

# The Real Estate Journal

A quarterly publication of the Real Estate Board/Commission of Strata Corporations



## New Client Portal for online payment, course registration



The Real Estate Board has launched an online payment platform, which also facilitates the registration of Continuing Professional Development (CPD) Courses in one seamless process. The Client Portal, as it is called, can be accessed directly from the Board's website at [www.reb.gov.jm](http://www.reb.gov.jm).

Real estate dealers and salesmen can use the Client Portal to pay their licence or penalty fees using any (debit or credit) Visa or MasterCard. Real Estate salesmen or dealers are required to pay annual licensing fees, either in full by March 30, or in half-year instalments: the first half by March 30 and second by September 30.

One of the most meaningful features of the Portal is that users can register and pay for CPD Courses in a single process. Previously, clients would have to pay using any one of the other payment methods, namely in-office payment, bank transfer or using the Scotia or NCB bill payment platform. They would then register with a third-party registration platform and upload the proof of payment e.g. bank stubs or an electronic screen-shot of the confirmation information. The Client Portal also provides e-mail confirmations as well as and automatic online course link to the class, once the process is successfully completed. The other payment options mentioned above may still be used, by uploading the proof of payment to the Client Portal as a part of the registration process.

"Previously we had a problem with persons providing proof of payment with incomplete or illegible information, which made it difficult to identify the source of the payment. Others were making the payment but uploading something other than the proof of payment, for example, a picture of their payment window. So this is a real game changer for us and more importantly, for our clients", explained CEO of the Real Estate Board, Sandra Garrick.

She also explained that the payment for licence fee was also a major development as this will avoid all the impediments to properly identifying proof of payment, which may result in delays in persons being licenced, which was a major concern for the organization. "We are particularly proud of our MIS Coordinator who was able to design this platform internally. A system like this is not all that common in the public sector, save and except for the Inland Revenue Department and other major collection government agencies." explained Mrs Garrick. She also explained that in short order, it will be possible to make other kinds of payment on the Portal, such as those related to strata corporations and real estate developers and developments.

To begin using the Portal, users must "Create an Account" from the landing page. If persons have any

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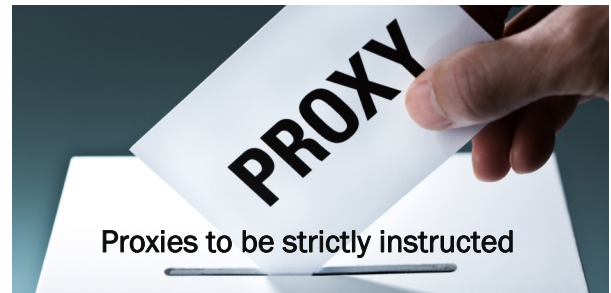


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**WHO KNEW?**

REAL ESTATE Could be this funny!





## CEO's MESSAGE

**Sandra Garrick**

questions or difficulties, they may contact the Board by phone or email, [rhdsupport@reb.gov.jm](mailto:rhdsupport@reb.gov.jm).

**T**he year 2020 has been quite a year by any measure. We witnessed the onset of a once in a generation Pandemic, which changed the way we work, communicate and generally operate. As such, I want to begin by thanking our practitioners for adjusting to this new reality. Your understanding and flexibility during this challenging time, allowed us to modify our operations while maintaining the various services offered by the organisation.

Among of the various areas in which we were forced to adjust was in education. Both the Pre-licencing courses and Continuing Professional Development (CPD) content delivery migrated to an online platform to maintain distancing protocols. As such I want to thank those who participated in either, for your patience and understanding in accommodating us while we fine-tuned our operations to ensure that these were done in the most effective way possible. We are especially thankful to those who, despite the distractions and competing interests, were able to complete all the mandatory CPDs in time for licencing by the September (second half) deadline.

We also congratulate those persons who

successfully completed the Pre-licencing courses and are therefore on their way to joining the profession after attachment. We look forward to your contribution to the sector and we are certain that you have been equipped with the necessary knowledge and skills to offer quality service to your future clients.

