferguson, Commodore Bethel, Comptroller Moss* and *PS., Poitier MONS. BDF Sr. Officer Bethel* presented via Power Point, assisted by *Superintendent Dames*.



Benefits of Drones to the Department of Immigration



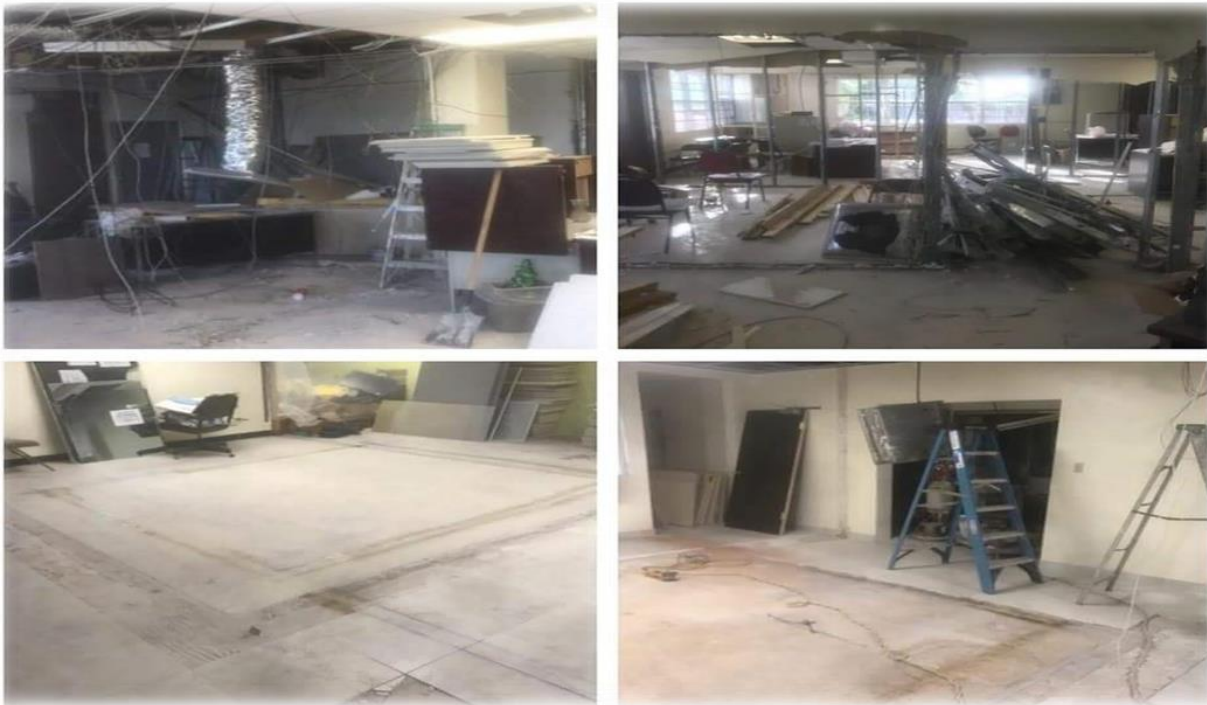
- 1. Record Incidents:** Enforcers are required to record all footage when conducting an investigation. A drone provides a live monitoring action when officers respond to an incident. Videos and photos are stored in the drone's memory.
- 2. Provide Hard Evidence:** Recorded videos are important for officers while executing their duties. Video recorded from a scene acts as concrete evidence to prove that an offence was committed, thus assisting in court matters.
- 3. Improves Performance:** Drones improve the function of law enforcement personnel. Recorded scenes increase the investigative accuracy as it relates to operations. Officers gain more trust and cooperation due to the presence of recorded videos.
- 4. Report Accuracy:** Drone improves arrest reporting after investigating an incident. Recorded videos and photos provide accurate information as it relates to an arrest. Drones can confirm the details of a reported incidents based from the recorded videos and photos.
- 5. Real Time Search and Apprehension:** Drones can be outfitted with thermal sensors that can assist in the detection of illegal migrants. Thermal Sensors Detect objects that project heat. Tethered Drones are also useful in manning a detention facility such as the Carmichael Road Detention Centre.
- 6. Surveillance:** Drones can provide surveillance of Target areas to ensure that officers have an operative advantage on suspects.



STRUCTURAL ADVANCEMENTS

Building Structure/Safety and Security

In less than 8 months the Department of Immigration has gone through extensive transformations and renovations of its Head Quarters on Hawkins Hill. The first floor has been freshly converted into a customer friendly, comfortable environment for both Immigration staff and customers to enjoy alike. The **elevator/lift system** that has been out of order over the past Year is now fully operational. A **Handicap Restroom** has been erected on the ground floor, extensive renovations are completed on the entire property, also the construction of a shaded, seated waiting area at the entrance of the property. This has definitely improved the Customer waiting experience, which is welcomed, eliminating the longline sometimes gathered at the direct entrance to our property.



Immigration Head Quarters Hawkins Hill, Application Reception Centre under construction 2018.





Newly Renovated Application Reception Centre and newly sheltered waiting area for guest visiting the Departments Head Quarters Hawkins Hill Nassau, Bahamas.



Improved Signage & Security Measures

Public Notices have been posted on the walls of the **First Floor** and **Third Floor** of Immigration Headquarters Hawkins Hill and also outside at the Main Gate by the Security Check point.

The Department has increased its signage to ensure the safety and security of all facility users, appropriate information regarding day-to-day rules and regulations and conditions are readily available. The critical nature of this information makes it essential that signs be tamper resistant and building code compliant. Signage is a critical component in creating a first impression.



IMMIGRATION FLEET EXPANSION

Abaco



During the year 2018 the Immigration Department obtained approval from the Ministry of Finance for the purchase of a new fleet of vehicles of all classes which will assist officers with the necessary transportation to execute their duties effectively.



