

*GSLP Liberal Manifesto 2011*

**a new dawn...**  
**it's time for change**



## ...it's time for change

This Manifesto does not contain every commitment we have made in press releases, and to which we remain committed as space does not allow us to include everything.

All developments illustrated in this Manifesto are artists' impressions and all will be subject to open and transparent tendering procedures and final geo-technical surveys.

An interactive pdf version (click on all underlined text) of this Manifesto is available on:

[www.change.gi](http://www.change.gi)

[www.gslp.gi](http://www.gslp.gi)

[www.liberal.gi](http://www.liberal.gi)

In these websites you will also find the spoken word version of this document for the visually impaired. Our Electoral Broadcasts are also available there with subtitles for the hearing impaired.

*We could not be prouder that this Manifesto has been designed and printed in Gibraltar by Gibraltarian talent and printers. Thanks to all of you who have been involved!*

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## Dear friends

This is a Manifesto for the positive changes you want to see in Gibraltar.

I write this introduction to our Manifesto for the coming General Election as Leader of the Gibraltar Socialist Labour Party and of our electoral partnership with the Liberal Party.

We have put together, over the past four years, a costed and exciting Manifesto for a modern and socially just Gibraltar. Both of these aspects have been important drivers of our thinking in the way our commitments for the next four years have been thought through.

Of course, not everything we will do in the next four years is set out here. We will, obviously, have to deal with new issues as and when they arise. This document, however, represents our costed, timed commitments for a first term in office that prioritises housing for our people, employment for all Gibraltar residents, including training and apprenticeships and delivering a new style of Government.

Our principal opponent's campaign is largely based on trying to make you fear a change of Government. As you already know, there is nothing to fear but fear itself. I can tell you with absolute confidence that every single one of the team with whom I stand in this election is totally dedicated to the future of Gibraltar. That is not to say that we will always get everything right. We are all human and we do not pretend to be infallible. Nonetheless, we have certainly learnt the lessons from the mistakes made by past Governments, including the mistakes of the present GSD administration, and will not repeat any of them.

For that reason, I can give you a cast iron commitment that there would never be a return to "fast launch activity" or a re-introduction of "the 1st of July law". There will never be any agreements with Spain which make concessions over the airport or any other part of Gibraltar's territory in land, sea or air. That is not what we are about!

In the past 16 years we have, of course, seen good things happen in Gibraltar. The GSD has been responsible for some but not all of those good things. Similarly, we have also seen some tragic things happen. The GSD has been responsible for many of them. The problems that have become endemic in social services, the lack of resources available to deal with those who have problems with mental health and the lack of meaningful progress in provision of care for elderly citizens with Alzheimer's and dementia are the tip of the iceberg. A socially just community deals with these problems as a priority and leaves a new airport terminal (however impressive it may be) to be dealt with afterwards or at the same time, but not before.

The election is not an architectural design competition. It is not about whether the new air terminal looks good or not. This election is about more important issues than that!

For example, on education, every single policy in our Manifesto has been considered in careful detail by retired and serving educational professionals from all the levels of our educational system. These policies are therefore not the ideas of politicians, but of those in the field of education who understand this subject well and know what needs to be done to deliver an even better system for all our young people. On this, as on everything else, we are raising the bar. (*Cont. page 6*)



A full-length portrait of Fabian Picardo, a man with dark hair, wearing a dark navy blue suit, a light blue shirt, and a light blue tie. He is standing with his arms crossed, leaning against a light-colored stone pillar on the left. Behind him is a white door with multiple glass panes. The lighting is bright and even.

Personal message from  
**Fabian Picardo**  
it's time for change

You therefore have to ask yourselves: which style of government do I want to see prevail in Gibraltar? Is it the present style of autocratic, individualised decision making? Or is it the collegiate and more inclusive style which our policies on cabinet decision making, the re-birth of the Civil Service and a real reform of our Parliament are designed to deliver? I believe you know that the present style of government is an outmoded model of the past, not suited for a community such as ours in the twenty first century. You want an end to a Government that is only accountable at election time.

Moreover, if the new Spanish 'Partido Popular' Government becomes more aggressive against Gibraltar, it is fundamental that we do not send out any conflicting signals whilst remaining committed to dialogue in the Trilateral Forum. In December 2010, a year ago, Mr Caruana told a conference in Seville that he might be willing – if the Spanish Government were to propose it – to consider putting **and recommending** an "Andorra Style Solution" to you in a referendum. Please note that Mr. Caruana did not just say he would put the issue to referendum, he specifically talked about RECOMMENDING the "Andorra solution". This would necessarily involve recommending to you that Gibraltar should move from having exclusively a British Head of State to joint Heads of State, one of which would be British and another Spanish. This is not a recommendation I would ever make to you in a referendum or otherwise; and that is one of the many fundamental differences between Mr Caruana and me.

Previously, Mr Caruana has also said at the United Nations that he encourages Spain to bring any proposals it may have on the question of our sovereignty for discussion at the Tripartite Forum. This year, he has said the opposite, both at the United Nations and in an interview with the Gibraltar media.

These contradictions on the most fundamental issue of our political life do not send out a clear signal to Spain of our nation's position in respect of our sovereignty.

We will be categorical in making clear both that we are committed to dialogue in the Tripartite Forum and that we are opposed to and will never entertain any discussions – let alone any negotiations – about our sovereignty taking place either at the Tripartite or any other forum. That honesty and clarity is the only way to deal with the Spanish Government's sovereignty claims; because diplomacy is not about duplicity – it is about building respectful relationships between states based on political reality.

Apart from the contradictions that I have highlighted above, during the time that Mr Caruana has been Chief Minister we have seen the most serious error made by an administration in respect of the protection of our sovereignty; namely the failure to notice in time that the Spanish Government had designated a part of our British Gibraltar Territorial Waters off the Eastside as a Spanish "Site of Community Interest". It was actually left to one of our candidates in this election, Dr John Cortes, as part of the voluntary organisation GONHS, to notice this and raise the alarm!

The Spanish Government clearly scored a huge goal against Mr Caruana's GSD Government on this issue. We have not yet been able to reverse this legally and if we win the election we will put the necessary resources at the disposal of our legal teams to ensure it is reversed.

Indeed, Mr Caruana's continued lack of vigilance is also best illustrated in the negligent decision not to attend meetings of the UN Committee of 24 in June each year, despite the fact that Spain still attends and makes a speech claiming our sovereignty.

In light of the repeated contradictions on the sovereignty issue which I have highlighted and the lack of vigilance that resulted in Spain successfully designating part of our sea as her own responsibility on Mr Caruana's watch, you will no doubt agree that if we are going to be subject to a more aggressive campaign against our sovereignty by the new Spanish Government, you must choose a team to administer our affairs that will be vigilant and clear and not contradictory or lax on this fundamental issue. We are that team.

Of course, being strong enough to face any attempts to usurp our sovereignty also involves being financially self-sufficient. On the GSD Government's own figures, we are already at least £480 million in debt in terms of Gross Debt. Gross Debt is the relevant figure for analysis of national debt that you

would see referred to in any publication considering the national debt of any country. That works out to £16,000 per man, woman and child in Gibraltar. In 1996, the figure was £3,000 per man, woman and child. The GSD then referred to that level of debt (which it has now quintupled) as a "millstone round the necks of future Gibraltarians".

Our commitments in this Manifesto are costed to be deliverable in the next four years based on a reduction of our gross national debt by half.

As a responsible team for Government we have worked hard to ensure that there are no commitments whatsoever in this Manifesto that cannot be paid for in the context of that commitment to halve our debt.

When you look at much of what we are committed to doing, you will see that many of the very positive measures we are committed to do not involve great expenditure. In fact, those of our plans that do involve expenditure will deliver well costed, socially necessary, infrastructure or are designed to produce future income. What we will not do is waste your money on expensive public toilets or in monumental mistakes like the multimillion pound demolition of the Theatre Royal.

### ***...we will at least halve the current level of gross debt***

Now that the Theatre Royal is gone, however, we will pursue the project that has already been commenced to develop a multi-storey car park in that area, as well as a park. It will be one of at least two other such projects, one at the Commonwealth/NOP Car Parks and a similar project at Grand Parade. In both, parking would be free for residents of Gibraltar. These projects have an enormous social and environmental value. We have been working for well over two years on the project for a central park at the Commonwealth/NOP Car Parks. You will see the impressive details of this in the environment section of this Manifesto and I am sure you will be truly impressed that – at last – there is a real and deliverable, costed, commitment to make a green area in the centre of our city for all citizens to enjoy.

Finally, let me tell you that we are a team committed to delivering a government for all of Gibraltar. We will not be looking to do anyone who deals with the present administration out of business. We believe in democracy and the right of people to support whoever they want, without suffering any repercussions. In fact, the only people we want to put out of business are our friends in Action for Housing, who will be delighted with our pledges in respect of housing for all our people.

So, when you look at our project for jobs for all residents, for truly affordable homes on a co-ownership basis, the environment, a new style of Government and reform of our Parliament, the re-birth of the Civil Service and our consistent, clear and categorical position in respect of our sovereignty, I believe you will want to choose our team to be the next Government of Gibraltar.

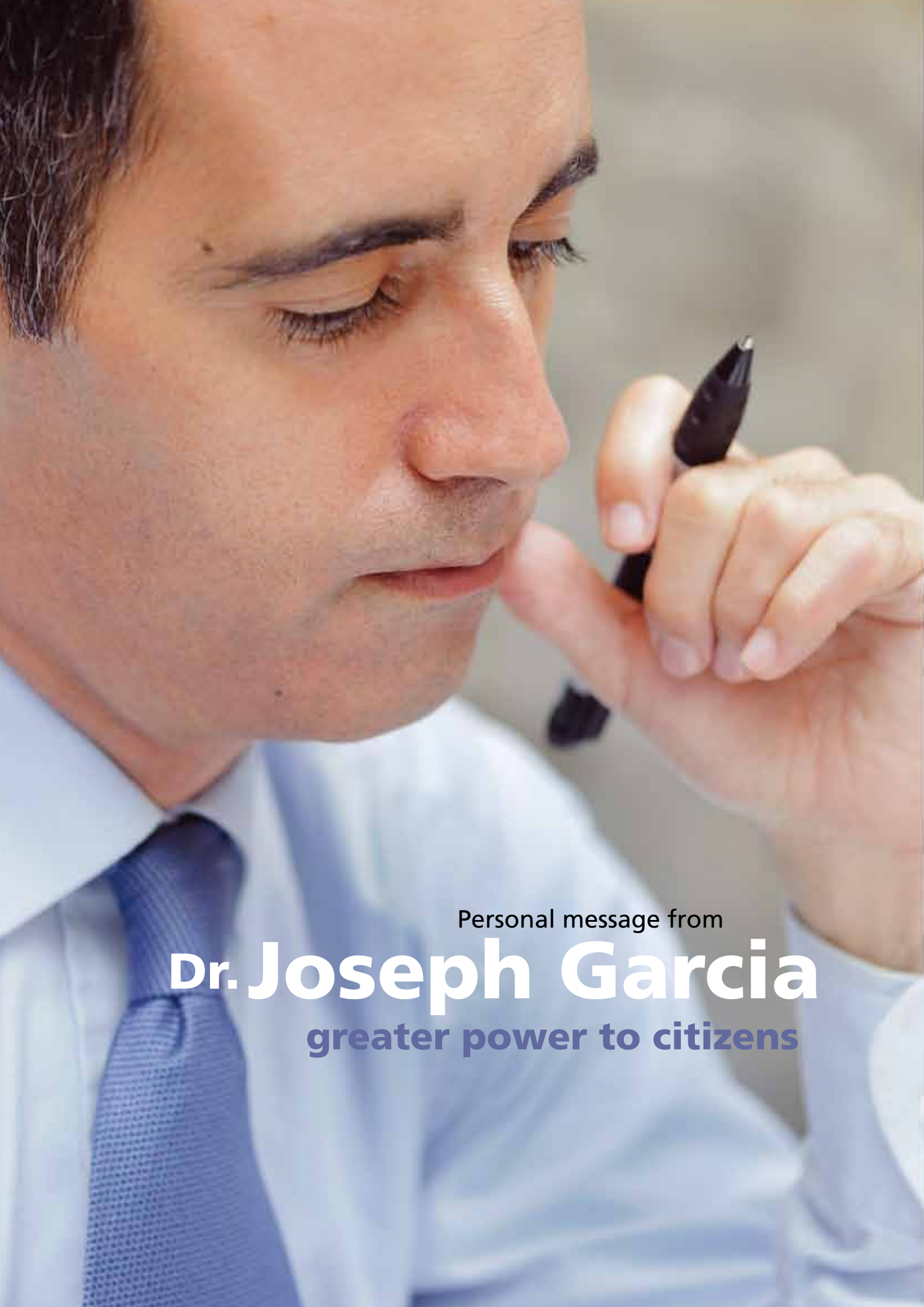
We will not let you or Gibraltar down. Let us write a new chapter in Gibraltar's politics.

Thank you for taking the time to read this introduction.

Sincerely



Fabian Picardo



Personal message from

**Dr. Joseph Garcia**

**greater power to citizens**



## Dear friends

This Manifesto is our programme for Government. It is a positive document which contains the constructive policies that we will seek to implement if you elect us into office.

I know that many of you have felt side-lined and ignored by the GSD during their time in Government. They have behaved in an arrogant and high-handed manner and have shown, over a whole series of issues, that they only purport to care about you when an election is round the corner and they need your votes.

In sharp contrast with this approach, we will put in place a mechanism to give greater power to citizens. We have already given details of our intention to fundamentally reform the way in which our Parliament works. We have explained our plans for a Ministerial Code. We have committed ourselves to release relevant Government papers under a 20 year rule. We will have a Freedom of Information Act. We have made clear that whistle-blowers who air their concerns in the public interest will be protected. We will introduce a Citizen's Charter and an anti-corruption authority.

There have been many complaints about the secrecy of our planning laws. We are committed to have open meetings of the Development and Planning Commission and to overhaul the whole planning process in order to make it more transparent and user-friendly.

The GSD is no position to offer you this kind of transformation. They have had nearly 16 years in which to provide this change and have failed to do anything about it.

I am well aware that there are many of you who do not belong to any political party who clearly believe that sixteen years is far too long for the same party to remain in power. It is clear that the time has come for a change of Government.

You can rest assured that we will use our contacts with both the international Liberal and Socialist families in Europe and worldwide in order to promote and defend the interests of Gibraltar. This is what we have done in the past from the Opposition benches and what we will be able to continue with greater strength from a position of Government. Our policy continues to be that the sovereignty of Gibraltar is not a matter for discussion or negotiation with Spain. The UK Government has also said that they will not discuss sovereignty without our consent. This means that there can be no discussion of sovereignty without a referendum first to establish whether or not you want your sovereignty on the negotiating table. Moreover, a GSLP Liberal Government would never support or recommend a so-called Andorra solution to you.

The policies that we unfold before you in this Manifesto and that we have announced over the past few months form the basis for a positive change to the way in which Gibraltar is governed. I am convinced that you too want that change. Make that change happen on 8th December.

If you want a change of Government, you must vote for the ten GSLP Liberal candidates!



Dr. Joseph Garcia



About your GSLP Liberal candidate

# Fabian Picardo

*Fabian is a barrister. He took his law degree from Oxford University and is called to the Bar in Gibraltar and the British Virgin Islands. Fabian is a partner of a leading Gibraltar law firm. Although his early career involved human rights and litigation work (up to the European Court of Human Rights and the Privy Council), he now practices as a commercial lawyer and has been involved in one of the largest real property transactions in the EU. He is the Leader of the GSLP and he has addressed the UN Committee of 24 and the Fourth Committee. He is married to Justine and they are looking forward to their first child in April.*

**...committed,  
hardworking & ready**



# POLITICAL REFORM

## A New Style of Government



### CABINET GOVERNMENT

We are committed to a more inclusive, less divisive and positive style of Government. On 9th December, out goes the secretive style, out goes the confrontational style. Instead, we will return Government to the people by the implementation of a series of measures designed to ensure that Ministers are servants of the people because a Government is not elected to “reign” over the citizens.

We do not believe that one man should be the Government. We believe that the best decisions are made collectively. As a result, we will hold meetings of all Ministers in cabinet at least weekly to provide for this style of government.

In cases where several Ministers have expertise on a subject we will work in Ministerial teams on particular projects where appropriate.

### DEMOCRATIC & PARLIAMENTARY REFORM

The GSLP Liberal are totally committed to a root and branch reform of the way that our democracy works. Such reform must be designed to give people a greater voice in the way Government and Parliament function and to modernise and bring into the 21st Century the many arcane procedures that make the Government and Parliament remote from people. A GSLP Liberal Government will, immediately upon our election, allow Parliament the resources to operate effectively and to start delivering real value for money to citizens. We will also create an Independent Commission under a chairperson who would be selected for expertise in Parliamentary and democratic affairs. The commission – the Gibraltar Commission on Democratic and Political Reform – will be created after the next election. The Independent Commission would consult widely with the whole Community (all NGOs and individuals who wish to be consulted) and will be required to report to MPs within a set time frame of twelve months. Any of the measures approved by the Gibraltar Parliament would be introduced within 6 months. In this way, any changes which relate to the electoral system would be in place in time for the following general election. You can see in our policy statement on this subject the list of issues that the Independent Commission will have to consider.

### MORE PARLIAMENTARY MEETINGS

The GSD have held no more than 3 question times of Parliament a year by adjourning the same meeting constantly. We will hold a meeting every month as from January 2012 (with breaks only for summer and Christmas). The dates and times when relevant questions will be answered will be known in advance. There will be no limit on the number or nature of the questions allowed by the Opposition, or the

time allotted in Parliament for answering questions. We will also make modern facilities available for journalists to cover the proceedings of our Parliament, and in that way make the proceedings more accessible to the public.

*“I will answer Parliamentary questions each month on the third Thursday of the month. That is real accountability.”*

*Fabian Picardo*

### KEEPING YOU INFORMED

You need to know what is happening to your money as a tax payer. We will be transparent about what our debt is and we will give you online access to up to the minute information on economic and financial matters.

*“We will be absolutely implacable in the pursuit of changing the political system in Gibraltar.” Joseph Garcia*

### A FREEDOM OF INFORMATION ACT

We will legislate to create the right for every citizen to have access to all Government information under a Freedom of Information Act based on the legislation in the UK. Subject to certain exceptions, this will allow every citizen to obtain copies of any Government document – as the Government belongs to you and should not be controlled for the benefit of a privileged few. This is also one of the best ways to prevent corruption and bad practice in Government.

### DIRECT DEMOCRACY

There will be a system of direct democracy, whereby the Chief Minister will also answer questions directly from the electorate once a quarter. The first session will be in February.