In order to protect both staff and clients, we maintain our health and safety protocols which require social distancing – limiting the number of person in the lobby area, mandating the use of masks, mandatory temperature checks, and hand sanitization upon entry. These will remain in place as we go into the new year, until things change on a wider scale.

The implementation of the online Client Portal has been one of the year's accomplishments. We want to encourage everyone to make use of the platform as we have worked assiduously on it to ensure a more seamless payment process for our clients, avoiding past delays in identifying the source and nature of payments. The fact that it also combines the registration for, and payment of CPD courses, is an added benefit, which our clients will no doubt find useful. We intent to expand the utility of the Portal in the near future, to accept additional kinds of payments. As we move towards in the first half of the 2021/2022 licencing period, we hope and trust that persons will find value in the use of the Portal.

As always, we strive to meet the needs and expectations of you, our loyal clients. We can only do so if you engage with us and share your concerns, whatever they may be. We operate an open-door policy even at the management level and as such all clients will be given the time and opportunity to have dialogue with us, as we continuously seek to improve our service delivery.

I would also like to use this medium to thank all our support organisations and stakeholders such as the Realtors' Association of Jamaica, the Developers' Association of Jamaica, the various banks and financial/lending institutions, the National Land Agency, The Companies Office of Jamaica and The University of Technology. In closing, I would like to wish everyone a happy, safe and blessed holiday season and a healthy and prosperous 2021.

I want to begin by thanking our practitioners for adjusting to this new reality. Your understanding and flexibility during this challenging time, allowed us to modify our operations while maintaining the various services offered by the organization.



Commission of  
Strata Corporations

# 2021



Get your copy of our  
**ALL-NEW 2021**  
Desk Calendar

### Featuring:

- 12 pages of original high gloss, staff images. Get to know some of the men and women who serve you.
- Useful information & tips on Licensing and Registration, The Real Estate Training Institute, Annual Returns, Dispute Resolution...and more
- Public Holidays and important deadlines and reminders highlighted
- Contact information and social media information on all pages

Available in our  
lobby area

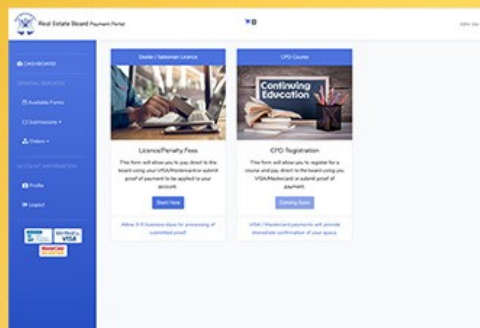
NEW

## Payment Portal

- Pay by Credit Card
- Submit Proof of Payments
- Track payment submissions

Signup Now

clientportal.reb.gov.jm



Look for this banner on our website to sign-up to be able to make online payments for licence's fees or penalties, and register for CPD Courses



**NEW**



THE REAL ESTATE BOARD PRESENTS its **NEW COURSE**

# STRATA & COMMUNITY MANAGEMENT

Open to all Property Managers, Strata & Community Managers or other interested persons

The 22-hour, 15 minute course includes seven modules, which may be taken individually or collectively



\* 10% discount for non-practitioners doing all courses

\* Reduced rates are available for licensed Real Estate Professionals

\* Modules starting as low as \$3000.

**Modules include:**

General Management and Communication within the Strata Corporation  
Building Compliance | Maintenance | Insurance Compliance |  
Building Defects | Financial Management of the Strata Corporation  
Collection Strategies for Levies and Maintenance Contributions

Visit the **COURSES** section of the website for course outline, registration form & schedule

\*\* Space is guaranteed for the first 80 applicants per module

Courses facilitated via Zoom



For more information

**THE REAL ESTATE BOARD**

876-926-9748/9 | 876-546-5880

info@reb.gov.jm  www.reb.gov.jm





The Real Estate Journal



Please keep your facemask on  
at all times when in public  
spaces and remember  
to wash your hands regularly

All persons visiting the offices  
of the Real Estate Board and  
the Commission of Strata  
Corporations **must** also have  
their temperature checked  
and apply hand sanitizer.