Immigration Vehicles Approved and Received by the Department 2018



Immigration Vehicles Approved and Received by the Department 2018

Receiving Island/Office	Vehicle Type	Quantity
Exuma	4 Door Diesel Truck	1
Exuma	Medium Sedan	1
Eleuthera	SUV's	2
Eleuthera	Large Truck (Spanish Wells)	1
Eleuthera	Nissan Truck (Harbour Island)	1
San Salvador	SUV	1
Fresh Creek Andros	SUV	1
Bimini	Small Sedan	1
Grand Bahama	SUV's	2
Grand Bahama	Medium Sedans	6
Abaco	30 Seater Bus	1
Abaco	SUV	1
Abaco	Large Truck	1
Abaco	Medium Sedan	1



Chapter Four



ENFORCEMENT

K9 Unit

Some of the hardest working officers of the Immigration Department don't get paid in money. They are the canine members of the Enforcement team. German Shepherds are commonly used as Immigration Enforcement dogs. The K9s are normally use to ***protect specific personnel, search for criminals, help search and rescue missing people, search for drugs*** and to help do other important jobs as it relates to enforcement. K9s are also used to intimidate criminals from trying to escape apprehension. Depending on what their specific jobs are, there are usually different titles used for a K9 dog. Some K9s are known as **Arson dogs** because they are used to trace and pick-up accelerants at suspected sites. **Cadaver dogs** are trained to detect the odor of possible decomposed bodies. Cadaver K9s are used for this specific job and have noses that are so sensitive, that they are able to smell a decomposed body even if it is under water. The k9s of choice for the Departments K9 Unit are ***Belgium Shepherds, German Shepherds*** and ***Doberman Pinschers***.





K9 Unit providing additional Enforcement support at an early morning Repatriation exercise at LPIA Nassau, Bahamas



The Director Meets with the K9 Unit at Hawkin's Hill Head Office



Primary Responsibilities of the K9 Supervisor:

- General Supervision of the K9 Units when on duty and available.
- Appointing and maintaining a dedicated and accredited trainer for the K9 Unit as approved by The Director.
- Bi-annual Review and inspection of all K9 Unit training records and deployment records.
- Inspection of all issues K9 equipment on a regular basis.
- Ordering of all food rations, canine specific equipment and Medication as needed.
- Coordination of all community related demonstrations.



Enforcement Operations & Combined Agency Operations

The Department of Immigration's Enforcement Unit primarily consists of the Investigations Section, K9 Unit, Legal Affairs and Deportation Unit. Collectively, these three sub-units work together to ensure that the ends of justice are met as it relates to the arrest, timely prosecution and repatriation of individuals found in contravention of the **Statute Law of The Bahamas – Immigration Act Chapter 191**.



Bahamas Department of Immigration Enforcement officers apprehended six foreign nationals in the Lucayan Harbour thanks to a joint operation conducted with the United States Coast Guard (USCG).



Operation “IMPACT” Joint Operation with The Southern Division RBPF and Immigration Enforcement Team Lead by S.I.O Keva Brown Wallace and Superintendent Arnett.



In accordance with the Commissioner’s Policing Plan 2018 (Priority One: Prevention & Reduction of Crime), on **Thursday 5th July, 2018** Insp. G. Hanna & Senior Immigration Officer Keva Brown-Wallace, along with a team of police & immigration officers conducted a special duty operation with emphasis focusing on the Commissioner’s Policing Plan Priority 1 & illegal migrants;



During the operation, the team of officers **arrested several** individuals' reference to W.O.A. and other offences. Officers also **conducted numerous name & vehicle checks, stop and search and took into custody a number of illegal migrants during the operation.**

Operation "QUICK BREACH"

On **Friday 5th October, 2018** Chief Superintendent **B. Arnett**, R/Supt. O. Ferguson, Insp. G. Hanna, Senior Petty Officer Deveaux, Immigration Officer D.

Wilchcombe and Immigration Officer D. Kelly along with a team of other police, defense force & immigration officers conducted a special duty operation with emphasis on the Commissioner's Policing Plan Priority 1 & illegal migrants;



Objectives of operation “Quick Breach” were to:

- Prevent and detect crime
- Apprehend wanted persons
- Apprehend illegal migrants
- Ensure that residents are safe
- Ensure police presence



During the operation, the team of officers **arrested several** individuals reference to Breach of the Liquor License Act, W.O.A. and other offences. Officers also **conducted numerous name & vehicle checks, stop and search and took into custody a number of illegal migrants during the operation.**



Family Island Operations 2018

Team Eleuthera



Immigration Department's Rapid Response Team already in place on the Island of **Eleuthera** and ready, with 1st time Tracking K9 "Kane" in place, ready for ALL EVENTUALITIES! Team Captain SOI Peter Joseph and K9 Unit Head Officer David Rolle heading this Operation -- surrounded by support staff.





Team Inagua



Officers Senior Immigration Officer Leroy Miller and Grade II Nadia McPhee tour the Inagua District, in their new posts as Joint Law Enforcement Officers.

Prime Minister Dr. Hubert Minnis in 2018 traveled to Inagua to meet with members of the Royal Bahamas defense Force and residents to ascertain how they feel about the establishment of a detention center on that island.

The island has seen its share of illegal immigrants and in 2018 the department began having its officers fly to Inagua Island in the southern Bahamas rather than having the illegals flown to New Providence for processing and deportation. This new process has saved time, money and jet fuel as well.



Team Abaco



On the morning of 21st November, 2018 at 0330 hrs while the nation slept, the Immigration Department on **Abaco**, Bahamas in keeping with The Directors mandate launched “**Operation Lighthouse**” Team of Immigration Officers from the Royal Bahamas Defense Force and Royal Bahamas Police Force conducted an operation in Hope Town, Elbow Cay Abaco, Bahamas. As a result some 14 males and four females were taken into custody for suspicion of being illegally landed in The Bahamas.