### AUDIT LAWS

We will work with the Principal Auditor to review the audit legislation contained in Parts VIII and IX of the Public Finance (Control and Audit) Act, given that this has not been reviewed since 1977. The aim of this is to provide an improved legal basis (as stated in para 6.1.1 of the Principal Auditor's Report) to secure a more modern and efficient public audit service that is fully independent of the Government. We will work on bringing legislation on this subject to the Parliament during our first year of Government.



## MINISTERIAL CODE

We will adopt the Ministerial Code applicable to Her Majesty's Ministers in the United Kingdom (with such modification as may be necessary to adapt it for the circumstances of Gibraltar) and it will apply to Ministers. A Parliamentary Code will apply to all Members of Parliament.

*Make the political class more accountable.*

## TRANSPARENCY

We will disclose documents, as is done in the UK under the 30 year rule; but here we will apply a 20 year rule.

## GBC (Gibraltar Broadcasting Corporation)

We want the Board of GBC to be truly representative. We will change the composition of the board so that it is truly independent. We are committed to GBC's future as our national broadcaster, with the funding necessary to deliver that. In order to ensure that the whole community understands what Mr Alan King has recommended for the future of GBC, we will publish The King Report in its entirety within 30 days of being elected.

## CITIZENS' CHARTER

Citizens are entitled to have a reply to their correspondence with Government. Our Citizens Charter will provide for acknowledgments to go within 14 working days of receipt and substantive replies to be sent within 21 working days. This is completely revolutionary, compared to the unacceptable position at present, where citizens' correspondence often goes ignored and unanswered.

## ANTI-CORRUPTION AUTHORITY

We will establish an independent Anti-Corruption and Anti Bribery Authority. This will be properly resourced and will work with the Attorney General and seconded officers of the RGP in the investigation and prosecution of corruption. The Authority will have jurisdiction to investigate complaints starting in 1988.

*...to our Government all that will matter is what you do, not who you are; whoever you may be and whoever you may support politically; we will totally level the playing field*

## PUBLIC INTEREST DISCLOSURE ACT

We will legislate in the first 180 days after being elected to protect people who come forward to provide information about abuse or other wrongdoing. This "whistleblower protection" has been the law in the UK some years and is essential.

## FREE SPEECH

We believe that freedom of speech is an essential ingredient in democracy. If people feel that speaking out against Government is going to negatively affect them, they will not speak freely. We will therefore promote free speech amongst all citizens and will ensure that no-one in Gibraltar is afraid to speak their mind. We will, in particular, clarify rules which even today are interpreted by some as restrictive of Civil Servants' rights to speak freely. A GSLP Liberal Government will therefore be an explicit promoter of the freedom of citizens to express themselves without fear of retribution from the Government or any of its agencies.

## UPDATED ID CARD FORMAT

We will update the format of Gibraltar ID cards to include a chip and pin system to enable you to interact online in a secure manner - as in most other EU countries. This will also enable those entitled to ID cards to enjoy advantages such as free parking throughout Gibraltar where non-residents will have to pay; the right to fish in British Gibraltar Territorial Waters; the right to dive in British Gibraltar Territorial Waters; access to all tourist sites and the Upper Rock Nature Reserve (established by the first GSLP administration); free access to all the Gibraltar buses - whilst non-residents will have to pay to use the service.

*...the detail of many of these policies are available on our website [www.change.gi](http://www.change.gi)*



# **BUSINESS**



## **An end to unfair competition**

### **UNFAIR COMPETITION**

We will put an end to the unfair competition being faced by many traders in Gibraltar from across the border. This has been a particular problem for our diving schools. Diving in Gibraltar will be permitted only by registered divers (as is the case in Spain) under a regime to properly regulate diving and fishing.

### **MINISTER FOR SMALL BUSINESSES**

To ensure implementation of these policies and effective communication with businesses there will be a Minister with special responsibility for small business and entrepreneurship.

### **SMALL BUSINESS BOARD**

A small business development board will be set up chaired by the relevant Minister for Small Businesses and include the business organisations in Gibraltar. This will facilitate the concerns of the business community on issues such as streamlining business procedure. Small businesses are the backbone of our economy and they must be nurtured. This will involve not just the dedicated Minister for Small Businesses, but also the public sector being resourced to responding more effectively to the needs of small businesses.

### **TENDER SYSTEM**

A system of competitive tendering will be maintained with priority, where possible, given to local firms. The system will be COMPLETELY TRANSPARENT and in keeping with EU law on procurement. In this respect, we will prioritise transposing into Gibraltar law all EU Directives on procurement, including those that relate to the procurement of services.

### **BUSINESS START UP & NURTURE SCHEMES**

Investments will be made in small workshops and business units with admin support and tax/social insurance breaks to help encourage and nurture the setting up of new businesses. This will help foster entrepreneurship at all levels of our economy.

### **ADEQUATE OFFICE SPACE**

The availability of office space needs to be reviewed in order to be able to cope with the increase in business that we hope to attract. In order to ensure that there is a supply of office space to meet the demand, the Government will take action to ensure a supply of office premises, but without investing public money in office developments.

### **NEW BANK FOR GIBRALTAR**

As we committed ourselves to do at the last election, the role of the Gibraltar Savings Bank will be expanded to take on board the needs of Gibraltar businesses and personal users. The provision of loan facilities for small businesses to help them expand and see them through periods of difficulty will be one of the bank's objectives. The bank will pay interest on current accounts and there will be no bank charges for either business or personal accounts, as well as not charging for the handling of cash. The bank will also operate a loan guarantee scheme for small businesses.

### **GOVERNMENT BUILDING CONTRACTS**

On all Government building contracts, a mechanism will be put in place to ensure that suppliers and sub-contractors are paid promptly.

### **IMPORT DUTY ISSUES**

We will make import duty reductions for businesses to pass on to clients to stimulate the retail sector in Main Street and Gibraltar generally and to make us more attractive as a shopping destination. We will also work with the Chamber of Commerce and the Gibraltar Federation of Small Businesses to re-evaluate how we collect import duties and the relevant rates in place in order to make the Gibraltar retail sector as competitive as possible. We will also introduce a system for the return of import duties to traders if they sell goods for export (e.g. on the internet) in order to promote Gibraltar traders selling internationally.

### **ECONOMIC ADVISORY COUNCIL**

We will establish an Economic Advisory Council to advise the Chief Minister and to include people from different shades of political opinion to work with Government in developing Gibraltar.

### **STRATEGIC FUEL RESERVE**

We will explore means to establish that Gibraltar always has a strategic reserve of fuel.

*...Government - an efficient partner and driver for growth*

## PUBLICATION OF STATISTICS

We will operate a programme for publication of statistics on the Government's website as up to date as possible especially on economic data.

## TRADE LICENSING

We will totally review and modernise the Trade Licensing system.

## OFFICE OF FAIR TRADING

We believe that Gibraltar is already a great shopping experience and that by working with the retailers in Main Street and elsewhere and the representative organisations (both the Chamber of Commerce and GFSB), we can improve things even further. We will establish an Office of Fair Trading that will encompass the existing Consumer Protection (to protect consumers from unscrupulous traders) that the GFSB and the Chamber have been calling for.

## PAYMENT BY GOVERNMENT

We will also implement a system so that all contractors to the Government get paid as soon as possible within 30 days of invoice.

## ARREARS AGREEMENTS

We will restore the policy to allow the Commissioner of Income Tax to have the discretion to enter into arrears agreements in appropriate circumstances of real hardship.

## TAX BREAKS FOR INNOVATION

We will introduce tax breaks for the use of Gibraltar as a jurisdiction for research and development in the software/IT industries which are now established in Gibraltar, as well as production by television, cinema and music industry. This has already been used very successfully by other financial services jurisdiction.

## BUSINESS RATES

As early as our first budget in 2012, we will re-introduce the discount for early payment of rates at 10%. An early payment discount of 20% will be applied to start-up companies based in Gibraltar for the first year of trading.

## UTILITIES

We are committed to maintaining the cost of water and electricity frozen for the next four years to effectively reduce the cost of doing business in Gibraltar.

*...nurturing Main Street - the trading heart of Gibraltar*

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# THE REGIMENT & THE MOD



## THE ROYAL GIBRALTAR REGIMENT

The Royal Gibraltar Regiment can count on the full support of a GSLP Liberal Government. We will provide the same provisions on tax free pensions at 55 for RGR pensioners as already exist for the other uniformed bodies which by the nature of their work are forced to retire at age 55. We will take up with the UK the fact that RGR pensioners are being taxed at source on their army pension even though they have never lived in the UK and have completed their entire career in Gibraltar in order to ensure that they are liable under our laws which provide that occupational pensions are not taxable. We will immediately lobby the UK Government for RGR pensions to be on the same basis as those paid to their UK counterparts.

## REGIMENT HOUSING

We will honour the agreement between the MOD and the Gibraltar Government on housing for Gibraltar Regiment service men and women.

## MOD WORKFORCE

A new GSLP Liberal Government will honour all the agreements entered into in respect of the future of MOD staff in Gibraltar (including the staff of the Defence Fire Service). The men and women who work in the MOD (including the Gibraltar Defence Police) have our full support and we will honour both the letter and the spirit of the Global Agreement in respect of their future.

## DEFENCE FIRE SERVICE

We will work with the men of the City Fire Brigade and of the Defence Fire Service for integration on terms acceptable to both of them as soon as possible.

# INTERNATIONAL RELATIONS



## Dialogue with Spain. Consultation before any agreement is reached

The policy of a GSLP Liberal Government is that the sovereignty of Gibraltar is not a matter for discussion or negotiation with Spain. The UK Government has made clear that as long as this is the policy of the Gibraltar Government, they will not enter into such discussions or negotiations with Spain.

It follows logically from this that we are totally against an Andorra style solution for Gibraltar and would NEVER recommend it in a referendum as a future solution.

In respect of the Cordoba Agreement, as it affects the operation of the terminal, we have made our policy clear at the time the agreement was signed. Those policies are the basis on which the terminal will be operated in Government.

### TRIPARTITE PROCESS

Our position on participation in the Tripartite Forum is on the basis that its terms of reference are that it is a process of dialogue, NOT NEGOTIATION. We will therefore not finalise any tentative understandings without first explaining it fully in Gibraltar and holding a wide consultation process with other political parties and organisations. Provided the new Spanish Government is prepared to participate in the Forum on this basis, we will also participate.

### EU LAW

We will prioritise resources for the EU and International Department so that, as a matter of policy, Gibraltar should be as up to date as possible in the transposition of EU Directives into Gibraltar law.

### RELATIONSHIP WITH THE UK

Our relationship with the UK is of fundamental importance. It is particularly essential that this relationship should be understood by all parties to be a modern Gibraltar remaining on the United Nations' List of Colonies. We will work to ensure that our relationship with the United Kingdom is as positive as possible in all respects. We will work with the UK as a partner and facilitator in the wider world.

### INTERNATIONAL LAW

We will establish a centre for international legal studies in Gibraltar in co-operation with similar centres around the world and designed to assist Gibraltarian people and the Government to understand and promote its international legal status and rights. This will enable us also to co-ordinate the international legal recognition of Gibraltar's status both in international bodies and in academia; as this reflects on the understanding of our status within UN and other international institutions.

Gibraltar's international status continues to be today, that of a non self-governing territory for which the UK is the administering power. We are committed to continuing to pursue with the UN what might be required in the terms of the Constitution to satisfy them that Gibraltar has achieved the maximum possible level of self-government, consistent with retaining our links with the British Crown as our Head of State and with the UK as the party responsible for the defence of Gibraltar and to act on our behalf in foreign affairs.

### REFERENDUM LAW

As became apparent at the time of the referendum on the 2006 Constitution the legal base for consulting citizens through a referendum does not exist in Gibraltar, as was confirmed by the Attorney General. This does not mean that the referendum was illegal, as Spain has argued, but that the legal basis for it is not as strong as it could be. We will therefore introduce an Act of Parliament in our first year in office to cure this problem to provide the legal basis for holding referenda and the procedure to be followed. We will make provision for non-Gibraltarian British nationals resident in Gibraltar for over 10 years to be eligible to apply for Gibraltarian status and vote in referenda.

### THE UNITED NATIONS

Whilst Gibraltar remains on the list of UN non self-governing territories we will continue to attend meetings of the Committee of 24 in June as well as the UN Fourth Committee in October. We believe it is essential that the position of the people of Gibraltar should be put at both those meetings before the international community; as Spain certainly continues to do. Contrary to the position of the GSD, we will encourage participation from representative organisations (NGOs) at appearances before UN Committees, as other territories that remain on the list of non-self governing territories do to illustrate the strength of feeling in Gibraltar on the issue. We will also inform young people from the comprehensive schools to what happens at the UN and the importance to Gibraltar of the deliberations of this international organisation.



# THE PUBLIC SECTOR

## Respect, support & commitment



### THE CIVIL SERVICE

The GSLP Liberals remain committed to conduct the public administration of Gibraltar through an efficient, well trained and adequately manned Civil Service as we know that the GGCA, Unite the Union and the GTA - NASUWT are too. We will invest in the public service and will discuss with them the changes envisaged in our Discussion Document on the Civil Service and GDC to make the rebirth of the Civil Service a success.

### INDUSTRIAL RELATIONS

In Government we would act in consultation and partnership with the trade union movement. Industrial relations would be the designated responsibility of a Minister at a political level, although dealings would be through the Human Resources Department.

### NO PRIVATISATION

Government work and services will be carried out by direct labour which includes employees in related entities on Government pay and conditions. There will be no privatisation of Government departments.

### 3 YEAR PAY DEAL

We will adopt the policy that pay freezes in the UK public sector will not apply to the Civil Service in Gibraltar on the basis of the 3 year pay deal announced by the Government. Civil Service pay will increase, as already announced by the Government, namely, 2.7% in 2012/13 and 2.9% in 2013/14.

*...the public sector: an engine for growth for Gibraltar*

### WORKING HOURS

We will, as part of the Civil Service Review, conduct a survey on which would be the best working hours for the Civil Service. We do not discard the option of an 8am to 3.30pm working day so long as the service provided to the public is not affected or reduced and improved where possible.

### COUNTER HOURS

We propose to establish a Central Government Counter Office in the centre of town; where (even if new working hours are agreed for the Civil Service) counter hours will be from 0900 to 1700 throughout the year, as well as the online submission of documents and payments as pioneered by Companies House (with originals to follow). This will favour both the public and private sectors.

### MANNING LEVELS

There will be no cuts in the Civil Service. Manning levels will be respected.

### E GOVERNMENT

We will promote as much interaction as possible between the citizen and the Government. E-Government will become a reality only if we invest in it – which we are committed to doing. This will make life easier for citizens and for businesses alike, as well as for the public servants who have to process the data and will involve a massive increase in the IT resources made available in the Civil Service.

*...the public sector as the servants and facilitators of the private sector*

### DECISION MAKING

An important change that we will promote immediately will be the decentralisation of decision making. Whilst at present most decisions are made at No.6 Convent Place by the Chief Minister, we will expect that Heads of Departments should take relevant decisions, with relevant Ministers involved as necessary. Where important political decisions are required, they will be taken in a collegiate “cabinet” style – thereby promoting collective responsibility.

### CUSTOMS: LAW ENFORCEMENT

Working with Customs Department representatives, we will seek to implement parts of the Review of that Department which are acceptable to both the Government and to officers. We believe that Customs is presently under resourced in the execution of its role as one of our Law Enforcement bodies and in particular in the administration of our country's imports and exports controls and one of our main sources of Government revenue.

## CITY FIRE BRIGADE

We will carry out a full audit of the City Fire Brigade within 3 months of our election as a Government and commence work on a new Fire Station as a priority. This is in addition to the commitments made in our recent press release on the issues.

## A CENTRALISED ADMINISTRATION

Our medium to long-term plan will be to develop a purpose built building to house all Civil Service departments; thereby modernising and improving the environment in which Civil Servants work, centralising the administration of Gibraltar in a modern environment and releasing valuable office space for the private sector.

As we have set out in our discussion document, we will:

- ***establish a Civil Service Review Board to report within 3 months;***
- ***carry out a survey to establish new working hours;***
- ***invest in training and continuing professional development;***
- ***provide for efficient succession planning by the Human Resources Department throughout the Civil Service;***
- ***appoint a Welfare Officer for the Civil Service;***
- ***fill all posts that become vacant and not just leave people to fester in "acting" posts;***
- ***implement an "Anti-Bullying" policy for the whole of the public sector;***
- ***introduce new family friendly working hours criteria that are objective and attainable without compromising the service to the public***
- ***allow, at the next election, opposition parties to communicate with senior Civil Servants 90 days before an election is due;***
- ***make clearer than ever the rules on Civil Servants' rights to freedom of speech.***

## NEW CIVIL & PUBLIC SERVICE SUPERANNUATION FUND

At present there are three different systems in place to provide for pensionable service.

1. The Civil Service Final Salary Scheme provides a pension of up to two thirds of pay for 33 and a third years' service for Civil Servants from age 55 and with 5 years less for Police Service and Fire Brigade personnel. Up to one quarter of the pension entitlement can be commuted and taken as a lump sum at present.

2. This will no longer apply from 1st January 2012. All new entrants in the above rates will be included under the Provident Fund No.2 which currently covers Government agencies and companies and has about 1,000 contributors.

The Provident Fund participants have to pay 5% of salary to which the Government adds 10%.

These provisions have recently been improved to allow the employee to pay 3% more which would be matched by the Government paying 2.5% more.

The value of the Provident Funds can go up or down and is not guaranteed by the Government.

3. Contract Officers who receive 25% tax free addition to their salaries in lieu of entitlement to a pension or gratuity.

The arrangements for the Pension Fund No.2 will be kept in place for all existing employees with the improvements that have already been announced which will be introduced on the 1st January 2012, if they are not already in place.

For all new entrants after the 1st January 2012, a new scheme will be introduced. The Guaranteed Superannuation Fund will have much better provisions than the existing or enhanced Provident Fund No.2, including a Government guarantee on the value of the Fund.

## IMPROVEMENTS FOR EXISTING EMPLOYEES

Existing Civil Servants and others eligible under the Civil Service final salary pension will have important additional options improving their entitlements.

All employees currently in the Provident Fund No.2 will, from 1st January 2012, be able to keep their existing arrangements, switch to the higher contributions already on offer or transfer to the new Guaranteed Superannuation Fund. The choice can be made at any time after 1st January 2012.

*...committed to the rebirth of the civil service and the GDC*



# THE GAMING INDUSTRY



## Growing with Gibraltar

The GSLP was the party that granted the first “remote betting licence” for a gaming company to establish a call centre in Gibraltar in the mid-nineties. Since then the industry has grown and changed with the advent of the internet and online gaming taking over from telephone betting. We welcome the contribution of the online gaming industry to our economy and we welcome the people from outside Gibraltar who contribute to the continued development of the industry.