Thanks for your  
kind cooperation

Stay Safe  
AND  
Healthy



Follow Us On

Instagram



Supporting the *fighters*  
Admiring the *Survivors*  
Honoring the *taken*  
and never, ever giving up  
*hope*





# TIMESHARE

JAMAICA

*...own a small piece of paradise*



**The Real Estate Board has responsibility for determining all applications for Timeshare licences in Jamaica.**

Contact us to be licenced today.

info@reb.gov.jm | 876-926-9748/9 | <http://timeshare.reb.gov.jm>

## Pre-Licencing Course for Salesmen



**FULL TIME:**

**February 1- March 5, 2021**

**Monday-Friday 9:00am to 5:00pm**

**APPLICATION DEADLINE:** January 8

**REGISTRATION DEADLINE:** January 22, 2021

\*Limited spaces are available  
Participants will be interviewed and  
registered on a first come, first serve basis

**Full schedule will be available soon**

### ENTRY REQUIREMENTS

**(a)** To qualify for entry to this course, applicants are required to be at least 18 years of age at the date of entry to the course and possess the following minimum requirements:

**(i)** CSEC or CXC General Proficiency Grades I, II & III (as of 1998 is acceptable) in four subjects including English and Mathematics.

**- OR -**

General Certificate of Education (GCE) o' level in four (4) subjects, including English and Mathematics, minimum Grade C.

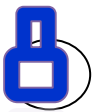
**ii)** Such other qualifications that are deemed equivalent and appropriate by the Real Estate Board.

**(b)** Applicants who fulfil the entry requirements are required to satisfy a final selection interview.

**Applications must be submitted with:**

- Academic qualification (Photocopy)
- Application form and fee

*\* all photocopies must be verified against the original*



## There is no Conflict



**T**his is a response to the criticism levelled against the Real Estate Board in the article published in The Sunday Gleaner on November 29, 2020 under the caption 'Realtors knock REB'.

The Real Estate Board has always had an open-door policy, allowing practitioners to voice any concerns they may have to the CEO or the Board's inspectorate, and we would have welcomed a visit to our office, letter or telephone call so we could rectify any issues identified. Unfortunately, the medium chosen was through publication in this newspaper.

While we acknowledge that there have been issues with the processing of payments by a few realtors, we take issue with the assertion that this is the typical experience. There are many cases where funds are simply bounced or rejected or are delayed due to third-party banking arrangements. In other cases, funds are sent but with no payment reference allowing the Board to identify the payee.

However, we are happy to advise that any such payment issues have now been almost eliminated with the introduction of our client portal payment platform. This is providing persons choose to use this payment medium, instead of the other third-party payment options. The client portal which was launched in September this year allows clients to make online payments directly from the Board's website, using a Visa or MasterCard debit or credit card.

All necessary fields to immediately identify payment are included, and a confirmation email is sent at the end of the transaction to avoid ambiguity regarding the status of the transaction. The portal also integrates the registration and payment of CPD Courses, resulting in a single streamlined transaction.

Another common problem the article failed to mention was the fact that persons may not be listed as licensed, despite paying the necessary licence fee, due to a failure to meet the other requirements for licensing, namely: the dealer to whom a salesmen is employed being licensed; the submission of a current employment letter from the dealer indicating the salesmen under his/her employment; and the completion of all mandatory Continuing Professional Development, CPD, courses.

We also wish to address the matter of course dates and spaces, with specific reference to the erroneous claim that agents have been "waiting to take courses" and that "the classes are always full".

For all CPD courses held virtually since the pandemic, only one course, the Terrorism Prevention Act, has seen an average registration of 100 per cent. The others have had registrations of between 73 per cent and 88 per cent. It should be noted that four sessions of the Real Estate (Dealers and Developers) Act have had to be cancelled and/or consolidated in response to prohibitively low registration. As a consequence, we have seen no need to add even more sessions to the 49 held across five courses since the onset of the pandemic.

The truth to the matter is those who wished to do any of the above courses had ample time and opportunity to do so. There was neither a lack of space nor course dates, as indicated in the original article.