Team Grand Bahama



Bahamas Department of Immigration officers collected six Cuban nationals at Lucayan Harbour from United States Coast Guard (USCG) Cutter Williams Flores, who were interdicted off Cay Sal Bank this past Friday April 6th, 2018.



Grand Bahama K9 Unit



Total Number of Nationals = 90	
DOM= 13 CHN=8 HTI= 34 ECU= 10 JAM= 14 BAH= 3 NZE=1 IRH=2 PER= 1 BRI= 1 SLC= 2 CUB= 1	
OFFENCES MADE DURING THE PERIOD OF JAN-JUL 2018	Number of Illegals
Carrying Out A Business Without A License	1/90
In Possession Of Fraudulent Documents	3/90
Overstaying	34/90
Illegal Entry	36/90
Engaging In Gainful Occupation	12/90
Harboring Illegals	3/90
In possession Of Illegal Drugs	2/90
Threats Of Death	1/90
Stealing	1/90
TOTAL AMOUNT OF FINES PAID DURING THE PERIOD OF JAN-JUL 2018	\$71,226.86



Detention Center



Total capacity for the Detention Center is 176 Detainees

The Honorable Janet G. Bostwick served as the Minister for Justice and Immigration in 1994 until 1995. The conversion of the Carmichael Road Primary School to the Carmichael Road Detention Center was influenced by the influx of Cuban Refugees arriving to the Bahamas.

The Detention Center is a holding facility, used to detain individuals suspected of visa violations, or any other breach of the Immigration Act, until a decision is made by a Magistrate or Immigration authorities to release them into the community, or to repatriate them to their country of origin. The Detention Center is located on Golden Isles Rd. off Carmichael Rd. Nassau, Bahamas.

The Detention Center (DC) is administered by the Bahamas Immigration Department and its Security is provided by the Royal Bahamas Defense Force.





DC is comprised of 7 Dormitories, 1 Medical Dorm, 3 Male Dorms, 1 Female Dorm, 2 Refusal Dorms.



In-house Legal Representation

For quite some time now, the Immigration Department has been plagued with Litigation from one source or another. Whenever we appear faced with such issues, it is quite the norm for the Agency to rely upon the expertise of the Attorney General's Office, which only appears available after the fact, which is re-active to any circumstance with which we are faced. Mrs. Woods-Curry LLB., LLM, sits as a legal advisor to the Director, she is NOT a called or experienced Attorney in our Courts and so her assistance is limited. What the Department needs, is an experienced Attorney in Immigration Laws who is capable of guiding and assisting in Drafting and Writing Policies which PREVENT civil litigation, pro-actively.

Courts

The department has done a remarkable job over the years within the criminal justice system by capturing, detaining, sending to trial and then deporting individuals for various offenses under the Immigration Act. The prosecution section is well on the way.

Officers have now extended their efforts into all islands, especially the island of Inagua which is considered the gateway for illegals to enter the country by boat. Prosecutions plays a vital part of the department now as more lawyers are seeing loop holes that they have been exploiting in an effort to win cases.

In mid-2018, the Courts Section of the Department have been split into two separate divisions in order to streamline our courts process for increased accuracy and efficiency as it relates to both Prosecutions and Charges.



Charges Unit

The Charges Unit is responsible for all preparatory procedures prior to the Departments Magistrate Court appearance by a Prosecutions Officer. The Charges Unit will prepare Court Dockets and also Draft Charges in accordance to the **Immigration Act Chapter 191**.

Prosecutions

The Prosecutions Unit will receive all the relative Documents, Files and Court Dockets from the Charges Unit and subsequently appear in court as representation for the Departments Prosecution. The Prosecutions officer will take the Stand and state the facts as received from the Charge Unit and prosecute the matter accordingly.

Swift Justice Family Island Magistrate Court

This new concept was exercised for the very first time earlier this year in March, when 184 Haitian migrants were charged in Inagua for illegal entry into the country before Magistrate Joyann Ferguson Pratt. The Director strongly believes and supports the swift prosecution, conviction and deportation of these large



group of illegal migrants. This prosecution process has proven its success, saving the Bahamas government a substantial amount of money and time by eliminating the cost of jet fuel and transportation of migrants to Nassau for conviction and subsequently the cost of fuel for deportation to Haiti.





More recently, on the 6th November, 2018 **41 Haitian Nationals** and **1 Guyanese** male were all charged with Illegal entry in the Magistrate Court in Georgetown Exuma. All 41 Haitian migrants were ordered by **Magistrate Laquay Laing** to be turned over to the Immigration Department and subsequently deported directly from Exuma to Haiti, however the Guyanese national was fined and remanded to Department of Correctional Services pending the payment of the fine.



Chapter Five



Sporting Events

It is often said here in the Bahamas that, “The wealth of a nation is the health of a nation.” This year some of the men and women in department put their other skills to the test in sports. Officers were involved with track and field along with the other uniform branches. They fared well. Better things are ahead.



Men's 4x100 relay team wins the Gold for the Department of Immigration at the RBPF Track and Field Invitational



Bahamas Immigration Enforcers Female slow pitch softball team





The newly formed New Providence Immigration Slow Pitch and Co-Ed Softball Teams received much needed softball equipment, for utilization by the officers/team as they participate on behalf of a grateful Agency and by extension Ministry.



Team Abaco participated in the CIBC Cancer Awareness for Breast Cancer Fun Run/Walk under the leadership Assistant Director Fausteen Major-Smith, TIO Javon Musgrove, and TIO Ivan Conyers.



