



Government of The Commonwealth of The Bahamas

Ministry of Energy and Transport

The Department of Energy

# Annual Plan for the **2026/2027** Fiscal Year

April 14<sup>th</sup>, 2026

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## Strategic Priorities for the Medium-Term

| <b>Priority Policies</b>   | <b>Priority Programmes and Projects</b>   | <b>Strategic Objectives</b>   | <b>Sector Outcomes</b>   |
|--|---|---|--|
| <i>Increase Energy Conservation at Government occupied buildings</i> | <i>Energy Audit Program in Government occupied buildings</i>  | <i>Reduce Energy usage by 10% in Government buildings</i>   | <i>i)install energy monitoring devices in government buildings.<br/>ii)Install HVAC monitoring and management devices in government buildings<br/>iii)LED retrofits in buildings</i>                           |
| <i>Increase Energy Efficiency in Residential Community</i>           | <i>Energy efficiency and awareness program</i>  | <i>Reduce energy usage by 10% in residential buildings that have been audited</i>                         | <i>i)hold town halls and distribute media for energy savings to communities<br/>ii)perform energy audits with BPL for residences<br/>iii)implement low-cost energy retrofits.</i>                              |
| <i>Increase capacity building in energy sector</i>                   | <i>Certification and entry-level training courses for energy sector professionals and persons interested in working in energy sector.</i> | <i>Increase certified professionals by 50% in energy auditing and increase entry-level professionals.</i> | <i>i)perform entry-level and certification level training with ANSI accredited institution for energy sector professionals.<br/>ii)advertise training to UB and high school students for future expansion.</i> |

# Non-Financial Performance

**Table 1: Performance Indicator Table**

| Strategic Priority              | Programme / Activity                          | Indicator Type  | Performance Indicator   | Baseline (Year) | FY 2026 Target                                     | Medium-Term Target  | Reporting Frequency |
|---------------------------------|---|---|---|-----------------|--|---|---------------------|
| Reduce Energy Usage             | Energy Auditing                               | Utility bills   | Reduction in energy usage relative to previous year           | 2025            | 10% reduction                                      | 5% reduction  | Monthly             |
| Increase trained professionals  | Hosting training workshops in energy services | Certificates of completion and international certifications | Increase in trained professionals                             | 2025            | 20 trained individuals annually                    | 10 trained individuals  | Annually            |
| Energy efficiency and awareness | Town halls, printed media, social media       | Bahamians signing up for energy auditing program            | Increased signees, increased number of LED lights distributed | 2025            | 10 town halls per year, weekly energy savings tips | 100 new signees to energy audit program, outreach of 10,000 Bahamians on social media | Monthly             |

# Intentions to Develop Resources and Capabilities with Measurable Indicators

## Physical Capability Development

**Table 2: Physical Capability Development**

| <b>Area</b>                     | <b>Current Status</b>  | <b>Initiative</b>  | <b>Annual Target</b>  | <b>Timeline</b>                              | <b>Accountability</b>                  |
|---------------------------------|--|--|---|--|--|
| <b>Asset Condition</b>          | <i>No equipment for energy auditing has been purchased as yet. Plan to purchase in new budget.</i> | <i>Equipment for energy auditing is to be purchased upon new certified energy auditors joining the team.</i> | <i>Three pieces of equipment to accommodate three energy auditors.</i>          | <i>Dec. 2026</i>                             | <i>Gilles Deal/Verron Darville</i>     |
| <b>Maintenance Performance</b>  | <i>A new office for the Dept. of Energy has just been built. All assets are new.</i>               | <i>Establish building maintenance duties</i>   | <i>Cleaning, property management and general building maintenance contracts</i> | <i>June 2027</i>                             | <i>Gilles Deal/Verron Darville</i>     |
| <b>Infrastructure Readiness</b> | <i>Describe what currently exists</i>  | <i>Insert improvement initiative</i>   | <i>Insert desired target</i>  | <i>Insert timeline to achieve the target</i> | <i>Insert owner/responsible person</i> |

# Human Capability Development

Table 3: Human Capability Development

| Area                                   | Current Status  | Initiative   | Annual Target                            | Timeline         | Accountability                     |
|--|---|--|--|------------------|------------------------------------|
| <b>Staffing Levels &amp; Vacancies</b> | <i>One Director, two Deputy Directors, two Energy Officers III and one Receptionist currently exists.</i> | <i>Hire another Energy Officer III and two Trainee Energy Officers.</i>              | <i>Three new hires per year.</i>         | <i>June 2027</i> | <i>Gilles Deal/Verron Darville</i> |
| <b>Training &amp; Development</b>      | <i>Training budget exists to train ten persons (entry and certification level)</i>                        | <i>Increase staffing at Department of Energy to increase trained professionals.</i>  | <i>Train 10 persons per year.</i>        | <i>June 2027</i> | <i>Gilles Deal/Verron Darville</i> |
| <b>Workforce Challenges</b>            | <i>Current number of trained energy professionals are at four persons.</i>                                | <i>Hire persons with prior or related experience in the energy sector and train.</i> | <i>Hire three persons and train them</i> | <i>June 2027</i> | <i>Gilles Deal/Verron Darville</i> |

## Overview of Fiscal Risks

Fiscal Risks are potential conditions or events that, if they occur, could prevent or delay the forecasted implementation of programs, projects, or policy initiatives, and could negatively affect the Ministry (or Local Government)'s financial position or the achievement of its budgetary objectives.

