

TURKS AND CAICOS ISLANDS HUMAN RIGHTS COMMISSION



ANNUAL REPORT

2022-23





MISSION AND VISION

MISSION

The Turks and Caicos Islands Human Rights Commission is dedicated to upholding the principles of Human Rights. We aim to encourage and facilitate a positive relationship between Government and individuals and to ensure that the internationally pro-claimed standards are protected in law and practice. We are committed to promoting awareness and education; fostering diversity; eliminating discrimination; and providing protection for all people living in the Turks and Caicos Islands.



VISION

- To provide effective and timely means for resolving individual complaints;
- To promote knowledge of human rights in Turks and Caicos Islands and to encourage people to follow principles of equality;
- Foster the development of values and attitudes which uphold human rights;
- Encourage action aimed at defending human rights violations;
- Procure, collect, produce and disseminate information on human rights;
- Protect and promote human rights by monitoring, investigating, advocacy, and taking actions.



TABLE OF CONTENTS

1	MISSION AND VISION
3	MESSAGE FROM THE CHAIR
4	ADMINISTRATIVE NOTE ON REPORT PREPARATION
5	EXECUTIVE SUMMARY
6	BOARD OF COMMISSIONERS AND OFFICERS OF THE COMMISSION
7	Quarter 1: April – June 2022
12	Quarter 2: July – September 2022
17	Quarter 3: October – December 2022
22	Quarter 4: January – March 2023
27	Collage of 2022-23 Humanitarian Awards
28	HUMANITARIAN OF THE YEAR 2022-23
30	BUDGET 2022-23
32	THE YEAR AHEAD: 2023-2024



MESSAGE FROM THE CHAIR

The Human Rights Commission (HRC) remains committed to promoting and safeguarding the rights and freedoms of all individuals within the Turks and Caicos Islands.

During the 2022–2023 reporting period, the Commission advanced its mandate across several priority areas, including prison oversight, gender equality, child safeguarding, senior citizen welfare, mental health services, environmental concerns, and national security.

The Commission also addressed matters relating to domestic violence, irregular migration, informal settlements, and the broader standard of living, while supporting independent initial dialogue regarding reviews, such as that of InterHealth Canada however hindered by the lack of legislative powers.

Community engagement was a central pillar of our work. Our public engagement expanded through inter-island school visits, collaboration with civil society and government stakeholders, and contributions to national initiatives, including the Constitution Review and the Crown Land Advisory Panel. We also represented the TCI at the 77th United Nations General Assembly.

Internally, we continued to strengthen governance, developing a draft Employee Handbook and Board Charter. We welcomed new Commissioners—Melanie Smith, Hungria Martinez, and Samuel Dormeus and training through Caribbean Governance Training Institute (CGTI) was sourced.

Despite progress, the Commission continues to face operational, resource and capacity challenges, including staffing shortages, limited legislative engagement, and ongoing underfunding. These constraints have impacted the Commission's ability to fully execute its mandate.

I extend my sincere appreciation to my fellow Commissioners and the HRC staff for their dedication and professionalism throughout the year. Their commitment remains the foundation of the Commission's work.

As we look ahead, we reaffirm the importance of continued partnership and institutional support to ensure that human rights remain central to national development and governance.

Roxann Wake-Forbes, MBPsS (Hons), C.DIR
Chair, Human Rights Commission
Turks and Caicos Islands



ADMINISTRATIVE NOTE ON REPORT PREPARATION

This annual report was compiled following the resignation of the former director in early 2023. The current director assumed office in June 2024 and discovered that reporting obligations for both 2022–23 and 2023–24 had not been fulfilled.

Reconstruction of this report was undertaken using archived records, third-party inputs, and minutes from board meetings. While care has been taken to ensure accuracy, some activities could not be independently verified due to limited handover documentation.

This report is therefore submitted in good faith, in fulfillment of the commission’s legal obligations, and reflects the best available summary of work during the 2022–2023 fiscal year.





EXECUTIVE SUMMARY

This annual report outlines the activities and developments of the Human Rights Commission from April 2022 to March 2023. Despite significant transitional challenges, particularly a change in leadership and incomplete documentation from the outgoing director, the commission remained committed to its statutory mandate.

Key achievements during this period include:

Engagement through public education campaigns and newspaper articles on core rights issues such as healthcare, housing, child safeguarding, and access to civil documents.

Case monitoring and intake on issues of due process, access to services, and living standards.

Institutional reforms to governance protocols, including standard operating procedures and board accountability mechanisms.

Strengthened interagency collaboration with social services, justice stakeholders, and NGOs to improve human rights protections.

This report reconstructs the best available data using board minutes, internal memos, and external references to fulfill the commission's obligation to the governor and the House of Assembly.



BOARD OF COMMISSIONERS AND OFFICERS OF THE COMMISSION

The successful delivery of the Commission's mandate during the 2022–2023 reporting period was made possible through the collective efforts of a dedicated team of professionals and appointed Commissioners who provided leadership, oversight, and operational support across all functions of the institution.

The Commission was chaired by Ms. Roxann Wake-Forbes, whose strategic guidance and steadfast commitment shaped the overall direction of the organization during a year marked by transition and renewal. She was supported by fellow Commissioners Mr. Marc Rawlins, Mr. Samuel Dormeus, Mrs. Melanie Smith, and Mr. Hungria Martinez, whose diverse expertise contributed meaningfully to board deliberations and policy alignment. Administrative coordination for the board was provided by Mrs. Renee Lewis, who served as Secretary to the Commission.

The Office was led by Ms. Sabrina Green, who served as Director for the reporting period. She was supported by a small but highly committed team: Mrs. Kabatha Smith (Administrative and Finance Officer), Mr. Nathaniel Prew (Education and Outreach Officer), and Ms. Donisha Williams (Investigations and Complaints Officer), who joined in the latter part of the year. Ms. Giselle Ambrister (Receptionist/Secretary) provided administrative and public interface support, while Ms. Nathalie Jean (Custodian) managed the facilities' care and support services.

Together, this team upheld the principles of independence, integrity, and service that define the work of the Human Rights Commission. Their individual and collective contributions ensured continuity, responsiveness, and progress in the advancement of human rights across the Turks and Caicos Islands.



Quarter 1: April – June 2022

EDUCATION AND OUTREACH

The commission participated in Public Service Week, presenting informational materials and raising awareness of its services. Staff engaged with school groups and civil servants, fostering early momentum in community outreach.

MONITORING AND CASE INTAKES

Initial case intakes focused on treatment in custody and basic service access. These were logged and reviewed, forming the basis for later thematic responses.

ENGAGEMENT WITH GOVERNMENT

Formal board papers were submitted requesting new positions—Deputy Director and Research Officers, to expand capacity. Engagement also began around budget allocations and infrastructure needs.

COLLABORATION

Laying foundational work, the Commission reached out to regional human rights bodies and began re-establishing links with domestic agencies for case referrals.

PROCEDURES AND PROTOCOLS

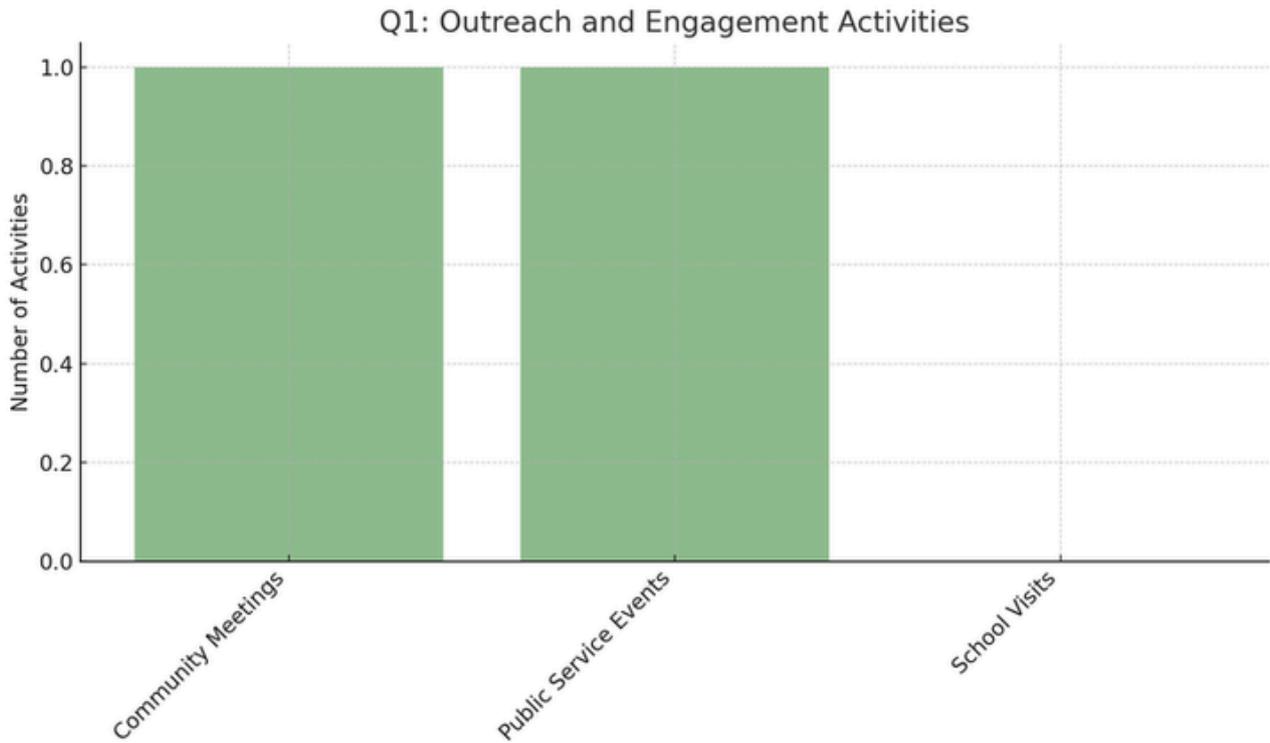
Early efforts included drafting SOPs and preparing a board charter to standardize operations and strengthen institutional accountability.

