



HIGHLIGHTS & ACTIVITIES

REPORT

2017-2025



Council of Older Persons
Cayman Islands Government



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● STATEMENT BY THE CHAIRPERSON

Ms. Lucille Seymour, MBE, BEM, JP, D.Hum.(Hons.)



The World Health Organisation affirms that every person, in every country, should have the opportunity to live a long and healthy life. As Chairperson of the Council of Older Persons, this principle has guided our work and continues to shape our advocacy on behalf of older persons in the Cayman Islands.

Serving in this role has reinforced for me the importance of partnership and shared responsibility. According to the 2021 Census¹, the Cayman Islands is experiencing a significant demographic shift, with the population aged 65 and over increasing by 98 percent over the past decade, and the 50 to 64 age group growing by 73 percent. The majority of

these individuals are Caymanian and are choosing to remain in the Islands throughout retirement. This reality calls for coordinated action across Government, the private sector, civil society, and our communities to ensure that ageing is supported with intention and care.

Guided by the principles of independence, participation, care, self-fulfillment, and dignity, the Council has sought to act as a bridge between older persons and decision-makers, ensuring that lived experiences inform policy development. Central to this work is our shared goal of building an age-friendly Cayman Islands — one where older persons are not only protected, but are empowered to live with dignity, security, and opportunity, and to remain active, valued participants in community life.

Throughout this reporting period, the Council has contributed to legislative reform, including the strengthening of the Older Persons (Amendment) Act, 2024, and has advanced national awareness through initiatives such as the Age Proud Cayman campaign and the Ageing in the Cayman Islands Forums. These efforts have brought together stakeholders from across sectors and have helped to elevate the national conversation on ageing.

As the Council transitions under the Ministry of Social Development & Innovation, this report reflects both progress and opportunity. I remain confident that, through continued collaboration and leadership, we can further strengthen the systems, services, and partnerships needed to support our ageing population and ensure that older persons in the Cayman Islands continue to live with dignity, respect, and purpose.

¹The Cayman Islands' 2021 Census Report of Population and Housing Report (2022) www.eso.ky

● STATEMENT BY THE DEPUTY CHAIRPERSON

Mrs. Sarah Alice Mae Coe, Cert. Hon.

For the past eight years, it has been my honour to serve the people of the Cayman Islands—particularly our older persons—as Deputy Chairperson of the Council. Our work has always been guided by a simple but profound belief: that every older person in our Islands deserves to age with dignity, independence, respect, and genuine belonging.

Throughout this period, I have witnessed firsthand how rapidly our population is ageing and how urgently our systems must evolve to meet the changing needs of our seniors. The significant growth in our 65+ population underscores a national responsibility to prepare thoughtfully, act decisively, and collaborate meaningfully across government, the private sector, civil society, and our communities. Older persons are not a separate group—they are parents, grandparents, culture-bearers, workers, volunteers, and beloved members of every Caymanian family.

As Deputy Chair, I have been proud to support the Council's efforts to advocate for stronger legislation, accessible services, enhanced data collection, improved healthcare, and opportunities for participation and independence. Much of our work has involved elevating the voices of older persons, ensuring they are heard in policy discussions, and challenging ageism wherever it appears—whether in service delivery, employment, or social attitudes.

I am especially grateful for the meaningful engagement across all districts, including those in West Bay whom I proudly represent. Our district gatherings, radio programmes, partnerships, and outreach have shown that many of the solutions our seniors need begin with connection—with being seen, valued, and included.

I also wish to express my sincere appreciation for the opportunity to work side by side with the Chairperson, Ms. Lucille Seymour, whose leadership, wisdom, and unwavering commitment have guided this Council with strength and purpose.



Together with a dedicated group of members and ex-officio partners, we have been able to advance many important initiatives, including the Age Proud Cayman campaign and the annual 2024 and 2025 Ageing Forums, which have helped shift the national conversation around ageing.

As we reflect on the past eight years, I remain hopeful that, with the legislative updates that are underway, the strengthened Older Persons Act, and growing collaboration across Ministries, the foundation is being laid for a more age-friendly Cayman Islands—one where older persons can thrive, contribute, and live in comfort, safety, and community.

It has been a privilege to serve as Deputy Chairperson, and I extend my deepest gratitude to all who have supported this work. May we continue moving forward together with compassion, purpose, and respect for those who paved the way before us.



● EXECUTIVE SUMMARY

This report provides a comprehensive overview of the work of the Council of Older Persons from its establishment in November 2017 through to October 2025. It reflects the Council's ongoing commitment to advocating for the dignity, wellbeing, and inclusion of older persons in the Cayman Islands, while also highlighting key achievements, challenges, and strategic priorities for the future.

Over its tenure, the Council has played a critical role in advancing national awareness and policy development related to ageing. Notable successes include its contributions to the strengthening of the legislative framework through the *Older Persons (Amendment) Act, 2024*; the launch and implementation of the Age Proud Cayman campaign to shift societal perceptions on ageing; and the successful delivery of the Ageing in the Cayman Islands Forums in 2024 and 2025, which brought together stakeholders across Government, the private sector, and the wider community. The Council has also consistently engaged Ministries, statutory authorities, and community partners to advocate for improved healthcare access, reduced fees and concessions, caregiver support, and greater social inclusion for older persons.

Despite these achievements, the Council's work has been constrained by several structural and systemic challenges. These include the absence of a dedicated budget and administrative support, limited data on the ageing population, and the lack of a centralised coordinating mechanism to drive implementation of the Cayman Islands Older Persons Policy. More broadly, older persons in the Cayman Islands continue to face significant challenges, including social isolation, inadequate transportation options, limited access to affordable healthcare and home-based services, insufficient housing and residential care facilities, digital exclusion, and increased vulnerability to financial exploitation and elder abuse.

● EXECUTIVE SUMMARY CONT'D

In response, the Council has outlined a comprehensive set of recommendations aimed at strengthening national systems and improving outcomes for older persons. These include establishing a dedicated administrative and policy structure within Government, enhancing coordination across key agencies such as the Department of Children and Family Services and the Department of Financial Assistance, improving data collection and the development of a national register of older persons, and advancing legislative and regulatory frameworks to better safeguard and support seniors. Additional priorities include expanding access to healthcare and home-based services, developing age-friendly infrastructure and transportation, increasing opportunities for social participation and employment, and strengthening public education and community engagement.

Ultimately, this report underscores the urgent need for a coordinated, well-resourced, and forward-looking approach to ageing in the Cayman Islands. As the population continues to grow older at an accelerated rate, the actions taken today will directly shape the quality of life for current and future generations. The Council's work provides a strong foundation for the continued development of an age-friendly Cayman Islands, where older persons are supported, protected, and empowered to live with dignity, independence, and purpose.



• ABOUT US.



Council of Older Persons
Cayman Islands Government



COMPOSITION OF THE COUNCIL OF OLDER PERSONS

According to the Act, the Council of Older Persons (the “Council”) shall consist of the following members, each of whom shall be appointed by the Cabinet:

- (a) members who are older persons of varying ages and representatives of each district in the Cayman Islands;
- (b) not less than two members who are from the private sector or who are affiliated with a non-Governmental advocacy or service organisation that works for the rights of older persons,
 - i. one of whom should be a doctor specialising in Geriatrics or familiar with medical issues relevant to older persons; and
 - ii. one of whom should be an attorney-at-law qualified to practise in the Cayman Islands and experienced in advising on legal issues relevant to older persons in the Cayman Islands;
- (c) not less than five ex-officio members who are public servants, comprised of the following
 - i. one representative, preferably a social worker, with a minimum experience of five years in managing socio-economic aspects of older persons in the Cayman Islands;
 - ii. one representative from the Ministry responsible for Community Affairs (Social Development);
 - iii. one representative from the Ministry responsible for Health; and
 - iv. one representative from the Ministry responsible for each or all of the following: education, employment and gender affairs; and
- (d) one Executive Secretary.

The Cabinet may appoint a designate for each of the members and when necessary, that designate shall attend meetings on behalf of the member for whom that designate is appointed.

Accordingly, each member of the Council shall be appointed by Cabinet for a term of not less than four years and shall be eligible for re-appointment for one further four-year term and the Cabinet shall cause notice of such appointment or re-appointment to be published in the Gazette.



● WHO WE ARE

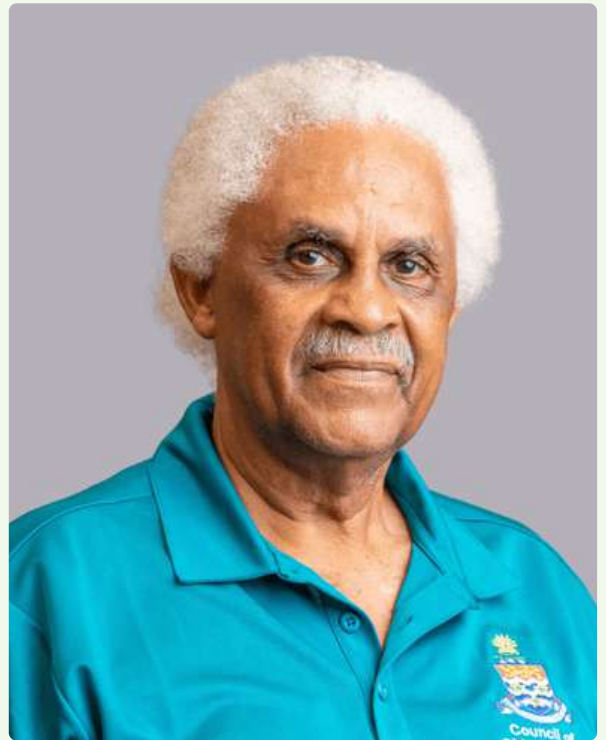


Ms. Lucille Seymour, MBE, BEM, JP, D.Hum. (Hons.) is the Chairperson and Representative for the district of George Town. Ms. Seymour is an icon and revered community activist. She is a former Permanent Secretary and Member of the Parliament (formerly known as the Legislative Assembly), who continues to inspire across generations with her lifelong dedication to public service, education, and national development. Her legacy is shaped by her remarkable journey—from growing up as the ninth of eleven children in George Town, to becoming a teacher, principal, education officer, sportswoman, mentor, and the Cayman Islands’ first female Permanent Secretary in the Ministry of Women’s Affairs. Ms. Seymour is widely admired for her steadfast commitment to inclusivity, resilience, and service to others, values she champions with unwavering energy and optimism even today. She remains an enduring advocate for community upliftment by being member of the Council since 2017 and urging others to embrace kindness, celebrate diversity, support the vulnerable, and stay actively engaged within the community. Ms. Seymour is filled with hope for the future and continues to embody the spirit of leadership, mentorship, and cultural pride that has defined her extraordinary life.

Mrs. Sarah Alice Mae Coe, Cert. Hon. is the Deputy Chairperson and Representative for the district of West Bay. Mrs. Coe, is a respected Caymanian community leader, who was awarded the Cayman Islands Certificate and Badge of Honour in 2008. For more than 57 years, her dedicated service has reflected an unwavering commitment to family, faith, and the betterment of the Cayman Islands, during which she has contributed to national life through her more than 45 years in the legal profession, the first 35 years of which as Executive Secretary/PA to the founder of the law firm W.S. Walker & Company until his retirement, thereafter she became Assistant to the Partnership Secretary as well as Training & Orientation Coordinator of the firm and then on to marketing in the role of Community Liaison Officer. With her wide-ranging volunteer service in environmental stewardship, youth development, heritage preservation, education, and justice, Mrs. Coe went on to build a legacy of leadership across numerous civic and church organizations, including John Gray Memorial United Church, Vice Chair of the National Trust for the Cayman Islands and Chair of its West Bay District Committee, a past member of the NCVO Board, Deputy Chair of the 2005-2009 Cayman Islands Beautification Committee, a member of the Immigration Board, and a tutor in the Cayman Islands Reading Aides Programme at H.M. Prison, Northward. She has also contributed to national discourse through the NGO Constitutional Working Group, in which she represented Cayman internationally before the United Nations in her capacity of Chair of the Concerned Citizens Group. She is a devoted mother and grandmother and she has instilled in her family—and the wider community—the belief that service to others is both a responsibility and a source of profound purpose, embodying the principle that “a meaningful life is built not by what one receives, but by what one gives”.