### QUALITY NOT QUANTITY

We believe that we should continue to build on Gibraltar’s existing reputation as a quality jurisdiction for online gaming with only the best and most respected operators being licensed to operate from here. In this respect, quality is certainly to be preferred over quantity.

### DEFENDING THE EU SINGLE MARKET

We will defend the right of online gaming companies established in Gibraltar to trade throughout the EU under the freedom to provide services in the single market.

### YOUTH OPPORTUNITIES

Working with the companies in the sector and as part of our “Future Job Strategy”, we will establish a mechanism so that young people who wish to do so can gain the skills necessary to work in the Online Gaming Industry. This will also involve

training in customer care and technical IT skills that will be useful in many other sectors not only the gaming industry.

### NEW MARKETS

We will work with the operators already established in Gibraltar to open up new markets around the world.

### REPUTATION & REGULATION

We will also promote worldwide the excellent reputation of the industry in Gibraltar that has made us the Rolls Royce jurisdiction for online gaming – second to none in the world.

### AN ANNUAL GAMING CONFERENCE

With the local industry we will promote the organisation of a Gibraltar Annual International Online Gaming Conference in Gibraltar.

### GGA: REGULAR MEETINGS

A GSLP Liberal Minister for Gaming will meet with representatives of the Gibraltar Gaming Association at least once a month to review the needs of the industry and what Government can do to help its continued growth and expansion.

*“We welcome the contribution of the gaming industry to our economy”*

# LAW & ORDER



## Concerned about law & order

A GSLP Liberal Government will support all our law enforcement agencies to ensure that Gibraltar remains a safe, peaceful place to live in. We repeat our pledge that there will be no return to the fast launch activity.

### JUDICIAL SERVICE

Our view is that the head of the judiciary in Gibraltar should be the Chief Justice, as has always been the case, irrespective of who the post-holder may be. In order to ensure that the Judicial Services Commission is independent of the political Government, we are prepared to consider reviewing the nominations to it in full consultation with the judiciary and to take up the matter with the United Kingdom if necessary.

### PRIVATE LEGAL WORK

We believe that the Government’s legal work should primarily be handled by the Counsel employed in HM Attorney General’s Chambers. Here we will increase the number of Senior Crown Counsel. Where the necessary expertise is not available “in-house” it should be outsourced. The process of outsourcing legal work must be done fairly and equitably – and legal work must not be given to one or another set of Chambers who may be close to one Minister or another. We will ensure that all legal services procured from the private sector for Government provide value for money, are provided by practitioners with recognised expertise in their field and are evenly spread throughout the legal community.

## **CCTV**

We believe that CCTV can be both an effective deterrent to crime and a useful tool to resolve crimes. We will implement progress the installation of CCTV in Main Street, Casemates Square and Market Square as well as in other places where people have requested their installation. We will subsidise the installation and maintenance of CCTV systems by private residential estates.

## **A REHABILITATION OF OFFENDERS ACT**

We will improve rehabilitation for offenders and training in the prison. We will introduce a Rehabilitation of Offenders Act to help offenders get back to work. We will also assist drug users who wish to undergo drug rehabilitation by introducing an allowance for the period of recognised rehabilitations programmes.

## **EASTSIDE LAW ENFORCEMENT**

In consultation with the relevant law enforcement agencies, we will explore the provision of permanent berths on the eastside (in sheltered water) for police and customs vessels to ensure that our maritime laws are enforced on the eastside.

## **LEGAL AID AND ASSISTANCE**

We will increase the limits of qualification for legal aid and assistance and explore other mechanisms to ensure citizens have appropriate legal representation when they need it. Although there is a draft bill already, these have not been increased for many years and a lot of people who should be eligible and need legal aid or assistance are not getting the cover. Any such reform will be affected in consultation with the Bar Council.

## **REDUCING SERIOUS CRIME**

We will take steps to provide all the necessary backing to the RGP to tackle the increase in serious crime that has occurred in the past two years. We want Gibraltar to be safe for all, in particular from violent crime. We will work equally hard on the root causes of crime; including working with people with drug addictions and mental health problems to try to resolve matters which give rise to violence instead of just concentrating on punishment.

## **HATE CRIMES LEGISLATION**

We will legislate to criminalise all hate crimes specifically.

## **ROYAL GIBRALTAR POLICE**

We completely support the Royal Gibraltar Police and will ensure that they are always properly resourced and fully independent. We will work with the Police Association on all the issues they are raising, including issues of erosion of

differentials, increasing the rent allowance that has been static for years and introduction of an "On Call Allowance" as well as the issue of abatements on salary. As with other areas of the public administration, we will improve dramatically the IT resources of available to the RGP. We will also work with the Police Association and the senior ranks of the RGP on the establishment of a Police Federation to replace the Association if they so wish.

## **LIMITATION ACT**

We will amend the Limitation Act to allow claims against the Government in cases of child abuse whilst under the care of social services and in respect of Mesothelioma. It is unconscionable not to do so.

## **SEX OFFENDERS REGISTER**

For the protection of children, young and vulnerable people we will establish a Sex Offenders Register.

## **CONSTITUTIONAL ACTIONS**

We will extend the right to challenge legislation on Constitutional grounds to recognised NGOs.

## **THE HIGHWAYS**

We will introduce the right of citizens, as it is in the UK, to start legal action against the Government if they suffer injury as a result of lack of repair on the highways.

*"The maintenance of law and order and the rule of law is the first duty of a Government".*

## **LATIMER HOUSE GUIDELINES**

A GSLP Liberal Government will formally adopt the Latimer House Guidelines on Judicial Independence which have become recognised the world over as the standard to be met.

## **DRUG TRAFFICKING**

We are totally committed to taking the toughest possible action against drug traffickers. We will commit the necessary resources to enable both more intelligence led and high profile policing to deter drug traffickers.

## **LAND TITLES ACT 2011**

We understand the concerns of legal practitioners in respect of the Land Titles Act 2011 which deals with Registration of Deeds. We will review the operation of this Act and will consider its repeal.

A close-up, high-angle shot of a man with dark hair, wearing a light blue dress shirt and a blue patterned tie. He is looking down intently at a document on a dark desk. His right hand is holding a black and white pen, poised to write. The background is softly blurred, showing warm, out-of-focus lights. The text "...honesty & integrity" is overlaid in white, bold, sans-serif font in the center-right of the image.

**...honesty &  
integrity**





About your GSLP Liberal candidate

# Dr. Joseph Garcia

*Joseph is a Historian, having taken a Doctorate from the University of Hull. He has been the Leader of the Liberal Party since 1992 and was elected to the House of Assembly in 1999. He is the author of "Gibraltar, The Making of a People" which is recognised as the most authoritative modern history of Gibraltar. He was a member of the delegation that negotiated the Constitution. He is the proud father of Joseph and Lauren.*

## THE PORT



### THE INVESTMENT REQUIRED

If we want our Port to remain a source of revenue for Gibraltar, as it has been for many centuries, we have to invest in the Port – and not just in the Cruise Liner Terminal. Port infrastructure has been underinvested in and overexploited. That has to change.

We see investment in the Port and related services as a gateway to developing an international business hub for the 21st century Gibraltar economy in order to diversify economic activity away from the traditional areas on which we have been too dependent for too long. This will include the development of a purpose built office and commercial facility at the Port to house port operators who are presently unable to site their operations near enough to the Port. This will also include ensuring Health & Safety in the Port area - taking into account, amongst other things the recent explosion and fire in the area and other incidents.

### TERRITORIAL WATERS

We will implement a GPS vessel monitoring system and permanent CCTV recording of our bay and territorial sea in order to have evidence available of official flouting of the provisions on the United Nations' Convention on the Law of the Sea by the Spanish.

### PORT FEES

We will ensure that port fees are kept under annual review to ensure that they remain competitive and reviews of statutory pilotage and other fees will therefore be made when required. This will be done in consultation with those in the industry.

### ACCESS TO VTS

We will give access to all registered port operators to the VTS system installed at the Gibraltar Port to better co-ordinated the work of the Port Authority and Port Operators.

### THE PORT LOOK OUT

In addition to the VTS, we believe there is no replacement for a pair of human eyes surveying the situation, both in Port Waters and on the Eastside. We will therefore bring back the Port Lookout to monitor shipping activity in the bay and, in certain circumstances, on the Eastside.

### EXTENSION JETTY

We will address the problems affecting the ageing Extension Jetty. It is very close to residential areas and we need to ensure the safety of workers and residents in the area.

### TOWAGE

Compulsory towage should be implemented in certain circumstances (both on the east and west side) learning the lessons of the Federa and the New Flame. In consultation with the industry and the Port Authority, to ensure appropriate levels of safety for navigation, operators and the Community (based on risk assessments) we will develop rules requiring compulsory towage using locally available tugs to prevent similar or more serious accidents happening in the future.

### PORT TRAINING

We must nurture the Port as an asset and as an industry. We can particularly see the Port as an engine for growth for employment and alternative careers for young people such as in engineering, port services and the merchant navy.

Apprenticeships and training in port related activities are essential to guarantee future generations of Gibraltarians can do the jobs required in the Port Services Sector. Through the Future Job Strategy we will promote Government and private schemes for this purpose.

## **"GREEN" PORT SERVICES**

We would pursue making our Port a "green shipping hub" like Singapore has recently done. This combines promoting both increased port activity and greater environmental awareness by Port operators as well as a commitment to the use of Best Available Technologies.

## **REPORTING BERTH**

We will reinstate the Reporting Berth for yachts as a function of the Port and remove it from the Pier Masters of the private marinas. This is consistent with the position that we took in Parliament on this issue.

## **WORKSHOP AND MESS**

There is a need for a refurbished and modern workshop for Port seamen and a new mess. We will endeavour to find suitable locations for this.

## **PORT LAUNCHES**

We will establish the cost of annual maintenance and repairs to Port launches in order to determine whether it would be more cost-effective to purchase new vessels.

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# **YOUR CIVIC RIGHTS**



## **THE MINISTRY OF EQUALITY**

We will create a Ministry for Equality that will be charged with ensuring that all discrimination is identified and eradicated.

## **EQUAL OPPORTUNITIES COMMISSION**

We will establish an Equal Opportunities Commission as provided for in the existing Equal Opportunities Act, but which the GSD have failed to establish.

## **EQUAL RIGHTS FOR ALL: NO DISCRIMINATION**

We will legislate to protect people fully from discrimination.

## **NON-EU SPOUSES**

It is wrong that the Chief Minister himself should be spending time determining whether a Gibraltarian can marry a non-EU national. There must be a check against marriages of convenience, but the Chief Minister should not be the person making that determination, which is an administrative matter that should be decided within a fixed timescale.

## **MOROCCAN WORKERS**

We will deal with problems experienced by Moroccan workers and other non-EU nationals immediately upon being elected directly with their representative organisations. We have already established contact with the Secretary General of the Moroccan Socialist Party and have agreed to co-operate and communicate in the future to the mutual benefit of our peoples.

## **CIVIL PARTNERSHIPS**

A GSLP Liberal Government would legislate for the recognition of civil partnerships between two people, regardless of gender or sexual orientation, ratified by a binding contract through the signing of an official register. This would entitle them to benefits related to tax, pension and property rights.

## **LEGISLATIVE PROCESS**

We will establish a standard procedure that all Bills are reviewed and certified to confirm that they are in keeping with the Constitution. It will certify that proposed legislation does not contradict our Constitution, which is a principal and overriding enactment.

## **COMMAND PAPERS**

In addition to regular consultation or proposals for new laws, legislation will be published online on the Government's website in draft form as a "Command Paper" at least two weeks before it is published as a Bill in the Gibraltar Gazette. This will enable all citizens who are interested and wish to do so to influence legislation by providing comments to the Government before the date of promulgation (i.e., official publication) of a Bill. There may be instances when these timetables cannot be met because of international or other obligations.

## **CENSUS**

It has been established practice over many years that there should be a census every ten years. The census was due in 2011 and it has not been carried out. Immediately after the General Election we will initiate the arrangements so that work on a census commences in 2012.

## ANTI-SOCIAL BEHAVIOUR

There is increasing and widespread concern at scenes of violence, vandalism and anti-social behaviour that have been growing in recent years. Taking action to stop such behaviour is important, but it is even more important to address the root causes which may be associated with the problem. These include the problems being experienced by many families living across the border with children at a loose end outside school hours and with the pressure on families meeting

household costs. A sense of family and support have been a characteristic of Gibraltar and we need to go back to that. We will therefore promote "homework clubs" in school and other programmes to give children and young people a sense of purpose as well as providing more flexible working hours in the public sector on which we are committed to work with the GGCA, Unite and the GTA NASUWT. We will encourage private sector employers to do likewise.





**...unparalleled  
knowledge  
at his fingertips**





About your GSLP Liberal candidate

# Joe Bossano

*Joe is an Economist. He was first elected to the House of Assembly in 1972 with the Integration with Britain Party. He has served as Chief Minister from 1988 to 1996 and as Leader of the Opposition from 1984 to 1988 and from 1996 to April 2011. Joe was Branch Officer of the TGWU until he became Chief Minister and his roots in the trade union movement go back to when he first left Gibraltar in the Merchant Navy. Joe is also fluent in Italian. He is married to Rose, they are grandparents and between them they have 6 children.*

## ENTERPRISE, TRAINING & EMPLOYMENT



To give priority of employment in the public services to local workers

### ILLEGAL LABOUR

We will operate a zero tolerance policy on illegal labour, providing the necessary resources to Labour Inspectors. We will also ensure that the process for employee registration is made easier and quicker.

### RESIDENTS FIRST!

In Opposition we have condemned the Government for having encouraged the influx of frontier workers and allowed them to take over jobs traditionally done by Gibraltarians. It will be our policy in Government to give priority of employment in the public service to local workers. Our aim has always been and will always be to ensure that Gibraltarians are afforded the opportunity to work and live in their own homeland so that they do not have to emigrate or become frontier workers. Moreover, our strength and link to Britain is in the welcome to British citizens who come to work in Gibraltar with us; helping us to support and grow our economy. The number of frontier workers was 1,000 in 1996 and is estimated at over 7,000 now. At the same time Gibraltarians registered as unemployed were 331 in 1996 and 421 in June this year, the most recent figure available. Real unemployment is much higher and some 500 additional unemployed are not counted as they are excluded from the labour market because they are treated, not as employees, but as students receiving vocational training and being paid an allowance of £450 a month if aged 19 and over, lesser amounts if younger.

### FUTURE JOB STRATEGY

There will be from 1st February a new dedicated training strategy with a maximum of 3 years and a guaranteed full-time job on completion. At the latest, the trainee employment

contracts will be in place by the 1st February 2012. All trainee employees will have the full protection of the Employment Act and will be covered by a Contract of Employment with a wholly owned Government company. These new arrangements are open to all registered unemployed persons, all vocational trainees, all school leavers and residents on casual and supply terms in their current employment. Trainee employees will receive the national minimum wage that currently stands at £912.60 monthly

### SKILLS AUDIT

In addition to operating the future employment strategy, the new department will be responsible for promoting and facilitating all inward investment and planning the supply of all the skill requirements for the Gibraltar economy. A full skills audit of the labour market will be undertaken in the current financial year to prepare the final action plan of the future job strategy from April 2012.

### GRADUATE EMPLOYMENT

Gibraltar graduates who have decided not to take up the statutory entitlement to a post-graduate scholarship and wish to return to Gibraltar will be given a 3 year contract as research assistants and will be involved undertaking the research work of the department relating to inward investment, manpower planning and efficiency measures to assist economic growth. Graduate research assistants will receive a salary that will be the national wage plus 50% in year 1, the national wage plus 75% in year 2 and the national wage plus 100% in year 3. The starting graduate research assistant salary will therefore be at £1,368.90 monthly.

## **EMPLOYEE REGISTRATION**

We will introduce systems so that the ETB will become a one stop shop for new employee registration. The ETB will liaise with Social Security and Tax Office as necessary. This will ensure that the process for employee registration is made easier and quicker.

## **BULLYING AT WORK**

We will introduce legislation to prevent bullying at work within 100 days of the election. We already have a draft bill in this respect which accords with the DAWN, GGCA and Unite policy on this issue. The basis of the policy is be that people have the right to be treated with dignity in the workplace and each person has a concurrent responsibility to contribute to a working environment in which the dignity of others is respected. This will also include a Protection from Harassment Act that will apply generally and not just at work. We have worked with DAWN, the GGCA and Unite on this. We will consult with all interested bodies before legislating; but we are committed to the law being in place as soon as is reasonably practicable.

## **MINIMUM WAGE**

We will maintain the minimum wage under constant review.

## **INDUSTRIAL TRIBUNAL REFORM**

In the past the GSD Government has spent thousands of pounds trying to stop an unfair dismissal claim against it being heard by the Industrial Tribunal by challenging its jurisdiction, losing the argument all the way up to the Court of Appeal.

This and other cases have exposed the problems being faced by persons without substantial funds who bring cases in the Industrial Tribunal. A reform of the system will be introduced so that an appeal of a decision of the Tribunal goes to an appeal tribunal made up of 3 persons with previous experience of chairing Industrial Tribunals. The conciliation machinery before a tribunal hearing takes place will be provided by Government even if not requested by either party to try to achieve a settlement of the disputed claim. The effect of the reforms are intended to speed up the process and reduce the cost to the parties in dispute.

## **THE BASIC AWARD**

We will restore the discretion of the Chairperson of the Industrial Tribunal as to the level of the Basic Award.

## **WORKERS' DAY & WORKERS' MEMORIAL DAY**

Workers day holiday will be on May 1st. The nearest weekend will be long weekend also for Workers Memorial Day, to remember the workers who have died at work.

## **UNIONS**

The Minister for Industrial Relations will meet with the relevant Committees of the GGCA, Unite and the GTA-NASUWT at least quarterly.

# TAX & THE ECONOMY



## CORPORATION TAX

We will maintain the rate of corporation tax at 10%. The recent ruling of the ECJ does NOT affect that. We will, however, review the rules on entertainment expenses that are stifling business development.

## SELF-EMPLOYED TAX

We will review the manner of introduction of the new rules for taxing self-employed persons which is based on a fictitious 'cessation of trade' and is exposing people to penalties.

## LOWER TAX ON PERSONAL INCOMES

As we committed ourselves to do at the last election, in order to ensure that the balance between tax on company profits and tax on personal earnings is not dramatically altered by the new corporate tax rates, reductions in personal taxation will come into effect in the timeframe set out below.

### PERSONAL TAX DOWN TO 15% BY 2015/16!

The Gross Income Based system will remain. The allowance based system will be subject to the following reductions:

The 17% reduced rate of personal tax will be brought down to 15% on 1 July 2012, when the standard rate falls to 18%.

