



*Government of Bermuda*

Ministry of Economic Development and Tourism

OFFICE OF THE MINISTER

**INCENTIVE FOR JOB MAKERS ACT  
INVITATION TO VOICE YOUR CONCERNS**

*Dear Employee,*

Under the Incentive for Job Makers Act, your employer intends to apply for an exemption and concession, for the Senior Executive(s) named in the enclosed email.

The Senior Executive(s) named in the email must be responsible for the continued presence of jobs for Bermudians in Bermuda. In order to be eligible to apply for an exemption and concession, your employer must have a minimum of 10 Bermudian staff and should meet the following conditions:

- (a) have Bermudians at all levels, i.e. entry, middle and senior levels, of the company, subject to the availability of suitably qualified Bermudians;
- (b) have entry level positions held by Bermudians graduating from high school or college;
- (c) have programmes to develop and promote Bermudians; and
- (d) employs fair employment practices.

If the size of the company you are employed with is small and newly incorporated, but still makes a tangible and significant contribution to Bermuda, the following key factors can be considered for an exemption and concession:

- (a) the size of the company;
- (b) the significance of the company to the economy of Bermuda;
- (c) the existing or likely economic situation in Bermuda;
- (d) the protection of local interests; and
- (e) generally, the interests of the community as a whole.

Applications for concessions are made under Section 3B of the Economic Development Act 1968 and exemptions are made under Section 5(1) of the same Act as read with the Bermuda Immigration and Protection Act 1956. Approvals are given by the Minister of Economic Development in consultation with the Minister of Home Affairs. Subject to exemptions from work permit control, a Senior Executive(s) may also become eligible to apply for a Permanent Resident's Certificate (PRC) under Section 31A of the Bermuda Immigration and Protection Act 1956, of which the Minister of Home Affairs also has remit.

In light of the above guidelines, which are also available at [www.gov.bm](http://www.gov.bm), you are invited to voice any concerns you have with respect to your employer obtaining a concession and to the named Senior Executive(s) obtaining an exemption. Your concern must be in writing and must be submitted within fourteen (14) days from the date of distribution of the enclosed email to: [incentives@gov.bm](mailto:incentives@gov.bm). Your concerns must be bona fide and the information cannot be anecdotal. Finally, your submission will be held in strict confidence.

Should you require more information, please contact Mrs. Charleda Mahon Gibbons at the Ministry of Home Affairs at 295-5151, extension 1782 or [cemgibbons@gov.bm](mailto:cemgibbons@gov.bm).

*Sincerely,*

The Hon. Jamahl S. Simmons, JP MP  
Minister of Economic Development & Tourism