Pastor Herbert Crawford is the Member and Representative for the district of Bodden Town. Mr. Crawford is a distinguished, retired educator with forty years of dedicated service within the Cayman Islands Education System. His longstanding commitment to national development is further reflected in his current role as a member on the Education Council, as well as his tenure on the Council since 2021, where he has represented the district of Bodden Town with integrity and purpose. A man of deep faith, he is the author of four devotional books and has been a committed Christian throughout his life. Pastor Crawford has shared 51 years of marriage with his wife, Mrs. Marisa Crawford, a partnership that continues to be a cornerstone of his personal life. During his retirement, he remains passionately engaged in advocacy, finding his greatest fulfillment in championing the rights and well-being of older persons across the Cayman Islands.



Mrs. Aliceann Kirchman (née Connolly), JP is the Member and Representative for the district of East End. Mrs. Kirchman is a distinguished Caymanian Administrator and pioneering leader whose five decades of public service have left an enduring impact on the Cayman Islands' land administration framework. She began her civil service career in 1972 at just 18 years old, and rose through the ranks of the Lands and Survey Department to then become, the first female, Caymanian Registrar of Lands. After her retirement in 2011, she was immediately called back to serve as Senior Land Registry Advisor, extending her government service to an extraordinary 50 years. Mrs. Kirchman has balanced professional excellence with community and church leadership, including serving as a Justice of the Peace, Elder of the Gun Bay United Church and member of the Council since 2024. Her career has been recognized with numerous honors, including the Certificate and Badge of Honour from Her Majesty the Queen and multiple awards from government, and the church, reflecting her lifelong commitment to public service, land stewardship, and the advancement of the Cayman Islands.



Mrs. Alex Johnson is the Member and Representative for the district of North Side. Born and raised in North Side, she credits her early values to the guidance of her parents who helped shape her life. For 28 years, she lived in California, USA where she distinguished herself as a President of the Employees' Association, leading and advocating for thousands of staff. She is a devoted wife of 55 years, and is the proud matriarch of a large and vibrant family that now includes five children, thirteen grandchildren, and fourteen great grandchildren. Mrs. Johnson remains an active member of the Savannah Baptist Church. After returning to the Cayman Islands in 1993, she dedicated her time and compassion to serving older persons in her community—a commitment that began with casual home visits which eventually grew into the founding of the North Side Community Development Club, which continues to thrive to this day. Her enduring passion for the well-being, dignity, and happiness of seniors has guided her service as a Member and District Representative on the Council since 2021, reflecting a lifelong devotion to community upliftment and intergenerational care.

Mrs. Elsa Annie Rose Scott, JP is the Member and Representative for the Sister Islands. Mrs. Scott has more than four decades of distinguished public service in the Cayman Islands. She retired as a social service professional and built an enduring legacy of leadership, compassion, and community empowerment. She began her government career in 1974, and advanced through pivotal administrative, social work, and community development roles before becoming a respected Community Development Officer for over 20 years. She continues to serve her community as a Justice of the Peace since 2023 and as a dedicated Member on the Council since 2021, advising on national policies that protect and uplift seniors. Her lifelong commitment to civic engagement is further reflected in her founding of multiple community organizations—such as Brac Against Alcohol Abuse, the Sew & So Ladies Club, the Adopt-a-Grandparent Program, and the Senior Citizens Social Club—along with her active leadership in numerous national boards and committees spanning youth development, cultural heritage, drug prevention, and agriculture. Widely honored for her contributions, she is the recipient of prestigious national awards including the Certificate and Badge of Honour, the Distinguished Woman Award, the Silver Heritage Cross, multiple Heroes Day recognitions, and the Pioneer in Youth Services Award.



Ms. Karlene Bramwell is the Ex-Officio Member and Representative for the Ministry responsible for Gender Affairs. Ms. Bramwell is currently the Senior Policy Advisor (Gender, Diversity & Equality) in the Gender Affairs Unit within the Ministry of Social Development & Innovation; she also holds the post of Secretary to the Gender Equality Tribunal. Additionally, she has also served on the Council for Older Persons since 2017. Ms. Bramwell is responsible for promoting gender mainstreaming across the public sector; developing and implementing national policy and legislation like the Anti-Sexual Harassment Act, 2025; and facilitating public education, awareness and training on issues of gender equality and diversity. She is passionate about assisting with the empowerment of people, as well as advocating for positive social change. Ms. Bramwell has over 25 years of experience in the field of human services, having worked in a range of settings including adult welfare and child protection services, probation & parole services, victim of crime services, domestic violence intervention, prison rehabilitation services, disaster management and most recently for the last 9 years in the area of gender affairs and public policy.



Mrs. Ava Cassandra Fearon is the Social Worker, Ex-Officio Member and Representative for the Ministry responsible for Department of Children and Family Services. She has more than two decades of dedicated service in the field of social work and human services and has built a distinguished career centered on empowering individuals, strengthening communities, and advancing the quality of social services across the Cayman Islands. Mrs. Fearon is driven by a passion for personal growth and meaningful social change and has served in several senior leadership roles within the Department of Children and Family Services, including Social Work Manager, Acting Deputy Director, and Social Work Supervisor, where she provided strategic oversight for key national programs such as community development, disaster services and shelter management, and adult special-needs residential care across Grand Cayman and Cayman Brac. She was the Chairperson of the Planning Subcommittee and led with the implementation of the first Ageing Forum in 2024. Mrs. Fearon is committed to lifelong learning and continues to champion initiatives that build resilience, enhance service delivery, and promote the well-being of individuals and families by serving on the Council since 2021.



Mrs. Deirdre Carmola, LLB (Hons), Pg.Dip. is the Ex-Officio Member and Representative for the Ministry responsible for Education. Mrs. Carmola is a distinguished Caymanian education leader, legal professional, and public policy advisor who currently serves as a Policy Advisor for Inclusion within the Ministry of Education & Training, where she plays a key role in advancing education reform through strategic planning, cross-sector collaboration, and initiatives that promote equity, access, and improved student outcomes. She holds an LLB (Hons), a Postgraduate Diploma in Legal Practice, and ILM Level 3 certification in Leadership, she brings strong expertise in governance, regulatory practice, and organizational development. Mrs. Carmola's commitment to transformative leadership in the Cayman Islands' education system is further reflected in her ongoing pursuit of a Master's in Leadership in Education. She has also contributed significantly to national development through her service as a Director of the Credit Union and as the Ministry of Education's representative on the Council since 2018, where she has supported financial sustainability, community well-being, and the protection and empowerment of older persons. Mrs. Carmola is a dedicated advocate for inclusive, high-quality education and resilient communities, and she continues to shape meaningful policy progress across the Cayman Islands.

Dr. Eryka Simmons, Cert. Hon, NP, MBBS., MScCD

is a Member and Medical Doctor who has served on the Council since 2017. Dr. Simmons is a respected medical leader who serves as Head of Department and General Practitioner with the Cayman Islands Health Services Authority, bringing to her role a strong clinical foundation and a special interest in Dermatology. She is a graduate of the University of the West Indies, Mona, and further advanced her expertise through postgraduate dermatological studies at Cardiff University in Wales, strengthening her ability to deliver specialized, evidence-based care. She is deeply committed to community wellness and the health needs of older persons, and is known for her compassionate approach, high standards of clinical excellence, and her dedication to ensuring accessible, patient-centered healthcare for all.



Mr. Mark Beckford, MBA, BSc, LLB, NP is a Member and Attorney-at-Law and has served on the Council since 2017. Mr. Beckford is a highly accomplished legal professional with more than 18 years of experience in corporate, commercial, and investment-fund law across both the public and private sectors in the Cayman Islands. He is a graduate of the University of Liverpool with a Legal Practice Certificate from the University of Belfast, and was admitted as an attorney-at-law in 2003 after completing his articles with Appleby and later earned an MBA from the International College of the Cayman Islands, complementing his Bachelor of Science in Business Administration from Northern Caribbean University. Mr. Beckford's practice encompasses international financing, private equity, and the full lifecycle of mutual and hedge funds, positioning him as a respected authority in both conventional and Islamic finance. He is a published contributor to several industry publications—including the Cayman Financial Review, Islamic Finance News, and Cayman Funds—and is also a Notary Public for the Cayman Islands and continues to provide trusted legal counsel on high-value, cross-jurisdictional matters.



Mr. Trevor Gibbs is the Ex-Officio Member and Representative for the Ministry responsible for Community Affairs, now referred to as Social Development. Mr. Gibbs is currently the Deputy Chief Officer within the Ministry of Social Development and Innovation and brings with him 15 years of distinguished civil service experience to his leadership of the Social Development division. He has built a strong reputation for strategic insight, effective team management, and a commitment to well-crafted public policy, having led high performing teams across Statutory Authorities and Central Government. Accordingly, he has been a Member on the Council since 2024. Mr. Gibbs has played a pivotal role in shaping major national legislation, including the Cayman Islands Identification Register Act, 2022, Cayman Islands Identification Card Act, 2022, and oversees policy teams that are advancing significant reforms to the Children Act, the Adoption Act, the Disabilities (Solomon Webster) Act, and the Older Persons Act.

Mrs. Melissa Goddard (nee Smith) is the Designate of the Ex-Officio Member, Mr. Trevor Gibbs and is currently the Senior Policy Advisor within the Ministry of Social Development and Innovation. In her current capacity, she leads policy initiatives relating to older persons. Mrs. Goddard has more than 10 years of experience in the Cayman Islands Government's human services sector, along with extensive expertise in financial assistance programs and advocacy for vulnerable populations. Prior to her current role, she served for nine years with the Department of Financial Assistance, holding leadership positions including Deputy Director of Financial Assistance and Compliance. Throughout her career, she has worked collaboratively with partner agencies to promote the well-being, independence, and quality of life of older persons across the Cayman Islands. Mrs. Goddard is committed to advancing policies and initiatives that foster healthy ageing, inclusion, and active community participation among older adults.



Mrs. Hollie Whitelocke is the Strategic Communications and Public Relations Manager for the Ministry of Social Development and Innovation, Cayman Islands Government, and a member of the Ministry's Senior Management Team. She leads strategic communications, public relations and stakeholder engagement across the Ministry's departments, councils and tribunals, supporting initiatives that strengthen social development, advance digital innovation and enhance public service delivery. With more than 15 years of experience across the public, private and non-profit sectors, she has directed communications for major government programmes focused on child safeguarding, older persons, disability inclusion, digital government and cyber security. Mrs. Whitelocke is a graduate of the University of South Florida with a Bachelor's degree in Communication and she is the Immediate Past President of the Cayman Islands Marketing Professionals Association (CIMPA) and brings expertise in strategic communications, operations, event management, budgeting and integrated campaign delivery. In addition to her government role, she serves as an Adjunct Lecturer in eMarketing at the University College of the Cayman Islands, where she mentors emerging communications professionals and supports the development of the Islands' future workforce.

Mrs. Danielle Hemming is the Executive Secretary of the Council since 2025 and former Ex-Officio Member, Ministry of Health Representative from 2024 to 2025. She is a dedicated civil servant with a strong foundation in health sciences, policy development, and frontline healthcare delivery. Her expertise is grounded in over six years of service with the Health Services Authority, where she progressed from Pharmacy Assistant to a Certified Pharmacy Technician, gaining invaluable insight into the pharmacy practice, hospital operations, and patient-centered care. In 2022, she transitioned into the policy field with the Ministry of Health and assisted with the development of the Code of Standards of Practice for Pharmacy Technicians and the Pharmacy Act. Mrs. Hemming currently serves as a Policy Advisor with the Ministry of Social Development and Innovation, where she conducts research, facilitates stakeholder discussions, analyses data, and develops informed policy recommendations to strengthen health and social care systems.



● PURPOSE

In accordance with the Older Persons Act, 2017, section 3 (1) states: “there is established a body to be called the Council of Older Persons, having the functions, responsibilities, powers and duties conferred or imposed upon it by this and any other Law”.

The general purpose of the Council is to champion the welfare of older persons, defined as persons 65 years old and above, by advocating for:

- the promotion and development of programmes, projects and legislative measures focused on older persons; and
- the Government’s implementation of the *Cayman Islands Older Persons Policy 2016-2035* (the “CIOPP”).