The top rate of tax of 30% will be reduced to 24% in 2013/14 and to 18% in 14/15.

We remain convinced that it is essential to move in this direction, and within this timeframe. We are also convinced that it is not acceptable to bring down company tax so dramatically without comparable equivalent reductions for personal income tax.

All the existing allowances (homeowners, mortgage interest, life insurance etc.) will remain in place before arriving at the taxable income of individuals.

## GREEN TAX MEASURES

We will introduce measures to stimulate economic growth entrepreneurship and promote environmentally friendly practices thus assisting in the achievement of the economic and environmental protection targets.

## PROJECTIONS

No doubt we shall get the same reaction to the benefits contained in this Manifesto as we have had in past elections from others - they will tell you it is impossible and will ruin Gibraltar. Well, in the 2007 General Election our Manifesto was costed on a predicted GDP level of £800 million and a projected level for this financial year of £1.2 billion. Our figures have

proved remarkably accurate. The figure for 2007/08 published some 18 months later was £804 million and the estimate for last year is £1 billion. We are assuming that in the current year the size of the Gibraltar economy will reach £1.1 billion. On this basis the programme in this Manifesto is designed to be delivered with an economy that grows from £1.1 billion to £1.65 billion between 2011 and 2015. In the same period Government revenue is projected to grow from £400 million to £600 million and Government expenditure projected to grow from £375 million to £525 million. On this basis the surplus for the current year would be £25 million growing to a level of £75 million at the time of the next General Election. In effect, Government revenue is being kept at a constant ratio to GDP and it will grow at the same rate as the economy. Government expenditure growth will be kept below the growth in the economy and limited to an increase of 40% over the 4 year period. The annual surplus that will result from these figures will be gifted to Gibraltar Community Care in each of the 4 years to allow the charity to meet its current and future costs and build up its reserves so that in the future it will be once again totally independent of Government grants.

In the context of these figures the projected consolidated fund reserves will be kept at 10% of projected expenditure, that means that in 2015 the expenditure is projected at £545 million and the consolidated fund reserves at £52.5 million, so we are talking about £52.5 million in our reserves, £75 million in Community Care and the debt half the size it is today.

## GROSS DEBT REDUCTION

The public debt of Gibraltar had a maximum level of £100 million at the time of the last election. In 2008 the law was changed and the maximum debt doubled to £200 million. In 2009 the law was changed again and this time the maximum was linked to Government revenue and the rate of interest, so that there is no longer a fixed amount as the maximum. Our commitment is that Gibraltar's public debt will be brought down by half of its current level, whatever that current level is after the election, so that by the time of the next election in 2015 there will have been a 50% reduction. Gibraltar's gross debt is presently stated to be at £480,000,000.00 (almost half a billion pounds).

## NET DEBT DEFINITION

Given that the policy is to have reserves available to meet the current expenditure, the definition of "net debt" introduced in 2009 will be changed so that from the balance of the Consolidated Fund a sum equivalent to 10% of recurrent expenditure will be treated as available to Government as a general reserve and not set off as available to reduce the gross debt to arrive at the hypothetical net figure. The Net Debt on this basis would be £37.7m higher currently, that is £253.5m instead of £216.5m, which is considered a more prudential policy.



A full-page photograph of a middle-aged man with a beard and glasses, wearing a dark blue suit, white shirt, and red tie. He is standing outdoors next to a large, textured tree trunk. The background shows some greenery and a building under a cloudy sky. The lighting is natural, suggesting daytime.

**...experience  
in health &  
environmental matters**





About your GSLP Liberal candidate

# John Cortes

*John qualified in ecology in London and gained his doctorate in Oxford. As a student he founded the Gibraltar Union of Students. He has been Director of the Gibraltar Botanic Gardens for 20 years and General Secretary of GONHS since 1976. John was also the General Manager of the old St Bernard's Hospital between 1988 - 1991 and was a member of the Board of the GHA between 1992 and 2007. He has represented Gibraltar internationally and held posts in several international organisations in the UK and in Spain. He has led research projects in Gibraltar and Morocco. A Magistrate for 17 years he is also active in youth work and the performing arts. He is married to Valerie and they have two children, Zoe and Mark.*

## HEALTH



### Emphasis on prevention not just the cure

The problems being experienced by many hundreds of users of the health service have continued throughout the last four years and have not been properly addressed or rectified. The only response of the GSD Government has been to accuse us of inventing these problems and to bring in outsiders instead of listening to our own experienced professionals.

#### BEST PERSON FOR THE JOB

We believe that the GHA needs to stop importing managers, simply because they are so-called experts. The local staff are best placed to tell us where the shortcomings are and how to put things right. The bottom line is that the best person for the job should be chosen regardless of nationality. All the top management posts in the Gibraltar Health Authority therefore, where appropriate, will be filled by local promotion.

#### SPONSORED PATIENTS

We will completely review the sponsored patients mechanism, not just from a financial perspective, but also to improve the assistance given to people when they have to travel for medical care.

#### REPEAT PRESCRIPTIONS

Appointments for repeat prescriptions are taking up to 60% of GPs' time, reducing the time that they have to see people with the need for a consultation. Repeat prescriptions will be dealt with without the need to see a GP.

#### MENTAL HEALTH CARE

The facilities at the current KGV are seriously lacking. The GSD refurbishment of the old Naval Hospital to re-house KGV has

been delayed because of the priority given by to the works for the new air terminal. We are committed to the completion of a new KGV facility and will also develop extra buildings to serve as sheltered accommodation for patients with long term mental illness who are in a position to look after themselves and who today have been left alone in the community in a manner that is not good for them. When we are elected, together with the relevant professionals, we will go back to the recommendations that were made and determine how to ensure that the new mental health facilities to be provided are the best that our community can provide. They will be supervised by wardens, community nurses, mental welfare officers and community occupational therapists.

#### ALZHEIMER'S AND DEMENTIA

We will prioritise the completion of the dedicated Alzheimer's and dementia facility at the old Naval Hospital and at the old St Bernard's staffed by Care Agency workers to provide beds for those that are presently in medical wards at St Bernard's Hospital and whose presence there is delaying the treatment of others, in particular those who require elective surgery and see their operations cancelled as a result of beds being taken up by long-term dementia sufferers. We will also allocate funds to provide a respite home for those in need of it and resources to give support for home care for Dementia and Alzheimer's patients and to provide for family carers the necessary back up from the health services. In addition an exercise will be conducted to evaluate the future needs and introduce mechanisms for early diagnosis so that the provision of resources of the next four year period grow in line with the anticipated demand for the service. Day Centre facilities will be provided for patients where they can receive advice and treatment from community nurses and will be provided with other recreational activities. They will have a place to go, rather than stay at home.

## COMPLAINTS PROCEDURE

Complaints will be dealt with directly by the office of the Ombudsman. Those employed in dealing with the current GHA internal complaints procedure will be given the option of transferring or alternative employment in the GHA.

## HEALTHY LIVING

As we have said in previous Manifestos we intend to place the emphasis on preventing illnesses and not only curing them. One of the initiatives we will introduce will be to put into effect a permanent health education programme. This will start targeting both children and adults encouraging healthy eating, a healthy lifestyle, the prevention of illness and screening for diseases. This will be met by additional funds over and above the health service budget. The effect of these initiatives will be monitored and the incidence of different illnesses in each age group will be recorded to assess the success of the programme over a number of years.

## NO SMOKING IN ENCLOSED PUBLIC PLACES

As Gibraltar takes its place amongst the community of modern European nations, we need to make changes and reforms, not just to our political system, we must also make changes to our daily lives. Smoking is regarded as dangerous even by most smokers and we accept that the overwhelming medical evidence points to smoking as a source of cancer and other ill-health. Passive smoking has also been shown to be damaging to health and can affect children as well as adults. Most European nations now have in place bans on smoking in enclosed public places that even many smokers welcome. Government offices are already subject to a smoking ban, as are most private sector offices. We will introduce a ban on smoking in enclosed public places in Gibraltar which will be accompanied by a GHA programme to help those who want to stop smoking to do so. We will offer restaurants, bars and social clubs generous tax and rates advantages to amortise any potential loss of business as a result of the smoking ban. This is an important progressive step for Gibraltar that should enjoy cross party support. Scientific evidence suggests that smoke in confined places is bad for people who do not smoke especially young children. There will therefore also be a permanent "Anti-Smoking" campaign in comprehensive schools and youth clubs.

## COMPUTERISATION

We will give priority to completing the computerisation of all patient notes including old notes held by the GHA within 2 years

*...patients and healthcare professionals,  
not managers, should come first.*

## HOSPITAL MEALS

There continues to be a problem with the provision of meals in St Bernard's due to the location of the kitchen. We will make alternative arrangements to improve the delivery of meals and consequently their quality.

## DAY SURGERY

We will look into operating a day case unit for surgical services; allowing people to be treated more quickly and efficiently and will eradicate the cancellation of operations as a result of bed shortages.

## CONSULTANTS' CONTRACTS

We will seek in good faith to resolve the issue of Consultants' contracts which have not been renewed for some years in the shortest time possible.

## GMC REGISTRATION FOR ALL DOCTORS

We will outsource to the GMC the assessments of doctors of licences to practice: and will make the GMC the regulatory body in Gibraltar for the medical profession, so that its standards, rules etc apply in Gibraltar as they do in the United Kingdom.

## CHILDRENS' CLINIC

It does not make sense for children to wait with adults to see a doctor at the Primary Care Centre. We will establish a primary care clinic, with dedicated GP resources, exclusively for children, with a dedicated waiting area for children and their parents only. This will be in St Bernard's Hospital, associated with the Rainbow Ward. This will enable us to combine primary and secondary paediatric care.

## ADDITIONAL WARDS AT ST BERNARD'S AND FACILITIES FOR THE ELDERLY

Our short-term policy will be to add beds at St Bernard's. We will also provide a made to measure facility for the elderly. We will separate acute illness patients from long stay patients. It is time to provide high quality cost efficient nursing homes in Gibraltar. We will do so to complement Mount Alvernia and the new geriatric care wards and Alzheimer's Centres we will provide.

## SINGLE SEX WARDS

We do not think that having mixed wards at the St Bernard's Hospital is necessary. We will ensure that wards are returned to being male or female only.

## **SURGICAL WAITING LISTS**

The present waiting lists remain too long. In the course of the next four years we will reduce all surgical waiting lists in all disciplines as much as possible.

## **HYPERBARIC OXYGEN THERAPY CENTRE**

The use of the Hyperbaric Oxygen Therapy Centre will be made available to all who need it and fully funded by the GHA so that no one has to pay for it privately as happens currently.

## **IVF ON GHA**

We will provide IVF treatment through the GHA for couples with fertility problems that have no children.

## **OBJECTIVE STANDARDS**

We need to have clear standards of care and ways of measuring them against our/outsourced results. Benchmarking and clinical Governance (including established audit programmes) will therefore be adopted, with the advice of healthcare professionals to provide this much needed accountability. This will include the creation of an arrangement with a large UK trust for moderation of services. The ability to have staff flow in both directions would greatly improve skill retention and combat the entrenchment of negative working cultures and practices. Also rather than re-inventing the wheel we would have access to tried and tested protocols and guidelines. Furthermore we would be able to develop close working relationships with tertiary specialists who would understand the set-up here. They would also be able to arbitrate in disputes through a fully formed and impartial complaints organisation.

## **CLINICIANS AT THE TOP**

A GSLP Liberal Government would increase the involvement of clinicians in the day to day running and the strategic planning of the GHA. This would involve more representation at board level and the setting up of a medical advisory panel (as is required by legislation but has never been brought into being).

## **TRANSPARENCY IN HEALTH MATTERS**

We are committed to increased transparency in the running of the GHA, as part of our model of open and transparent government. This will mean open board meetings, fiscal transparency etc.

## **HEALTHY IT MANAGEMENT SYSTEMS**

One of the main aspects of our future investment in the health services will be investment in a digital and IT revolution to make all patient notes digital. We will provide improved IT services with better communication between St Bernard's and the Primary Care Centre, digitised notes etc. The IT needs to be targeted at clinical/patient need and design and implementation needs to involve the users from the start.

## **INCREASED STAFFING**

We are committed to staffing in key areas. There is a need for an A&E consultant, and an additional consultant psychiatrist and surgeon.

## **STROKE TREATMENT AND CARE**

We will work with health care professionals to introduce a "stroke protocol" based on established practice in the UK and elsewhere in the EU. This will involve the creation of a specialist unit to deal with stroke emergencies and specific care for the physical and other rehabilitation of victims of strokes.

## **DIABETES**

There are very large numbers of people in our Community who suffer from diabetes. We will therefore work to provide a full time Diabetes Team at St Bernard's Hospital, which will be increased to feature (in addition to the nurse practitioners available now for children and adults and the GP with special interest in diabetes) a resident endocrinologist (as at present the service is provided on a visiting basis) as part of a dedicated team. We will also address complaints we have received to ensure that the cost of all necessary treatments for diabetics are all covered by the Group Practice Medical Scheme. This will be in addition to developing a programme for education and prevention and training for staff in this area.

## **SPONSORED PATIENTS**

We will review all the present allowances for sponsored patients.

# THE ENVIRONMENT

## A carbon neutral Gibraltar!



### COMMONWEALTH PARK AT LAST A GREEN AREA IN TOWN

In what is presently known as the Commonwealth Car Park, we will create an underground car parking facility (subject to a geotechnical survey) which will provide double the number of parking spaces and will be free for residents of Gibraltar. The ground level will then be made into a massive green area with an open air amphitheatre, trees and picnic area in the centre of the city. This area will be known as Commonwealth Park. The nursery and Department of Education in place there at the moment will remain. If an underground car park cannot be developed, we will provide parking in an alternative location.

### DUKE OF KENT HOUSE PARK

We will maintain and upgrade the park and playground in the square opposite Duke of Kent House.

### NAVAL GROUND PARK

We will also consider the best way to also increase the green areas to be provided in the city centre in the area of the intended Midtown Project. Our preference will also be for a green area to be maintained in the area nearest to the Leisure Centre, with an underground car park to be free for local residents.

### THEATRE ROYAL PARK

We will continue and finalise the works for an underground car park and park in the area of the demolished Theatre Royal.

### SOUTH BARRACKS PARK

We will consider with residents the possibility of redeveloping the existing premises of GBC in South Barracks Road as a car park and green area.

### CLIMATE CHANGE

As we set out in earlier Manifestos, we are concerned about climate change and our policy objective is clear: we will set out to achieve a carbon neutral footprint for Gibraltar. It may not be possible to achieve this in four years, but it must be our central environmental objective. This means more than just limiting the level of emissions or gradually reducing them. It means ZERO net emissions. We have to develop measures that remove carbon as well as ones reducing emissions, producing a Gibraltar, as a result, which can be proud not to be contributing to the problem our planet faces and serving as an example to others. To achieve this we will involve the local environmental NGOs and the international expertise required where necessary. In terms of financial commitment: we shall start by providing at

least £1m to provide financial inducements in each budget in support of promoting environmentally beneficial changes.

### ENVIRONMENTAL FILTER

Every decision made by a GSLP Liberal Government will be considered for its environmental impact.

### BUNKERING

We are against the GSD's plan for bunkering on the Eastside. We will examine the possibility of replacing bunker storage at sea with land based storage as soon as possible and will explore the possibility of using the detached mole for this purpose. There will be full consultation with all interested and affected parties.

### POWER GENERATION/ALTERNATIVE ENERGY

We will ensure that Gibraltar's power needs are provided for and any binding agreements entered into in respect of the new power station will be respected. Our target is to make Gibraltar's carbon emissions neutral and we are therefore committed to investigate all alternative sources of energy and to eradicate the noise pollution and emissions that affect many residential areas at present. We will encourage micro-generation and therefore reduce demand on the grid. This will include making provision for new Government developments to micro-generate. We will encourage companies in the field of sea current (tidal) energy research to base their research and development headquarters in Gibraltar due to our fiscal advantages and for the purposes of assisting us in developing this area of renewable energy.

### RENEWABLE ENERGY FUNDING

We will seek European funding for projects involving renewable energy for Gibraltar. We should be tapping any available EU funds to see if we are able to take advantage of renewable energy in Gibraltar.

### SOLAR LIGHTING

We will explore the use of solar energy for street lighting and in Government buildings as well as in new co-ownership developments.

### GOVERNMENT LEAD

In all of these areas, a GSLP Liberal Government will lead by example. We will seek to ensure that by the end of our first term in office the Gibraltar Government uses only renewable resources where available (e.g. recycled paper and other stationery) and that the whole of the Government's transport fleet is powered insofar as possible by non-polluting engines.

## **TREE PLANTING AND PROTECTION PROGRAMME**

A full tree planting programme is a way to make Gibraltar a more pleasant place to live and work as well as a way to neutralise carbon emissions. We are committed to the implementation of such a programme immediately, especially in new developments which we will require to have public green and tree planted areas as a pre-condition for planning permission to be granted. Our development plans make provision for this already.

## **DOG PARK**

We are committed to providing more than one 'dog park' in Gibraltar. Smaller areas should be provided also in residential areas to prevent the problem of indiscriminate dog fouling.

## **GULL CONTROL**

We will enhance the programme of control of gulls, which are a nuisance and can spread diseases. This will be handled nationally by experts in the field.

## **APES**

The roaming of apes (macaques) in the town and populated areas must be controlled. We will introduce measures to control the ape population without resorting to killing them. This will include exportation of apes to zoos and safari parks elsewhere in Europe. We will also devote resources to ensuring that the apes remain in the Upper Rock area.

## **ENVIRONMENTAL ENFORCEMENT TEAM**

We will establish an Environmental Enforcement Team which will work at sea in protecting our natural habitat from foreign fishermen and divers who do not respect our environment and the biodiversity in the waters around Gibraltar.

## **RECYCLING**

We will promote a programme for education to ensure that recycling facilities are used properly and that our people appreciate the need to recycle. We will, as part of this initiative, seek to establish a recycling "eco park" in an appropriate location and this will include facilities for recycling of paper.

## **HYBRID VEHICLES**

We will enhance tax and cash incentives for people who buy hybrid vehicles.

## **PAVING STONE GAPS**

We will commence a programme to ensure that the spaces between the paving stones in Main Street and Irish Town are properly filled in order to prevent accidents.

## **BUS FLEET RENEWAL**

As our bus fleet ages (the large "new" buses are now approximately 9 years old), we will renew it with more environmentally friendly vehicles.

## **SEWAGE**

We will invest in maintaining Gibraltar's sewage system. There has been a lack of investment in this essential infrastructure in past years, and this has to change as some parts of our sewers are collapsing after chronic neglect. We will develop a sewage treatment plant, the absence of which has allowed La Linea to defend its own sewage landing at Western Beach by saying we also put our sewage into the sea.