It should be noted that all information necessary for smooth interactions between the Board and the professionals we serve is communicated to them directly via email. Over 80 such emails have been sent during the course of the current calendar year, including those referencing new course dates.

In cases where persons have not received these emails, it may be that they have 'unsubscribed', or cease using the address on file. Since last year, we have been on an information update and verification drive to encourage persons to update their contact information with the Board.

Our email communication is supported by public dialogue and direct interaction where necessary. In September 2017, prior to the implementation of the CPD programme, the Board hosted a free public forum at the Girls Guides Association of Jamaica where the programme was outlined.

Similarly, we hosted presentations at the start of our in-person CPD courses earlier this year – encouraging persons to provide necessary and accurate information to ensure a smooth payment process. Additionally, important information, such as those mentioned herein, is usually placed on our website and our social media platforms.

The Board therefore rejects any notion that it is at 'odds' with the professionals we serve, and welcomes all concerns. Where we find any administrative issues, we stand ready to address these expeditiously.

We thank the overwhelming majority of our clients who act in accordance with the instructions of the Board and the mandate of the law, ensuring a mutually seamless operation and interaction.



## Trump Faithful Asked to Donate \$3 Million to Buy His Boyhood Home



**W**hen Donald J. Trump's childhood home in Queens was on the market four years ago, Mr. Trump, then a candidate for president, publicly mused about buying it himself.

Now, he might not have to: The home's latest owner is launching a crowdfunding campaign with the goal of giving the five-bedroom Tudor in Jamaica Estates to the president as a gift — once the \$3 million price tag is met.

The unusual real estate manoeuvre seeks to capitalize on the devotion of some of Mr. Trump's supporters, in the hopes that the same commitment that has driven them to attend his large rallies in the middle of a pandemic will also induce them to open their wallets. The sellers hope donations might also be fueled by an impulse to mollify Mr. Trump with a personalized parting gift as his presidential term nears its end.

The fund-raiser could also solve another problem that has plagued the home's owner in recent years: an inability to find a buyer. The house was put up for auction last fall, but failed to meet the reserve price, said Misha Haghani, the principal of Paramount Realty USA, which has represented the property in three past auctions. This most recent attempt asks contributors to purchase the house as a gift to the President via GoFundMe, the charitable fund-raising platform, "as a token of appreciation," Mr. Haghani said.

"Love Trump?" the fund-raiser, reads. "Thank President Trump by contributing to this campaign to buy his childhood home in his honour!"

The White House did not respond to a request



for comment. Even before the latest attempt to unload the property, the brick-and-stucco home was swept up by a series of speculative buyers cashing in on Mr. Trump's political ascendancy.

Just before his 2017 inauguration it was sold for about \$1.4 million — about 78 percent higher than when it sold in 2008 for only \$782,500. That buyer swiftly flipped it to the most recent owner for \$2.14 million at auction, more than double its value based on comparable homes in the area.

The seller's hope is not necessarily for Mr. Trump to end up once again in 85-15 Wareham Place, where he lived until he was 4 years old, but to donate it to a charity of his choosing, or perhaps install a presidential library. Mr. Trump's father, Fred C. Trump, a real estate developer, built the home in 1940.

Just who currently owns the home, Mr. Haghani refused to say; the owner's identity remains obscured behind a limited liability corporation called Trump Birth House.

But the 2017 transaction in which Trump Birth House purchased the property was overseen by a lawyer who specializes in representing overseas Chinese buyers in real estate transactions. When the pale yellow house was listed for sale that year, it had been thronged by visitors who spoke Chinese and pulled up in droves to take pictures, neighbours said at the time; Mr. Trump's image as a successful businessman has drawn him strong admiration in China.

Shortly after that 2017 sale, a person with knowledge of the deal but who was not authorized to speak about its details confirmed that the person who purchased the president's childhood home was a woman from China, but would not disclose her name.

For a time, while Trump Birth House has owned it, the home was offered as an \$815-a-night Airbnb rental. A cardboard cut-out of Mr. Trump greeted visitors, and guests could sleep in a bedroom with a plaque that noted it was where "President Donald J. Trump was likely conceived."