STAFF ENHANCEMENT

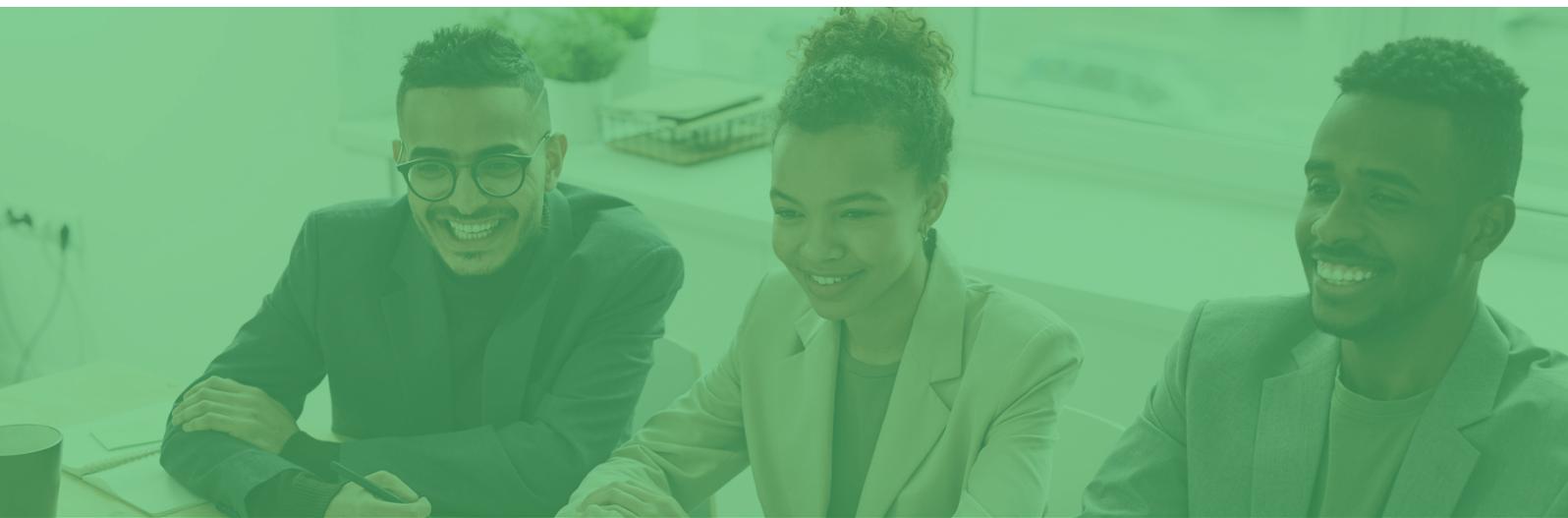
Internal reviews of job descriptions were completed. Realignment of responsibilities began as staffing needs and budget constraints were evaluated.



Quarter One Statistics

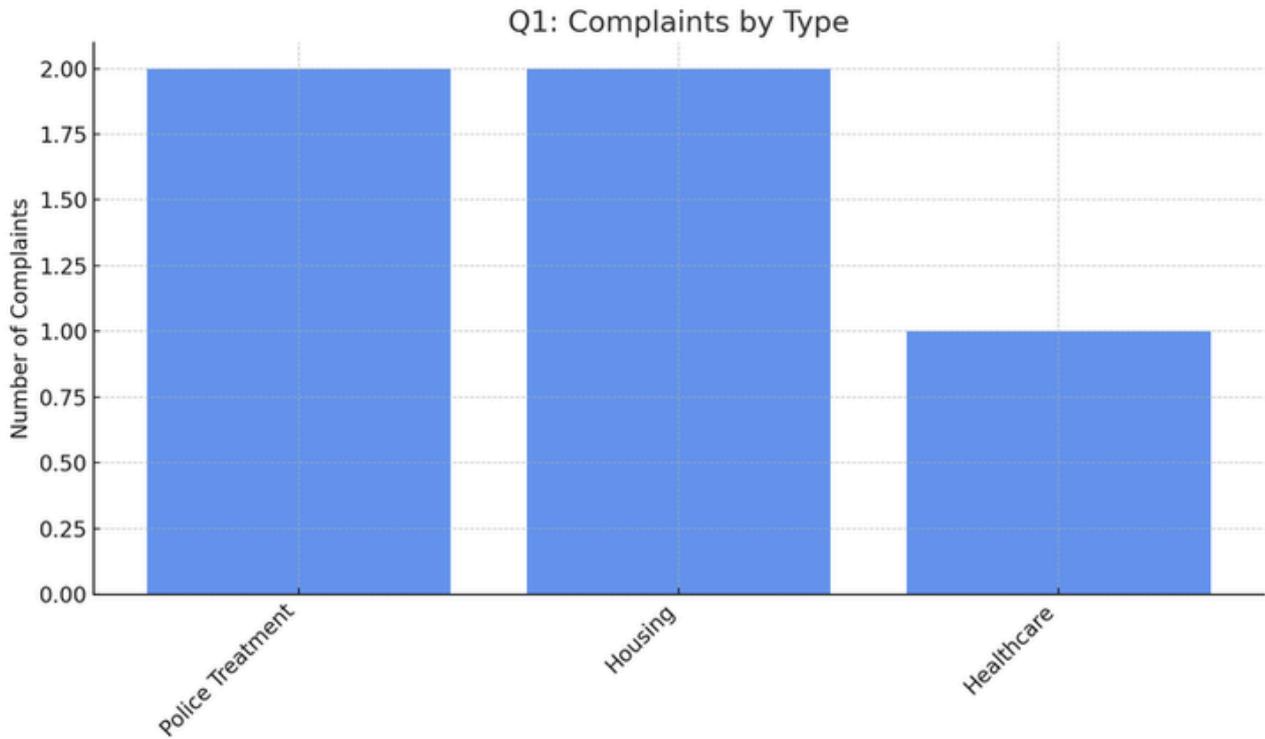


In the first quarter, the Commission resumed its public presence by holding one community meeting and participating in one public service event. These early engagements reintroduced the Commission's mandate and provided a platform for the public to share concerns around housing and police conduct. Although limited in number, these activities were critical in re-establishing community trust following a period of reduced visibility.