## **SAND SLOPES**

We will work with GONHS and all other relevant and established environmental groups and agencies, as well as with all the residents of and parties with commercial interests on the eastside to secure the safety of the slopes and cliffs in that area. This will be done in ways designed to make the most of the rich wildlife and biodiversity in the area.

## **EASTSIDE DEVELOPMENT**

The Eastside Reclamation has been allowed to become a blight in that part of Gibraltar. We will work with the existing leaseholders to have works start as soon as possible on the redevelopment of the area. We believe the redevelopment of the eastside should principally be used for provision of housing for our people, development of our beaches, touristic use, an eastside marina and other services. What we will not do is allow the site to fester and remain unused as the GSD have done for 16 years. Our plans for the Eastside Reclamation will involve beautification pending the start of redevelopment works and abating the problems with the dust that the rubble mountain created in the past 16 years has caused.

## **CATALAN BAY – THE PARK**

A children's park has been provided but in a relatively unsafe area which is difficult to access with prams. We will re-provide it in a safer area in consultation with the residents.

## **CATALAN BAY - STREET CLEANING**

We will extend the street cleaning programme to the back streets of Catalan Bay Village.

## **CATALAN BAY - STREET LIGHTING**

We will ensure that all areas in the Village are well lit – in particular the areas giving access to the Caleta Hotel.





# Commonwealth Park

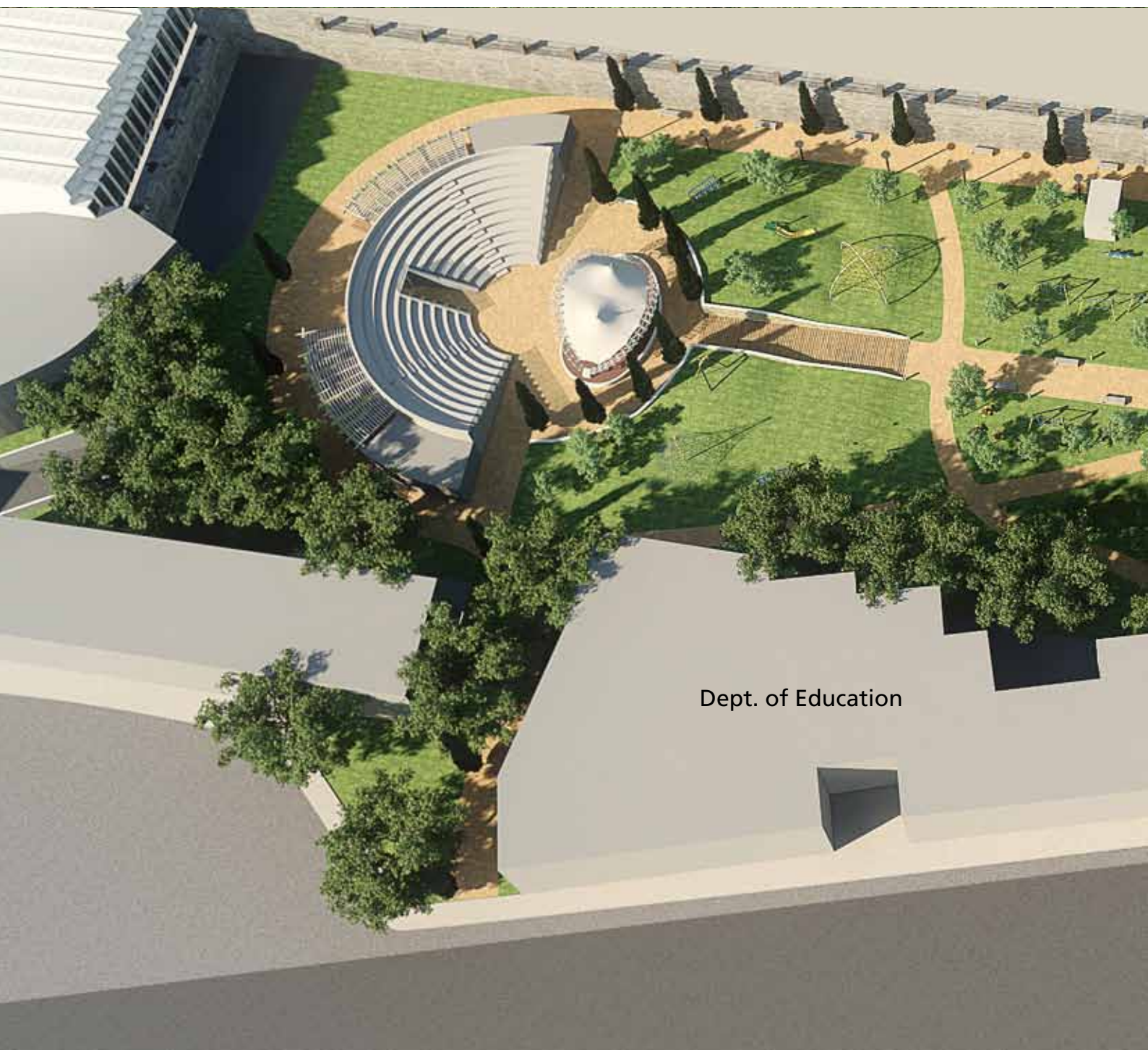
*Commonwealth / NOP Car Park will be made into a massive green area with an open air amphitheatre, trees and picnic area in the centre of the city. Furthermore we will create an underground car parking with double the number of parking spaces now available free for residents of Gibraltar.*











Dept. of Education

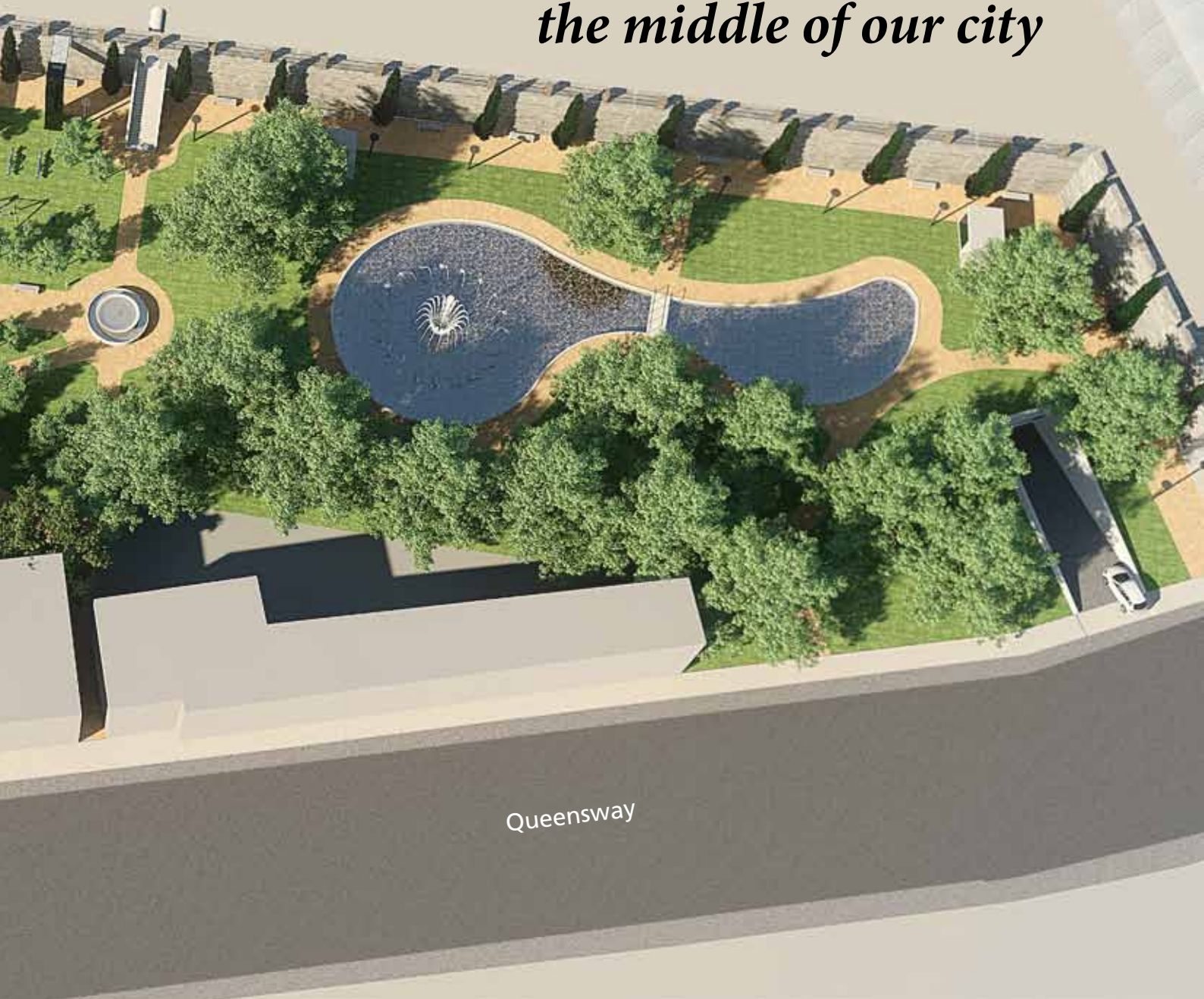




(Opposite page) 400-seater outdoor Amphitheatre

(Above) A purpose-built children's play area within this green city-centre haven.

*...nature's sanctuary in  
the middle of our city*

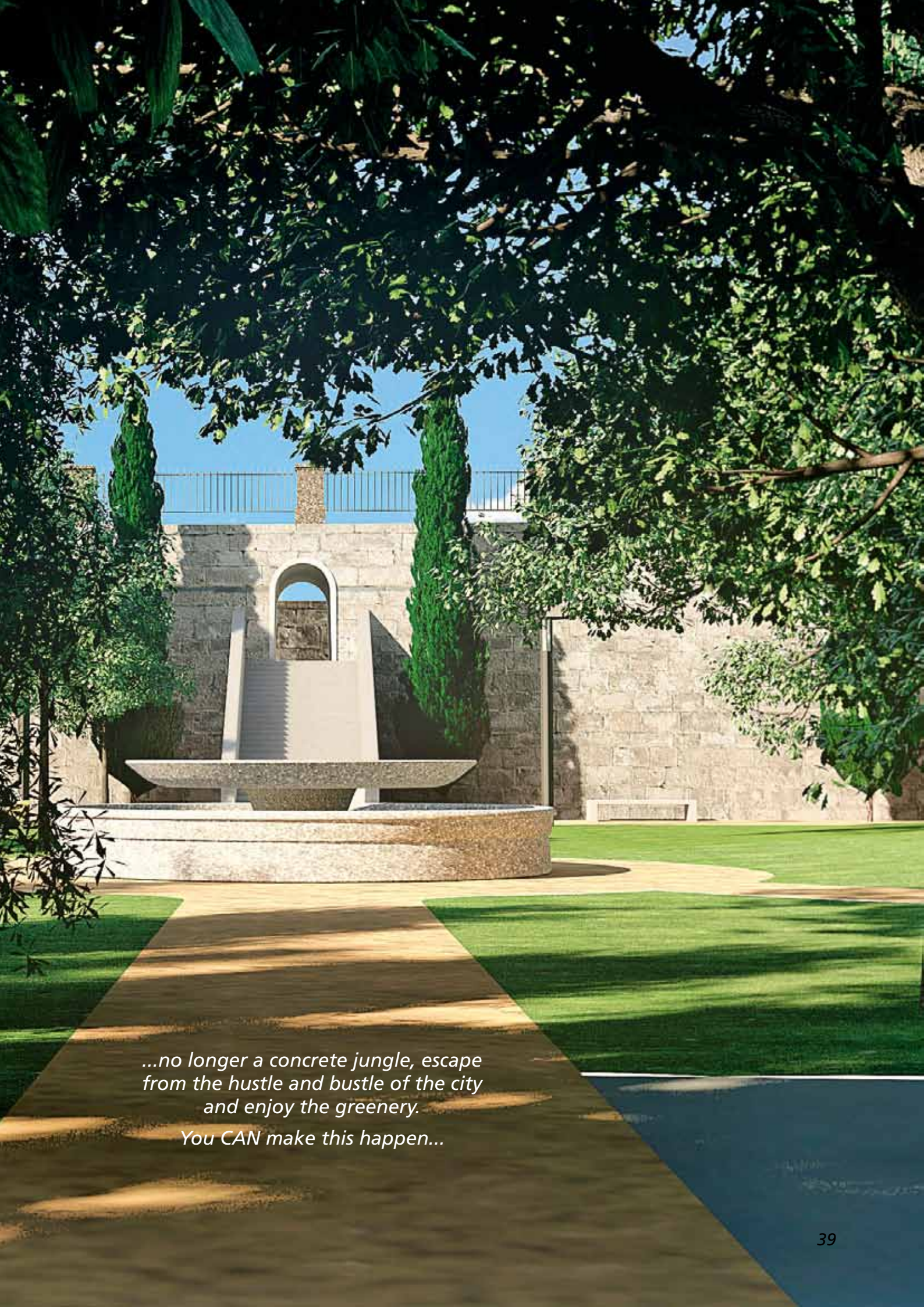


Queensway









*...no longer a concrete jungle, escape  
from the hustle and bustle of the city  
and enjoy the greenery.*

*You CAN make this happen...*









*...a place for relaxation and a haven  
for nature within the city  
You CAN make this happen...*





# Commonwealth Park

*We will create an underground car  
parking facility which will provide double  
the number of parking spaces and will be  
free for residents of Gibraltar.*





## REGULATION OF FISHING & DIVING

We do not believe it is right to allow illegal fishing in our waters and we will stop this immediately. We will ensure that the ban on the use of drift nets and other nets is enforced without political interference to prevent the proper policing of and – in keeping with the commitments we have given the GFSA, we will ensure the proper regulation of fishing (and diving) to ensure conservation as the top priority.

## WESTERN BEACH

We guarantee that Western Beach will continue to be a public beach. We will act immediately to ensure the sewage problem is dealt with.

## SANDY BAY

We will protect Sandy Bay with a breakwater to ensure the replenishment of the beach as well as the provision of parking in the area for residents and beachgoers alike. We will also provide car parking for residents and beach users.

## ROSIA BAY

At Rosia Bay, we will re-provide the area that was a bathing pavilion when it was MOD property and create better access to it. We are committed to a full regeneration of Rosia Bay designed to provide leisure for the whole Community.

## CAMP BAY

At Camp Bay, once we have regulated all diving and fishing in Gibraltar this will prevent foreign diving companies from taking up the areas traditionally used for swimming by local bathers. We will also create a new groyne at sea in the area in order to provide an area for protected swimming, a new area from which to fish and the stimulation of biodiversity in the area. We will expand Camp Bay and increase the bathing areas.

## LITTLE BAY

At Little Bay we will improve access to the sea and create a biodiversity park that will allow young children to see our marine environment close up.

## NUFFIELD POOL

When the Nuffield Pool is handed back to the Gibraltar Government by the MOD it will be open to the public at no fee as part of the facilities available to bathers in the area of Camp Bay and Little Bay.

## GIBRALTAR'S COASTLINE

We will conduct a full review of the ability of all Gibraltar's coastline to cope with severe weather conditions and will reinforce coastal protection and defence where needed.

## TRIPARTITE FORUM

We will put environmental issues at the top of the agenda on the Trilateral Forum. This will include pursuing the possibility of a regional epidemiological study.

## POLICY DOCUMENTS

We will entirely review the proposal for the Marine Leisure Act and the Environmental Action and Management Plan and the Southern Waters of Gibraltar Management Plan – all of which are presently drafted in terms which are unacceptable to environmental NGOs. We will also introduce an Upper Rock Management Plan that will take into account the interests of all the relevant stakeholders.

## AIR QUALITY MONITORING

We will expand the air quality monitoring that is presently done to include other areas in Gibraltar and mobile air quality monitoring.

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## HERITAGE



Our heritage is who we are. Buildings with heritage value are as important a part of the future as the new buildings going up today.

A GSLP / Liberal Government will give priority and importance to heritage considerations, and will act in close consultation with the experts in the field. As a result we will not permit the destruction of important heritage sites like the Rosia

Tanks or the colonial style houses which have been sold to and demolished by private developers.

## HERITAGE TRUST

We will re-establish a relationship of respect and co-operation between the Heritage Trust and the Government. We will not seek to interfere in the business of the Trust at all.

## THE ARCHIVE

We will digitalise, insofar as possible, the content of the Gibraltar Archives. The Archives will move to the Gibraltar Garrison Library. This will involve the creation of an online archive of photographs of Gibraltar and Gibraltarians; with the help of the community and of professional photographers. This database will be available to the whole of the Community, online, at no fee.

## THE MOUNT

It is totally wrong for the Government to have allowed The Mount to deteriorate as it has. We will properly maintain the buildings at The Mount for the benefit of the whole community.

## GIBRALTAR WOMAN: A NEW TOURIST ATTRACTION

We will make a new world class heritage site of the place where the first Neanderthal skull was found; the skull of Gibraltar Woman. She is the first recorded Gibraltarian and we will make a world class tourist site for visitors and Gibraltarians to see where she lived.

## GBC: "IN CAMERA"

As part of our commitment to the full maintenance of the heritage of Gibraltar, we will work with GBC and have transcribed and issued as a book the collection of interviews in the "In Camera" series which was a series of interviews with Gibraltarians who have formed part of our recent political history.

## OLD POLICE BARRACKS

We will re-develop the Old Police Barracks into housing for our people. Our scheme will provide for multi-storey car parking for the flats to be provided in the redevelopment as well as for existing homeowners in the area. The redevelopment will be done with a view to keeping the look of the existing buildings.

## WELLINGTON FRONT

Wellington Front needs to be entirely refurbished in order to make the most of the City Walls and provide premises for clubs and societies that need to be centrally located. This will also involve having to deal with the problems of flooding in very wet weather.



# PLANNING



## Sustainable development

*"...sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs"*

### AFFORDABLE DEVELOPMENTS

Land to build low cost housing for residents eligible for housing should be made available to developers at no cost – as has been the case of developments before 1996 and through the GRP developments since then. This will involve the Government controlling the cost and quality of the development.

### DEVELOPMENT PLAN

We do not believe that the development plan that has been published by the GSD is adequate for the needs of Gibraltar. As part of a wide ranging public consultation exercise, we will review the existing Plan in the context of our own policies and public representations. In particular, we will take the opportunity specifically including greater provision for green areas and protection of environmentally sensitive areas.

### PLANNING COMMISSION MEETINGS

The Development and Planning Commission will meet in public at least once in every calendar month. At such public meetings of the DPC, any person who has filed an objection to any development will be ENTITLED to be heard by the Commission. These meetings will also be viewable on the Internet. Transcripts of meetings will also be produced. As we have already stated in our Policy Statement on Planning, we will completely revamp the system which we see as shutting out the public in its present form.