## Commission Asks Court to Validate Virtual Meetings



**T**he Commission of Strata Corporations has applied to the Supreme Court to make a determination regarding the use of Zoom or other virtual meeting platforms, as an acceptable means for strata corporations to hold their Annual General Meetings. This is in light of the current COVID pandemic and the restrictions against physical gatherings of more than 15 persons.

"We believe that the Commission, under section 3B (f) of the Registration (Strata Titles) Act has very broad powers to apply the law consistent with the spirit and intent of the law. We believe that any use of the term 'in person' in the by-laws, can and should be interpreted to mean that a proprietor represents himself or herself. The fact that the individual would be appearing virtually would be secondary and largely, inconsequential," explained the Commission's CEO, Sandra Garrick.

The question arises out of the use and interpretation of 'in-person' in the standard by-laws as well as amended by-laws of several corporations.

The Commission also asked the Court to rule that voting virtually in an Annual General Meeting (AGM) or Extra Ordinary General Meetings (EGM), should be indistinguishable from traditional means of voting and that virtual meetings already hosted should be upheld, and not negated for this reason.

The application was heard on November 19, 2020, and adjourned until January 11, 2021. At the first hearing it was also determined that the Commission was to give notice of the proceedings to all interested parties, and publish the said notice in the newspaper. The application has since been published on the Commission's website and the notice in the Gleaner.

Until a determination is given by the court, Corporations will have to continue to have physical, in-person meetings, while meeting the protocols laid out by the Ministry of Health and Wellness, including that which limits any gathering to only fifteen (15) persons. Given the

untenable nature of this limit and the need to have physical meetings, the Commission has also sought and is awaiting an exemption to the limitation from the Ministry of Health, as the majority of Corporations within the island are larger than 15 proprietors.

In light of the above application, the Commission is recommending that, where necessary, Corporations use the proxy mechanism provided for in the Registration (Strata Titles) Act and the various by-laws of individual Corporations.

Earlier this year, the Jamaica Stock Exchange (JSE) and sixteen companies listed on the Exchange were given approval by the Supreme Court to hold their Annual General Meetings by full or partial electronic means. The action led by the JSE, and filed with the court on June 8, was considered necessary for companies to hold their meetings without breaching shareholder rights in the context of social-distancing protocols put in place by the Government that confined gatherings to no more than 10 persons at a time.

That court order means that shareholders of these companies can also participate and vote electronically either before or at the meetings.

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## Commission suggests Proxies Be strictly instructed

**F**urther to the advice to appoint a proxy as provided for under Section 15 of the Registration (Strata Titles) Act, the Commission of Strata Corporations is further recommending that such persons be given strict voting instructions. Corporations are also advised to outline the resolutions to be passed at the general meeting, when sending out the agenda at least 3 days before the general meeting, so as to allow for proprietors to be properly briefed to give instructions.

In the event a matter arises for which there are no instructions on how to vote, Proxies should seek to contact their grantor in order that they can get instructions on how to vote on this matter. This would avoid possible litigation if a person votes against the wishes of the grantor, especially where specific instructions are given. The power of a proxy is not as wide as a Power of Attorney/Agent and he or she is bound to proceed under the instructions of the grantor of the power.

The Registration (Strata Titles) Act states that an instrument appointing a proxy must be in writing and signed by the appointer or his attorney (not necessarily his Attorney-at-Law). It may also be given generally or for a specific meeting. He or she can be anyone, and not necessarily a proprietor. Proxy forms must be stamped or have a (postage) stamp attached in order that the duty on them are paid.

Many Strata Corporations use standardized proxy forms which contains: name and contact information of the proprietor and unit number/strata lot number, name of person being appointed proxy, area for the stamp, area to specify whether this is a general proxy or to vote on an issue or issues. It should also include an area for signature of the proprietor and a witness. The Commission is recommending that a form of like nature be created

where one does not currently exist. A sample can be found on the Commission's website at [www.csc.gov.im](http://www.csc.gov.im).

The Power of the proxy is limited to voting only, and voting as instructed. If a proprietor would like his or her proxy to do anything else, permission must be given in writing to elevate this person to an agent or attorney. Additionally, as stated above, if any additional items for vote arises, the proxy should seek their grantor's instructions before voting on the matter, unless the grantor had given prior instructions on the matter.