The Immigration Department's 1st annual Fun Run/Walk and Health Fair led and organized by C.I.O. Rudolph Ferguson and Sports Committee members was an all-round success. It began promptly at 6:30 a.m. and took the following route; participants departed from Mount Royal House headquarters and proceeded north to East Bay street, then east to Sir Sidney Poitier Bridge and the round-about on Paradise Island, returning over the exit bridge continuing east on East Bay Street onto Fowler Street then west onto Shirley Street and returning to the starting point.



A special thank you is extended to Mrs. Sweeting and her team from the **Sister Sister Society** for their support and participation, Olympian Andretti Bain and his team for their BMI Fitness tips and screening, Dr. Charles Seally and his team from Doctor's Hospital and our esteemed escorts from the Royal Bahamas Police Force. We likewise appreciate the support and participation of civilian support members, Colin Thompson, sporting groups led by the Charlton family and the senior's medal champion Mr. Leslie Miller.



Giving Back To Our Community



After our Official IMMIGRATION COMPSTAT, it was our great pleasure to present a Cheque of Appreciation to the "**Sister Sister Cancer Movement**," derived from the proceeds of our recently held Fun, Run, Walk and Health Fair held 1st December, 2018. In photo standing from Lft - Rht: Event Organizer CIO Rudy Ferguson, Mrs. Sweeting - "Sister Sister Chairwoman", Mrs. Rolle - "Sister Sister Representative", Director C. A. Russell (Presenter), FAS Karen Neilly - OIC HR., W/Supt. Rolle-Hanna (Committee Member) and Officer Shacara Henfield - Sports Committee Member. "It is better to give than to receive". See you all at next year's event 2019!



Social and Welfare Committee



Director Russell visits team at LPIA headed by Superintendent Ephraim Rolle after their In-house Staff Appreciation Banquet the night before!

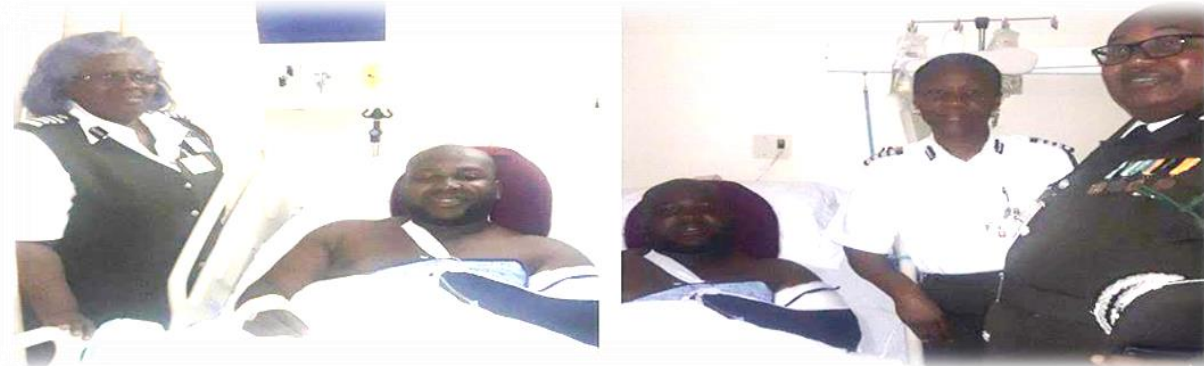


Abaco Team Worked Hard earlier in the week and today, they celebrated hard in this Thanksgiving Day Office Celebration in Marsh Harbour - 2018. They rolled out the goodies in Unity and Comradery. All work and no play make Jack and Jill dull boys and girls.



Congratulations to Team Leaders and our Hard Working Staff on a job well done on Abaco, Bahamas. Even celebrated a Staff New Birth! Special Congratulations to Abaco Officers Mr. Shanori Francis and Mrs. Ganyell Francis!

Caring, Committed, Concerned



Visiting with our Injured Officer Stafford Higgs (Castro) who successfully survived Surgery last evening. Then stopped over and visited Hospitalized Officer Williams; as we checked in on SOI Donnalee King-Burrows' Husband likewise. Work NEVER DONE!



Visiting with our lovely Staff Ms. Brown as she recuperates at home. Wishing our Angel a speedy recovery. In photo: Lft - rht: Director Russell, Ms. Brown and Training SIO M. Gittens. On behalf of our entire Immigration Team - Get well soon "Brown Eyes".





Immigration Officers from the Courts section visit their Supervisor Gr.1 Officer Kendal Rahming at Doctors hospital for a Cheer up, perk up visit, all smiles from Mr. Rahming, happy to see his Court officers as he is serenaded by Singagram by Gr II Officer Coleby.



Funeral of Immigration Superintendent Agatha Joyce's Brother - Steven Joyce. Present were a goodly number of Staff Members led by ADOI Keturah Ferguson & Civilian Staff. Reverend Ellison Greenslade preached a timely and deliberate message. May his soul Rest in Peace.





The Department lent its support to Assistant Director Fausteen Major-Smith who eulogized her Uncle "**Kip**" **Armbrister** out of Abaco, Bahamas .In attendance were SIO Mrs. Darling-Flowers and Officer Gibson, besides several other known Societal Celebrities like; PS Armbrister and Justice Longley. Father Ranfurly Brown brought the Sermon and as usual rocked the house but brought a meaningful message HOME! Condolences are extended to Major-Smith and the family from the Ministry, Director, Executive Members and All other Staff on your loss. May Uncle "Kip's" soul Rest in Peace and Rise in Perfect Glory.





Staff of Immigration, Family and Friends celebrating with ADOI Keturah Ferguson on the passing of her dear Mother Matriarch **Delores Ferguson** at Joe Farrington Road Auditorium. Oh, what a wonderful home-going Service. The Department thanks all staff members who travelled and showed support all the way from the Islands. There is strength in UNITY!