Quarter One Statistics

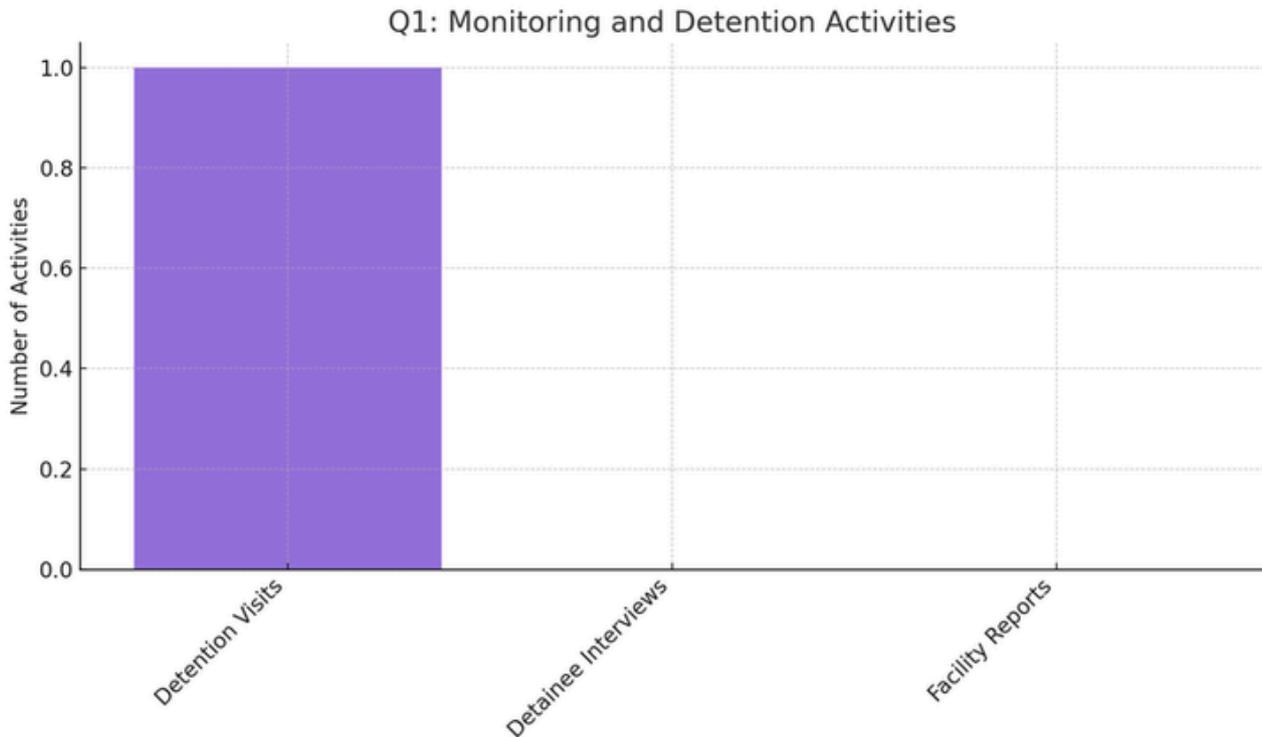


During this quarter, the Commission experienced a rise in formal complaints, particularly related to housing, healthcare, and police treatment. This increase is likely linked to heightened public awareness from media engagement and educational outreach efforts. It also underscored systemic issues affecting vulnerable populations, which will guide the Commission's focus for future interventions.





Quarter One Statistics



During the first quarter, the Commission resumed its oversight responsibilities with a preliminary visit to one detention facility. This engagement marked the reactivation of the Commission's monitoring function following a period of operational slowdown.

The visit allowed officers to observe facility conditions, assess detainee well-being, and initiate dialogue with custodial staff regarding standards of care and rights protections.

Although no formal reports or interviews were conducted at this stage, the visit provided an essential baseline for future monitoring activities and helped re-establish the Commission's presence within custodial settings.



Q1: Additional Activities and Developments

Media and Broadcast Outreach

As part of its communications strategy, the Commission participated in FLOW's "The Signing Show", a live radio program designed to increase public awareness of rights-related issues. The event provided a platform to share the Commission's work and promote upcoming activities, such as the Humanitarian Awards and school campaigns.

Community-Specific Outreach

Notably, the Commission undertook targeted outreach on South Caicos, where school visits, consultations with the Department of Social Development, and community devotions addressed concerns raised by male students regarding absent fathers, emotional neglect, and communication breakdowns in the home. In collaboration with Gender Affairs, a framework was developed for male mentorship programming to support emotional well-being and intergenerational dialogue.

National and Regional Engagements

During the reporting period, the Commission established renewed ties with regional partners, notably the Northern Ireland Human Rights Commission and the UN Human Rights Council. Preliminary dialogue aimed at capacity-building and knowledge exchange included scheduled virtual sessions and referral collaborations. These relationships were key to advancing the Commission's regional relevance and contributed to policy insights, particularly in asylum processing and institutional best practices.



Quarter 2: July – September 2022

EDUCATION AND OUTREACH

The commission published four articles in local newspapers:

- Standard of Living in the TCI
- Access to Health Care
- Child Safeguarding
- Importance of Birth Certificates

These pieces addressed the public directly on systemic concerns and encouraged rights-based engagement.

MONITORING AND CASE INTAKES

Case intakes rose significantly with complaints linked to criminal record processing, access to housing, and administrative delays. These were recorded, triaged, and flagged for agency follow-up.

ENGAGEMENT WITH GOVERNMENT

The commission submitted observations to various departments, raising policy issues and seeking to advance its recommendations on equitable access and public accountability.

COLLABORATION

The groundwork for joint programming with the Red Cross, the Department of Social Development, and Gender Affairs was laid, with meetings and planning sessions scheduled.

PROCEDURES AND PROTOCOLS

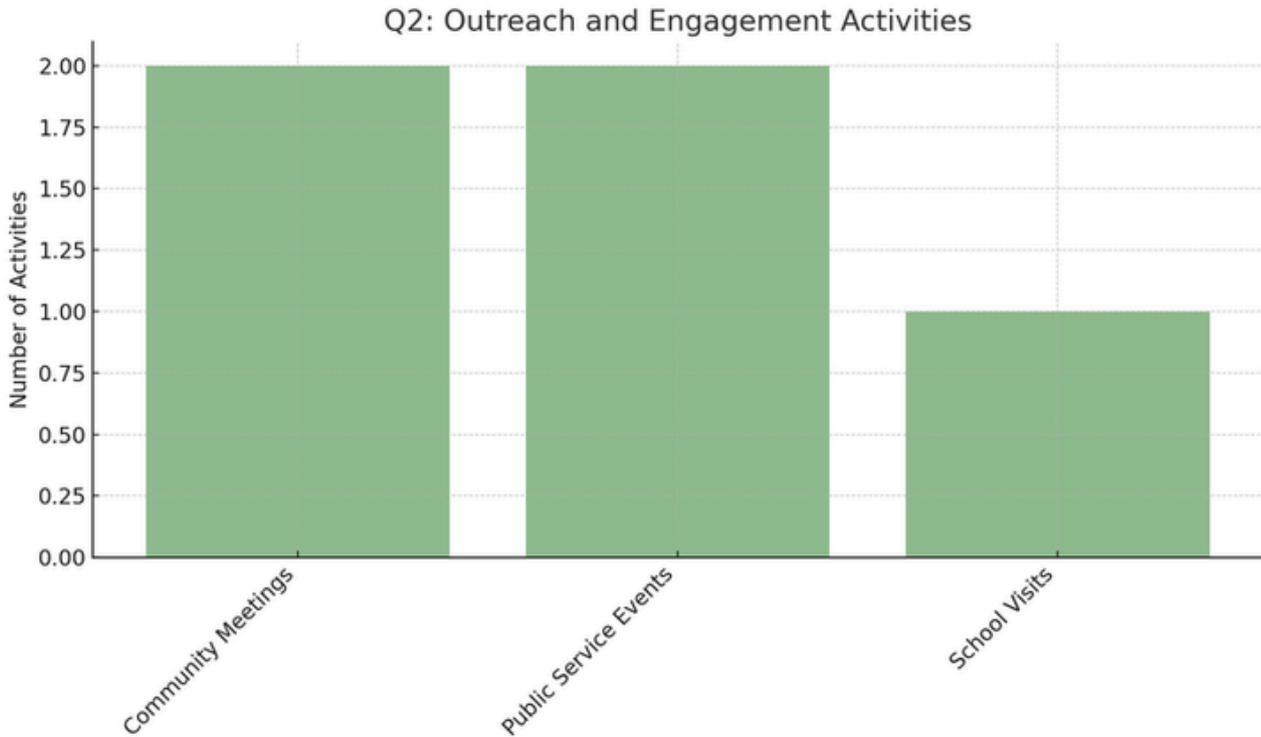
The board charter was finalized, and governance documentation improved. Minutes became more detailed, and a tracking system for follow-ups was introduced.

STAFF ENHANCEMENT

While no recruitment occurred, the commission refined its workforce plans and clarified reporting lines internally.



Quarter Two Statistics



The second quarter reflected a gradual expansion of the Commission’s public engagement, with a notable increase in outreach efforts across multiple sectors.