The Commission is confident that its application to the courts will be successful and therefore, regularize the use of virtual meetings. In the mean-time, the use of proxies, and the guidance given above should prove useful during this period.

**The Power of the Proxy is limited to voting only, and voting as instructed. If a proprietor would like his or her Proxy to do anything else, permission must be given in writing to elevate this person to an agent or attorney.**



#### How would your friends describe you?

Trustworthy, genuine, hardworking, dedicated, ambitious, focused, dependable, prideful, great sense of humor, fashionable, independent, practical, eccentric, God-fearing, loves family and goal-oriented (These were some actual answers from my friends)

#### Who knows you the best?

I know myself best but other than me, I would say my immediate family and my best friends. It is important to know yourself best as it is the means by which you will be in a position to improve and change for the better. Learning about yourself can also improve your relationships with others, so I make it a duty to introspect on a daily basis, learn and make conscious efforts towards change where necessary.

#### What is your biggest fear?

Poverty is my biggest fear because of the many struggles and restrictions that comes with it. I see many poverty-stricken people who appear seemingly happy however, the main complaints from them are surrounding an inability to properly care and provide for their family. I cannot afford for that to be me.

#### What really makes you angry?

Disrespectful, unconscionable and forceful behaviours really upset me; these types of behaviours make living in unison and peace very difficult and I just cannot tolerate it. I think more of us should make conscious efforts toward being more mannerly, respectful and civil thereby creating an orderly and peaceful environment for all.

#### What would you change about yourself if you could?

I believe that I am perfectly imperfect - just the right combo of perfection and flaws, however, small changes to my personality and habits for personal growth are required from time to time.

#### If you could share a meal with any 2 individuals, living or dead, who would they be?

I would want to share a meal with my great great grandmother and Jesus Christ, I have more than a few questions to ask. Some of the best conversations happen over a meal and I would love to make the most of it with these two people.

#### What is the best gift you have been given?

I would say life and all the opportunities so far, being able to live life on your terms and achieving goals is a very rewarding feeling that can be shared with those you love and cherish and inspire many people. Life overall is very inspiring if you have the right mindset.

#### How many pairs of shoes do you own?

I will say that I have about 15 pairs of shoes currently. Once upon a time I had over 50 pairs of shoes but many of them dry-rot because I was not wearing them enough, so now I no longer purchase too many shoes.

#### What's your favourite fast food chain or restaurant?

I really have no favourite fast food chain or restaurant. I am a country girl who loves genuine Jamaican dishes and chilled vibes, catch me at a beach with fish being served and I also love that little spot in Mandeville where they sell the roast yam and potato with saltfish. I don't appreciate how the vendors run up and attack the vehicles but the roast yam, potato and cooked saltfish is the bomb-diggity.

#### What's your favourite movie?

I have quite a few favourites but one of them that really stood out in my mind is "Dennis the menace". Dennis was just a loving and caring child who no matter the purest of intentions just so happens to have a lot of mishaps which were deemed menacing to others who fell victim. This shows that sometimes we have the purest intentions but the manner in which we carry out a task or communicate can hurt persons who we only intended to help. I have a soft spot for the kid!



[ cont'd from previous page]

### What three items would you take with you on a deserted island?

If I was given the choice to choose a person I would have given a very detailed response about a very sensible, intelligent, handy survivalist and strong and handsome man but seeing that I am limited to items I think I would bring a Lighter, a thick and lengthy rope and a machete.

### What was your favourite subject in school?

I loved a few subjects in school but Principles of Business was one of my favourites as it was practical and enjoyable and I could see how it would benefit my life.

### Are you related or distantly related to anyone famous?

Well, I heard that I am related to Kerlyn Brown, former Reporter and now Author at CVM-TV.

### If you were ruler of your own country what would be the first law you would introduce?

Equal wage or no wage discrimination - the dynamics of family and who serves as the breadwinner has changed significantly. More women have had to become employed to care for their families and in any event it puts all family structures in a better position.