In carrying out this role, the Council plays a critical part in enhancing the quality of life for all older persons.



● STATUTORY FUNCTION

The Council shall perform such functions as may be necessary for the purpose of:

- 1.serving as a referral facility to provide information on services and resources for older persons;
- 2.advocating for, and monitoring the level of, public education on the changing needs of older persons within the community;
- 3.aiming to ensure the promotion, implementation, monitoring and evaluation of the policy in relation to older persons;
- 4.promoting participation, involvement and social inclusion of older persons; and
- 5.promoting a skills bank of older persons.

The Council shall, in carrying out its functions, adopt a consultative approach in relation to the community of older persons and other critical stakeholders.

● BACKGROUND

In January 2016, the Cayman Islands Government established a National Older Persons Policy Steering Committee to review the draft vision, statement and goals, previously composed in 2011 by a former Committee, and to develop and finalise the CIOPP for Cabinet's approval.

In October 2016, the CIOPP received approval from Cabinet and in November 2016, the Implementation Planning Task Force (IPTF) was appointed by Cabinet to develop the action plans and work on the legislation required to address the issues identified in the policy.

The IPTF completed its work and at a meeting held on 9th November 2017, handed over to the Chairperson and the Deputy Chairperson of the Council and its members, copies of the following:

- CIOPP;
- Action Plan with details;
- The Report of the Legal Sub-committee; and
- The Older Persons Act, 2017.

The Council held its first meeting on 30th November 2017, and to date, has held approximately 95 meetings over its 8 years of operation.

● REPORT SUMMARY

The Report outlines the Council's mandate and remit according to legislation. Notably, there is no legal obligation nor a statutory requirement to submit a report. However, the Council thought it fit and appropriate to prepare this report in an attempt to inform decision makers as to the progress of the work done in the advancement of older persons within the Cayman Islands community.

This is the first report of the Council since its inception in 2017 and although not mandated by the original law, it will be required in the new Older Persons (Amendment) Act, 2024. Nevertheless, throughout its tenure, the Council met with the various Ministries, Ministers, and Chief Officers, with the strategic aim of keeping them informed of issues that required attention and they also requested advice and feedback from the Council regarding the potential implementation of new policies and amending existing policies.

Additionally, the report highlights some of the concerns and limitations which the Council experienced. In order to address and remedy various situations and problematic encounters, the report contains recommendations to alleviate and mitigate as many issues as possible. Essentially, the report covers the period of November 2017 to October 2025.

● 2017-2025 COUNCIL ACTIVITIES²



Council of Older Persons
Cayman Islands Government

²This report draws directly from the discussions and decisions recorded during meetings of the Council. All content herein reflects the Council's deliberations as presented throughout those sessions.



● ACTIVITIES OF THE COUNCIL

SEPTEMBER 2017 TO APRIL 2020

1. The Council met with the Chief Officers who had particular interest and responsibilities for specific Action Steps. Subsequently, three of the respective ministries provided an update and a progress report various statuses and pending action steps.
2. The Council engaged in various press releases and appearances on social media for purposes of public awareness and sensitisation.
3. The Council conducted district meetings across the islands including Cayman Brac.
4. The Council participated in other promotional activities during the month of October, and other observance days for the elevation of older persons.
5. The Council made representations to various individuals and entities to ensure tangible benefits were derived from the reduction of cost to older persons. This includes but not limited to:
 - drivers' licences at the DVDL;
 - groceries at the supermarkets;
 - insurance; and
 - transportation vouchers.
6. The Council engaged the Department of Lands & Survey in relation to identifying and acquiring a building for the older persons to congregate and meet. This could have also facilitated outreach programmes for older persons.
7. The Council met with the Health Services Authority (HSA) and outlined what could be considered fitting and appropriate for older persons who seek health care and services.
8. The Council developed four Committees – (1) Education, Autonomy & Independence; (2) Benefits & Partnership; (3) Health & Wellbeing and the (4) Legal & Social Inclusion committee, and assigned members proposed to facilitate the effective and efficient operation and execution of the Council's functions.
9. The Council met with the Minister of Finance, the Honourable Roy McTaggart, and expressed the desire to have budget allocated to serve and further the cause of older persons in the society. As well as the reduction of fees or gifting of waivers to older persons where feasible.
10. The Council contacted the Cayman Islands Bankers Association with a view that they might introduce basic programmes or processes that will assist older persons in that particular sector. This included instituting a special queue (designated lines in bank) for older persons, reduction in goods and service cost/fees where possible for older persons, erect signs and arrange suitably appropriate seating, among other things.



11. The Council also made contact with the Chamber of Commerce in an attempt to arrange a meeting, but was unsuccessful. The purpose of the meeting would have been to ensure that the business community would take into account the issues and interests of older persons.
12. The Council met with Men's Shed and offered guidance in terms of directing the most effective manner of engaging a person in cabinet or wood working.
13. The highly anticipated meeting with Cayman Islands National Insurance Company (CINICO) was a success as the Council discussed insurance coverage, payments and Residential /Home Healthcare.
14. A meeting was convened with Public Safety Communications (911) in conjunction with Hazard Management Cayman Islands (HMCI) in order to ascertain and explore electronic devices or other options to facilitate and enable older persons to trigger and notify the authorities for an immediate response.
15. Most notably, during the COVID pandemic, a subgroup of the Council met with the Honourable Deputy Governor (DG) and raised relevant concerns in relation to the activities of the Council and furtherance of its operations for the benefit of older persons. The DG subsequently conducted a follow up meeting with the entire Council and outlined benefits to be derived for older persons.
16. Of critical importance was meeting the medical practitioners at the HSA and the Chief Medical Officer of Health whereby all physical, dietary and medical care of older persons were exhaustively addressed. Noteworthy, the practitioners gave an undertaking to engage with older persons on the zoom forum.
17. Special worthy of mentioning was a meeting convened with HMCI where issues concerning provisions for an effective response to older persons in the event of a disaster.

● ACTIVITIES OF THE COUNCIL

JANUARY 2021 TO OCTOBER 2025

● 2021 ACTIVITIES

● 25 Feb 2021:

- ▶ Meeting with Dr. Hazel Brown, Director of Nursing at HSA, joined a Q&A session to ascertain ways in which the Council could assist the HSA with encouraging persons 60+ to protect themselves and the communities by taking the COVID-19 vaccine:

○ COVID-19 Vaccine Uptake Among Older Persons

- Challenges in encouraging older persons to get vaccinated, including religious beliefs, conspiracy theories, and caregiver influence.
- Observations on vaccine hesitancy among generational Caymanians versus expatriates.
- District-specific engagement: North Side showed strong participation, while East End exhibited hesitancy.
- Discussion on vaccine side effects and the importance of vaccination for older persons.

○ Strategies to Encourage Vaccination

- Brainstorming ideas to reach older persons with accurate information, including:
 1. Public forums in districts.
 2. Medical doctors engaging with older patients.
 3. Writing to Members of Parliament to address vaccine hesitancy.
 4. Door-to-door campaigns with flyers.
 5. Media outreach via CIG TV, radio, and cinema ads.
 6. Collaboration with organisations like CINICO, Credit Union, and pension providers.

○ Vaccination Statistics and Advice

- Dr. Brown shared the latest vaccination statistics and advised against laminating vaccination cards.

- **29 April 2021:**

1. **CO Teresa Echenique visited to provide an update on the Older Persons Active Ageing Centre (OPAAC) currently known as the Older Persons Hub:**
 - Positive reception of OPAAC's opening and its services for active, healthy older persons.
 - Clarification that OPAAC is not suitable for day care but alternatives like Pines Retirement Home exist.
 - Ministry projects focused on older persons, including monitoring residential homes and addressing the lack of facilities in eastern districts.

Unfortunately, while the presentation was informative, the amenities offered by the OPAAC was insufficient for the purposes of older persons.

2. **Presentation on New Government Logos:**

- Feedback was provided to the Government Information Services (GIS) on new logos as part of a rebranding exercise.

- **24 June 2021:**

1. **Meeting with Ministry:** The Chair welcomed the Minister for Investment, Innovation, and Social Development, Hon. Andre Ebanks, MP, and his team:
 - The Minister shared the Ministry's strategy to group Investment, Innovation, and Social Development (SD) to create synergies and develop innovative approaches to assist vulnerable populations.
 - Focus on a data-driven approach to understand issues like poverty and tailor services based on need.
 - Strategic plans structured around three population categories: Youth (17 years and younger), Adults (18-64 years), and Older Persons (65+ years).
 - Legislative, policy-driven, and physical changes needed in SD, including upgrades to residential homes, people-centered systems, and finalizing financial assistance legislation.

2. **Council Recommendations**

- Ideas like wristbands for older persons to access services and discounts, a "Give-Back Day" for civil servants to assist older persons, and technology learning programs for older persons.
- Emphasis on improving coordination between Department of Financial Assistance (DFA - formerly referred to as the Needs Assessment Unit) and Department of Children and Family Services (DCFS) to better support older persons.
- Need for better data collection on the elderly population.

- **29 July 2021:**

1. **Presentations**

- **Data Protection Presentation:** The Information Rights Unit presented on data protection principles and advised on the establishment of a Register, noting its potential overlap with the National ID System being developed by e-Government.
- **Emergency Alert System:** Julian Lewis and Sean Vasquez discussed a proposed emergency alert system for older persons, including features, costs, and the need for a pilot programme. The Council supported the initiative and agreed to appeal to the Minister responsible for Home Affairs to support the pilot programme.

- **30 September 2021:**

1. **SWOT Analysis:**

- A SWOT analysis exercise was conducted to evaluate the Council's strengths, weaknesses, opportunities, and threats, with further discussions planned for future meetings.

- **11 November 2021:**

1. **MIISD Presentation:**

- Mrs. Debbie Webb-Sibbles presented the Ministry's implementation plans for the CIOPP from September 2021 to December 2023. Council feedback was provided on various topics:
 - **Older Persons Subject:** Recommendation to include "older persons" in the name of an agency.
 - **Accountability & Budget:** Ministries should be held accountable and ensure proper budgeting for CIOPP implementation.
 - **DCFS:** Recommendations to strengthen the Elderly Services Team, increase staff, and improve collaboration with district representatives.
 - **Legislative Framework:** Need for stronger legislation to protect older persons and address elder abuse.
 - **Organisation of MIISD Proposal:** Suggestion to break down action plans into quarterly timelines.
 - **Actions Assigned to Other Ministries:** Recommendation for MIISD to focus on actions within its remit.

- **25 November 2021:**

1. **Airport Accessibility:** The Council acknowledged the CEO's attention to concerns about airport accessibility and agreed to draft a response thanking him and requesting the helpline number once established. They also discussed the need for businesses to be more responsive to the needs of older persons and proposed a public education strategy in collaboration with the National Council of Persons with Disabilities (NCPD).
2. **Elderly Services Team Review:** The Council supported the Ministry of Social Development's strategic review of the Department of Children and Family Services (DCFS) Unit and advocated for more resources (staffing and budget). They also recommended changing the name of the DCFS unit to "Older Persons Services" to align with local terminology.

● 2022 ACTIVITIES

- **31 March 2022:**

- ▶ **Discussion with CO Eric Bush (MIISD):**

- Presentation of the Ministry's road map for older persons for 2022-23, including objectives and budget allocation (\$6,322,422 for 2022 and \$6,453,205 for 2023).
- Feedback from Council members on collaboration, targeting active older persons, supporting caregivers, leveraging non-profits, and addressing housing repair needs.
- Explanation of the Housing Repairs Assistance (HRA) Programme, its budget increase, and partnership with Resilience Cayman for storm-damaged homes.

- ▶ **Presentation by DCFS:**

- Mrs. Lois Kellyman and Mrs. Cassandra Fearon presented on the Community Development and Elderly Services Teams.
- Discussion on improving partnerships between district representatives and Community Development Officers (CDOs).

- **12 May 2022:**

- ▶ **2022/23 Action Plan:**

- Finalisation of the action plan, focusing on "Who," "How," and "When."