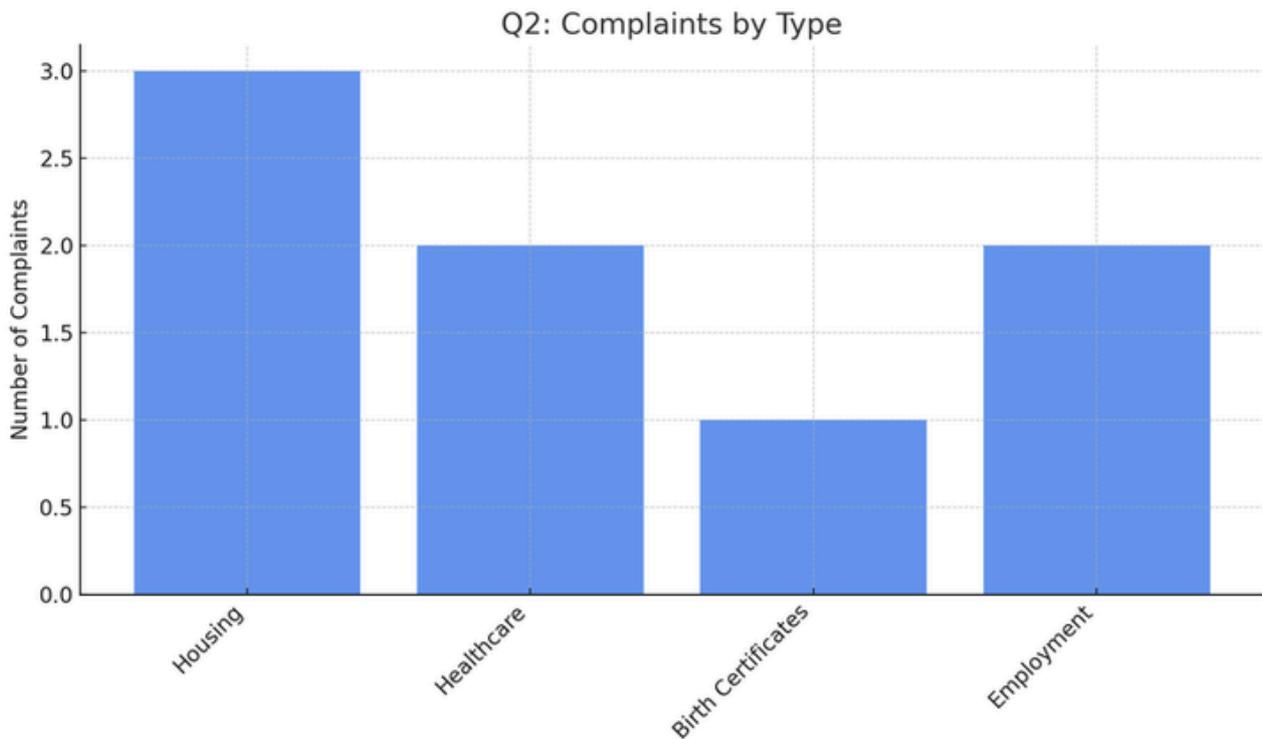
Key activities included two community meetings, two public service events, and the first school visit of the reporting year, which allowed the Commission to begin engaging directly with youth on human rights topics.

These initiatives aimed to broaden public awareness of the Commission’s mandate, empower citizens with knowledge of their rights, and establish early connections with schools and community-based organizations.

The outreach also allowed the Commission to listen firsthand to residents’ concerns, many of which later guided its advocacy and thematic focus areas in the months that followed.



Quarter Two Statistics



During the second quarter, the Commission observed a noticeable increase in formal complaints, with housing, employment practices, and access to healthcare services emerging as the dominant issues.

Several complaints centered on unsafe or inadequate living conditions, a lack of rental protections, and disputes between landlords and tenants.

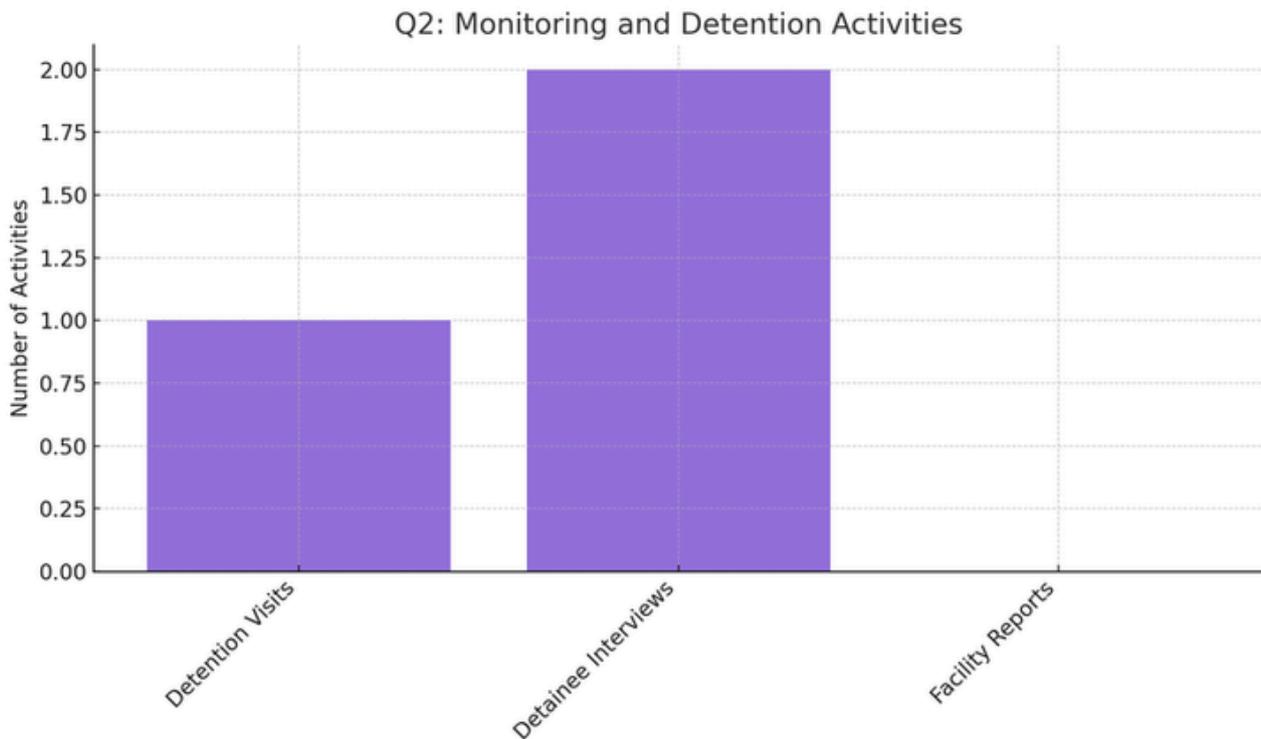
Employment-related concerns included allegations of unfair dismissal, non-payment of wages, and discriminatory practices in hiring and treatment in the workplace.

Access to healthcare surfaced as a key concern, particularly with regard to delays in treatment, affordability, and service accessibility for vulnerable groups.

The rise in complaints likely correlates with increased public awareness following the Commission's expanded outreach activities and community presence during this period.



Quarter Two Statistics



In the second quarter, the Commission began to deepen its monitoring efforts with a more structured approach to detention oversight.

In addition to conducting a second detention facility visit, the Commission carried out interviews with two detainees, allowing for direct insights into the conditions of custody, treatment by authorities, and access to rights such as legal representation and healthcare.

These engagements signaled a transition from observational visits to active inquiry and rights-based assessments, helping the Commission identify recurring challenges and potential areas for advocacy or intervention.

While no formal facility reports were issued during this quarter, the information gathered laid important groundwork for future reporting and stakeholder engagement on detention standards.



Q2: Additional Activities and Developments

Crown Land Advisory Panel (CLAP) Participation

The Commission maintained active membership on the Crown Land Advisory Panel (CLAP) throughout the year. Panel meetings, often conducted via round robin or face-to-face sessions, addressed land distribution delays and procedural backlogs that impacted citizen applications and national revenue. The Director's participation enabled the Commission to raise equity concerns in land allocation and ensure transparency in the review of commercial land use applications.

Science and Youth Engagement

In alignment with youth outreach efforts, the Director served as a judge for both the National High School Science Debate and the Fortis TCI National Science and Technology Fair. These engagements promoted STEM education and allowed for meaningful interaction with young leaders. The Commission also supported mentorship and internship placements for secondary school students, furthering its objective of early rights-based education.

Cultural Awareness and Community Connection: Emancipation Day Celebrations – Twin Islands

On August 1st, the Commission joined residents of North and Middle Caicos in commemorating Emancipation Day, a culturally significant event marking the end of slavery in the British Empire. The day was filled with symbolic expressions of freedom and heritage, including traditional music, dance, local cuisine, and the ceremonial plaiting of the Maypole. The Director's presence served not only as a gesture of solidarity, but also reinforced the Commission's commitment to cultural preservation and community integration. These celebrations provided a moment of reflection on historical injustice, while also fostering unity and pride among island residents.

Youth Empowerment and Early Engagement

Internship Programs – British West Indies Collegiate & Clement Howell High School

The Commission continued its commitment to youth development by facilitating internship opportunities for students from the British West Indies Collegiate and Clement Howell High School. These placements introduced students to the operational landscape of human rights work, exposing them to case handling, public outreach, and the fundamental principles of equality and justice. Interns also received basic training in rights-based approaches, with post-placement assessments provided to academic advisors. This initiative deepened the Commission's outreach among youth and helped cultivate a pipeline of informed, civically engaged young leaders.



