



GOVERNMENT OF BERMUDA

Department of Employee and Organisational Development



# Public Service Scholarship Award

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The Public Service Scholarship Award provides funding to Bermudians pursuing tertiary academic qualifications in a discipline identified to meet the future needs of Government Departments. This ensures a well-trained cadre of people to fill positions within the Public Service. The scholarships are valued at a maximum of \$20,000 per annum.

# Regulations

1. Government of Bermuda Public Service Scholarships are awarded annually by the Public Service Commission to selected applicants enrolled in courses of study at a university, college, or other training institution, in order to acquire professional or technical qualifications, specified by Heads of Departments as essential or desirable for appointment to office in the Public Service.
2. Public Service Scholarships are awarded only for courses of study leading to qualifications likely to continue to be required in the Public Service and in respect of which, in the opinion of the Heads of Departments, prospects of future permanent employment are reasonably assured.
3. The current maximum value of the Public Service Scholarship is BD\$20,000 per annum for a period not exceeding five years. The award is a contribution towards the student's expenses and is not expected to cover all costs. Other expenses, whether living expenses or tuition, are the responsibility of the student.
4. Payments in respect of Public Service Scholarships may be made no earlier than one month in advance of course registration, except in exceptional circumstances and at the discretion of the Public Service Commission.
5. To be eligible for a Public Service Scholarship Award, the applicant must:
  - (a) possess Bermuda status;
  - (b) have had no less than five (5) years of schooling in Bermuda;
  - (c) complete the education programme and training before the age of 65;
  - (d) be enrolled in an accredited programme and learning institution ranked "Competitive" (or equivalent) or higher;
  - (e) have completed an undergraduate freshman year or pursuing a graduate degree having met the requirements prescribed for admissions;
  - (f) have satisfactorily fulfilled any obligations arising from any other awards received; and
  - (g) For Public Officers: a minimum of working 3 years as a Public Officer (i.e. full time, in a substantive post)
6. Applicants for Public Service Scholarship Awards must inform the Public Service Commission of any other financial assistance or awards they have applied for, intend to apply for, or have been awarded.
7. Applicants selected for Public Service Scholarships shall be required to enter into a bond, with two satisfactory sureties.
8. Successful applicants must undertake employment in the Public Service on completion of their training for a period of five (5) years, in a post which, in the opinion of the Public Service Commission, is appropriate to the qualification(s) attained. Time employed during school vacation at approved work placements will be applied.
9. In the event of failure to comply with the undertaking (see paragraph 8 above), except for reasons outside his or her control, the student shall refund to the Government of Bermuda the total amount of the Public Service Scholarship awarded to him or her, or such proportion thereof which is appropriate to the extent to which he or she falls short of honouring his or her undertaking.
10. Persons to whom Public Service Scholarships have been awarded shall be required to:
  - (a) devote such proportion of their time to following the course of training in respect of which the Public Service Scholarship was granted, as may be required by the training authorities;
  - (b) sit for any examination which may be set, or to write such papers or reports as may be required by the training authorities;
  - (c) request in writing an extension of their Public Service Scholarship award; the extension will be at the discretion of the Public Service Commission; and
  - (d) resume duty or take up employment in the Public Service without undue delay after the completion of the course of training, as may be required.

# Frequently Asked Questions

11. The continuance of any Public Service Scholarship shall be subject to the receipt, not less frequently than at each semester, of official transcripts on the progress of the student thus assisted. In this regard, Public Service Scholarship holders shall be required to authorize their place of study to send their official transcript or report directly to the Department of Employee & Organisational Development.
12. A Public Service Scholarship is provided for a specific course of study. A scholarship holder cannot change courses and maintain his/her Public Service Scholarship unless prior written approval of the Public Service Commission has been given for the change in course.
13. A Public Service Scholarship may be suspended or terminated, on the recommendation of the Public Service Commission, if:
  - (a) reports on the students' work or conduct in the course of training are unsatisfactory;
  - (b) the student, without reasonable excuse, fails to pass an examination within the time fixed by the authorities of the training institution he or she is attending;
  - (c) the student engages in any occupation that is detrimental to his or her progress in the course of studies prescribed for him or her;
  - (d) the student becomes unfit to complete his/her studies owing to illness or is absent from his/her studies for more than six months, owing to illness.
14. Applications for the Public Service Scholarship Award are invited annually by public advertisement and must be submitted on the official application site no later than the specified deadline.

## 1. What is the Government of Bermuda's Public Service Scholarship Award?

It is a programme designed to assist Bermudian students with educational expenses who are enrolled in courses of study (locally or overseas) at an accredited university, college or a training institution in order to acquire professional or technical qualifications that could lead to employment within the Public Service.

## 2. How does a Public Service Scholarship Award recipient differ from a Professional & Technical Trainee?

Public Service Scholarship Award recipients are not employed by the Government of Bermuda as they are students; whereas Professional & Technical Trainees are employed by the Government of Bermuda for a specified period with a view to undergo training and/or education in preparation for a substantive post.

## 3. How are the areas of study or specialization determined?

Ministries/Departments identify the areas, based on career development opportunities within their Ministries/Departments resulting from, for example, anticipated retirements, contract expirations, restructuring, etc.

## 4. How long is a Public Service Scholarship awarded?

The award is renewable up to three (3) years.

## 5. Is a Public Service Scholarship Award automatically renewed if the award is for more than a year?

No, at the end of each year an official transcript needs to be sent to the Department of Employee & Organisational Development as proof of good academic standing and any other terms and obligations contained in the Scholarship Agreement must be met.

**6. How many years of employment is a Public Service Scholarship recipient required to give back?**

Five (5) years of employment is the required payback period for Scholarship recipients. Vacation employment in related roles (for Government or approved organizations) will be deducted from the payback period. Note: external vacation employment must be pre-approved by the Department of Employee & Organisational Development for validation.

**7. What happens if a Public Service Scholarship Recipient fails to meet their contractual obligations?**

Failure to meet any of the contractual conditions as outlined in the Regulations for this award and the Scholarship Agreement may result in the following:

- Scholarship award being discontinued; and
- Repayment of funds received to date.

**8. Once a Department nominates a Public Service Scholarship recipient and they are successful in receiving an award, what is the department's obligation to the recipient?**

The nominating Department is required to:

- keep in regular contact with the scholarship recipient, for example, once a quarter;
- inform the appropriate Talent Management Professional in the Department of Employee & Organisational Development of any changes relating to the availability of the assigned position for the Scholarship recipient;
- provide vacation employment for the Scholarship recipient; and
- have a position available for the Scholarship recipient upon completion of study for the number of years of employment that the recipient is required to give back to the Government of Bermuda.

**9. What are the responsibilities of the Department of Employee & Organisational Development towards a successfully nominated Public Service Scholarship recipient?**

The responsibilities are to:

- communicate once a quarter with scholarship recipients;
- ensure that official transcripts are received before recommending continuation of an award and that other terms and conditions of the Scholarship Agreement are met;
- inform nominating Departments of the progress of scholarship recipients;
- assist with vacation employment placement for the scholarship recipient;
- assist with employment should the nominating department be unable to fulfill its obligation; and
- enforce reimbursement of a scholarship award should a Scholarship recipient fail to meet employment or contractual obligations as stated in the terms and conditions of the Scholarship Agreement.