- **26 May 2022:**

- ▶ **Old Timer's Corner and Preserving Caymanian Culture:**

- Mr. Renford Barnes presented the vision of his social club, which focuses on sharing stories, preserving heritage, and engaging inter-generational audiences.
- Suggestions were made to expand the club's reach, including collaboration with the Community Development Unit and Elderly Services Team, and arranging an appearance on Radio Cayman.
- The Council emphasized the importance of preserving Caymanian culture and advocated for more social gatherings and media coverage to share stories of the past.

- ▶ • **Story-Telling Radio Show:**

- Mrs. Webb-Sibblies proposed a dedicated radio programme for older persons to share their experiences and history, aligning with the Cayman Islands Older Persons Policy.
- Suggestions included airing the show during school hours to educate students on Caymanian history and civics.
- Mr. Orrett Connor supported the idea and proposed a monthly show featuring stories told by older persons.

- ▶ **Old Timer's Corner and Preserving Caymanian Culture:**

- Mr. Renford Barnes presented the vision of his social club, which focuses on sharing stories, preserving heritage, and engaging inter-generational audiences.
- Suggestions were made to expand the club's reach, including collaboration with the Community Development Unit and Elderly Services Team, and arranging an appearance on Radio Cayman.
- The Council emphasized the importance of preserving Caymanian culture and advocated for more social gatherings and media coverage to share stories of the past.

- ▶ **Home Care Patients in Cayman Brac:**

- Dr. Velusamy provided an update on home care services, noting the need for more nurses specializing in geriatrics.
- The Council discussed advocating for scholarships and workforce planning to address the nursing shortage.

- ▶ **National Treasures Programme:**

- Members reviewed a proposal by the Ministry of Culture & Heritage aimed at preserving Caymanian heritage. Any feedback thereon was to be submitted to the Executive Secretary.

- **23 June 2022:**

- ▶ **Discussion with the Deputy Premier/Minister responsible for Finance and Economic Development. The following matters were discussed:**

- **Rising Cost of Living:**

- ▶ Fuel Prices: Government initiatives to freeze fuel factor rates on residential bills and explore cheaper fuel options from Jamaica.
- ▶ Renewable Energy: Partnership with CUC to invest in renewable energy and encourage electric car purchases.
- ▶ Food Security: Diversifying food import sources, creating a discount food store, and increasing investment in local farming.
- ▶ Housing: Addressing housing shortages by updating the Residential Tenancies Act and working with banks and developers to increase housing stock.
- ▶ CINICO Expansion: Expanding the government-owned insurance company to provide affordable health insurance and other insurance products.
- ▶ Pension Contributions: Increasing pension contributions to ensure retirees can meet basic needs.

- **Leading and Financial Stability:**

- ▶ Increasing borrowing limits through Cayman Islands Development Bank (CIDB) and addressing foreclosure issues.
- ▶ Establishing a bond market and offering reverse mortgages through CIDB.

- **Reduction of Fees/Concessions:**

- ▶ Waiving Farmer and Caregiver work permit fees and updating the National Development Plan for strategic development.



- **25 August 2022:**

- ▶ **Targeted Radio Shows for Older Persons:**

- The Director of Broadcasting at Radio Cayman was receptive to the idea of radio shows for older persons. The Ministry of Innovation is developing concrete themes and programme ideas, which will form part of a comprehensive communication strategy. This strategy will be shared with Radio Cayman for finalization and implementation.

- ▶ **Articles in Caymanian Times:**

- A Council Rep met with Mr. Ralph Lewis of the Caymanian Times to discuss publishing articles, features, and profiles on older persons. Mr. Lewis responded favorably. The MIISD's communications officer is formulating ideas to present to Mr. Lewis.

- ▶ **Meeting with Mr. Barnes:**

- Mrs. Fearon and Mrs. Lois Kellyman (Manager of the Community Development Officers) met with Mr. Barnes to provide information on the types of activities hosted by DCFS for older persons. They also shared ideas for activities that Mr. Barnes could implement for his social club.

- ▶ **Availability of Nurses:**

- Ms. Flynn provided the update on the availability of nurses. She advised that she had contacted the Senior Nursing Officer and was waiting for a response. Once received, she committed to providing the response to the Executive Secretary (ES).

- **29 September 2022:**

- ▶ **Update from Medical Officer in Charge, Sister Islands:**



- The update from the Medical Officer in Charge, Sister Islands, Dr. Velusamy, was as follows:
 - **Improved Coverage:** He reported via email on 1 September 2022 that nurse visits to patients receiving home health care in the Brac community had improved.
 - **Challenges in Recruitment:** He highlighted the global challenge of recruiting nurses, which is even more difficult for Cayman Brac. Efforts to fill an additional community nurse post are ongoing, and he committed to keeping Ms. Flynn updated.



• 29 September 2022 Cont'd:

► Radio Programming

- Themes for November and December 2022 were developed by DCFS to focus on special holidays and traditions.
- Members agreed to participate in the programming where possible.
- District representatives on the Council could help identify appropriate radio show guests based on the subject matter of the shows.
- Further ideas were agreed to be discussed at the October meeting.

► Council Logo & Letterhead:

- The new logo and letterhead were presented.

► DG's 5K Challenge 2023:

- Ms. Whittaker suggested that the Council advocate with the Deputy Governor to earmark funds raised from the 2023 DG's 5K Challenge for community organisations offering services dedicated to older persons. The Council proposed services such as Meals on Wheels, Jasmine, Cayman Islands Cancer Society, Alzheimer's and Dementia Association, and the Support Our Seniors (SOS) service provided by the Cayman Islands Red Cross. The Executive Secretary (ES) agreed to draft correspondence for the Chair and Deputy Chair to review and approve.

• 27 October 2022:

- **Update from Medical Officer in Charge, Sister Islands:** The update from the Medical Officer in Charge, Sister Islands, Dr. Velusamy, included the following points:

○ Current Status and Activities:

- Public health nurse is conducting community visits, and home visits have not been canceled.
- The nurse is also responsible for other public health activities, such as school visits, vaccinations, well-baby clinics, and pre- and post-natal clinics

○ Increased Demand:

- There is an increased demand for home visits and mental health services.

○ Interim Measures:

- The public health nurse HSA been requested to increase home visits, including after-hours and weekends, if necessary.
- Home visit numbers will be monitored weekly.

- **24 November 2022:**

- ▶ **Ministry of Social Development Update:** The discussion points with Minister Ebanks and his management team included:

- **Review and Amendments to the Older Persons Act:**

- ▶ Identifying legislative gaps and advocating for recommendations to address them.
- ▶ Increasing legal obligations to protect older persons from abuse and exploitation.
- ▶ Exploring the feasibility of establishing a division/department of Ageing or expanding the remit of DCFS.
- ▶ Drafting regulations for the Council's functions and the Older Persons Register.

- **Draft National Standards for Residential Services:**

- ▶ Identifying health and social care reforms to manage the ageing population.
- ▶ Drafting policy standards and regulatory frameworks to ensure agencies/providers adhere to care standards.

- **Health Practice Inspectorate for Residential Facilities:**

- ▶ Partnering with the Health & Regulatory Department to inspect DCFS residential facilities for older persons.

- **Implementation of Key Strategies for Older Persons Policy:**

- ▶ Drafting a communication strategy for community participation and engagement.
- ▶ Launching a medical alert system pilot project for older persons.

- **Disaster Risk Reduction for Older Persons:**

- ▶ Advancing older persons' interests in disaster management and preparedness.

- **General Discussions:**

- ▶ The Chair emphasised the need for a division/department of older persons to ensure ownership of their affairs.
- ▶ Minister Ebanks discussed whether to create a new department or expand DCFS, noting concerns about segregation and silos.
- ▶ Mr. Crawford highlighted the importance of access to education and employment for older persons.
- ▶ Ms. Flynn raised concerns about long-term provisions for DFA to handle the growth of older persons.
- ▶ Dr. Simmons noted the need for more geriatric specialists.
- ▶ The Chair stressed the importance of creating an age-friendly society and proposed declaring October as Older Persons Month.
- ▶ Mrs. Fearon suggested establishing a commission to monitor the Older Persons Act and policy implementation.
- ▶ The Minister acknowledged resource challenges and committed to providing necessary support once identified.
- ▶ Ms. Bramwell discussed the need for agencies to push a unified message about older persons' well-being, and the Minister proposed using Invest Cayman to support local initiatives.

● 2023 ACTIVITIES

- **15 March 2023:**

- ▶ **Discussion with the Ministry of Health & Wellness (MHW):**

- **Separation of Public Health Department (PHD) from Health Services Authority (HSA):**

- ▶ Minister Turner emphasised the need for separation to improve data access and focus on wellness alongside health.
- ▶ The separation aligns with lessons learned during the COVID-19 pandemic and previous work from 2008.

- **Other Initiatives:**

- ▶ Creation of green spaces (e.g., Mariner's Cove site) to enhance community wellness.
- ▶ Review of health-related legislation, including the Health Insurance Act and Pharmacy Act.
- ▶ Commitment to implementing the CIOPP and a medical emergency alert system.
- ▶ Recruitment of a Chief Nursing Officer to address national nursing standards and needs.

- **Council Feedback:**

- ▶ Support the separation of PHD and HSA and the focus on wellness.
- ▶ Advocacy for wellness parks and geriatric specialists to improve care for older persons. Concerns about limited follow-up care, in-home care, and caregiver qualifications.
- ▶ Recommendations for health insurance to cover home healthcare and establish caregiver standards.

- **Council Challenges:**

- ▶ Lack of budget and administrative arm limits the Council to advocacy work.
- ▶ Difficulty identifying and reaching older persons in various districts.
- ▶ Suggestions for MPs to host functions for older persons to improve outreach.



• 30 March 2023:

- ▶ **Public Service Pension Board of the Cayman Islands:** After correspondence from the Council, the PSPB confirmed that there is designated parking for older persons at Appleby Tower.
- ▶ **Communications Plan Development:** Comms Representative for the Council, Ms. Marsha Ebanks, was introduced and she presented ideas for a Communications Plan to amplify the Council's visibility and advocate for an age-friendly society. Key points included creating a consistent voice, launching an awareness campaign (#AgeProud), localising marketing efforts, stakeholder mapping, and ensuring synergy with the MIISD's communications plan.
- ▶ **Reporting to the Council:** Suggestions were made for district representatives to collaborate with Community Development Officers and attend Senior Fellowship meetings to improve outreach.
- ▶ **Minister Update for MIISD:** Minister Ebanks provided updates on projects, including amendments to the Older Persons Act, safeguarding vulnerable groups, and the establishment of a Financial Assistance Department and Safeguarding Unit by 2025.

• 27 April 2023:

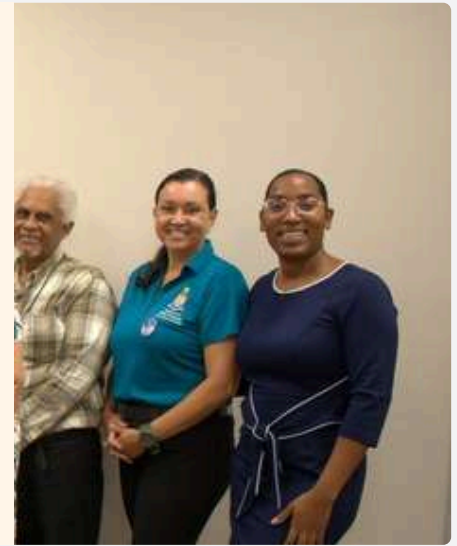
▶ **Presentation/Demo on the National ID Card & Register by the eGovernment Unit:**

- **Digital Identity Programme:** Aimed at addressing the identity gap in the Cayman Islands by introducing a Register, Card, and Portal.
- **Key Features:**
 - Register: Optional enrolment with unique identification codes for residents.
 - Card: Designed for all residents, including youth and elderly, with features like a chip, QR code, and digital signature.

Delegations: Parents or guardians can have authority over cards for children or incapacitated individuals.

Legislation: Drafted to establish a Registrar for maintaining the Register.
- **Q&A Session:** Covered topics like card issuance locations, resources, immigration status verification, data protection, and potential use of fingerprints in the future.
- **Council Feedback:** Supportive of the programme, its benefits, and the possibility of mandatory enrolment in the future.