Quarter 3: October – December 2022

EDUCATION AND OUTREACH

Further publications addressed:

- Inefficiencies in Government Services
- Impacts of Delayed Civil Registration

These articles emphasized public frustration and the rights implications of bureaucratic delays.

MONITORING AND CASE INTAKES

Issues involving legal identity, health access, and civil documentation were predominant. Complaints were formally acknowledged and included in review meetings.

ENGAGEMENT WITH GOVERNMENT

Correspondence was sent to NHIP and Immigration regarding barriers to service. The commission requested meetings to address these emerging human rights concerns.

COLLABORATION

Engagements with stakeholders continued in preparation for 2023 activities, including stakeholder mapping and committee invitations.

PROCEDURES AND PROTOCOLS

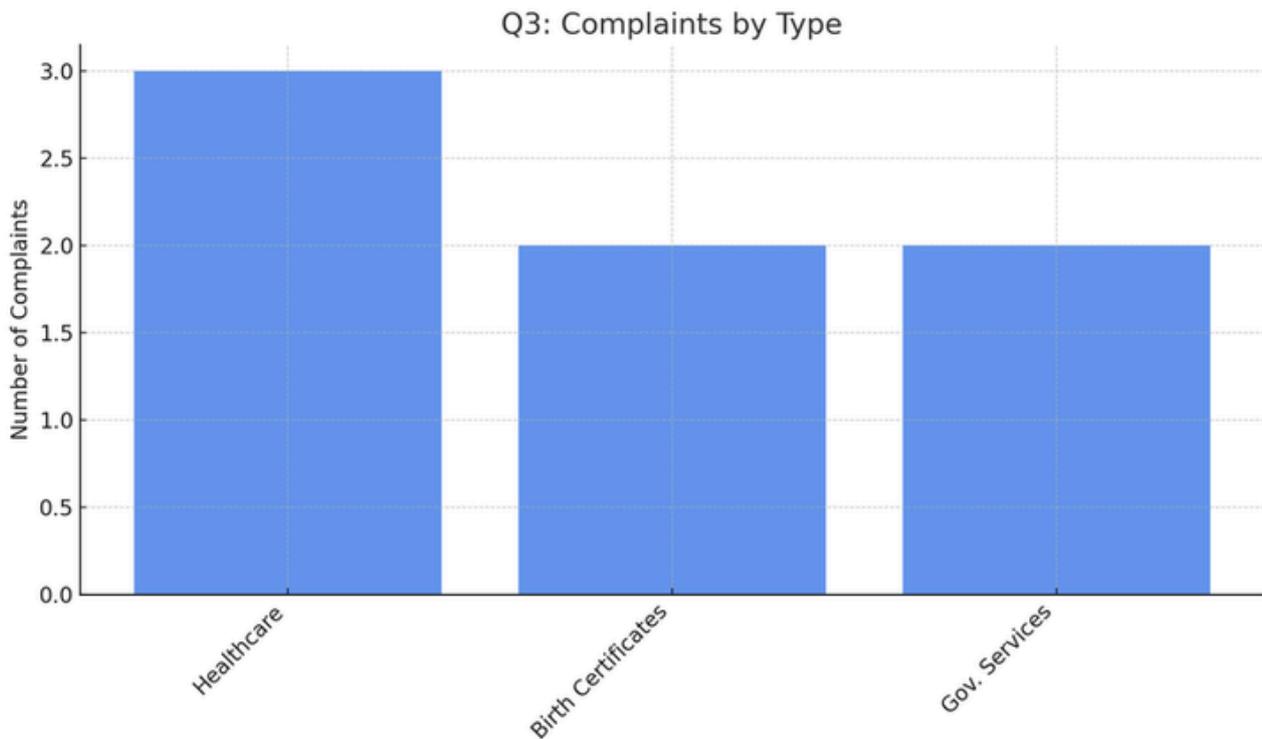
New SOP templates were developed. Financial tracking was realigned to support audit readiness, with budget revisions documented.

STAFF ENHANCEMENT

2023 goals were drafted, with an emphasis on improved onboarding, legal training, and workflow clarity.



Quarter Three Statistics



In the third quarter, the nature of complaints received by the Commission shifted toward issues affecting civil documentation, healthcare access, and the efficiency of government services.

A significant portion of complaints related to delays and barriers in obtaining birth certificates, which had direct implications for children’s access to education and healthcare.

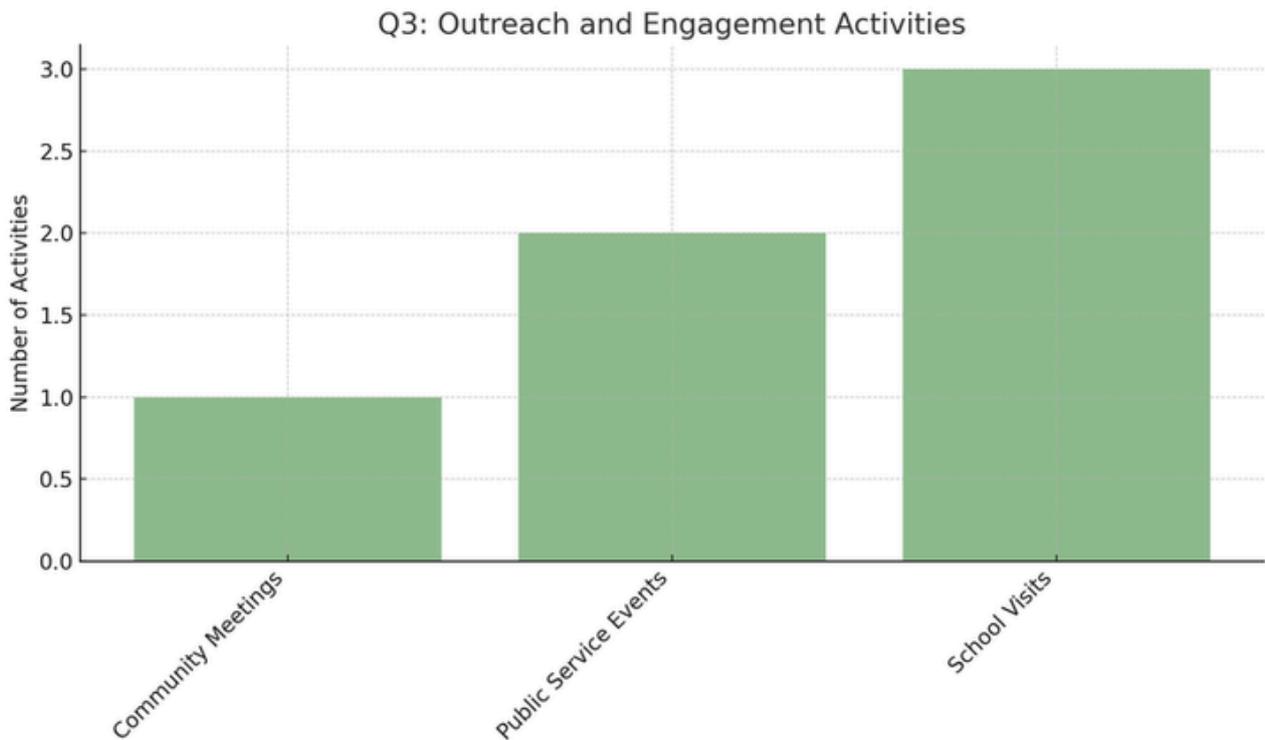
Healthcare complaints continued to be filed, with individuals citing long wait times, unavailability of essential services, and perceived neglect at public health facilities.

Additionally, several complaints focused on bureaucratic inefficiencies, including poor customer service and inconsistent procedures in government departments responsible for vital public services.

These trends reflected growing public frustration with systemic administrative challenges, particularly among lower-income families and non-nationals navigating the system.