Directorate shows support for Grand Bahama Officer Gibson at his son's funeral



Photos from the funeral of "Rhashied Gibson"; son of Senior Immigration Officer Ruis Gibson on the Island of Grand Bahama.



In Memory of Fallen Immigration Officers and Staff Members

Mrs. Altovise Johnson-Stubbs



The Department of Immigration acknowledges with deepest regret the passing of the following members: **Mrs. Altovise Johnson- Stubbs** of our Human Resource Section of the past several months; who joined us recently from the Post Office the Eulogy was at "The Annex" where Superintendent Mizpah Smith very capably brought remarks on behalf of the Director, officers and members of department. The newly rekindled Immigration choir serenaded the crowd in song, led by Choir Director Superintendent Ephraim Rolle.



Deceased Grade II Officer Adriano Anton “Jiggy” Brennen



On December 3, 2007, **Adriano Anton Brennen** joined the Department of Immigration as an energetic addition to the diverse group of new recruits. Tragically, Officer Brennen passed away on August 1, 2018 at the Princess Margaret Hospital leaving behind a wife and two sons to mourn his loss.

*“Yea, though I walk through the valley of the shadow of death,
I will fear no evil;
For You are with me;
Your rod and Your staff, they comfort me.
You prepare a table before me in the presence of my enemies;
You anoint my head with oil;
My cup runs over.
Surely goodness and mercy shall follow me
All the days of my life;
And I will dwell in the house of the Lord
Forever.”*

— Psalms 23:4-6, NIV

To God be the glory, Anton “Jiggy” Brennen you will be greatly missed!





The Department of Immigration paid its final respect to Grade II Immigration Officer Adriano Anthon Brennen on Friday August 17, 2018 at the Church of God Auditorium on Joe Farrington Road.



Mrs. Branishka Roberts-Orgal

It is with deepest and heartfelt regret, that we in the Immigration Department suffered the loss of a staff member of our Abaco District, in the person of newly wed Mrs. Branishka Roberts-Orgal, who passed away October 14, 2018. May the GOD JEHOVAH we serve bring relief to her dear husband (Officer Orgal), her family (Especially her Mother and Father, friends and Colleagues throughout this Commonwealth. On behalf of the Department of Immigration and particularly the Abaco District of our Agency - we extend our deepest sympathies on your loss.



Retired Superintendent Ms. Gloria Reid



Also fallen from the ranks was retired Immigration Superintendent Gloria Reid. Current Director of Immigration C. Alexander Russell II accompanied by Former Director Mrs. Barbara Pierre and a complement of Senior Managers and Junior Officers alike came to celebrate the home going ceremony at St. Mary's Anglican Church on New Providence.



Reverence and Prayer

“The family that prays together, stays together”

As we reflect on the year 2018, the Immigration Department has attended a number of Annual Church services both Law Enforcement and Departmental Services not only in Nassau but also on our Family of Islands.





Immigration Officers in prayer and line for Holy Communion. When you kneel before GOD JEHOVAH, he'll stand up for YOU!



Immigration Officers voluntarily attend Ash Wednesday Mass at Christ the King Anglican Church, Nassau, Bahamas this Wednesday 14th February, 2018 - led by Supt. Minus, Flowers and others. Blessings be upon them all.





DOI Attended the Annual Law Enforcement Church Service, held at Zion Baptist Church, where we were extensively blessed by Rev. Dr. Terrence Morrison.

It was an honor to attend the Annual Law Enforcement Church Service today at 2pm., at Central Church of God - Coral Road, Grand Bahama with My Officers. Wonderful Services delivered by Bishop Steven Dean - Host Pastor. Very timely and riveting. Romans: 13. "Those with clean hands have absolutely NO NEED to fear New Authority". How timely!





Team Bahamas Immigration today outside St. Barnabas Anglican Church; just after attending the Annual Customs Church Service at Nassau, N.P., Bahamas. We were well turned out and this service was a dandy - Preached by Cannon Basil Tynes!



A Historical Day in the Commonwealth of the Bahamas, as practically ALL HEADS of Government Uniformed Branches came together; with representative staff members and celebrated Mass on the occasion of Bahamas Customs Department's Annual Church Service, held at St. Barnabas Anglican Church, on Sunday 21st January, 2018 at Nassau, New Providence, Bahamas. From left to right: **Director of Bahamas Immigration Department Clarence A. Russell II, Commissioner of Police Anthony Ferguson, Comptroller Bahamas Customs Geannine Renee Moss, Commodore of Bahamas Defense Force Tellis Bethel and Acting Commissioner Bahamas Correctional Services Doan Clear.**



FAMILY ISLAND CHURCH SERVICE ATTENDANCE



It was very good to see Immigration Staff Members of the Grand Bahama District, joining other Uniformed Branches in support of our Colleagues of the Customs Department at their Annual Customs Church Service Grand Bahama; this Sunday 29th January, 2018! Teamwork Pays.



Officers of Bahamas Immigration join our Uniformed Colleagues at New Vision Church of God, The Bluff Eleuthera at their Law Enforcement and Uniformed Branches Annual Church Service on Sunday. Proud of Our Team Leader there Mrs. Shema Saunders-Darling OIC and her team. Bishop Simeon Stuart Pastor and District Overseer for North Eleuthera brought the timely message.



Director's Implementations 2018

Research & Planning Unit

This is one of two recent units launched by the Director with a view of acting as a support unit to the entire department in assuming its critical role in the overall function of the operations. The Research & Planning Department was established to perform its formal functions in the following areas:

- (a) Development Planning implementing.
- (b) Monitoring and Evaluation of plan Implementation.
- (c) Research into the sectors over which the department has jurisdiction.
- (d) Research into the internal organization and Operational Modalities of the department.
- (e) Setting and monitoring of performance and staff of the department.
- (f) Constant collection and processing of data and statistics relating to the department
- (g) Management of the Ministry's records and Computer Services and Registry.
- (h) The production of the first Annual Report for the department.