• 25 May 2023:

► Amendments to the Older Persons Act, 2017:

- Background on the Act and its purpose was discussed.
- Recommendations for amendments include addressing legislative gaps, safeguarding older persons, defining key terms, and adding provisions for rights, standards, and protections. The Council agreed to hold a Roundtable Discussion on the Act in June, with members
- expected to review specific parts of the Act and provide feedback.

- **Emergency Alert System Update:** Planning for a pilot project targeting 40 persons across three islands is ongoing, with \$50k funding secured for equipment. The Emergency Alert System is a pilot project targeting 40 individuals across the three islands. It has secured \$50,000 in funding, which will cover necessary equipment but not staffing. To save costs, the Department of Children and Family Services (DCFS) will use their existing clients and follow them for six months. Focus groups have been conducted in West Bay, North Side, George Town, and Cayman Brac, with plans to include East End and Bodden Town. The initiative HSA received strong support based on these discussions. A proposal informed by the focus groups is being developed and will be presented to relevant Chief Officers and Ministers before testing the system/devices. Additionally, a Memorandum of Understanding (MOU) has been drafted for key agencies.

• 22 June 2023:

► Discussion: Amendments to the Older Persons Act, 2017:

- Mrs. Webb-Sibbles led the discussion on areas requiring improvement in the Act.
- Feedback was gathered up to Schedule 2, section 1(c) due to time constraints.
- The Acting Chair agreed to provide written feedback for inclusion in the working document.
- The ES was tasked with compiling and circulating the working document.

- **27 July 2023:**

- ▶ **Presentation of the Communications Plan:**

- Refinement of objectives, including "knowledge, attitudes, and perceptions" (KAP).
 - Agreement to use HASH tags #AgeFriendlyCayman and #AgeProudCayman in the Campaign.
 - Addition of "families/elderly residential facilities" as stakeholders.
 - Suggestions for content, including adding "contributions to the community" to key messages and building an image library for the Campaign.
 - Roles and responsibilities, including securing Public-Private Partnerships (PPP) for sponsorship.
 - Implementation activities and budget phases for the Campaign.

- **28 September 2023:**

The update on the Council's correspondence with ministries/portfolios to encourage Older Persons Month activities is as follows:

- ▶ **Department of Agriculture (DoA):**

- In collaboration with the Public Works Department (PWD) and a local service club, the DoA will place three grow boxes in homes of older persons for the month of October.
 - The DoA is also interested in hosting a one-day workshop on growing tips for older persons. Members were encouraged to contact Mrs. Patricia Muschette of DoA if they know of any older person who wishes to have a grow box or sign up for the workshop.

- ▶ **Portfolio of the Civil Service (PoCS):**

- PoCS is offering a workshop series (four workshops) between 27 October and 10 November, geared toward Civil Servants preparing for retirement. These workshops are by invitation only.

- ▶ **Ministry of Education/Public Libraries:**

- Public Libraries will run an ad campaign during Older Persons Month to recognize the special month and encourage attendance.



- **26 October 2023**

These updates reflect the Council's efforts to enhance communication and visibility for older persons through digital campaigns, media coverage, and a dedicated webpage:

- ▶ **The Council's Older Persons Month (OPM) Video Message:**

- It was stated that the video would be available on CIGTV (spotlight), CIGTV's YouTube Channel, Facebook, Instagram, and WhatsApp for sharing. The Office of the Premier will be tagged for resharing.

- ▶ **Webpage Review:**

- It was advised that the webpage would go live in mid-November to align with the campaign launch. Photos of the Chair and Deputy Chair from the OPM video recording will be included temporarily.
A "Campaign splash page" will feature videos and images from the campaign for visual appeal.

- ▶ **Visibility of Older Persons:**

- The Council emphasised the need for more media coverage of older persons, especially on CIGTV.

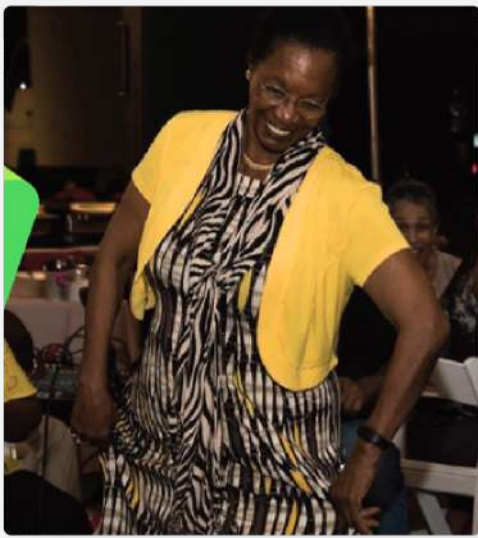


- **30 November 2023**

► **Presentation by Dr. Glaister Bell:** Dr. Bell is a Geriatrician at the Health Services Authority (HSA), and he presented on the "Care of the Older Adult," emphasising the growing need for geriatric services due to the accelerating pace of population ageing. Dr. Bell's presentation underscored the importance of accessible, comprehensive geriatric care and the need for increased resources to support the aging population in the Cayman Islands. Key points from his presentation include:

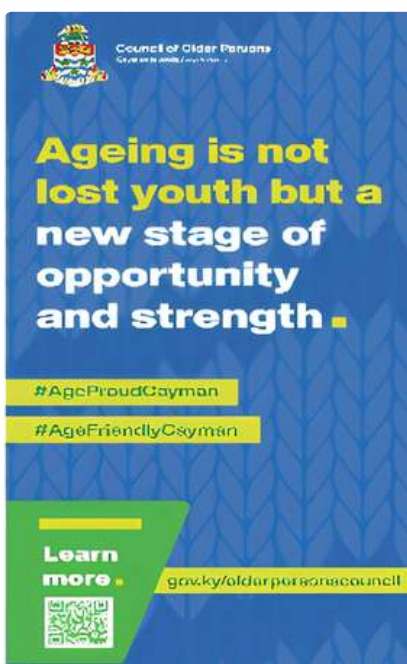
- **Population Ageing:** By 2050, nearly 80% of the world's older population will live in less developed countries, with the proportion of older adults increasing globally.
- **Role of a Geriatrician:** Dr. Bell explained that Geriatricians focus on healthy aging by evaluating the physical, cognitive, and psychosocial well-being of seniors. Their goal is to optimize functional abilities and prevent conditions through early diagnosis and effective treatment.
- **Services Offered:** Geriatric Services at HSA adopt a multi-disciplinary approach, collaborating with various specialists to ensure comprehensive care. Functional Assessment Screenings are conducted to review vision, hearing, mobility, nutrition, cognitive functioning, social support, chronic pain, and medications.
- **Patient Demographics:** Most of Dr. Bell's patients are in their mid-70s to 80s, often with chronic conditions like hypertension, obesity, cognitive issues, or dental problems.
- **Resource Needs:** Dr. Bell highlighted the need for more Geriatricians and trained nurses to meet the growing demand for geriatric care on the island. The Council was in agreement and also considered the increasing need for Geriatrician Assistants.
- **Capacity Assessments:** The HSA conducted five capacity assessments, though these are primarily done by HSA Psychiatrists.
- **Health Promotion:** Dr. Bell then engaged in health promotion through church presentations, a radio show, and plans to visit Cayman Brac monthly starting in January 2024. He also emphasised the need for a dedicated health promotion team.
- **Artificial Intelligence:** While Artificial Intelligence (AI) could assist with administrative tasks, Dr. Bell stressed that AI cannot replace the empathy and compassion required in geriatric care.
- **Appointments:** Geriatric Services operate by appointment only, with current availability allowing patients to be seen within a few days. Services are located on the 3rd floor of the Smith Road Medical Centre, operating Tuesdays to Thursdays from 10am to 3pm.





• 23 December 2023:

► Age Proud Cayman Campaign Launch:



- The Council in conjunction with the Cayman Islands Government, launched a year-long grassroots public education and awareness campaign. Age Proud Cayman sought to change the thoughts, feelings, attitudes and perceptions about ageing throughout the community and on a national level.

The key objectives of the campaign are to:

- Increase platforms for the ageing population to celebrate their age and share their stories;
- Restore traditions of respecting older persons in the community;
- Highlight available resources for older persons and their families which will help to reduce inequalities people may experience as they age; and
- Educate/inform the public on the role of the Council.

● 2024 ACTIVITIES

In 2024, the focus was to increase the visibility of the Council and its work, as well as to continue to help create an age-friendly community.

- **25 January 2024**

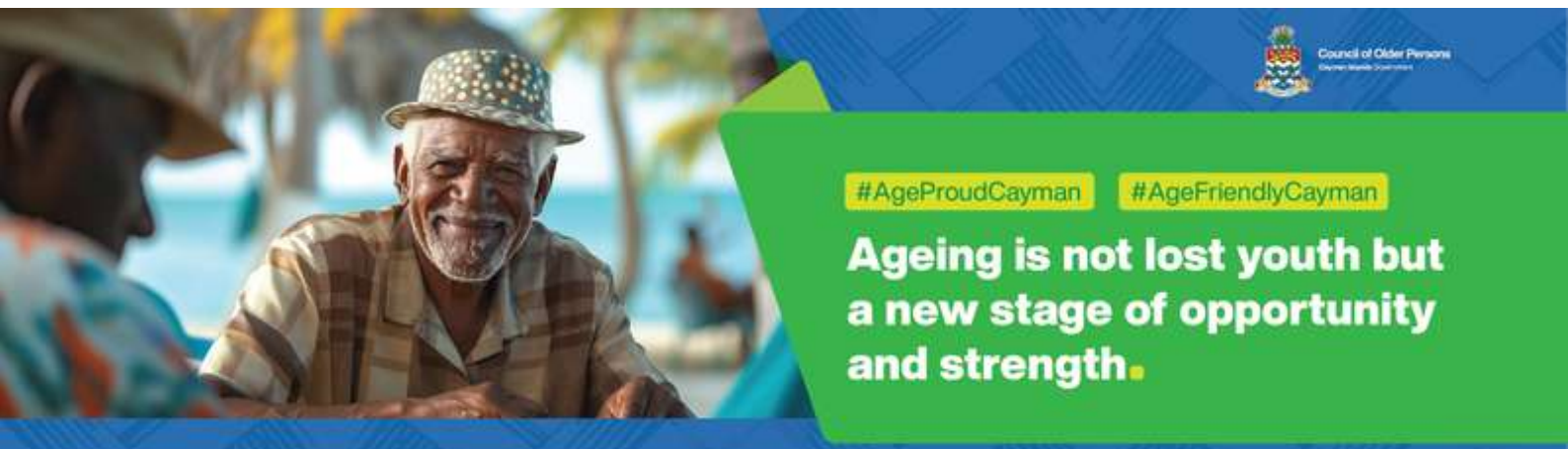
- ▶ **Review of the National Sports and Youth Policies:** The Chair and Deputy Chair informed the Council that their meeting with the consultant reviewing the National Sports and Youth policies was productive.

- **29 February 2024:**

- ▶ **Meeting with the Public and Affordable Housing Policy Consultants:** The Chair, Deputy Chair, Ms. Bramwell, Mrs. Carmola, Ms. Fearon, and Ms. Johnson met with the Public and Affordable Housing Policy consultants on 1 February 2024.
- ▶ **Promotion of the Age Proud Cayman campaign:** Members participated in radio interviews – Talk Today on Radio Cayman in February 2024.
- ▶ **Update on the Review of the Older Persons Act, 2017:** Hon. Andre Ebanks provided an update on the Ministry's progress in modernising the Act and enforcing it through regulations.

- **May 2024:**

- ▶ **Promotion of the Age Proud Cayman campaign:** Members participated in radio interviews with Cayman Marl Road Talk Show in May.