### Probability/Likelihood Definitions

| Probability Category | Description  |
|----------------------|--|
| High                 | Very likely to occur if no controls exist; the threat is motivated and capable of occurring, and current controls are ineffective. |
| Medium               | Could occur; the threat is motivated and capable, but controls exist that may reduce likelihood or impede occurrence.              |
| Low                  | Unlikely; the threat lacks motivation or capability, or controls are effective in preventing occurrence.                           |

### Mitigation Categories

| Mitigation Category | Description   |
|---------------------|---|
| Avoid               | Withdraw or redesign the activity causing the risk (e.g., stop a service offering).                           |
| Reduce              | Take action to reduce likelihood and/or impact of the risk (e.g., operational adjustments, tighter controls). |
| Share               | Transfer or share part of the risk (e.g., outsourcing, insurance, partnerships).                              |
| Accept              | Acknowledge the risk and monitor; no immediate action taken.  |

**Table 6: Fiscal Risks**

| <b>Risk Identified</b>       | <b>Risk Description</b>  | <b>Likelihood</b> | <b>Impact on Fiscal Variables</b>              | <b>Estimated Fiscal Impact (B\$M)</b> | <b>Mitigation Measures</b> |
|------------------------------|--|-------------------|--|---------------------------------------|----------------------------|
| Lower than expected revenues | Tax revenue receipts shortfall due to economic slowdown  | Medium            | Revenue  | 143.3                                 | Accept the risk            |
| High Expenditures            | Overall expenditure surpassing budgeted limit  | Medium            | Expenditure                                    | 127.8                                 | Reduce                     |
| Slow Economic Growth         | Economy is expanding at a weaker pace over time which created challenges   | Medium            | Higher unemployment, lower consumer confidence | 271.1                                 | Mitigate                   |
| Guarantee Debt               | Some arrangements backed by the government default, forcing the Government to assume the debt.                                       | Low               | Total Expenditure and Debt                     | 637.7                                 | Reduce                     |
| Environmental Risk           | Hurricanes and tropical storms affect The Bahamas based on our geographical location. This places a strain via recovery expenditure. | Medium            | Higher Expenditure                             | 516.0                                 | Reduce                     |

|                       |  |     |                                      |     |                 |
|-----------------------|--|-----|--------------------------------------|-----|-----------------|
| Geopolitical Tensions | Geopolitical conflict could disrupt tourism, trade and investment flows while increasing government security and emergency spending, placing pressure on fiscal revenues and expenditure | Low | Higher Expenditure and Lower Revenue | N/A | Accept the risk |
|-----------------------|--|-----|--------------------------------------|-----|-----------------|

## **Other Ministerial Matters**

*[This section outlines any additional matters that the Responsible Minister has directed the Ministry (or Local Government) to address in the Annual Plan. These matters may relate to policy priorities, operational directives, compliance requirements, strategic focus areas, or emerging national issues]*

*[Examples of matters that may be included:]*

- *[Special reporting requirements or supplementary information requested by the Minister]*
- *[New programmes or initiatives not captured under other sections]*
- *[Additional performance or resource indicators]*
- *[Compliance or risk reporting directives]*
- *[Other matters deemed necessary to support transparency, accountability, or policy objectives]*

*[The Ministry (or Local Government) shall ensure that all additional matters are clearly documented, properly resourced, and aligned with the overall strategic objectives of the Annual Plan.]*

# **Annex 1**

## **Tenth Schedule**

### **Contents for annual plan for a Ministry (or Local Government), Agency or Local Government**

Each annual plan of a Ministry (or Local Government), Agency or Local Government shall include—

- (1) strategic priorities for the medium-term that reflect the priorities and plans;
- (2) description of how the entity is responding to the changing environment including description of significant changes from previous annual plan;
- (3) non-financial performance including measurable indicators;
- (4) payments on behalf of Government or Local Government including grants, benefits and subsidies to be paid;
- (5) significant capital developments;
- (6) description of intentions to develop capability for physical, intellectual, human and other resources including measurable indicators where feasible;
- (7) summary budget which shall include forecast financial statements;
- (8) financial and other assumptions;
- (9) statement of fiscal risks; and
- (10) other matters required by the Minister, or the responsible Minister with the agreement of the Minister.