- *we will make the whole planning process of any application available online;*
- *there will be an expedited procedure for internal works in private dwellings in respect of which the most important aspect will be adherence to binding controls;*
- *objectors will be heard;*

- *government projects will be subject to the planning process*

- *decisions will be published and made available online;*

- *there will be a "public exhibition" for large developments;*

- *views of town planning and building control experts will not be ignored;*

- *ESG will be given a seat on the DPC; and*

- *the Town Planner will be appointed Chairman of the DPC, while the Minister as a representative of the people, will retain a seat on the DPC but will not chair it.*

### UPPER TOWN RENEWAL

The plans for a renewal of the Upper Town have not been programmed as they should have. We believe that the Upper Town is one of Gibraltar's greatest potential assets and we will use the resources of the Government to progress a renewal of all the areas in the Upper Town. We will, in addition, work with private landlords in this area.

*...change the planning process for the better*





**...caring  
about our people**



About your GSLP Liberal candidate

# Charles Bruzon

*Charles has been an elected member of the GSLP since 2003 and has been very active within his portfolios of Housing, the Elderly and the Family. He successfully completed a 6 year course in Theology and Philosophy at the Theological College, Ushaw, Durham. He recently established a branch of the Christian Socialist Movement in Gibraltar. Happily married to Marilou, they are proud parents to Louis and Philip and grandparents to Charles, James and Lauren.*

## HOUSING



Making it possible for all of our people to have a decent home

### RIGHT TO A HOME

We continue to be committed to a policy of making it possible for all of our people to have a decent home in Gibraltar at affordable prices and for rental for those who cannot afford to do so or who do not want to buy.

### HONOURING HOUSING ALLOCATIONS

We will honour all allocations made before the election in respect of government housing.

### ELIMINATING WAITING LIST

Everyone on the housing waiting list and on the pre-list on the 9th December who has not received a letter allocating them a flat will also be re-housed before the next election, eliminating the existing waiting list and pre-list. The pre-waiting list will be eliminated.

### WAITING REDUCED TO 3 YEAR MAX

The supply of new homes will be kept under review in the light of applications received from 9th December onwards. Nobody in future will have to wait for more than 3 years to be re-housed.

### LIST FOR RETURNING GIBRALTARIANS

We will provide a separate, additional housing list for applicants who are currently living in Spain and who wish to return home, and who would otherwise have been eligible to be on the housing list had they stayed in Gibraltar and not been forced across the border.

### SALE OF GOVERNMENT FLATS

We will honour the offer made to any sitting tenants who wish to purchase either pre-war or post-war property.

### PURCHASE OF GOVERNMENT PROPERTIES

We will similarly honour any agreement entered into by the current administration to acquire property from tenants.

### REFURBISHMENT AND BEAUTIFICATION

We will complete the programme of refurbishment, beautification and lift installation on existing Government estates where this has not already been finalised. We will also establish a continual "estate-by-estate" maintenance programme so that all Government estates are maintained adequately and not allowed to deteriorate as they have. This will include re-cladding buildings in Glacis, Laguna and Moorish Castle Estates, as well as adding lifts if possible. We will also re-provide the childrens' park at Moorish Castle Estate. We will also help the management companies of low cost home estates to deal with common areas and beautification in order to improve the environment in these areas.

### CO-OWNERSHIP HOMES

The element in new housing which is available for co-ownership will be for 50/50 sales to applicants based on their housing needs. The GSD Government policy of giving priority to applicants who pay 100% and thereby enjoy the freedom to buy any size of accommodation beyond their family needs will be ended. This GSD policy defeated the very concept and purpose of the co-ownership scheme, which is to make home ownership accessible to those who otherwise would not be able to buy. All of these developments will be subject to tendering procedures.



## **...truly affordable quality housing**

The element in new housing which  
is available for co-ownership will be  
for 50/50 sales to applicants based  
on their housing needs.







**A new, modern design..  
Gibraltar enjoys over 300 days  
of sunshine a year but have  
you seen any solar panels?**





## **...Gibraltar will at last have solar power technology in its residential buildings**

Using photovoltaic technology, it  
will be possible to provide much of a  
building's energy from solar power -  
thereby reducing demand  
for electricity





A man with dark, wavy hair, wearing a white dress shirt and a dark blue tie with a small red and white pattern, is shown in profile from the chest up. He is looking towards the right side of the frame with a thoughtful expression. His hands are visible at the bottom, holding a pen over a dark surface, likely a desk. The background is a warm-toned brick wall. The text "...investing in our estates" is overlaid in white on the right side of the image.

**...investing in  
our estates**

**...the positive changes  
Gibraltar needs**







**...roof gardens and  
eco-friendly design  
introduced into our  
affordable homes**





**...considered  
designs for  
quality of life**





## EXISTING ESTATES

We will work with the management companies of the existing co-ownership estates, as well as Vineyards to assist with necessary maintenance and weather proofing of buildings and common areas. We will honour all agreements entered into by the GSD in this respect and will continue to work with the management companies in question in the future to deal with these recurring problems. At Vineyards we will also provide a playground for children, as the management company have been requesting for some time.

## HOME OWNERSHIP ESTATE REPAIRS

We will continue to replace all front doors at Cumberland Terraces and will add a children's park there and in Nelson's View. We will also deal with all the damp and other problems which have arisen in these home ownership estates (Bayview, Nelson's View and Cumberland Terraces (where we will provide a children's play area) as well as Waterport Terraces so that tenants do not end up having to foot the bill for problems with the construction. At Waterport Terraces we will also pay compensation to all who suffered the excessive delays in delivering the development to purchasers.

## MORTGAGE SAFETY NET

Given the economic problems currently affecting most of the EU, there is a risk that within the next 4 years there could be sharp rises in interest rates creating problems for home owners. The ability of homeowners to repay their mortgages matters to us. We will therefore monitor this closely and, if necessary, put in place a mortgage safety net to protect the homes of owner occupiers from the problem of rising interest rates.

## NO RENT INCREASES

We will not put up the rent of Government flats in the next four years and will fix the rent of new homes at the same frozen level as the rest.

## NEW GOVERNMENT HOMES FOR RENTAL

Families need homes in which to prosper as a unit. We will therefore build more really high quality homes for rental and sale at truly affordable prices for all our people so that even Gibraltarians who have been living abroad for many years will be able to return to their home.





*...premium land, for the whole of the Community, not for a privileged few*

## **GROUND RENT**

There are issues with ground rent in some estates which we will work with tenants and LPS to resolve as soon as possible.

## **NO INCREASES IN UTILITIES**

The increases in Government rents, water and electricity, have been exorbitant in the past 16 years of GSD "rule". These are important factors increasing the cost of living in Gibraltar. We commit ourselves to keep all of these frozen for the whole of our next term. That means absolutely no increases in any of these costs in the next four years.

## **SERVICE CHARGES**

We will work with the management companies in all Government co-ownership housing estates where there are problems with the level of service charges in order to address the issue and consider ways of containing costs.

## **HARBOUR VIEWS GREEN AREA**

Working with the management company of the estate we will create a green area in front of harbour views on the western side in the area which is presently unused.

## **EX-MOD PROPERTIES**

We will make good the problems being faced by purchasers of ex-MOD properties that suffer from the presence of asbestos and defects in the fabric of the buildings (which cause water ingress) sold to them by the GSD Government. We will ensure that the MOD properties being handed over to the Gibraltar Government will be partly put out to tender and partly used for Government rental in a fair and equitable manner. Any tender process will be entirely transparent.

## **REGISTER OF ASBESTOS**

A GSLP Liberal Government would be more open on the issue of asbestos in buildings generally. There have been incidents when asbestos has been found in public buildings and in MOD properties passed to the Government. We are committed to have the proper procedures in place and to produce a Register of Asbestos which would be a public document that people can refer to at any time.

## **FORENSIC AUDIT**

We will publish a forensic audit of the OEM Haymills payments in respect of the south district housing developments. There will also be audits into other projects which require investigation. We will also deal with all the damp and other problems which have arisen in these home ownership estates so that tenants do not end up having to foot the bill for problems with the construction.







**Affordable, quality  
homes for growing  
families...**





**...less concrete &  
more green areas**





**...quality,  
affordable  
housing you will  
be proud of**

we already have plans  
ready to provide to the  
Planning Commission and  
to put out to tender

**vote for this change**







# SENIOR CITIZENS



## NO TAX ON PENSIONS OR INHERITANCE

We will maintain the position that there will not be a tax on occupational pensions and no inheritance tax.

## MORE HOUSING FOR THE ELDERLY

As we live longer and are able to do more for ourselves we believe that it makes sense to develop more housing for elderly people. We will therefore develop more flats for the elderly like Bishop Canilla and Albert Risso House. This is already factored into our plans for housing.

## DEBENTURE INTEREST

Debenture holders will be guaranteed the present rate of interest. New savings instruments will be introduced which will offer higher returns than comparable UK savings rates.

## ADDITIONAL FINANCIAL SUPPORT

We will set up a scheme which will facilitate the creation of a new additional financial support measures for pensioners and which will be linked to average earnings. The effect will be to ensure that the standard of living of pensioners keeps up with the growth in the economy and shares in its benefits. It will not just be kept in line with inflation.

## SOCIAL INSURANCE REFORM

A GSP Liberal Government will reform the entire structure of the Social Insurance Fund which is now insolvent. We will place the Fund on a viable footing. EU Law now requires equal pensionable age for men and women in all new schemes. In the new scheme we will pay pensions to men and women from age 60.

We are committed to addressing the pensions issue raised by employees of Gibtelecom and Aquagib. We will work with them to arrive at a satisfactory and equitable solution.

## INCOMPLETE SOCIAL INSURANCE RECORD

We will allow those pensioners who have an incomplete social insurance record the opportunity to complete their record and in this way receive a full pension.

## WOPS

The Widows & Orphan Pension Scheme will immediately be re-activated on a voluntary basis for serving Civil Servants. A scheme will be introduced for retired Civil Servants who opted out of WOPS to opt back in. This new scheme will be an alternative to the scheme announced by the present administration in respect of opting back into WOPS by retired Civil Servants.

## SHELTERED HOMES FOR THE ELDERLY

We will provide flats for sheltered living by elderly citizens in our housing estates. We will develop a purpose built facility for elderly citizens who require constant geriatric care. In the first instance, we will house such a facility in the unused areas of St Bernard's Hospital, but run by the Care Agency.

## PENSIONS ANOMALIES

We will correct any pension anomalies which we consider to be unfair and measures will be introduced to alleviate any hardships.

## ASSISTING THE ELDERLY IN THEIR HOMES

Many elderly people who live alone or with working relatives do not need to be institutionalised, they just need more domiciliary care. We will extend the support provided to elderly persons who are living on their own and who need help in their home. This can be cooking meals, shopping or household chores. There will be an individual assessment of their needs and those needs will be provided. This will enable people who can live independently to do so for as long as they can and wish to do so.

*...because we really care  
about our pensioners*





## COMMUNITY CARE'S FUTURE

In 1996, Community Care had assets of £63 million of which £60 million was in cash and was able to provide support to resident pensioners and others with the income from its investments. In the last 15 years its reserves have been run down to zero in a deliberate policy in order to replace its role by alternative arrangements.

This was first announced by Mr Caruana in 2009 and it was stated that legislation would be introduced that would ensure that no loss of support for those getting it or with a right to do so in the future would take place and that new arrangements would better protect such payments from claims by non-residents. The new arrangements were originally said to be designed to remove any possible claims by non-residents.

No such action has taken place, except that this year it was stated that as from 2012 the payments would be provided as a legal entitlement together with social insurance pensions. On the basis of this statement, we believe such a change would

have the very opposite effect of what was claimed to be the purpose of the exercise. Rather than protect Gibraltar from any claims and liability to pay non-residents, it would make it legally binding to do so. In other words, it will bring about what it was said it was intended to prevent.

Unless and until someone produces evidence that such a change will benefit Gibraltar based pensioners, we remain fully committed to restore the fortunes of Community Care and ensure its survival.

To this end we are committed to resume funding it in excess of its annual requirements as from April 2012 so that once again it is able to meet all its commitments and better its reserves to achieve its own investment income and not have to rely solely on Government grants, the position it enjoyed in 1996. Given that its outgoings are now much higher, the target is that it should have been able to build up its reserves currently zero to at least £100 million by the time of the next General Election.

*...funding for Community Care*

A middle-aged man with short dark hair and light blue eyes is seated at a dark wooden desk. He is wearing a dark navy blue suit jacket over a white dress shirt and a diagonally striped tie in shades of blue, purple, and pink. A small red circular pin is visible on his left lapel. He is looking slightly off-camera to his right with a serious expression. His hands are resting on the desk, holding a white sheet of paper. In the foreground, a silver flip phone and some papers are visible on the desk. The background consists of a rustic wall made of yellow and grey bricks.

**...efficiency**  
**the key to success**





About your GSLP Liberal candidate

# Gilbert Licudi

*Gilbert is a Barrister and is called to the Bar in Gibraltar. He is a partner of one of Gibraltar's leading law firms where he advises on all types of commercial transactions and regularly advises banks, trustees and private clients on Gibraltar company and trust law. Gilbert has been a member of the GSLP for over 20 years, having the first public meeting in the run up to the party's first election win in 1988. He is married and has 2 sons.*

## FINANCIAL SERVICES



Committed to economic growth  
via the finance centre

The GSLP / Liberals are totally committed to the finance centre as a source of economic growth and employment for our people.

### OMBUDSMAN

In order to further enhance the reputation of Gibraltar in this area – and as we committed ourselves to do at the time of the TEPs problems (and which the Chief Executive of the FSC has now also called for in his latest Annual Report) – we will establish the office of a Financial Services Ombudsman within our first term of office. We believe that this is in any event required under the G20 High Level Principles on Financial Consumer Protection.

### LOWER PERSONAL TAX

We will also restructure and lower personal tax payments to levels in keeping with the new low levels of corporate tax (that we will maintain).

### MARKETING

Gibraltar needs to sell its financial services products further afield than we do now. We need to access emerging markets like the BRIC (Brazil, Russia, India, China) countries which are enjoying massive economic growth. We will increase the budget available to the finance centre office for marketing in these jurisdictions as more particularly provided for below in respect of the Finance Centre Council.

### DOUBLE TAXATION

We will seek to negotiate a double taxation agreement with jurisdictions that the representatives of the Finance Centre believe it is worth entering into such agreements with. We would in particular seek such agreements with the UK.

### HIGH NET WORTH INDIVIDUALS

The GSD introduced the legislation for High Net Worth Individuals (Cat 2) to come to Gibraltar. We believe that such Cat 2 individuals add great value to our community, not just in generating tax income, but in bringing with them their entrepreneurial skill and flair. We believe that the service provided to Cat 2 individuals in terms of their ID cards etc., must be world beating (as all public services should be in Gibraltar regardless of who they are provided to) as such individuals can easily move to other jurisdictions if Gibraltar does not pull its weight in the provision of services to them. Moreover, we will allow Cat 2 individuals to do business in Gibraltar - subject to the obligation to pay Gibraltar tax on Gibraltar earnings – so that their entrepreneurial flair can flourish in Gibraltar also, leaving economic benefits here too! We will also review the existing legislation in order to make it as future proof as possible against any allegation of discriminatory tax practices.

### HEDGE FUNDS

At present, the largest jurisdiction for the establishment of hedge funds is the Cayman Islands (37.3%, Q1, 2010), followed by Delaware (27%), the BVI (7%), Ireland (5%) and then Luxembourg (3%). We will work with professionals in the industry to make Gibraltar one of the Europe's premier jurisdiction for the establishment of hedge funds.

## NEW BUSINESS

We will work with the professionals in the financial services sector to attract the major international players in banking and financial services that do not presently have a presence in Gibraltar. Our aim will be to attract new institutions to Gibraltar to create new business for the financial services sector as a whole. This will include marketing in the growing economies in the world, not just in our existing established markets.

## HEADQUARTER COMPANIES

We will fiscally stimulate the use of Gibraltar as the place of incorporation and headquarters of companies that are in research and development of alternative energy, in particular those selling services into the EU.

## NEW COMPANIES ACT

The Companies Act review has been on-going for some time. We are committed to revising our companies legislation and adopting a new consolidated and revised Act as soon as possible.

## LICENCE FEES

We believe that the licensee fees set by the FSC should be the subject of well planned consultations so that licensees can plan for the increases in fees. A 14 day consultation period is not enough.

## THE FINANCE CENTRE COUNCIL (FCC)

We will continue to work with the FCC in liaising with the established representative bodies in the sector in the development of Gibraltar as a jurisdiction of choice within the EU for the provision of financial services. This will include a marketing strategy with the FCC in established and new markets around the world where we will seek to spread key messages about our jurisdiction. This includes – but is not limited to – the appointment of a UK Business Development Director and Business Development Specialists as proposed by the FCC and their proposal for establishing a central public relations support function for the financial services industry.

## NEW PRODUCTS

Gibraltar cannot afford to stand still in the products that we offer, and these should be kept under constant review. We will work with the FCC to develop new products, including, but not limited to, Foundations, LLPs and Private Trust Companies.

## WHITE LISTING

We will work with the whole financial services industry to promote the White Listing of Gibraltar in all jurisdictions internationally, as well as the wider acceptance of Gibraltar companies under EU Parent/Subsidiary Rules.

## TAX RULINGS

In properly resourcing the Civil Service we will provide the resources necessary to ensure that advanced tax rulings are provided more promptly, as these can be time sensitive for clients of our finance centre.

## INFRASTRUCTURE

Our investment in infrastructure (power, sewage etc) outlined elsewhere in this Manifesto, will ensure that finance centre professionals will be able to operate – something which has been missing when power cuts have affected many entities' ability to trade.

## FLIGHTS & AVIATION

It is no secret that we do not believe that the new air terminal should have been given the priority it was by the GSD. Now that the terminal has been completed, we will nonetheless seek flights from as many European and international destinations as possible including other financial services hubs. We will also explore other new opportunities in order to develop the aviation industry in Gibraltar in other ways.

*...working in consultation with the financial services industry*



# EDUCATION

## Our best investment

Our main concern when formulating education policy is the well being of children and assisting them to develop to their full potential.

Education in Gibraltar is already of a high standard. We can, nonetheless, make it even better. We will do so by developing a social partnership with teachers, educators and their representative bodies, as we have already started to do.

### UNDERGRADUATE STUDIES

In 1988 the GSLP introduced mandatory scholarships for all those who attained a place in further education. This has been a massive success for our community. We remain entirely committed to funding tuition and maintenance grants for undergraduates. Maintenance grants will be increased annually by the rate of inflation in the UK so they do not deteriorate.