- **25 July 2024**

► **Presentation on the Older Persons Act, 2017** focused on proposed amendments and updates to the Act. Key points included:

- **Overview of Amendments:** The Legal Steering Committee reviewed existing provisions, including definitions, Council functions, and equality of access. New provisions will address abuse and neglect, intervention orders, and the role of the responsible department.
- **Composition of the Council:** An organisational chart was presented, and it was noted that the role for the Ministry responsible for Education was missing and the Ministry ensured that the role would be included in the amendments, see Appendix A.
- **Functions of the Council:** Proposed functions should emphasise "age-friendly" initiatives, advocacy, and the Council's role as a bridge between the community and the Government.
- **Department with Responsibility:** The department plays a role in policy implementation and monitoring. Concerns were raised about its limited authority compared to a Ministry.
- **Notification of Abuse and Neglect:** Mandatory reporters (e.g., medical professionals, social workers) will be required to report suspicions of abuse or neglect, with penalties for non-compliance. Suggestions were made to expand the list of mandatory reporters.
- **Access to Rights:** Proposed additions include "equal access" and "anti-discrimination and ageism." Enforcement challenges were noted, and alternative avenues are being explored.
- **Regulations and Schedules:** Proposed regulations will cover social care needs assessments, care plans, intervention orders, capacity assessments, and more. Intervention orders will be temporary and court-granted, while capacity assessments will involve trained medical professionals.
- **Consultation Planning:** Consultations will occur from September to early October, with a recommendation to include youth groups.
- **Older Persons (Amendment) Bill, 2024:** Throughout 2024, the Council collaborated closely with the Ministry responsible for Social Development on amendments to the Older Persons Act, 2017. The Chairperson and Deputy Chairperson served on the Legal Steering Committee and the Council participated in a consultation session to share their recommendations and feedback on the proposed amendments with the Ministry. This resulted in significant enhancements to the legislative framework bolstering the protection of rights of older persons and ensuring they are safeguarded from abuse and neglect.

- **3 August 2024:**

- ▶ **Ageing in the Cayman Islands Forum:** With the goal of helping to create a more age-friendly society, and supported by the CIOPP which advocates for the rights of older persons to live with dignity and have the opportunity to participate in all aspects of life, the Council hosted the first-ever Forum on Ageing in the Cayman Islands with an aim to:
 - Celebrate ageing with the general public while highlighting social issues impacting older persons in the Cayman Islands;
 - Deliver presentations that provide attendees with necessary education and information;
 - Provide networking opportunities that connect professionals in ageing and related fields; and
 - Provide specialty booths representing organisations serving older persons in the Cayman Islands.

- **4 September 2024:**

- ▶ **Recognition and Celebration of International Day of Older Persons 2024 by the Government of the Cayman Islands:** The Council submitted correspondence to HE the Governor, Premier, Deputy Premier and Ministers/Members of Cabinet encouraging the Government to broaden the reach and recognition of the International Day of Older Persons.

- **17 -19 October 2024:**



- ▶ **Participation at the Cayman Islands Healthcare Conference:** The Ministry of Health & Wellness sponsored an information table for the National Council for Persons with Disabilities (NCPD) at the Cayman Islands Healthcare Conference taking place between 17th – 19th October at the Ritz-Carlton. The Chairperson of the NCPD, in turn, invited the Council to share the table at the Conference. This provided an opportunity for Members to share information about the functions of the Council, its work and network with other organisations in the healthcare industry.

● 2025 ACTIVITIES

● 20 January 2025:

▶ **Dementia Capable Care Specialist Training Presentation:**

- Ms. Pharr-Strang presented on the benefits of Dementia Capable Care Specialist (DCC-S) training, which focuses on supporting individuals with dementia and equipping caregivers with skills for better care.
- Training details: 9 hours total (online coursework, classroom sessions, and evaluations), costing KYD\$350.00 per individual, with the next session scheduled for 18 March 2025.
- The Council discussed the importance of caregiver regulation and financial assistance for training.

● 27 February 2025:

▶ **Pen Pal Programme Proposal:** Mr. Singh, a representative from the Working Group, advised of the following progress made with the proposal:

- **Objective:** The programme aims to connect older persons with children in the community through letter writing to foster intergenerational relationships and promote literacy.
- **Pilot Programme:** The programme will involve students from Edna Moyle Primary School (North Side) and John Gray High School (George Town) to test logistics and feasibility before expanding to all schools.
- **Launch Date:** Tentatively set for October or November 2025.
- **Council Feedback:** Suggestions included assigning Pines Retirement Home residents to John Gray High School students for consolidated delivery and encouraging occasional home visits by parents for community engagement.

● 27 March 2025:

▶ **Partnership with the UCCI:**

- On March 17th, 2025, the UCCI launched the Elderly Care Health Aide Course, and the Council was identified as a major stakeholder. As such, the Council's Executive Secretary, Mrs. Hemming, provided opening remarks on behalf of the Council and in solidarity for the momentous occasion. The course provides formal training to caregivers that serve older persons within the community to ensure safety, compliance and promote the preservation of dignity.

• 27 March 2025 Cont'd:

► Wristband Proposal:

- The Council discussed the idea of having armbands/wristbands to assist with identifying older persons to enhance safety, health and independence. It could also be used as a way to streamline services and ensure that older persons are cared for efficiently and effectively while doing daily errands.

► Formation of the 2025 Planning Subcommittee:

- The Council agreed to implement another Ageing in the Cayman Islands Forum for 2025 and the following members were identified as part of the Subcommittee to initiate planning
 - Cassandra Fearon – Chair of the Subcommittee
 - Sarah Alice Mae Coe - Deputy Chair
 - Hebert Crawford – Member
 - Elsa Scott - Member
 - Karlene Bramwell – Member
 - Dr Eryka Simmons - Member
 - Danielle Hemming – Member

• 24 April 2025:

► End of Life Care Presentation by Jasmine:

- Dr Lauren Goodman and Nurse Dionne Moseley-Brown met with the Council and provided information about the services currently available at Jasmine formerly called Cayman Hospice Center. The following topics were discussed:
 - Caregiver Education for Elderly Support
 - Advanced Care Planning and Collaboration
 - Emotional Support for Elderly Patients
 - End of Life Care Challenges and Support
- The meeting was important as it encouraged the Council working towards the achievement of specific action plans in accordance with the CIOPP which encouraged the review of current policies and procedures within various entities.





- **29 May 2025:**

- ▶ **Report on Council Activities and Accomplishments:**

- With the tenure of most of the Council members nearing its end, the Council believed it would be pertinent to prepare a compilation of all the concerns that were raised and solutions that were enacted since the advent of the Council. Therefore, a Report would be completed and presented to the Ministry of Social Development and Innovation. It was proposed that the Report would include information surmounted during the years 2017 to 2025.

- ▶ **Updates from the Planning Subcommittee:**

- The Chair, Mrs. Ava Cassandra Fearon, provided an update on the Forum on behalf of the Planning Subcommittee. It was agreed that the Forum take place on Saturday, September 20th in the afternoon for the following reasons: (1) October is saturated with other community events and the month of September has more availability (2) Timing in the afternoon was suggested to accommodate Sabbath worshippers so they could still attend church in the morning and be able to participate in the Forum in the afternoon and (3) Saturday would have less traffic as opposed to a week day. The Committee continued to discuss budgetary concerns and highlighted the need to approach various governmental and nongovernmental entities for support.

- ▶ **Impending Changes for the Council:**

- Following the 2025 General Elections, the Council was advised that it would be transferred from the Cabinet Offices' remit and then to the Ministry of Social Development and Innovation. As such, the current Executive Secretary (Designate), Ms. Sophy Banner would no longer fulfill her ex-officio duties, and it would now be within the responsibility of the Ministry to assign her replacement.

Since the passing of the Older Persons (Amendment) Act, 2024, the Council inquired on the progress of the corresponding Regulations which would ensure the enforcement of the new Act. The Representative of the Ministry of Social Development and Innovation, Mr. Trevor Gibbs, promptly provided an update and advised that the Ministry is currently working towards its completion and will work closely with the Legal Steering Committee.

• 26 June 2025:

► Resignation Notice:

- The Council was advised that the Ministry Representative of Employment, Ms. Debbie Ann Whittaker had resigned since she would be transferring to another Ministry. The Council is awaiting the appointment of her replacement by the Chief Officer, Mr. Wesley Howell.

► Updates from the Planning Subcommittee:

- Ms. Fearon advised that the Committee reached out to ADACI and inquired whether they could be a speaker or presenter since the month of September is Dementia and Alzheimer's Awareness month and it would be fitting if the Council partnered with them. Additionally, Mr. Lemuel Hurlston at the Credit Union would be contacted regarding speaking on financial wellness and providing good recommendations and tips for older persons.

► Major Societal Concerns:

- The Council highlighted the need for intergenerational inclusion and awareness within the community. Furthermore, older persons face unique challenges, including social isolation and the need for meaningful engagement beyond mere recognition.
- These concerns could be remedied through a number of initiatives involving governmental and non-governmental entities.

• 31 July 2025:

► Discussion with the Ministry of Social Development & Innovation:

- In attendance was the Honourable Minister (HM), Mr. Isaac Rankine, MP and Chief Officer, Mrs. Nellie Pouchie. They met with the Council and discussed the following topics:
 - a. **Improving Services for Older Persons:** The meeting emphasised the need for stronger support for older persons, including a dedicated department, Commissioner for older persons, increased budget, and advocacy efforts, with proposals for district-wide engagement to boost awareness.
 - b. **Addressing Digital Exclusion for Seniors:** The Council discussed digital exclusion among older persons, highlighting challenges with paperless billing and rising utility costs. Initiatives to improve digital literacy were proposed, including smartphone and social media training, with support from the Public Library and DCFS. Some service improvements were noted, and further engagement with the Council was encouraged to address ongoing concerns.



- **31 July 2025 Cont'd:**

- ▶ **Discussion with the Ministry of Social Development & Innovation:**

- c. **Cayman Elder Care Facility Needs:** Members emphasised the urgent need for more housing and care facilities for older persons, noting limited options and staffing challenges. The Council also called for standardized caregiver regulations. Members also supported the proposal for creating a dedicated department to integrate services for older persons under one system.
- d. **Enhancing Spaces for Older Persons:** The discussion emphasised the need for dedicated spaces and transportation services for older persons, better access to healthcare including mobile medical visits, and improved event coordination. Suggestions included intergenerational activities, a centralized calendar of events, and using the Ministry as a centralised information hub.
- e. **Supporting Older Workers and Communities:** The Chair highlighted employment challenges for retirees, advocating for “re-hirement” programs and safeguards against financial exploitation. The Deputy Chair called for community use of vacant property, specifically Ms. Arlett Dias’ house and praised ongoing advocacy efforts. The HM Rankine agreed to look into the property’s designation and report to the Council his findings.
- f. **Cayman Islands Older Persons Policy (CIOPP):** The meeting reviewed the CIOPP, stressing the need for cross-ministry collaboration and better implementation. Cultural recognition and upcoming plans for the Ageing Forum were discussed, with a call to finalise logistics. Council members were thanked by the Ministry team for their valuable input and efforts.



- **28 August 2025:**

- ▶ **Discussion with the Ministry of Finance & Economic Development:**

- In attendance was the Honourable Minister (HM), Mr. Rolston Anglin, MP, who met with the Council and discussed the following topics:
 - a. **Revisiting Older Persons' Definition:** The Council discussed the importance of the Older Persons Act, related amendments, and the CIOPP. Members explored how “older persons” are defined, noting cultural differences and the need for clearer distinctions. Funding transparency and a unified budget approach were also emphasised.
 - b. **Supporting Older Persons in Cayman:** Members raised concerns about inadequate services and financial abuse, while HM Anglin proposed one ministry leading older persons' affairs with support via Memorandums of Understanding (MOU). The group discussed incentivising private sector involvement, funding assisted living and rehab facilities and introducing development contributions and targeted real estate taxes.
 - c. **Cayman Housing and Pension Solutions:** The Council discussed housing and pension challenges, emphasising the need for diverse assisted living options and shifting public attitudes. Mixed-use housing models were proposed to serve both investors and elderly residents. Pension reform and raising the retirement age to 70 were considered, and HM Anglin committed to following up on an unpublished housing survey by the Ministry of Planning, Lands, Agriculture, Housing & Infrastructure.
 - d. **Localising School Security Jobs:** The Council explored ways to improve government spending impact, including training Caymanians as campus security officers and re-engaging older workers through part-time roles. They discussed housing incentives for developers, revisiting assistant teacher training, and reviving the “Second Shift” initiative to upskill locals for tourism jobs.