- (i). Review security procedures for officers traveling aboard repatriated flights.
- (j). A careful review and documentation of the method by which detainees are cared for, housed, taken to court and the deportation measures taken from the Island of Inagua to their home countries.

The following policies were urgently needed and were produce by the department to address:-

- i. The Care and Custody of Detainees.
- ii. The Use of a Detention Record System.

During the year 2018, the department was able to produce or have in its mandate to produce the following:

- (a) Analyzing methods in producing an Annual Report for the department.
- (b) Reviewing the effectiveness in applying the use of the Care and Custody of Detainees policy and the application of a Detention Record scheme which will make officers accountable in caring for those in custody.
- (c) Production of Immigration Training Manual for new recruits, refresher Courses for serving officers, and general classroom training for the betterment of the department.
- (d) The production of a Code of Conduct to be enforced among department uniform personal.
- (e) Proposed to review and compile the department's statistical data on all categories of arrest, nationalities and various crime.
- (f) A book citing the history of the Immigration department.
- (g) Review pertinent information with a view to establishing a Media Relations Section within the research and planning department. This will allow for photographers, videographers, and a video production camera to document important events related to the department such as, raids on illegal immigrants, repatriations exercises, information needed for press releases for print and electronic media.



- (h) The establishment of a press officer attached to Immigration headquarters to be used to distribute timely news worthy information about the department's efforts in its ongoing successes.

- (i) The establishment of a department's website. A professional looking site that will keep the public updated on the department's efforts as it relates to; (a) giving better service, (b) highlighting the good work of an officer, (c) giving feedback on the services of the department etc.



Looking Ahead to 2019

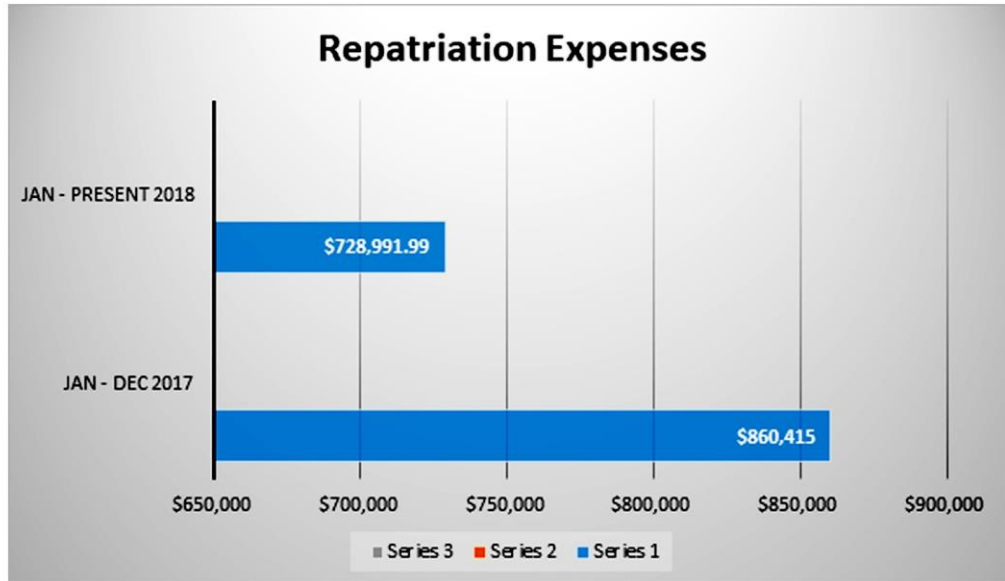
During the year 2018, the Department made land mark accomplishments improving both product and services in accordance to the Directors Strategic Plan 2018. However there is still a lot left to be accomplished by the Department in 2019. Below is a list of Strategic Goals outlined by the Director of Immigration for the year 2019.

- Protective Gear for Officers
- Increased Vehicle Fleet
- Unmanned Drone Technology
- Diversification of Immigration (Sub Stations and Offices)
- Body Cameras for Enforcement Officers
- Marine Unit
- Immigration Armory and Armorer
- Public Relations Unit
- Press Liaison Officer
- Increased Training Courses for Officers
- Increased Recruitment Exercises
- Immigration Reserves
- Chaplin for the Department
- Increased Security Measures at all Immigration Ports and Stations
- Complete Automation of the Department's IT systems

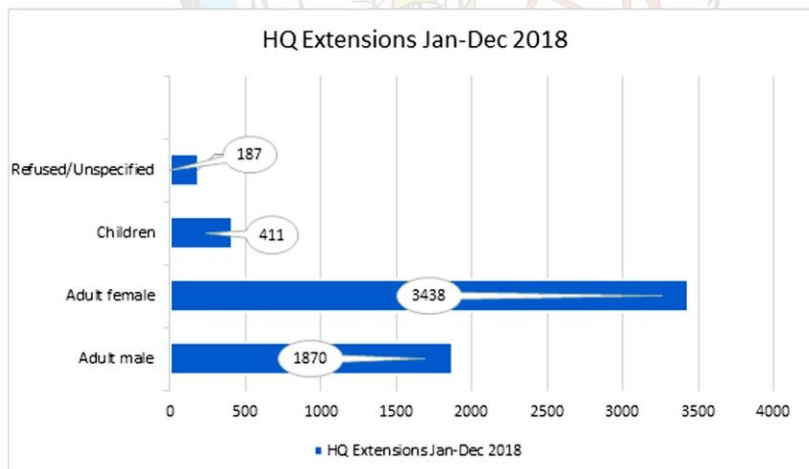


STATISTICS

Enforcement Unit



Total deportation costs for the entire Bahamas; 2017 – 2018.