### POSTGRADUATE STUDIES

Everyone who has been denied a discretionary grant for postgraduate studies in the UK by the GSD Government this academic year, who has nonetheless continued with the course at their own expense, will be reimbursed the sum of the grant from the beginning of the course. Postgraduate study will cease to be discretionary and will be granted as a mandatory entitlement, as is the case for first degree courses.

### LONG DISTANCE LEARNING

Funding for all long distance learning courses will be provided at no cost to the student including those who have started courses during this academic year.

### FREE NURSERY EDUCATION

A GSLP Liberal Government will provide free optional nursery education. Private nurseries will be fully consulted and involved in the provision of this service on a "public/private" basis.

### MAINTENANCE FOR SCHOOLS

In consultation with the teaching profession and with Head Teachers, we will provide a dedicated pool of sufficiently resourced maintenance staff for schools. Head Teachers will, in addition, have control of a dedicated budget which they can use for small scale maintenance/minor works which may be required in their schools.

### UNIVERSITY OF GIBRALTAR

We remain committed to the expansion of the Gibraltar College. Our objective will be to upgrade it to an institute of higher education capable of degree level work as a step towards achieving full university status. The University of Gibraltar will commence operations within 4 years admitting students from all over the world and those local students who do not wish to leave Gibraltar. It will also provide post-graduate courses for those who wish to take a Masters Degree but do not want to leave Gibraltar again to further pursue their studies.

### UNIVERSITY EXCHANGES

We will also explore the possibility of organising university exchanges with colleges in the EU and the United States to use Gibraltar as a base for summer activities for students, including the teaching of languages.

### PROMOTING RESPECT AND PROTECTION

Teachers are a fundamentally important part of our Community. We will not tolerate any violence or abuse of teachers by pupils or parents. Any such abuse will be prosecuted to the full extent of the law.

### HEALTH AND SAFETY IN THE SCHOOL ENVIRONMENT

Health and safety are essential ingredients for a modern school environment. In many schools there are health and safety issues that can affect both teachers and pupils. Based on a Health & Safety Policy to be established by the Department of Education, we will carry out – commencing in January 2012 – an annual Health and Safety Audit of each school in Gibraltar and we will act to give effect to recommendations made in the audit.

### HOMEWORK SUPPORT GROUPS

Homework Support Groups will be introduced. This will help pupils and working parents by both providing additional lessons or just by simply allowing some children the use of classes for private study (which is a facility some do not enjoy at home). They will be overseen by qualified teachers (either in employment, on the supply list or retired).

## **SCHOOL REFURBISHMENT PROGRAMME**

Schools need to be properly refurbished and remodelled into modern school buildings. This will be work that we will want to see prioritised and which must be constant as schools require continuous maintenance. There will therefore be a permanent programme of refurbishment for schools. In some instances, we believe it may be necessary to build new schools. We are also committed to the relocation of Sacred Heart Middle School.

## **MIDDLE SCHOOLS: EQUALLY SIZED**

In relocating Sacred Heart Middle School we will look for a location that will be capable of accommodating a school of a size that will provide for all middle schools to be of equal size.

## **SECOND CHANCE EDUCATION**

We will provide everyone – of whatever age – a second chance for all levels of formal education using qualified teaching resources. The results being produced historically by our teachers at GCSE and “A” Levels are admirable – reflecting the calibre of teaching in Gibraltar and the ability of pupils who stay on for academic tuition. However, there are some who are not ready, at school age, to fulfil their potential. They deserve to be able to try again to attain the qualifications they need to advance in their chosen professions. In order to provide this Second Chance Education programme, we will establish a National Institute of Adult Continuing Education.

## **COUNSELLING IN SCHOOLS**

As a result of the way our society has changed in the past years there is a need for some to receive counselling. We will provide a Counselling Service for schools. We will offer teachers who wish to do so the opportunity of training as School Counsellors. We will also increase the availability of the educational psychologist service by providing additional resources to it. All of this will assist in dealing with the issues that affect the lives of pupils today.

## **SCHOOL ADMINISTRATION**

Professionally qualified teachers (both in the Department of Education and in schools) often carry out administrative and clerical work which is not necessary for a teacher to do. Clerical support, additional to that existing at present, will be provided to the Department of Education so that this can be deployed, where necessary, (in the Department or in schools) to free up qualified teachers who will be able to concentrate on the educational needs of our children. We will ensure all schools have secretarial support available throughout the day. Where secretarial staff in schools at present enjoy part time status, this will be respected and the additional administrative cover will be provided using further resources.

## **SCHOOL TRANSPORT**

We will ensure that provision is made for schools to have transport available for educational and sporting needs.

## **CLASSROOM AIDES**

Classroom aides need to have their job description reviewed and their role clarified and receive appropriate training (where necessary) so that they can be used more efficiently throughout the education system. This will be done in consultation with teachers and teachers’ aides and their representative bodies. Increases in the number of classroom aides will be determined as part of the review of resources of special educational needs.

## **INCREASE IN THE TEACHING COMPLEMENT**

The complement of teachers is currently 333. A GSLP Liberal Government will increase the complement to 380 within 12 months of taking office. In other words, 47 new posts for teachers will be created. The new teachers will be engaged from the supply list and will be used to achieve the policy objectives outlined in this Manifesto. The 47 new teachers will be engaged by September 2012 at the latest.

## **SUPPLY TEACHERS**

Some teachers have been carrying out supply work for several years without being offered a permanent post. Other supply teachers have been used to cover posts which become available but which are not advertised or filled. The practice of using supply teachers as “permanent supply” is unacceptable and will be discontinued. All posts that are or become vacant will be immediately advertised and filled. Where supply teachers are currently being used for jobs above the existing complement of 333 teachers (i.e. not covering a temporary absence), those posts will also be immediately filled on a permanent basis as part of the increase of the teaching complement. All supply teachers who have carried out supply work and are subsequently offered a permanent post will have the period worked on supply included in calculating their years of service.

## **CLASS SIZES**

Class sizes are getting too big. It is well established through research that having an excessive number of pupils in a class is detrimental to the education of pupils. A GSLP Liberal administration will introduce, as a matter of policy, an optimum maximum number of children in classes at each level of the education system. A number of teaching posts will have to be created to achieve these class sizes. These will come from the increase in the teaching complement which a GSLP Liberal Government will introduce.



## **INCLUSION**

The policy of inclusion whereby children with certain disabilities are included in mainstream education is a policy with which the GSLP Liberals agree. However, for inclusion to work effectively adequate resources (in particular classroom aides) must be made available. The necessary resources will be identified as part of a Special Education Needs Review and provided as soon as possible thereafter.

## **SPECIAL EDUCATION NEEDS (SEN)**

There will always be a number of children in need of extra or special support. A GSLP Liberal Government will require schools to identify the support that is necessary for children with special needs. An assessment will be carried out on all children after entry into the educational system to establish what extra support or tuition if any each child would require. The needs of all children will be monitored throughout their school life until they leave the education system. SEN include the needs of above average children who should not be held back. Parents will be kept fully informed and all necessary resources will be provided. The object of the exercise is to maximise the potential of each child.

## **RESOURCES FOR SEN**

A review will be carried out, starting within three months of a GSLP Liberal Government taking office, to identify what additional resources are required in each school for children with SEN already in the education system. The review will include consideration of an increase in numbers of the Behaviour Educational Support Team (BEST), currently in place, which provides support to schools. Where additional teachers are identified as being required on a permanent basis, those teachers will be part of the 47 new posts that will be created. In addition, extra teachers may be needed to cover specific needs on a temporary basis. Such teachers will be engaged - with temporary contracts if they are employed for three months or over - from the supply list.

## **TEACHERS' CONTINUING PROFESSIONAL DEVELOPMENT**

It is important that the teaching profession is kept up to date with developments in their subject areas and in teaching methods. A GSLP Liberal Government will enhance the existing programme of continuing professional development so that teachers are able to attend appropriate courses either in Gibraltar or in the UK.

## **COMPUTER RESOURCES AND UPKEEP**

With many classes now equipped with interactive whiteboards and these being used much more effectively in most lessons by all teachers, the repair and upkeep of IT equipment is of the utmost importance. The increased resources that we will provide in respect of Government IT generally will specifically provide for maintenance of the IT in schools.

## **DISCIPLINE SUPPORT FACILITY**

All difficulties cannot be solved with learning support. There are cases when the difficulty is not solely an educational one but a disciplinary one. A facility does not exist where these children can be catered for adequately and no amount of effort by a school to try to overcome the difficulty will, normally, be successful. There has been a reticence locally to admit that there are some children who, because their behaviour is very disruptive, need a special type of facility that a mainstream school cannot offer. Although incidents are not very frequent, there are times when these things happen and schools are NOT prepared for them. There must be a dedicated discipline support facility to cater for the pupils with challenging behaviour who can benefit from an environment which will keep them away from the mainstream for their own protection and for the safety of staff and other children.

## **"JUST AS PROUD": VOCATIONAL APPRENTICESHIPS & TRAINING**

What about the children who are not academic? We must not forget them! We believe that families and our Community as a whole are (and should be) just as proud of those of our young people who want to pursue Vocational Apprenticeships as part of the "Future Jobs Strategy" as those who go away to University to study for academic degrees. We will therefore maintain vocational training apprenticeships as part of the Future Jobs Strategy. We will identify the vocational skills required in the short, medium and long term so that those enrolled can be trained for the technical jobs that are to become available in our economy. In that way the apprenticeships and the training will be geared to a guaranteed job on satisfactory completion of the training / apprenticeships.

*...start working now for  
the posts of the future*

A middle-aged man with light brown hair and a short beard is standing outdoors. He is wearing a dark blue double-breasted suit jacket over a white shirt and a red and white striped tie. His arms are crossed over his chest. He is leaning against a light-colored stone wall on the left side of the frame. In the background, there is a large window with multiple panes. The lighting is natural, suggesting daytime.

**...experienced  
and committed**





About your GSLP Liberal candidate

# Steven Linares

*Steven was a teacher from 1987 until he was first elected to the House of Assembly in 2000. He has now also finished a law degree and is in private practice as a Barrister. He held various posts in the Gibraltar Teacher Association, becoming President in 1995. He also became President of the Gibraltar Trades Council. He has been Opposition spokesperson on Education, Culture, Youth & Sport until 2011 when he became Shadow Minister for the Environment.*

*Stephen is the proud father of Lauren, Christina and Stevie.*

## THE ARTS & CULTURE



### CITY HALL

We will move the housing department out of City Hall and into purpose built offices. The City Hall will then be exclusively used for cultural and historical events.

### JAZZ FESTIVAL

We will promote an annual jazz festival, in which the Government will sponsor an international artist. This will also help to showcase more widely the great talent already available in Gibraltar in this field. The Gibraltar Jazz Festival will be part of the Spring or Summer events. The first festival will be in 2012. This will be in addition to the mega concert we will organise each year.

### CALENTITA

We will maintain and improve community events such as Calentita, which are already taking place.

### GIBRALTAR ORCHESTRA

We will provide funding for a Gibraltar Philharmonic Orchestra. This will include facilities for teaching of music and instruments to young people.

### ART COLLECTION

The Gibraltar Art Collection will be permanently displayed for public viewing.

### INCES HALL

We will completely refurbish this area and enclose the patio in a modern way to allow its use even in winter.

### GIBRALTAR ACADEMY OF THE PERFORMING ARTS

We will establish an academy of the performing arts to work with and supply all the groups in our community that already do such excellent work with young, talented people. The Academy will be administered by an Arts Council. It will seek the co-operation of internationally renowned Gibraltarian artists and will include the establishment and funding of a Gibraltar Philharmonic Orchestra (in consultation with the Gibraltar Philharmonic Society).

### A NEW THEATRE

The Inces Hall and John Mackintosh Hall do not cater for modern theatre productions. We will therefore develop a new, modern theatre for Gibraltar. The theatre will become the home of the Gibraltar Academy of the Performing Arts. It will be a multi-use theatre that can also provide studio and rehearsal space for the many talented young artists in Gibraltar. We will seek to establish Gibraltar as part of the touring circuit for UK and Spanish theatre productions once its built.

### LEARN AN INSTRUMENT

As part of the promotion and establishment of the Gibraltar Philharmonic Orchestra, we will run a 'learn an instrument' campaign amongst young people to encourage the development of music skills amongst the young.

*...culture needs to be nurtured*

# YOUTH



## We are planning ahead...for future generations

Many of the policies set out in this Manifesto will be of benefit to young people. Our policies on housing and employment are particularly important and the most relevant are referred to here also.

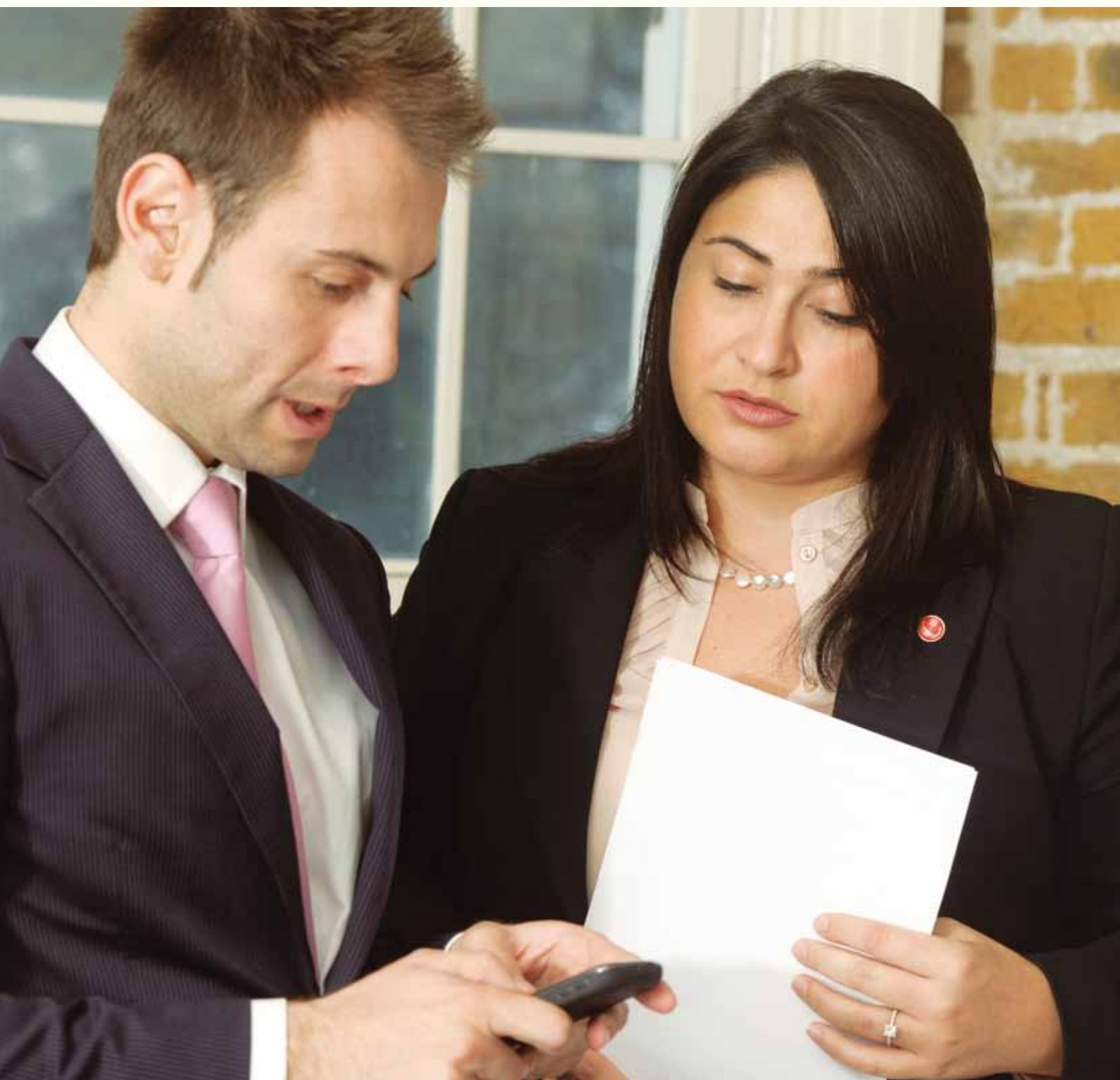
### HOUSING

Young people who are entitled to housing (as provided for in the Housing Act) will not wait more than 3 years for a home.

Our co-ownership and rental building scheme will ensure that we can keep that commitment.

### EMPLOYMENT APPRENTICESHIPS

We believe our "Future Job Strategy" will provide the training necessary to get all our people into work. That will include on the job apprenticeships and training with a guaranteed job at the end!





## STUDENT MAINTENANCE GRANTS

We will ensure that the maintenance grants paid to students studying in the United Kingdom are increased annually by at least the rate of inflation in the UK so that the grant is always worth at least the same in real terms.

## STUDENT SUMMER PLACEMENT SCHEME

In the summer months many students seek employment to subsidise their income. We will operate a scheme to provide employment for students who are unable to secure private sector jobs in the industries relevant to their studies.

## THE YOUTH SERVICE

We will work with the Youth Service and Youth Workers to provide better facilities and more frequent events at Youth Clubs – where the work being done keeps young people out

of trouble. This will include organising Community Action Summer Camps for teenagers.

## YOUTH CLUBS

The resources will be made available for youth clubs to be open at weekends.

## MEGA CONCERT

As we committed ourselves to doing in the last elections, a GSLP Liberal Government will sponsor an annual music festival for our youth. The concert will be promoted internationally and will count with the use of Government facilities as well as financial backing.

*...we will sponsor an annual  
"Mega-Concert" for our youth*

## SPORTS & LEISURE

We will back all Gibraltar's sports men and women...they do us proud

### SPORTS INJURY CLINIC

We continue to believe that a sports injury clinic is now required by a large number of our sports men and women. We will therefore make provision in the budget of the GHA for the establishment of such a clinic. The purpose of this clinic will be to provide specialist injury assessment, treatment and rehabilitation for Gibraltar sports people, without the need of having to go through the Primary Care Centre or the A&E Department. The clinic will provide dedicated and specialised therapists which usually results in athletes recovering sooner and with less risk of re-injury. Sports clubs and associations would have the benefits mentioned above for individual members, plus the possibility of having a sports therapist to accompany them in any international or local competition at no extra cost. The main benefit to the GHA would be that by making this sports injury clinic available, sports injuries would not have to be dealt with in the primary care or A & E department, thus making many extra appointment slots available for other people to take.

### A NEW FOOTBALL GROUND

There is a clear need for a further football ground to accommodate the number of footballers in Gibraltar in addition to the existing pitch at Victoria Stadium, which will also be upgraded and relaid. We will therefore provide at least one new football pitch. This new pitch will be a FIFA recognised full size, third generation pitch.