• 2 September 2025:

- ▶ **Ageing Forum Update:** Mrs. Fearon, the Chair of the Planning Subcommittee provided an overview of the logistics involved in the preparation of the Ageing Forum. Mrs. Fearon confirmed speaker arrangements and outreach to ADACI and Dr. Guptha. She coordinated bios and photos for the website, while Mrs. Whitelocke, the Ministry Communications Representative, prepared speaking notes for members participating in public service announcements.

- **Advertising and Promotions:** The Council discussed advertising plans for the Ageing Forum, including broadcast details with Compass TV and potential outreach via Cayman Marl Road. Clarifications were made on the budget allocation, and further promotional opportunities are being explored pending confirmation.

- **Registration and Contact:** The Council finalised online registration plans for the Ageing Forum using Monday.com, with Ms. Bramwell as the public contact. They discussed managing venue capacity, encouraging online viewing to prevent overflow, and ensuring clear communication. The registration form will collect basic demographic details, and promotional posts will be shared via the Ministry's Facebook page.

• 20 September 2025:

- ▶ **Ageing in the Cayman Islands Forum:** The Council partnered with the Ministry of Social Development and Innovation and hosted another forum at the Westin Hotel. The Council wanted to continue on the success of the Forum on Ageing in the Cayman Islands in 2024.

- ▶ **Aims of the Ageing Forum:**

- Celebrate with the general public the topic of ageing while highlighting social issues impacting older persons;
- Conduct workshops that provide attendees with activities for the benefit of education and interaction;
- Introduce a keynote speech which features an inspirational leader for discussion on trending topics;
- Encourage networking opportunities which connect professionals in ageing and other related fields; and
- Facilitate specialty booths representing organizations serving older persons in the Cayman Islands.





- **25 September 2025:**

- ▶ **Review of the draft Report on the Council:** The Council reviewed the draft report, incorporating member feedback and agreeing to include professional photos and bios. Members discussed timelines, with a proposed completion date by the end of October to allow for quality preparation before submission to Cabinet and publication online.
- ▶ **Communication Plan Update:** The Council discussed upcoming media outreach, including TV re-airings and monthly segments to raise awareness on ageing issues. Members emphasised the need for broader collaboration, a dedicated department and Commissioner for older persons, and continued advocacy. Reflections on past achievements were shared, alongside concerns about elder abuse and the need for stronger protection.
- ▶ **Ageing Forum 2025 Review & Feedback:** The Council reviewed the Ageing Forum's success and discussed feedback, logistics, and future improvements. Members supported hiring an Event Manager for future forums and welcomed plans for a 2026–2028 event in the Brac. Suggestions included shortening the Forum, improving crowd control, and expanding access to the sister islands. The Council also discussed meeting quotas and registration feedback processes.

- **23rd to 25th of October 2025:**

- ▶ **Participation at the Cayman Islands Healthcare Conference:** Ms. Laurie Ann Holding, the Member of National Council for Persons with Disabilities (NCPD) sponsored an information booth for the NCPD and extended an invitation for the Council to participate. The annual Cayman Islands Healthcare Conference took place between Thursday, October 23rd and Sunday, October 25th at the Ritz-Carlton. The members who volunteered had an opportunity to share information about the functions of the Council, its efforts and network with other organisations in the healthcare industry.



- **23 October 2025:**

► **Discussion with the Ministry of Health, Environment & Sustainability:** In attendance on behalf of the Honourable Minister, Katherine Ebanks-Wilks, MP was the Director of Department Health and Regulatory Services, Ms. Mervyn Conolly. The Director met with the Council and discussed the following topics:

- **National Standards for Senior Care:** The Council raised concerns about the lack of progress in establishing national standards for residential care homes for older persons, originally proposed by the Ministry of Social Development and now jointly with the Ministry of Health. The standards are considered essential for improving care facilities, assisted living, and day-care services, as well as enabling inspections to prevent substandard care. While child safeguarding remains a government priority, the Council emphasised the need for adult safeguarding, and Ministry of Social Development confirmed ongoing discussions with Ministry of Health, with updates to follow.
- **Need for Holistic Health Insurance Packages:** The Council noted concerns about the Chief Medical Officer's role in approving healthcare referrals and highlighted broader issues such as pension poverty among older persons and the need for greater protections for men. Members discussed the proposed primary healthcare programme aimed at improving wellness and reducing non-communicable diseases, alongside initiatives for healthier school meals and incentives for private businesses to support public health. Additional concerns included inefficiencies in the CINICO SHIC package, the need for retirement coverage options, and leveraging community resources like physiotherapists to assist older persons.
- **Home Healthcare Access Challenges:** The Council highlighted significant gaps in home healthcare services, noting CINICO's lack of coverage for external clients, delays in caregiver reimbursements, and the financial burden placed on older persons who must often pay caregivers out-of-pocket. Additional concerns included inconsistent caregiver payments in the Sister Islands when clients are hospitalised, income-based qualification requirements that delay funding, and reports of fraudulent CINICO claims. Given CINICO's reluctance to create a new plan tailored to seniors, the members recommended writing to the Ministers responsible for Health and Finance to seek coordinated directives on establishing appropriate Home Health Care coverage.

● CHALLENGES, DIFFICULTIES & HINDERANCES



Council of Older Persons
Cayman Islands Government



● CHALLENGES

► Challenges that face the Council are as follows:

- There is little to no access to budget that could further the cause of the Council and by extension the older persons in the society who would ultimately be the beneficiaries.
- The Council is not adequately staffed, specifically with administrative secretaries to further and execute the duties of the Council as to what obtains with other similar entities such as the Immigration Appeals Tribunal (IAT).
- Despite the Council's repeated requests and appeals for the use of Ms. Arlett Dias' house for the purposes of holding meetings and/or events for older persons, no building or other accommodation has been designated, save for the Government Administration Building, where the Council has been meeting once per month.



► Challenges older persons are facing in the Cayman Islands are as follows:

- Isolation at home and lack of inclusion in social outings without proper/available public transportation.
- A lack of designated social spaces (day care) and government-run residential care on Grand Cayman for older persons particularly in eastern districts who have a lack of housing or inadequate housing, have no family or whose family is unable (or unwilling) to support them.
- Access to technology and lack of skill-building opportunities for older persons with the internet and smartphones.
- Older persons left destitute and, sometimes, homeless.
- Access to affordable (or free) legal advice services.
- The lack of a system of checks and balances to regulate guardianship to protect the welfare (prevent the abuse of) older persons who are cared for by and/or have their affairs handled by guardians.
- Lack of data collection to gain a better understanding of older persons' demographics, needs, etc.
- There is no appropriate location or premises for older persons to congregate and meet.



● AREAS OF IMPROVEMENT



Council of Older Persons
Cayman Islands Government



COUNCIL'S RECOMMENDATIONS

The Council's goal is to help the Cayman Islands actively work towards being an age-friendly country where older persons are supported, protected and celebrated.

An age-friendly country takes active steps towards ensuring that older persons stay connected to people and the community; it helps them stay healthy and active; and it supports those who can no longer look after themselves.

Without an administrative arm, feasibly the Council can only advocate for the implementation of the CIOPP - the responsibility of implementation is on the ministries or relevant lead entities. In line with the CIOPP, therefore, the Council recommends the following priority initiatives that will assist in the development of an age-friendly society:

- 1** Ensure that the subject of “older persons” is reflected in the name of the relevant Ministry and also by creating a stand-alone Department for older persons.
- 2** Establish a Commissioner for Older Persons to work alongside the Council and the stand-alone department to protect, promote, and advocate for the rights and well-being of older people in society.
- 3** Ensure that the proper resources (project manager, budget, etc.) are in place so that the Ministry and its agencies have the capacity to implement the identified priority actions within the specified timeframe.
- 4** Strengthen the coordination between the DFA and DCFS to ensure that older persons are not slipping through the cracks of the support system.
- 5** Prioritise the inclusion of older persons on other boards, committees, tribunals, etc.
- 6** Liaise with international organisation's, such as PAHO or WHO, to conduct a study of older persons in the Cayman Islands. This will provide the necessary data in order to properly inform policy, programmes and legislation.
- 7** Create a centralised database within a government agency that maintains data and informs the demographics of ageing population. This data, in turn, can be used to inform policy, programmes, projects and legislation. For example, given that the DCFS provides services to many older persons, ongoing data collection on the elderly and ageing population could be assigned to the DCFS (perhaps the Innovation-arm of the Ministry could assist with this).

COUNCIL'S RECOMMENDATIONS CONT'D

8 Improve access to technology and helping older persons build their skills with the internet and smartphones.

9 Encourage older persons to learn more about advanced care planning and drafting wills, estate planning, etc.

10 Regulate guardianship by setting up a commission/administrator to maintain standards and oversee and monitor guardians to assist with preventing elder abuse.

11 Improve access to free legal advice/services to assist with guardianship, care planning, drafting wills, estate planning etc.

12 Strengthen the legislative framework by:

- Addressing the gap in legislation when it comes to DCFS operating and monitoring residential care homes;
- Reviewing the Protection from Domestic Violence Act as it already provides a framework for protection of older persons but could be strengthened (i.e., mandatory reporting, etc.); and
- Working with the Ministry of Social Development and Innovation to provide feedback on any recommended amendments to the Older Persons Act.

13 Provide designated social spaces (day care) and government-run residential care in the eastern districts for older persons who have a lack of housing or inadequate housing, have no family or whose family is unable to support them.

14 Assist older persons with home repairs and/or maintenance (plumbing, electrical) so that their homes can be adapted to better facilitate older persons ageing in place.

15 Provide emergency housing for homeless persons in cases of elder abuse or other situations where the life of older person is compromised or at risk.

16 Advocate with the Ministry responsible for pensions to implement an Old Age Pension or Pension “Top Up” for persons who find themselves without means or insufficient means after retirement. People are living much longer after retirement and are struggling as their pensions are not able to meet their basic needs. If possible, older persons should be able to use equity in their homes as collateral to secure the care that they need and make necessary modifications to their homes if needed.

COUNCIL'S RECOMMENDATIONS CONT'D

- 17** Advocate with the Ministry responsible for Labour to provide employment opportunities for older persons.
- 18** Advocate with the Ministry responsible for Planning and Infrastructure to ensure that there are appropriate parking and restroom facilities for older persons in public and private spaces. The Council has advocated for this and since seen improvements at the Credit Union, HSA, etc., but more work needs to be done.
- 19** Advocate for more non-profit organisations in the community which are solely dedicated to the needs and issues faced by older persons.
- 20** Develop a Non-Profit Organisation (NPO) structure or similar vehicle for the Council to utilise.
- 21** Handover or permit the Council to utilise the Arlette Dias' property situated at the rear of Royal Bank of Canada.
- 22** The Council to be involved with the formulation of public policies that relate to older persons in the society.
- 23** The Cayman Islands Government should continue to institute waivers or reduced fees for older persons.
- 24** Provide adequate staffing of the Secretariat, similarly to other entities such as the IAT administrative personnel.
- 25** Engage and urge the business community to offer services that will facilitate and further the interest of older persons.
- 26** Provide office space for the Council to operate from for administrative purposes.
- 27** Collaborate with the Ministry responsible for Health to:
 - Develop national standards for residential care facilities for older persons;
 - Develop a health insurance package for the benefit of older persons; and
 - Consider the standardisation and regulation of caregivers.

COUNCIL'S RECOMMENDATIONS CONT'D

28

Collaborate with the Ministry responsible for Finance to:

- Explore revenue collection opportunities through government-subsidised home healthcare opportunities; and
- Create a national home healthcare plan available to older persons.

29

Reintroduce the provisions for: (a) an Older Persons Register and (b) the promotion of a skills bank, into the Older Persons (*Amendment*) Act, 2024, as they had been provided for in the original *Older Persons Act, 2017*. Although a draft registration application form (see [Appendix B](#)) had been prepared, this Register was never implemented. Without such a Register which would have facilitated the development of a skills bank, the Council's advocacy role was curtailed, particularly in the case of the upskilling of older persons (especially retirees) which currently remains relevant in the Cayman Islands Labour Market. A Register of Older Persons would be useful for the purposes of:

- improving planning/resource allocation;
- targeting delivery of social services;
- streamlining emergency preparedness/crisis response;
- monitoring well-being and preventing social isolation;
- identifying employment and training opportunities;
- bolstering policy development and evidence-based decision-making; and
- protecting older persons' rights and ensuring inclusion and proper healthcare management.



