



CAYMAN PORT

**Special Meeting of the Board of Directors
Of the
Port Authority of the Cayman Islands
Reiss Room, Grand Pavilion, West Bay, Grand Cayman
May 28th, 2019**

1. Welcome and Call to order

HR Sub-Committee Chairman, Richard Parchment, welcomed attendees and called the meeting to order at 2:40pm

In Attendance

Errol Bush – Member, Chairman

Robert Foster – Member

Jacqueline Scott-Rankine – Member (Recording Secretary)

Richard Parchment – Member (acting Chairman)

Ken Thompson - Member

Apologies

Arek Josephs- Member, Deputy Chairman

Ashton Bodden- Member

Charles Clifford- Member, Collector of Customs

Stran Bodden- Member, Ministry of Tourism

Michael Nixon- Member, Ministry of Finance

2. Quorum

The Chairman noted that a quorum of the non-statutory members was present and the meeting proceeded to business that was on the agenda.

3. HR Sub-committee report

Richard discussed his recent meeting with the Night Shift Operators on May 8th, 2019. Discussions then ensued about the night shift system, absentee patterns/ RTG training and the lack of certification of qualified RTG operators. Richard reminded Members that any ensuing accidents with or by those Operators, could leave the PACI and alternatively the Board at risk of legal issues. Various other matters were discussed which resulted in Board agreement.

It was agreed and approved that the Board would engage a consultancy service to conduct a Human Resources Organizational Review of PACI.

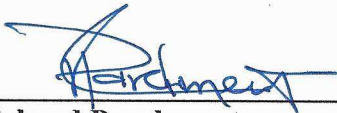
There was unanimous agreement to engage the services of [REDACTED]^{23.1}, of Premier Consultancy, and that Richard would liaise with [REDACTED]^{23.1} to begin this exercise.

4. Recent Staff Memo

The contents of the recent memo that was sent to the PACI staff by the Acting Port Director, was discussed at length. The Chairman referenced a discussion he had with the HR manager concerning the memo and informed the Board that the memo was not originally written by the HR manager. Further discussions ensued and it was agreed that the Chairman of the HR Subcommittee would discuss this matter at our next monthly Board of Directors meeting.

5. Recruitment of a new Port Director

There was a roundtable discussion concerning the current state of the PACI and the continued agreement to have the APD continue in an acting capacity. The Board unanimously concluded that it was now time to begin the process of recruitment for a Port Director. There was further agreement that because Deloitte had assisted in the previous process and was very familiar with the process for this position, and that they be engaged again, for this recruitment exercise. Mr. Bush, as Chairman of the PACI, was tasked with speaking to them and connecting Deloitte with Richard to advance this process.



Richard Parchment
Chairman, HR Sub-Committee