Quarter Three Statistics

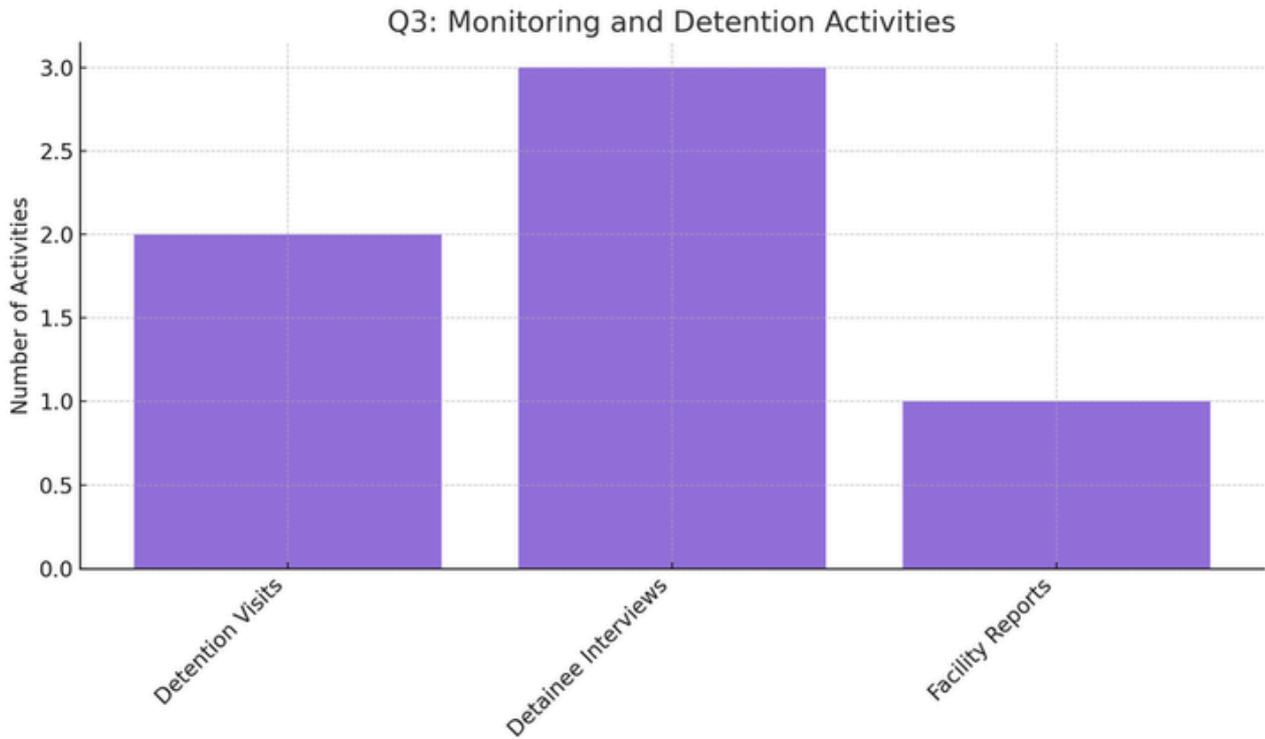


During the third quarter, school visits became the Commission’s primary mode of outreach. Visits were made to Enid Capron Primary and Clement Howell High School, and the Commission also engaged in youth-focused outreach related to children’s rights. These were accompanied by public education campaigns and printed materials that strengthened the Commission’s visibility among younger audiences.





Quarter Three Statistics



Monitoring efforts in Q3 included two detention visits, three interviews with detainees, and the preparation of one facility report. These activities marked a transition toward more systematic detention monitoring, with a focus on detainee welfare and conditions of confinement.





Q3: Additional Activities and Developments

Community Engagement and Targeted Support: Boys' Devotion and School Visit – South Caicos

During a site visit to South Caicos, the Director attended morning devotions with students at Marjorie Basden High School. Conversations that followed revealed concerns among male students regarding emotional distance from fathers, lack of support at home, and limited avenues for expression. In response, the Commission collaborated with the Department of Social Development to begin structuring an initiative aimed at promoting positive fatherhood and male mentorship. The visit illuminated the nuanced social challenges young men face and reinforced the importance of youth-specific outreach in advancing holistic child safeguarding strategies.

Educational Barriers and Responsive Collaboration: School Placement Case – Learn and Lead

The Commission was approached by a mother seeking assistance in enrolling her seven-year-old daughter in school after prolonged difficulty obtaining a birth certificate, an issue rooted in delayed hospital debt clearance. Although the child was born locally, she had missed early learning opportunities due to systemic barriers. After intervening, the Commission collaborated with the private institution Learn and Lead to conduct an educational assessment. A personalized learning plan was developed, and the child was enrolled in academic sessions. This case underscored how bureaucratic inefficiencies can obstruct a child's right to education and highlighted the value of agile partnerships in resolving urgent social equity concerns.



Quarter 4: January – March 2023

EDUCATION AND OUTREACH

The commission participated in

- National STEM Education Fair
- International Women’s Day activities

These engagements highlighted digital inclusion and gender rights.

MONITORING AND CASE INTAKES

Field visits were made to detention centers following sloop landings. Reports were filed concerning conditions and legal safeguards for detainees.

ENGAGEMENT WITH GOVERNMENT

Audit planning and implementation of the Turnbull Report recommendations took place. Letters were dispatched to improve interdepartmental responses.

COLLABORATION

Partner meetings focused on strategy for youth outreach, legal clinics, and child safeguarding forums.

PROCEDURES AND PROTOCOLS

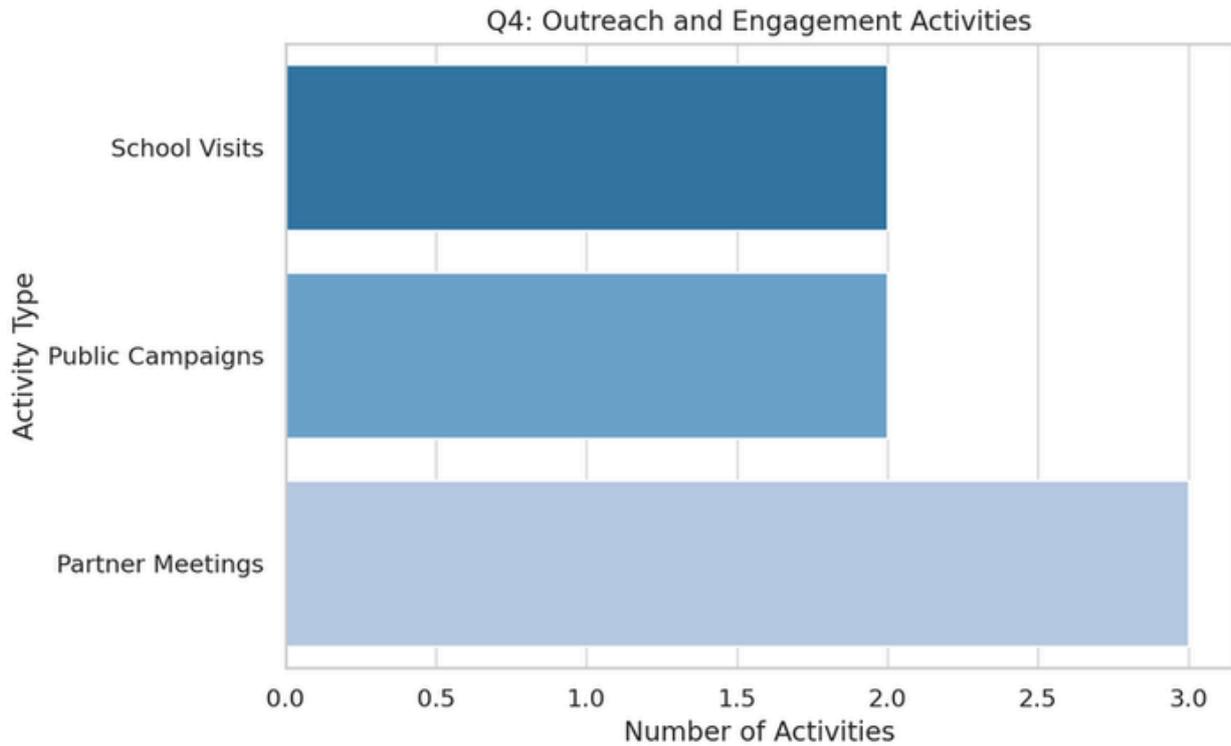
Improvements were made to board minutes, audit protocols, and operational planning templates. These changes support sustained organizational reform.

STAFF ENHANCEMENT

Training themes were prioritized for 2023–24, including human rights law, investigation methods, and digital security. A staff feedback loop was implemented for review.