### Who is the most intelligent person you know?

I could tell you about a list of Attorneys and other business people but who I really know is my mother, not only is she intelligent but she is practical in the application of her knowledge in all areas of life; she is also very emotionally intelligent and lends to her effective counselling abilities.

### What one thing do you really want but can't afford yet?

I really want my dream home/mansion to share with my family but I cannot afford it yet. It is definitely in the making though.

### What was the best book or series that you've ever read?

One of the best series of books I have ever read is V.C. Andrews' Casteel series. Being the last child and the only female, growing up I had a lot of free time on my hands and a curious mind. The first book I ever read from V. C. Andrews was Flowers in the Attic then came the Casteel series: in almost all of her writings the main characters are from very humble beginnings but somehow manage to attain small successes through discipline and determination. They teach you to appreciate what you have especially if you have a nice close-knit family. I also find V.C. Andrews to be very inspiring as back in those days women weren't allowed to write and so she masked herself under the guise of her initials in order to have her work published. Discipline and Determination!



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## Real Estate Board Warns Public to Check with them first



**T**he Real Estate Board is again sounding the alarm for members of the public to check with them before engaging the services of real estate dealers or salesmen. This comes against the background of a case currently in the Kingston and St. Andrew Parish Court involving a real estate salesman accused of accepting millions of dollars from a complainant for the purchase of land, the salesman was not authorised to sell.

“Unfortunately this kind of story is not unique and is therefore quite troubling, based on the fact that a quick check with the Board could have avoided such an occurrence,” bemoaned CEO of the Real Estate Board, Sandra Garrick. “The Member search section of our website is filtered by dealer, salesman, developer and development. The site will show his or her licence’s number, contact information, and the more current licenced period,” Mrs Garrick explained. She went on to say that in this particular case, such a check would have indicated that the salesman in question had not been licenced with the Board for over two years, and therefore was not legally allowed to practice.

This is a first step in what may be a broader due diligence process. Other steps may include the use a Conveyancing Attorney or checks with other regulatory bodies such as the National Land Agency, where the title may be examined. These safeguards may give further insight into the rightful owner, and/or

authorisation to sell the land or property in question.

Members of the public are further advised that they can lodge complaints with the Board, against a real estate professional involving any kind of impropriety. The Board will, where necessary, refer matters to the police, especially those involving forgery of documents or breaches of the Larceny Act such as Fraudulent Conversion and obtaining money under false pretence.

The Board also has the authority to enact its own disciplinary action, most commonly the suspension or revocation of a licence to practice real estate. This may be in relation to various breaches under its parent legislation, the Real Estate (Dealers and Developers) Act. These breaches include: practicing without a licence; professional misconduct; failure to lodge prepayment monies into a trust account and reporting these to the Board; failure to account for clients’ monies when called on to do so, and undertaking duties and responsibilities for which he or she is not properly registered or licensed to do.

The Board is also using this opportunity to remind current or prospective real estate professionals that, subject to The Real Estate (Dealers and Developers) Act S.35 (4)(a)(ii), it will not register or maintain the licence of anyone convicted of a crime related to real estate, or has an undischarged bankruptcy charge against him or her.

In this particular case, such a check would have indicated that the salesman in question had not been licenced with the Board for over two years, and therefore not legally allowed to practice



# New Year's Resolution Ideas: Career Goals You'll Be Able to Keep



Gail Dandy-Newell  
Human Resource  
Officer

It is good to make resolutions. They are a way for us to look forward to the new year with optimism that is active, rather than passive. It's a proclamation of how you want the new year to be better and how you're going to do it. The problem comes when those resolutions are too generic and impossible to measure.

This year, look at your career and set some firm, measurable goals that you can actually track and achieve. Here are a few workplace goals for the new year that will make it your best work year ever.

## 1. Do five things to stay healthier at work

Everyone is concerned about health, and losing weight is one of the most common New Year's resolutions out there. You spend a lot of time at work, so consider what you can do for your health while you're there. Try to think of five simple ways to stay healthier at work. Pack a sensible lunch. Take the stairs. Get up and stretch every hour. Switch your office chair for an exercise ball. Think small and you'll find that those little things add up.