*...we will build a FIFA recognised full  
size, 'third generation' all-weather pitch*

### SUPPORT GFA UEFA BID

A GSLP Liberal Government will support the bid by the Gibraltar Football Association to become a member of UEFA and FIFA (which is already very advanced). This is good for the sport in Gibraltar. We will continue to expose the unsporting behaviour of the Spanish football authorities and the Spanish Foreign Ministry who are determined to exclude Gibraltar for political and not for sporting reasons from football and other sporting associations.

### CHILDREN'S FOOTBALL

We will also provide facilities for children's football, including changing rooms and shelters for substitutes.

### MORE SPORTS FACILITIES

We will also monitor the demand for additional facilities for all other sports to ensure that existing facilities are developed further in line with our communities demands. This will include the installation and upgrading of lighting of existing facilities, in particular the Hockey Pitch and Pitch No 2. We will also provide renewed facilities for the playing, teaching and development of both cricket and rugby at Europa Point.

### CHILDREN'S PARKS

The children's parks have only been upgraded in an election year, before that they were neglected. They have cost a massive amount of money. They must be looked after.

We will ensure that existing children's parks are properly maintained and refurbished as necessary to ensure that the investment made using public money endures as much as possible.

## **INTERNATIONAL BACKING**

In Government we will back the international membership of all our sporting associations and Gibraltar's bid to join the Olympic movement.

## **ELITE ATHLETE ASSISTANCE**

We will introduce a programme to provide financial assistance to elite Gibraltar resident athletes. To qualify the individual will have to be over 15 years old and nominated by their relevant sporting organisation. The funding will include a monthly stipend to allow them to concentrate on their sport.

## **ASSISTANCE FOR NON-RECOGNISED SPORTS**

The objections raised by Spain politically continue to affect the international recognition of some sports. We will nonetheless provide some funding for sporting organisations which compete in international competitions which are not organised or run by the respective international federation. This is designed to prevent Spanish political objections from stifling the development of those sports that have not achieved recognition because of the political issues.

## **TRIPARTITE FORUM: SPORT**

Although politics and sport should be separate, Spain politically blocks our membership of FIFA and of the IOC. We will raise these issues for discussion at the first meeting of the Trilateral Forum after the election.

## **EASTERN BEACH LEISURE**

We will develop an open air community swimming pool on the east side in the area of eastern beach and refurbish all that area. In the area of the Ariel Farm (behind Eastern Beach) we will develop parking for 300 vehicles, as well as allowing further opportunities for beach restaurants.

## **PAINT BALLING PARK**

We will provide a paintball park for Gibraltar. Given that Gibraltar has for many years been used by the MOD for training, many of those new unused areas can be put to use as part of a facility for paint balling in Gibraltar. This is a popular pastime with many local young people and the provision of such a facility locally will no doubt be very welcome by them.

## **CHESS**

We will support and financially assist the organisers of the Chess open championships, who have done Gibraltar proud!

## **DIVING**

We will maintain the facilities granted to the Gibraltar Sub-Aqua Club and will also provide them with space at the old Rosia Bathing Pavilion as part of a refurbishment of the area for the benefit of all Gibraltarians to enjoy. This will be in addition to the facilities already enjoyed by the Club at Parson's Lodge and the old Victualling Yard as well as the fitting of showers and toilets there (which the present Government has already committed itself to and we will honour). We believe the diving resources of Gibraltar should principally be enjoyed by residents of Gibraltar who are responsible and environmentally aware individuals not driven by commercial concerns.

## **BERTHS FOR SMALL BOATS**

We will implement any agreement which has been entered into before the election. In addition we will provide an additional 700 berths for small boats owners in front of Europort. There will be a slipway and a landing area for the Port Department to be able to deliver people direct to the hospital.

## **MARINE FUEL TAX**

We will consider the abolition or reduction of marine fuel tax from onshore marine re-fuelling installations to help boat owners and further promote the use of Gibraltar by luxury yachts. We will have to see the detail of the income produced by this tax before making a final decision.

## **MID-HARBOUR BATHING**

We will explore locating a bathing platform in front of the Mid-Harbour Estate so that people can swim.

## **GIBRALTAR MARTIAL ARTS CENTRE**

In full consultation with interested parties, we will provide separate premises for several martial arts clubs and associations preferably in one large Martial Arts Centre. This includes Taekwondo, Judo, Jujitsu and other clubs.

## **NEW PREMISES FOR CLUBS & ASSOCIATIONS**

We will look for an appropriate area in which all the different cultural and sporting facilities will be based. These will be modern and new with improved facilities. It will be a centre for all social and sporting groups.



# ...700 new berths

Our plan (depicted here as an artist's impression) is to provide 700 new berths for locally resident small boat owners in front of Europort.



A new breakwater will be constructed protecting the berths as well as the Calpe and Mediterranean Rowing Clubs slipways.

This is an artist impression subject to technical input.



A man with short dark hair, smiling, is standing in front of a light-colored stone wall on the left and a white door with multiple glass panes on the right. He is wearing a dark blue pinstripe suit jacket over a white shirt and a bright pink tie. His left hand is in his pocket, and his right hand is at his side.

**...innovative  
and dynamic**





About your GSLP Liberal candidate

# Neil Costa

*Neil is a Barrister. He has been a member of the Liberal Party since 1999 as a member of the youth wing. Since that time he has attended various conferences of the Liberal International and delivered presentations on Gibraltar's political. He has been a member of Parliament since 2007. Neil read law at the University of Wales in Cardiff. He presently practices law in the litigation department of a Gibraltar law firm. He is the proud father of April*

## TOURISM



### VALUE FOR MONEY

In Opposition we have argued that expenditure on tourism marketing must be driven by a value for money criteria. We would ensure that the marketing initiatives that we take in Government are more effectively targeted and linked directly to results. All posts currently employed in tourism would be retained by a GSLP Liberal Government.

### THE NEW AIR TERMINAL

We do not believe that Gibraltar needed the expensive new Air Terminal and we have serious issues about its viability and the cost of maintaining it. Now that it has been completed, we will work to attract flights from further afield to bring more tourists to Gibraltar.

### THE UPPER ROCK

The GSD have allowed the Upper Rock to deteriorate into a state of filth and neglect. Notwithstanding the fact that when they increased entrance fees they promised the money raised would be spent on Upper Rock improvements, this has not happened. In Government, we will improve conditions for visitors, residents and staff. We will immediately commence a programme to refurbish the Upper Rock Nature Reserve that has suffered from chronic under-investment for years. The works will involve major improvements to facilitate traffic flow and improve the tourist experience, as well as improving facilities for the many hardworking and dedicated staff who are employed in the Upper Rock.

### APE MANAGEMENT

The apes (Barbary Macaques) continue to be Gibraltar's greatest touristic draw. We will greatly improve the visitor experience to the Upper Rock generally and to the apes in particular; totally rethinking and redesigning the area with the animals' welfare and the tourist experience as the foremost considerations.

### MILITARY HERITAGE

We will refurbish and upgrade abandoned military installations throughout Gibraltar, and in particular in the Upper Rock, in order to improve and diversify the tourist visitor experience - as well as our own understanding of the history of our nation and how it was proudly defended in times of war by Gibraltarian and UK troops.

### CRUISE INDUSTRY

A GSLP Liberal Government will encourage the use of Gibraltar as a cruise port. The latest available figures show that both Cadiz and Malaga have grown faster than Gibraltar as cruise ports. We will actively engage with cruise operators in order to establish whether smaller vessels might be interested in making use of Gibraltar as a port for turnaround cruises. This means that cruises would start and end in Gibraltar. As the cruise industry grows, we will also make provision for more cruise liners to be able to dock in Gibraltar at any one time and for improved terminal facilities for cruise ships.

*...we must provide excellent service and facilities for cruise ship visitors*

### WORK WITH INDUSTRY OPERATORS

We are committed to work closely with the private operators in the tourist industry and to listen closely to their concerns.

### EVENT-LED TOURISM

We will fully support event-led tourism like the highly successful and exemplary Annual Chess Tournament organised by the Caleta Hotel. This could include either sporting, cultural or other types of events in respect of which it may be important that the organisers receive the full backing of the Government. We will work with all our sporting organisations, GONHS and any other relevant representative body to promote event led tourism.

A man with short, graying hair is shown from the chest up. He is wearing a light gray suit jacket over a white shirt and a dark blue tie with a small red pattern. He is resting his chin on his right hand, looking off to the side with a thoughtful expression. The background consists of a rustic stone wall on the left and a window with a blue view on the right.

**...qualified  
and enthusiastic**





About your GSLP Liberal candidate

# Paul Balban

*Paul is a well known State Registered Dietitian currently practising at the Central Clinic at Horse Barrack Lane. He read Nutrition & Food Science at Oxford Brookes University completing a Postgraduate Diploma in Dietetics at King's College, London. He was trained at a number of British Hospitals. Paul is also the proud driver of a Taxi. He met his partner, Gina 14 years ago and they are the parents of 3 beautiful daughters.*

## TRAFFIC



We will draw up a comprehensive traffic plan for Gibraltar

### TRAFFIC, PARKING AND TRANSPORT

The traffic and parking situation in Gibraltar has deteriorated even further during the last four years of GSD Government especially when frontier queues cause gridlock in Gibraltar's roads. As a matter of priority a GSLP Liberal Government will draw up a comprehensive traffic plan encompassing the whole of Gibraltar which will be the result of a major review of existing traffic arrangements. All interested parties will be consulted. The plan will contain set targets and objectives in the building of new roads and the creation of more parking spaces, especially for residents in the upper town area where, despite the current initiatives, many people still require parking. Some existing tunnels presently in need of repair will form part of the plan. The attainment of these targets and objectives will be realised on a gradual basis and will form part of the annual planned works on roads which needs to be accelerated.

### PARKING BAYS FOR THE DISABLED

There is a great need to extend and regulate the provision of parking bays for disabled persons in all areas. Your new Government will consult the relevant associations and work with the Highway Enforcement Agency and the RGP to identify specific areas where this is most needed in order to make an immediate start in redressing the problems affecting users of these bays.

### PARK & RIDE

We will develop two new park and ride car parks closer to the frontier area (north of the runway) to encourage foreign cars to stay outside of the town area and reduce congestion. This will also promote the use of paid public transport like buses and taxis. We will then sell or rent all places in the new park and ride car parks by Laguna and Glacis to residents of that area.

### NEW ROAD TO SOUTH

We will open a new road through New Harbours to the South District.

### DUDLEY WARD TUNNEL

We will add fire hydrants and ventilation at the Dudley Ward tunnel as well as mobile phone repeaters. This should have been done by the GSD Government at the time they carried out the works on the tunnels.

### TAXI SERVICE


We will work with the Taxi Association to resolve their many concerns and improve the service available to the community as a whole. As part of this we will subsidise the introduction of Black Cabs with environmentally friendly engines.

### BUS SERVICE

We do not agree with the "club card" system that has been established by the present Government. We will make bus transport free only for residents of Gibraltar and those holding Gibraltar ID cards. We will work with the other bus company in Gibraltar to immediately re-introduce free bus travel for pensioners on the route to North Front. We will also review the routes to make them the ones that people want rather than the ones now imposed by the relevant Minister!

### CRASH HELMETS

Too often accidents have to happen for society to wake up to dangerous practices. We will enforce the legal requirement for riders of locally registered bikes and mopeds to wear appropriate (not necessarily full face) helmets for protection.

A woman with dark hair, smiling, wearing a black blazer over a light pink blouse. She is standing against a stone wall. A small red pin is visible on her blazer. The text "...determined to work for you all" is overlaid in white.

**...determined  
to work for you all**





About your GSLP Liberal candidate

# Samantha Sacramento

*Sam is a third generation GSLP member. Her areas of legal practice at present include general civil and criminal litigation with an emphasis on matrimonial and family matters, trust disputes, judicial review, human rights and employment law. Before returning to Gibraltar, Samantha was part of the legal team at the Commission for Racial Equality office in Cardiff. She has acted in a number of major housing and employment disputes and is regularly instructed by Gibraltar's main civil service Union.*

## SOCIAL SERVICES



We will provide resources to protect the most vulnerable...

### REVIEW OF SOCIAL SERVICES

We are seriously failing the most vulnerable in our society. An 83 year old man with dementia went to jail because there was no alternative for him. A 14 year old girl went to jail because there was no provision to provide care for her. An 11 year of boy was confined to KGV Mental Hospital because there was no provision for care. Social Workers have been stabbed at work. How can this be ignored? The information about problems with social services and allegations of abuse cannot be ignored by any responsible Government. There will be a complete and independent review of the workings of the Care Agency, to ensure the provision of proper and adequate care for those who need it. We will put right whatever is identified as needing corrective action.

### DOMESTIC VIOLENCE AND CHILD ABUSE

Any issues of domestic violence or child abuse which are brought to the attention of the Government will not be "swept under the carpet" and will be dealt with swiftly and efficiently. We will not accept that spousal abuse should not be dealt with.

### CHILD PROTECTION

We believe that it is essential that the Child Protection Team be sufficiently resourced to effectively protect vulnerable children and that there is a proper follow up system to ensure long term protection.

### WOMEN AND MEN IN NEED

We will also continue to support the Women's Refuge so successfully run by Women In Need as well as providing resources for homeless men in similar circumstances.

### INTERNATIONAL ADOPTION

We will stop the process of requiring Gibraltar residents who want to adopt internationally to have to pay Social Services for the "Home Studies for International Adoption". Also, the parenting course for adopting parent will be free for individuals who are seeking International Adoption, as it is at present for those who wish to be considered for national fostering and adoption.

### SINGLE PARENTS: NOT FORGOTTEN

Many families break up with children spending separate time with mums and dads. We will never ignore the plight of single parents (whether mothers or fathers) who have housing and financial problems. We will provide additional support and assistance where necessary to stop children and parents suffering hardship.

### FAMILIES LEGISLATION

We will ensure that the Social Services Court Team are sufficiently resourced to be able to work within the framework of the Children Act. A GSLP Liberal Government would consult relevant user groups

### CONTINUING TRAINING FOR SOCIAL SERVICES

We will provide resources for the continuing training of care staff in the Social Services department, as this is as important as training for health service personnel and not just any helmet to avoid a fine.

### BRUCES FARM

We will adequately resource Bruce's Farm so that they can continue to provide their service to the Community and improve it.

# THE DISABLED

Committed to equality principles



## DISABILITY ACTION PLAN

In Government we will adopt the proposal for a Disability Action Plan, which we will develop in close consultation with the Gibraltar local disability movement and their relevant representative organisations. This will include action to increase the number of disabled parking bays and to control abuse of such parking spaces.

## DISABILITY LAWS

We will legislate to further protect disabled people within our first year in Government, using the terms of the UN Convention as a model. Amongst other things, we will establish clear and objective criteria to address the problems faced by those who become disabled but were not born with the disability. Our aim will be to consult with all the representative groups that represent the interests and wishes of disabled people to produce a piece of legislation that covers all areas of concern.

## DISABLED PERSONS

Among the first things we will do:

Provision will be made in our housing programme for adequate and affordable housing for disabled persons and their families.

As part of our commitment to the disabled, the eligibility for quarterly household cost allowance payments through Community Care will be extended to persons in receipt of social assistance and unable to work, including disabled persons.

We will introduce legislation in Parliament to give effect to the terms of the UN Convention on the Rights of Disabled Persons and the Protocol in Gibraltar.

## THE BLIND

We will work with all groups representing blind and visually impaired persons in order to ensure that all their needs are taken into consideration in all relevant decisions to be made by a GSLP Liberal Government.

## SHELTERED EMPLOYMENT

Working with the Disability Society, the Downs Syndrome Group and other representative organisations we will develop sheltered employment for disabled members of the community and support for disabled people to provide outsourced services to companies. We will also provide grants for employers who take part in this programme.

*...support for carers and resources  
for people with disabilities*

## FUTURE PLANNING FOR THE DISABLED

Once a child is identified as disabled it is necessary to start planning for their future immediately. We will introduce a programme of life planning for disabled persons. Government departments should work more closely together on issues affecting the disabled. We will provide resources for specialist trained nurses and carers to deal with disabled people. The resources should be adapted to the disabled person and not the other way round. Any assessment made will not be confidential from the family. The parents are entitled to know the details of assessments and the reasoning.

## RESPITE

Respite in respect of children has all but disappeared. It needs to be reintroduced as soon as possible with enough resources to be regular, timetabled and reliable. This policy will be good for parents who are carers and for other children family members.

## DISABILITY ALLOWANCE

The disability allowance should go up with inflation. When disabled people in receipt of the disability allowance start work the allowance will be withdrawn on a staggered basis.

## IMPORT DUTY WAIVER

We will allow, by administrative concession, duty free importation for adapted vehicles for disabled persons use.

## HOME HELP

Home help scheme will be increased as care should, insofar as possible, be provided in the home.

## FUNDING

We will allocate more funding for families of disabled people who have to take them to UK as sponsored patients and we will offer Government tenancies to families who care for a disabled person and who experience difficulties in paying mortgages.

## ORTHOPEDIC EQUIPMENT

The budget for orthopedic equipment is presently just £30,000 and this will be increased considerably.

## SPECIAL OLYMPICS

We will provide a dedicated clubhouse for the Gibraltar Special Olympics movement.





**Vote our ten GSLP Liberal Candidates**

# ELECTION TO THE PARLIAMENT

## DIRECTIONS

### FOR THE

# GUIDANCE of VOTERS

1. The voter may vote for not more than **10** Candidates.
2. The voter should see that the ballot paper is marked with the official mark before it is handed to him.
3. The voter will go into one of the compartments and, with the pencil provided in the compartment, place a **CROSS** on the right-hand side of the ballot paper, opposite the name of each Candidate for whom he votes.
4. The voter will then fold up the ballot paper so as to show the official mark on the back thereof and, leaving the compartment, will, without showing the front of the paper to any person, show such official mark to the presiding officer or clerk, and will then, in the presence of the presiding officer or clerk, put the paper into the ballot box, and will forthwith leave the polling station.
5. If the voter inadvertently spoils a ballot paper he may return it to the presiding officer who will, if satisfied of such inadvertence, give him another paper.
6. If the voter votes for more than **10** Candidates or places any mark on the paper by which he may afterwards be identified, his ballot paper will be void, and it will not be counted.
7. If the voter fraudulently takes a ballot paper out of a polling station or fraudulently puts into the ballot box any paper other than the one given to him by the officer, he will be liable on conviction to imprisonment for a term not exceeding six months and to a fine not exceeding £100.

PUBLISHED BY THE RETURNING OFFICER



## GSLP Liberal



(Back row, left to right) Charles Bruzon, Samantha Sacramento, John Cortes, Neil Costa, Paul Balban  
(Front row, left to right) Gilbert Licudi, Joe Bossano, Fabian Picardo, Dr. Joseph Garcia, Steven Linares

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