



MINISTRY OF  
**COMMERCE, PLANNING  
& INFRASTRUCTURE**  
CAYMAN ISLANDS GOVERNMENT

# MEDIA RELEASE

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## FOR IMMEDIATE RELEASE

### **Department of Commerce and Investment Awarded Gold as Investor in People**

The Department of Commerce and Investment (DCI) has been awarded the prestigious Investors in People (IIP) Gold standard accreditation. Investors in People Gold accreditation is awarded to organisations worldwide that demonstrate world class practice and operate at the highest levels of people management aligned to business strategy, ethos and values.

The accreditation is given by Investors in People, a United Kingdom public body that represents international standard for people management, defining what it takes to support and manage people effectively to achieve sustainable results. Underpinning the standard is the Investors in People framework which reflects the latest workplace trends, skills and structures required to outperform in any industry.

Following an in-depth assessment of DCI, IIP in its insight report comments, "Values are on the wall but you do not need them to be there to remind people of what they are. People are proud that they created the values affectionately abbreviated to RUB, in line with the vision and the mission. Decisions that affect teams and DCI as a department are made in line with the values".

"Respect for Others, Unity is our Strength and Belief in our Purpose" (RUB) are the three values created by team members that guide their daily interactions and activities.

The assessment further states, “Innovation is the first word that greets people at the door, and innovative practices are the baseline of what the Director has led the team to believe and achieve”.

The indicators on which the organisation were assessed include leading and inspiring people, empowering and involving people, recognising and rewarding high performance, structuring work, building capacity, developing continuous improvement, creating sustainable success, among other areas.

Director of DCI, Ryan Rajkumarsingh expressed great pride that his Department and his team have received the accreditation. “We are excited to achieve the Gold standard on our very first assessment as an Investor in People. This is a rare feat for any organisation. This award really highlights our dedication to staff welfare, training, development and innovation. When we say we are a team in this Department it is not just talk, it is how we operate on a daily basis,” he states.

Deputy Governor Franz Manderson congratulated DCI on its achievement. He notes, “This accreditation is the latest example of a world class accomplishment within the Civil Service and yet another major award for the team in DCI. In commending the team at DCI I can do no better than to quote from the author of the report who stated “DCI is the most unique government department I have ever had the privilege to visit and work with. The Director is a bundle of energy, passion and genuine affection and interest in his people. He is a natural leader and people person, supported by a team of people that love coming to work every day and, many admit, have been spoiled in relation to working anywhere else...The Director and team are further supported by a shared HR, who has a love of the work she does and the people she works with. This is a government department with a private sector feel”.

The Deputy Governor also thanked the Ministry of Commerce, Planning and Infrastructure for their support to the DCI.

In her commendations, Deputy Chief Officer in the Ministry of Commerce, Planning and Infrastructure which oversees DCI, Tamara Ebanks states, "The Gold standard accreditation demonstrates DCI's commitment to building a culture and a working environment that positively contributes to the overall health and well-being of its employees. It is great that IIP recognised the Director's ability to motivate and empower his team and how committed all of the employees are in putting team members and customers first".

The Department of Commerce and Investment is no stranger to receiving awards. In 2018, the Department copped the Top Employer for Medium Sized Business Award at the Cayman Islands Society of Human Resource Professionals annual conference. They also received the award for Excellence in Office Environment at the same event.