The Chart Above shows the breakdown of the Total Extensions of stay issued by the Extensions section at Immigration Headquarters Nassau, Bahamas.

Extensions 2018
Grand Total=5906



Total Number Of Persons Repatriated:**2017:** 5,468**vs.****2018:**2,018***Complaints and Corruption Unit***

Number of Matters Currently Under Review	17 (Personnel) Trafficking
Persons	1 (Active Investigation)
Officers Charged & Convicted	1 (Dismissed from Service)
Completed Matters	1

Detention Center

The following chart shows the breakdown of all persons committed to The Detention Center for the period of 2018.

Gender	Male	Female	Children	Total
Grand Total	735	272	46	1053



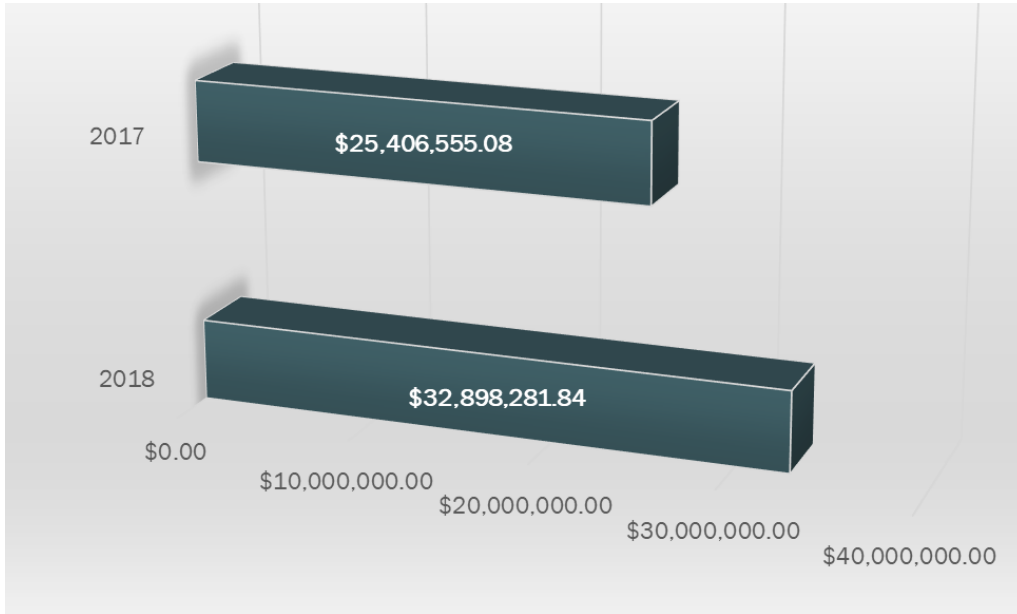
Accounts

Revenue Actuals Report 2018/2019

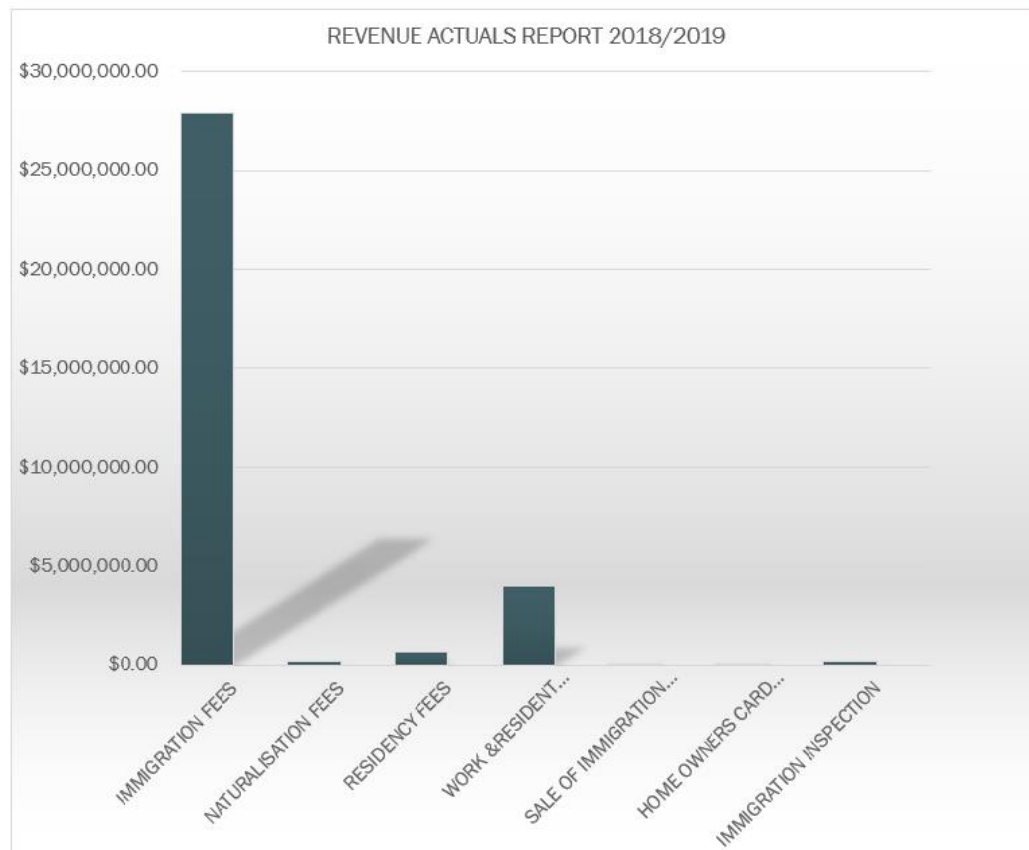
FEE BY CATEGORY	Actuals 2018/2019	Percent of Total	Cumulative Percent
IMMIGRATION FEES	\$27,893,039.40	84.79%	
NATURALISATION FEES	\$142,875.00	0.43%	
RESIDENCY FEES	\$648,775.00	1.97%	
WORK & RESIDENT PERMIT FEES	\$4,019,329.17	12.22%	
SALE OF IMMIGRATION CARDS	\$22,214.00	0.07%	
HOME OWNERS CARD AND FEES	\$27,950.00	0.08%	
IMMIGRATION INSPECTION	\$144,099.27	0.44%	
Total	\$32,898,281.84	100.00%	