## 2. Learn a new skill

No matter what field you are in, there are hundreds of new skills you can learn that could benefit your career. Is there one you've been meaning to learn? Set it as one of your work goals for the year and get it done. You won't regret it. If it can enhance your work in your current job, your company might even be willing to pay for it.

## 3. Read one career-related or motivational book

Reading does wonders for your mind. No matter your job, there is a book out there that can improve your performance, your outlook, or your personal habits. Even if you think you already know what you need to know, reading a great book on professional development can give you a new perspective.

## 4. Update your resume

When is the last time you gave your resume a thorough look-through? Is the style still current? Is the information correct? Make it a work goal for the year to review and edit your resume, even if you don't plan on applying anywhere. It's always best to update your resume periodically before you lose track of the information you need.

## 5. Create at least one new professional networking connection per month

There's no downside to increasing the size of your professional network. You probably meet people all the time, but do you take the time to listen, grab their business card, and connect with them? Try to find at least one person per month to add to your LinkedIn connections and watch your network blossom.

## 6. Clean out your physical and digital file cabinets

This New Year's resolution idea can double as one for home too! Many of us have file cabinets that are filled with old papers that are not remotely relevant to our work anymore. It doesn't take long to clean them out, and you'll be glad you did. Weed through those files, recycle what you don't need, and organize the rest. This goes for your computer files, too.

## 7. Join a professional organization

Yes, professional organizations usually cost money. However, the benefits you can receive from the connections you'll make and what you can learn is often well worth the cost. Look for one that is focused on your favourite part of your career and check out any conferences they hold. A good conference can help you expand your network significantly and boost your work energy for weeks. Not sure how to find a professional association that's right for you? Start by finding out which groups your colleagues and managers are active in.

# WHO KNEW?!

## REAL ESTATE COULD BE THIS FUNNY

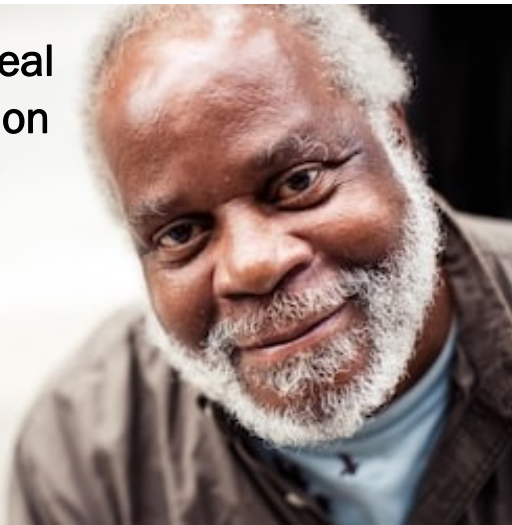
### REAL ESTATE



'We're always on the go, so we don't need a fancy kitchen.  
Do you have anything with a food court?'

Who said the real  
estate profession  
was stressful?

I'm 41 and  
I feel great.



- Did you hear the joke about the roof? I doubt you'd get it; it's over your head.
- What kind of building weighs the least? A lighthouse.

□ Help! What should we do with this piece of land? It was my Christmas gift for Mariah Carey, but when I gave it to her she told me, "I don't want a lot for Christmas."



Why, yes...  
That'd be FANTASTIC  
if your parents,  
grandmother, and  
second cousin came  
along while I showed  
you houses today.

someecards  
user card



### NEVER TELL A LIE

A lawyer had a wife and 12 children and needed to move. His rental agreement was coming to an end for the home where he lived but was having difficulty in finding a new home.

When he said he had 12 children, no one would rent a home to him because they knew that the children would destroy the home. He could not say that he had no children, he could not lie, after all, lawyers cannot and do not lie.

So, he had an idea: he sent his wife for a walk to the cemetery with 11 children. Then he took the remaining one with him to see homes with the Real Estate Agent. He liked one of the homes and the agent asked, "How many children do you have?"

He answered, "12 children." The agent asked "Where are the others?"

The lawyer answered, with a sad look, "They are in the cemetery with their mother."

And that's the way he was able to rent a home for his family without lying.