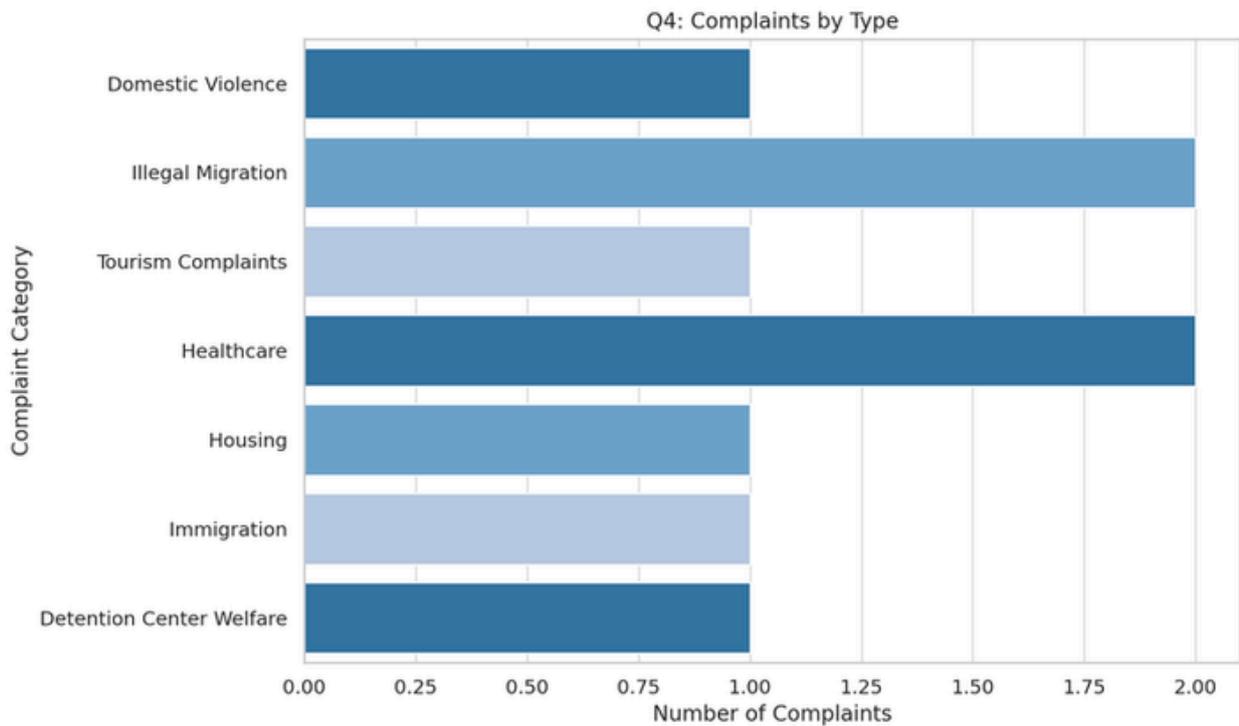
Quarter Four Statistics



In the final quarter of the reporting year, the Commission prioritized public education and stakeholder collaboration. Two school visits were undertaken to continue youth-focused outreach, reinforcing awareness of children’s rights and social inclusion. Two public campaigns, including International Women’s Day and STEM education events, emphasized the Commission’s evolving focus on digital equity and gender justice. Three partner meetings across civil society and government were also convened to align strategies on legal clinics, child safeguarding forums, and youth engagement. This proactive approach reinforced the Commission’s visibility and commitment to community-based advocacy.



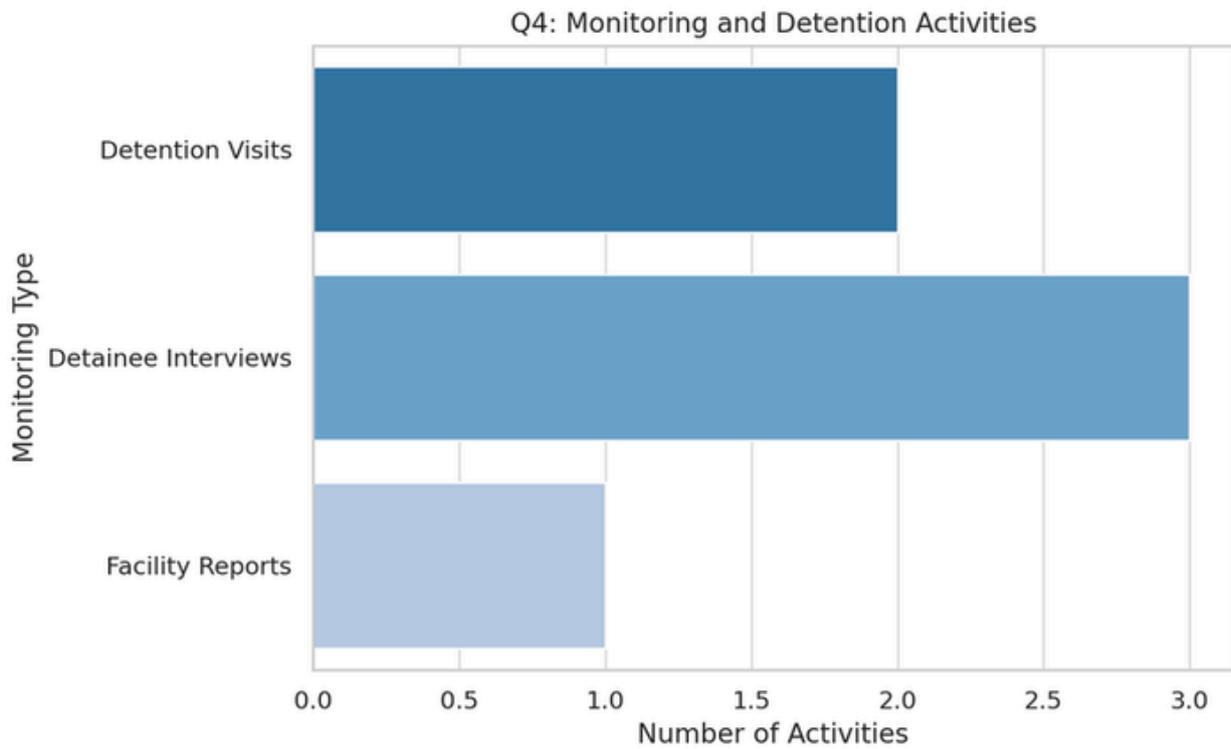
Quarter Four Statistics



Complaints logged during the final quarter revealed continued patterns of systemic vulnerability. Issues surrounding illegal migration and detention center welfare persisted, particularly in response to sloop arrivals. Complaints related to domestic violence, tourism employment practices, and healthcare access highlighted emerging gaps in legal protection and public service delivery. Notably, housing and immigration remained recurrent themes, underscoring persistent barriers to equitable access. These complaint types have informed the Commission’s thematic priorities for the forthcoming year and continue to shape its advocacy focus.



Quarter Four Statistics



The Commission resumed structured oversight of custodial settings in Q4, advancing its monitoring mandate with increased rigour. Two formal detention visits were conducted, complemented by three detainee interviews and the preparation of one facility report. These engagements allowed the Commission to assess detainee welfare, legal safeguards, and operational conditions. By shifting from observational to report-based interventions, the Commission has reaffirmed its role as a safeguard mechanism within the justice system, advocating for procedural fairness and humane treatment of all persons in state custody.



Q4: Additional Activities and Developments

Domestic Violence and Legal Status Gaps

Several case intakes revealed systemic gaps in protections for spouses in domestic violence situations, particularly where legal residency or Islander status was contingent on support from the abusive partner. The Commission raised this concern with policymakers and advocated for a review of the Turks and Caicos Islander Status Ordinance to incorporate provisions for vulnerable applicants who otherwise meet residency criteria but face barriers due to coercion or abuse.

Civil Service Collaboration

The Commission began exploratory discussions with the Civil Servants Association, identifying opportunities for partnership on training, workplace rights awareness, and potential grievance support frameworks for public employees. These engagements aimed to strengthen rights protections within government operations and align internal standards with international labor practices.





HUMANITARIAN OF THE YEAR 2022-23

Celebrating Humanitarian Excellence in 2022

In keeping with the Commission's enduring commitment to uplifting voices of compassion and leadership, the 2022 Humanitarian Awards provided a platform to honour individuals and organizations whose actions have tangibly strengthened the social fabric of the Turks and Caicos Islands. These awards are more than symbolic; they represent the Commission's recognition of values in action: dignity, empathy, service, and solidarity.

Humanitarian of the Year: Ms. Sivil Morgan

Ms. Sivil Morgan's name has become synonymous with joy and generosity in the Blue Hills community. Through her unwavering personal support of an annual Christmas fair, Ms. Morgan has for years created a space of inclusion, family celebration, and communal unity. By underwriting the event herself and ensuring that it remains free and open to all, she has fostered an enduring tradition of kindness and belonging. Her selection as Humanitarian of the Year 2022 affirms the Commission's belief that small, consistent acts of generosity are the heartbeat of resilient communities.

Junior Humanitarian of the Year: Mr. Jeffrey Nicolas

A rising leader in the Turks and Caicos Islands, Mr. Jeffrey Nicolas has demonstrated exceptional service through his role in the Rotaract Club. With a clear sense of purpose and community-minded leadership, Mr. Nicolas has spearheaded multiple initiatives focused on improving the daily lives of residents. His impact reflects the promise of youth leadership rooted in compassion and civic duty, and the Commission was proud to acknowledge his contributions through the Junior Humanitarian Award.

People's Choice Award: Mr. Andre Rupert Gibson

Recognized by public nomination and admiration, Mr. Andre Rupert Gibson received the People's Choice Award for his steadfast work in North Caicos. His efforts to foster sustainable community development have not gone unnoticed, and his influence has helped shape a stronger, more connected North Caicos. The Commission acknowledges this recognition as an important affirmation of grassroots leadership and public trust.