Revenue Comparison 2017 vs 2018



Revenue Actuals Report 2018/2019



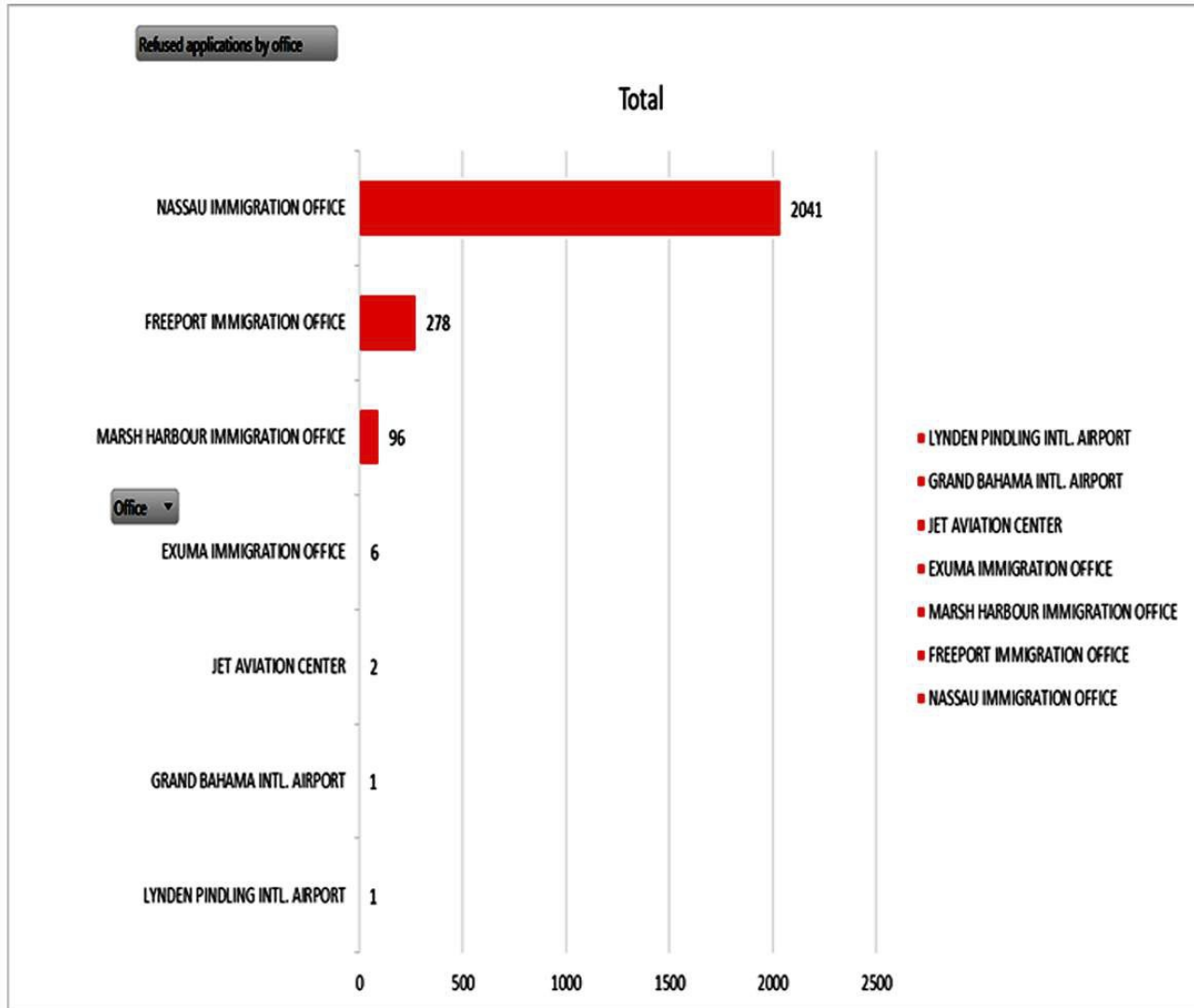
Revenue Comparison 2017/2018 vs. 2018/2019

	2017/2018	2018/2019
REVENUE ITEMS BY CATEGORY		
IMMIGRATION FEES	\$22,085,790.21	\$27,893,039.40
NATURALISATION FEES	\$97,303.07	\$142,875.00
RESIDENCY FEES	\$710,970.00	\$648,775.00
WORK & RESIDENT PERMIT FEES	\$2,329,829.28	\$4,019,329.17
SALE OF IMMIGRATION CARDS	\$3,327.00	\$22,214.00
HOME OWNERS CARD PROCESSING & CARD FEES	\$21,800.00	\$27,950.00
IMMIGRATION INSPECTION	\$157,535.52	\$144,099.27
Total	\$25,406,555.08	\$32,898,281.84



Applications

Refused Applications by Office



The above Bar Chart provides a breakdown of the total amount of applications refused by the Department, by office for the year 2018.



Conclusion





On the **23rd August, 2018** The Director joined other Heads of Uniformed branches as he attended the **Heads of National Law Enforcement Agencies (HONLEA)** meeting held at MUNS (Model United Nations) 2018.



Courtesy Calls on the Director of Immigration



On **23rd August, 2018** Chinese Ambassador Huang Qinguo pays a courtesy call on Director Clarence Russell at the Immigration Head Office Hawkins Hill Nassau, Bahamas.