● ACKNOWLEDGMENTS



Council of Older Persons
Cayman Islands Government



ACKNOWLEDGEMENTS

- **Ms. Lucille Seymour** - Member and Representative for the district of George Town from October 2017 to October 2025.
- **Mrs. Sarah Alice Mae Coe** - Member and Representative for the district of West Bay from October 2017 to October 2025.
- **Ms. Karlene Bramwell** - Ex-Officio Member and Representative for the Ministry responsible for Gender Affairs from October 2017 to October 2025.
- **Mr. Mark Beckford** - Member and Attorney-at-law from October 2017 to October 2025.
- **Dr. Eryka Simmons** - Member and Medical Doctor from October 2017 to October 2025.
- **Mr. Jason Webster** - Cabinet Appointed Executive Secretary from October 2017 to June 2025.
 - **Mr. Garfield Ellison** – Designate of the Executive Secretary from November 2017 to December 2020.
 - **Ms. Tammy Ebanks** - Designate of the Executive Secretary from January 2021 to February 2021.
 - **Ms. Sophy Banner** – Ex-Officio Member and Representative for the Ministry of Community Affairs, now referred to as Ministry of Social Development, from November 2017 to February 2021 and Designate of the Executive Secretary from March 2021 to June 2025.
- **Ms. Debbie-Ann Whittaker** – Ex-Officio Member and Representative for the Ministry of Employment from October 2017 to June 2025.
- **Mr. Reginald Nixon** – Member and Representative for the district of Bodden Town from October 2017 to April 2018.
- **Ms. Esther Patricia Ebanks** – Member and Representative for the district of North Side from October 2017 to 2019.
- **Mrs. Barbara Gee** – Member and Representative for the district of East End from October 2017 to 2018.
- **The late Ms. Lana Poldavaart** – Member and Representative for the Sister Islands from October 2017 to 2021.
- **Mrs. Tempora Wesley** – Ex-Officio Member and Representative for the Department of Children & Family Services from October 2017 to 2021.
- **Ms. Janett Flynn** – Ex-Officio Member and Representative for the Ministry of Health from October 2017 to December 2023.
- **Mrs. Deirdre Carmola** - Ex-Officio Member and Representative from the Ministry responsible for Education from 2018 to October 2025.
- **Pastor Herbert Crawford** - Member and Representative for the district of Bodden Town from July 2018 to October 2025.
- **Mrs. Alex Johnson** - Member and Representative for the district of North Side from 2019 to October 2025.



● ACKNOWLEDGEMENTS CONT'D

- **The late Mr. Hermon Howard McFarlane Conolly** – Member and Representative for the district of East End from October 2020 to July 2023.
- **Mrs. Joan West-Dacres** – Ex-Officio Member and Representative from the Ministry responsible for Community Affairs (currently known as Social Development) from March 2021 to May 2021.
- **Mrs. Debbie Webb-Sibblies** – Ex-Officio Member and Representative from the Ministry responsible for Social Development (formerly known as Community Affairs) from June 2021 to January 2024.
- **Mr. Rayle Roberts** – Ex-Officio Member and Representative for the Ministry of Social Development from February 2024 to May 2024.
 - **Mrs. Mehr Petkovsek** – Designate of the Ex-Officio Member and Representative for the Ministry of Social Development from May 2024 to July 2025.
- **Mrs. Elsa Annie Rose Scott** – Member and Representative for the Sister Islands from October 2021 to October 2025.
- **Mrs. Cassandra Fearon** – Ex-Officio Member and Representative for the Department of Children & Family Services from October 2021 to October 2025.
- **Ms. Marsha Ebanks** – Communications Representative for the Cabinet Office from 2023 to June 2025.

● APPENDICIES



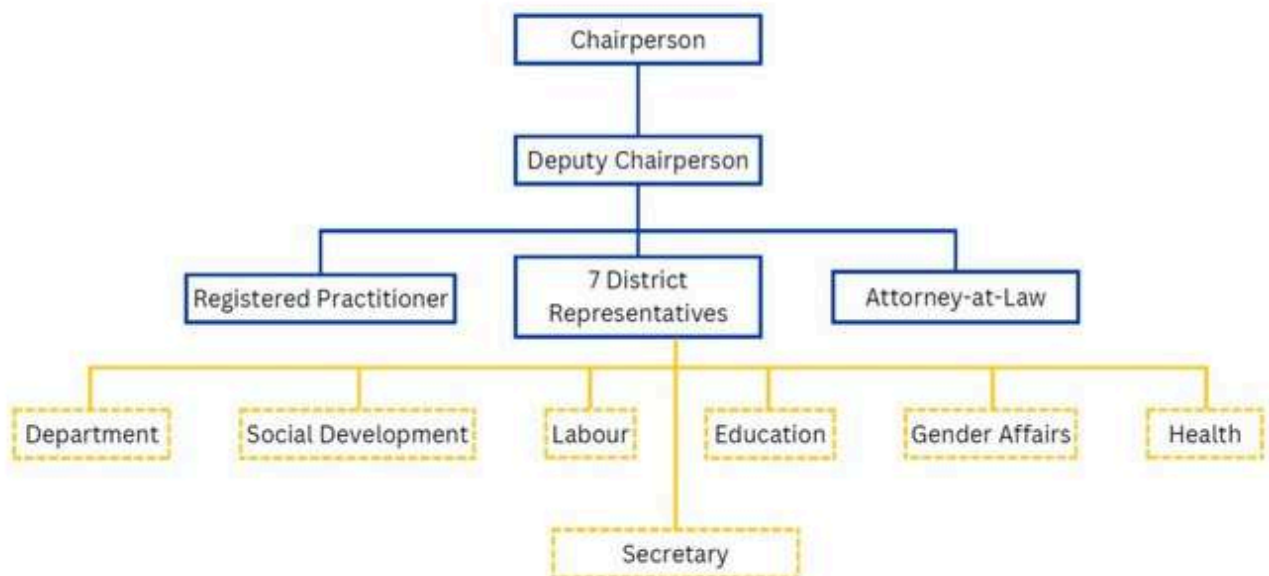
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● APPENDIX A³

- Proposed Organisational Chart for the Council of Older Persons (July 2024)

The Council for Older Persons



³ Appendix A contains a proposed organisational chart that was initially presented to the Council at a meeting in July 2024. Following further stakeholder consultations, the final organisational structure is now set out in the Older Persons (Amendment) Act, 2024. For the most accurate and up-to-date information relating to older persons, the public should refer to the current Act as the primary guidance document.

Appendix B - Draft of Older Persons Register Application Form



CONFIDENTIAL

2018-A

THE CAYMAN ISLANDS' OLDER PERSONS REGISTRATION FORM

While it is mandatory for the Older Persons Council (under Part 3 of the Older Persons Law 2017) to maintain a confidential Older Persons Register, an Older Person (or a person legally authorised to act on his/her behalf) has to voluntarily choose to be entered on (or removed from) that Register. Please advise in writing when any of the information has changed.

FOR OFFICIAL USE ONLY: REGISTRATION NUMBER _____					
#	PERSONAL DETAILS	INFORMATION			
1	Name				
2	Also known as (aka; Alias)				
3	Sex	Male ☐ Female ☐			
4	Date of Birth (DOB) and Age	DOB: Day ____ Month ____ Year ____ Age ____			
5	Country of Birth				
6	District of Birth				
7	Older Person's Contact Details				
7.1	Postal Address				
7.2	Phone (Landline)				
7.3	Phone (Mobile)				
7.4	Email Address				
8	Older Person's Address				
8.1	Street Address				
8.2	District /Island	George Town ☐ West Bay ☐ Bodden Town ☐ Cayman Brac ☐ North Side ☐ East End ☐ Little Cayman ☐			
8.3	Owned (Block and Parcel)				
8.4	Rented - Landlord's Name				
8.5A	Landlord's Phone (Landline)				
8.5B	Landlord's Phone (Mobile)				
8.5C	Landlord's Email Address				
9	Nationality or Citizenship(s)				
9.1	At Birth				
9.2	Past				
9.3	Present				
10	Responsible Persons	Next of Kin	Care Giver	Guardian	In Case of Emergency
10.1	Name				
10.2	Address				
10.3	Phone (Landline)				
10.4	Phone (Mobile)				
10.5	Email Address				



CONFIDENTIAL

THE CAYMAN ISLANDS' OLDER PERSONS REGISTRATION FORM

2018-A

#	PERSONAL DETAILS	INFORMATION	
11	Identification (choose one)	Driver's License ☐ Passport ☐ Voter's ID Card ☐	Number _____
12	Highest Educational Attainment	Primary ☐ High School ☐	Elementary/Middle School ☐ College/University ☐
13	Immigration Status	Caymanian ☐ Permanent Resident ☐ Non-Caymanian ☐	
14	Dependant(s)		
14.1	With Dependents at Present?	Yes ☐ Number _____ No ☐	
14.2	Dependant(s)	Dependant #1	Dependant #2
14.2A	Name		
14.2B	Age		
14.2C	Phone (Landline)		
14.2D	Phone (Mobile)		
14.2E	Email Address		
15	Employment		
15.1	Employed _____	Yes ☐ No ☐ Retired ☐	
15.1A	If Yes	Full time ☐ Part time ☐ Temporary ☐ Self-employed ☐	
15.2A	Employer		
15.2B	Work Place		
15.2C	Work Place Address		
15.2D	Phone (Landline)		
15.2E	Phone (Mobile)		
15.2F	Email Address		
16	Occupation		
16.1	Job Title		
16.2	Vocation/Profession		
16.3	Work Permit (if Non-Caymanian)	Yes ☐ No ☐	
16.4	Category of Work Permit	Full ☐ Temporary ☐	

**CONFIDENTIAL****THE CAYMAN ISLANDS' OLDER PERSONS REGISTRATION FORM****2018-A**

#	PERSONAL DETAILS	INFORMATION
17	Health	
17.1	Medically Diagnosed Issues	Diabetes ☐ High Blood Pressure ☐ Heart Condition ☐ Cancer ☐ HIV/AIDS ☐ Asthma ☐ None ☐ Other, Specify _____
17.2	Regular Health Care Provider	Government Hospital ☐ Health Centers _____ Doctor's Hospital ☐ Specify _____ Health City ☐ Private Clinic _____ Specify _____
17.3	Insurance	Yes ☐ Provider _____ Type: Basic ☐ No ☐ Other ☐
18	Mobility	
18.1	Level of Mobility	Independent ☐ Partially Assisted ☐ Fully Assisted ☐
18.2	Main Means of Transport	Private Car ☐ Taxi/Bus ☐
19	Income and Sources	
19.1	Personal Income (period)	Weekly ☐ Monthly ☐ Annually ☐
19.2	Amount of Income	
19.3	Source(s) of Income	Spouse/partner ☐ Other relatives & friends ☐ Savings and Investments ☐ Social Services (Government) ☐ Pension/Veteran/Seaman ☐ Other, specify _____
19.4	Assistance from Other Source(s)	Church ☐ Food Bank ☐ Meals on Wheels ☐ Other, specify _____
19.5	Expenses (period)	Weekly ☐ Monthly ☐
19.6	Amount of Expenses	
20	Social and Cultural Activities	
20.1	Church	Yes ☐ Specify _____ No ☐
20.2	Community	Yes ☐ Specify _____ No ☐
20.3	Sports/Exercise	Yes ☐ Specify _____ No ☐
20.4	Cultural/Arts	Yes ☐ Specify _____ No ☐
20.5	Hobbies/Interest	Yes ☐ Specify _____ No ☐

Signature of Older Person: _____ Date of Completion _____

Name Person who completed the Form if other than Older Person _____

Signature _____

For Official Use Only

VERIFIED BY: _____ DATE _____

ENCODED BY: _____ DATE _____

DATE OF REGISTRATION _____

● THANK YOU.

Thank you for taking the time to read this report. If you have any questions or would like to discuss our findings further, please do not hesitate to reach out.

CONTACT US:

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Cayman Islands Government