NGO of the Year: Food for Thought

The organization Food for Thought was honoured for its vital work in addressing food insecurity among children. Their breakfast and food bank programs have played a crucial role in ensuring that hundreds of students begin each day nourished and ready to learn. Their impact is both immediate and generational, supporting educational outcomes and well-being across the islands.



HUMANITARIAN OF THE YEAR 2022-23

Lifetime Achievement Award: Pastor Antoinette “Nettie” Talbot

For decades, Pastor Nettie Talbot has been a beacon of spiritual guidance and service on Salt Cay. Through her ministry at the Church of God of Prophecy, she has nurtured not only faith but also unity and resilience within her community. Her receipt of the Lifetime Achievement Award reflects a life dedicated to uplifting others, a commitment that transcends generations and denominational lines.

Cheryl Astwood-Tull Award: Honourable Emily Saunders

A trailblazer in public service, Hon. Emily Augusta Saunders was awarded the Cheryl Astwood-Tull Award for her enduring legacy of advocacy, leadership, and humanitarian action. As a former Speaker of the House of Assembly, her career has exemplified integrity and a profound sense of duty to her fellow citizens. Her recognition stands as a call to current and future leaders to lead with courage, wisdom, and compassion.

Community Stars of 2022

Across each island, everyday heroes are making extraordinary contributions to the well-being of their communities. The Community Star Awards recognize individuals and groups who have embodied the spirit of service in their local contexts. Whether through mentorship, advocacy, care for the elderly, or community organization, each honoree has left a distinctive imprint on the lives around them.

- Camiko Lewis – South Caicos
- Queenell Missick
- Widwina Ariza
- Brian Manco – North Caicos
- Albert Robinson
- Adelaide Handfield Taylor
- Bianca Harvey Joseph
- Kim Char Village – Providenciales
- Dorean Williams
- Bishop Bryant Cox – Providenciales
- The Sisterhood TCI – Providenciales
- Rotary Club of Grand Turk – Grand Turk

Their individual and collective efforts underscore the principle that community change begins with those willing to serve without expectation of recognition. The Commission salutes these stars for embodying the values that make human rights a lived reality across the Turks and Caicos Islands.



BUDGET 2022 -23

GOVERNMENT OF THE TURKS AND CAICOS ISLANDS
 Estimates of Income and Expenditure for April 2022 - March 2023
 HUMAN RIGHTS COMMISSION

	2021/2022	2021/2022			2022/2023	2023/2024	2024/2025
	Unaudited	Approved Budget	Revised Budget	Unaudited Actuals	Estimate	Forward Estimate	Forward Estimate
Subvention from TCIG	490,449	497,759	505,259	490,449	536,761	536,761	536,761
TOTAL INCOME	490,449	497,759	505,259	490,449	536,761	536,761	536,761
Salaries	267,500	267,500	267,500	267,500	275,665	275,665	275,665
Wages	15,000	15,000	15,000	15,000	15,600	15,600	15,600
Allowances	9,620	14,480	14,480	9,620	14,480	14,480	14,480
National Insurance Contributions	11,118	11,118	11,118	11,118	13,385	13,385	13,385
National Health Insurance Contributions	8,762	8,762	8,762	8,762	9,022	9,022	9,022
Employer's Contribution on Pension	-	-	-	-	5,710	5,710	5,710
Pensions & Gratuities	-	8,450	8,450	-	8,450	8,450	8,450
Employment Costs	312,000	325,310	325,310	312,000	342,312	342,312	342,312
Local Travel and Subsistence	5,000	5,000	5,000	5,000	5,000	5,000	5,000
International Travel and Subsistence	7,500	7,500	7,500	7,500	7,000	7,000	7,000
Utilities	5,500	5,500	5,500	5,500	5,500	5,500	5,500
Communications Expenses	11,000	12,000	12,000	11,000	12,000	12,000	12,000
Office Expenses	5,986	5,986	5,986	5,986	5,986	5,986	5,986
Bank Fees	1,000	1,000	1,000	1,000	1,500	1,500	1,500
Rental of Assets	52,524	52,524	52,524	52,524	52,524	52,524	52,524
Maintenance Expenses	800	800	800	800	800	800	800
Other Supplies, Materials and Equipment	-	-	-	-	15,000	15,000	15,000
Hosting and Entertainment	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Training	10,000	10,000	10,000	10,000	10,000	10,000	10,000
Advertising and Promotions	18,639	11,139	18,639	18,639	18,139	18,139	18,139
Board Expenses	54,500	54,500	54,500	54,500	54,500	54,500	54,500
Audit/ Accounting Fees	1,500	2,000	2,000	1,500	2,000	2,000	2,000
Other Operating Expenses	3,500	3,500	3,500	3,500	3,500	3,500	3,500
Operating Costs	178,449	172,449	179,949	178,449	194,449	194,449	194,449
Total Expenditure	490,449	497,759	505,259	490,449	536,761	536,761	536,761
Surplus before Capital Expenditure	-	-	-	-	-	-	-
Capital Expenditure	-	-	-	-	-	-	-
Net Surplus/Deficit	-	-	-	-	-	-	-



BUDGET 2022 -23

GOVERNMENT OF THE TURKS AND CAICOS ISLANDS
 Estimates of Income and Expenditure for April 2022 - March 2023
 HUMAN RIGHTS COMMISSION

	2021/2022	2021/2022			2022/2023	2023/2024	2024/2025
	Unaudited	Approved Budget	Revised Budget	Unaudited Actuals	Estimate	Forward Estimate	Forward Estimate
Subvention from TCIG	490,449	497,759	505,259	490,449	536,761	536,761	536,761
TOTAL INCOME	490,449	497,759	505,259	490,449	536,761	536,761	536,761
Salaries	267,500	267,500	267,500	267,500	275,665	275,665	275,665
Wages	15,000	15,000	15,000	15,000	15,600	15,600	15,600
Allowances	9,620	14,480	14,480	9,620	14,480	14,480	14,480
National Insurance Contributions	11,118	11,118	11,118	11,118	13,385	13,385	13,385
National Health Insurance Contributions	8,762	8,762	8,762	8,762	9,022	9,022	9,022
Employer's Contribution on Pension	-	-	-	-	5,710	5,710	5,710
Pensions & Gratuities	-	8,450	8,450	-	8,450	8,450	8,450
Employment Costs	312,000	325,310	325,310	312,000	342,312	342,312	342,312
Local Travel and Subsistence	5,000	5,000	5,000	5,000	5,000	5,000	5,000
International Travel and Subsistence	7,500	7,500	7,500	7,500	7,000	7,000	7,000
Utilities	5,500	5,500	5,500	5,500	5,500	5,500	5,500
Communications Expenses	11,000	12,000	12,000	11,000	12,000	12,000	12,000
Office Expenses	5,986	5,986	5,986	5,986	5,986	5,986	5,986
Bank Fees	1,000	1,000	1,000	1,000	1,500	1,500	1,500
Rental of Assets	52,524	52,524	52,524	52,524	52,524	52,524	52,524
Maintenance Expenses	800	800	800	800	800	800	800
Other Supplies, Materials and Equipment	-	-	-	-	15,000	15,000	15,000
Hosting and Entertainment	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Training	10,000	10,000	10,000	10,000	10,000	10,000	10,000
Advertising and Promotions	18,639	11,139	18,639	18,639	18,139	18,139	18,139
Board Expenses	54,500	54,500	54,500	54,500	54,500	54,500	54,500
Audit/ Accounting Fees	1,500	2,000	2,000	1,500	2,000	2,000	2,000
Other Operating Expenses	3,500	3,500	3,500	3,500	3,500	3,500	3,500
Operating Costs	178,449	172,449	179,949	178,449	194,449	194,449	194,449
Total Expenditure	490,449	497,759	505,259	490,449	536,761	536,761	536,761
Surplus before Capital Expenditure	-	-	-	-	-	-	-
Capital Expenditure	-	-	-	-	-	-	-
Net Surplus/Deficit	-	-	-	-	-	-	-



THE YEAR AHEAD: 2023-2024

As the Human Rights Commission enters a new reporting period, its commitment to the promotion and protection of fundamental human rights remains unwavering.

Building on Foundations:

The initiatives carried out during 2022–2023 such as public education, complaint response, and governance development—have helped strengthen the institutional framework.

Guided by Core Principles:

The Commission will continue to work toward enhancing awareness, ensuring fair treatment, and encouraging a culture of accountability and respect for all.

Looking Forward:

Future efforts will focus on community engagement, inter-agency collaboration, and the reinforcement of human rights protections throughout the Turks and Caicos Islands.

TURKS AND CAICOS ISLANDS HUMAN RIGHTS COMMISSION

