



Appendix E – Procedures For A “Good Corporate Citizen”

Good Corporate Citizen Applications

Companies who are considered “good corporate citizens” by the Minister of Labour, Home Affairs & Public Safety can receive permission-in-principle to have their applications considered administratively, and therefore, fast-tracked provided the applications:

- are complete and the non-Bermudian applicants are suitably qualified and fall within the work permit policies
- are in categories where there is a severe shortage, e.g.: actuaries, butchers, chartered accountants, chefs, insurance brokers, registered nurse, senior catastrophe and finite insurance/reinsurance modelling analysts, senior underwriters, technically skilled specialists in information systems/technology fields; or
- are for positions that are key to the business’s operations, the criteria being one of the following: the person is among the best practitioners in the world; or the person has rare specialised expertise that cannot be easily found world-wide; or although not particularly specialised, there is a "severe shortage" of the person's particular skills i.e. a shortage in Bermuda arising from the difficulty of recruiting persons because there is a general, chronic shortage of resources overseas; or without the continued presence of the individual the business will be seriously injured to the detriment of the interests of Bermuda and Bermudians; or the person has crucial business contacts which are critical to the business's continued success; or the individual is directly responsible for creating well-paying jobs to which Bermudians can aspire; or the person is directly responsible for training Bermudians in worthwhile careers and the business, based on its objective assessment of the individual's attributes, relies on his or her skill and expertise in this regard.

How to apply:

To apply for good corporate citizen status, a company must provide supporting documents to satisfy the Minister that they adhere to best practices. The application must include a covering letter addressed to the Chief Immigration Officer requesting the permission-in-principle together with supporting documentation which can include the following:

- a description of the company’s efforts in attracting, recruiting and training Bermudians;
- examples of the training programmes and opportunities provided by the employer for Bermudians;



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- examples of clear and correct advertisements;
- information about the selection procedure including the interview process;
- business plans which indicate development options;
- information about participation in organisations such as Investors-in-People;
- details of contributions to the development of Bermudians through such organisations as, but not limited to, the Bermuda College, the Bermuda Careers Centre, the National Training Board, the Bermuda Insurance Institute, scholarships, programmes aimed at providing for Bermudians to gain overseas work experience, significant financial support for job-related courses and training, etc;
- any other examples of best practice.

In addition to the supporting documents, the company should also include the list of categories, key positions and/ or persons for which they are seeking the permission-in-principle from the Minister.

Any questions about this application should be directed to the Chief Immigration Officer, Dr. Martin Brewer, phone no: 295-5151 ext: 1444 or e-mail: mbrewer@gov.bm or the Assistant Chief Immigration Officer, Ms. Rozy Azhar, phone no: 295-5151 ext: 1443 or e-mail: mazhar@gov.bm