

# Nepsetter

Vol 2 No. 2 December 2006

National Environment and Planning Agency



Dr. Leary Myers, P.E.

## CEO's Christmas/ New Year Message

Colleagues, it is my particular pleasure to be able to share with you as we approach the Christmas Season and New Year.

As you are aware, this is a very important time in the Agency. Limited results of the Desk Audit/Organizational Review are now available.

Of course, anxiety levels are higher than usual, as it relates to this event, especially as we near the final stages of that process. However, let me assure you that we are not yet aware of all the implications of that study.

In fact, the cultural component of the Review is expected to be completed by year's end. The Steering Committee which was set up to examine the findings has to also consider all the inputs, chief among them you the staff.

A series of meetings have been especially devoted to addressing staff concerns in relation to the

Audit. We assure you that the best possible decisions will be arrived at and the highest levels of professionalism will also drive this process.

Elsewhere, the Agency has upped its monitoring of environmental and other breaches, specifically in relation to sewage treatment facilities across Jamaica.

The Executive Agency Status Report commissioned by the Cabinet Office also occupied a very central place on our agenda. NEPA successfully reapplied for maintenance of its status as a Category B executive agency. This allows us to dispose of

assets or disburse funds without the involvements of the Ministry of Finance, thereby affording relative autonomy in our financial operations.

Admittedly, change has been long in the offing; let us, therefore, recommit ourselves to the core values of professional integrity as we embrace the challenges involved in that process.

I take this opportunity to wish you all the very best for the Christmas holidays and, a peaceful, prosperous and productive 2007.



## NEPA Reopens Canoe Valley Interpretive Centre...

...Mini museum, part of proposed Nature Reserve.



Dr. Leary Myers (left) and a student cut the ribbon to the entrance of the Canoe Valley Interpretive Centre

The Canoe Valley Interpretive Centre, a mini-museum and information centre at the Alligator Hole River in Canoe Valley, Clarendon was reopened to the public on Wednesday, November 1, 2006. The Centre,

which is owned and operated by the National Environment and Planning Agency (NEPA), was closed for refurbishing at the beginning of the year as a result of damage caused by bad weather.

The museum is a resource centre for schools in Manchester and Clarendon. Dr. Leary Myers, NEPA's Chief Executive Officer told his audience that the re-opening of the Centre is a continuation of work that began in the area a few months ago, in preparation for possible designation as a protected area.

"In recent months, the Agency has begun a fact-finding mission to log the various plant and animal species, the people who live and work here and the overall ecological value of the area," Dr. Myers said.

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### Editorial Committee

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# Editorial, Christmas Edition



Christmas is here and as always it is the season that reminds us to focus on those not as fortunate as ourselves; focus on the successes of the year almost at an end, as well as to focus on some of our not-so-successful activities, and to look to the New Year with promise.

Here, at NEPA, there is much to anticipate. A draft report of the Desk Audit was circulated by the Desk Audit/ Organisation Review Committee earlier this week (November 20-24, 2006). Staff has been invited to read and review the document for comments, both at the organizational and branch levels. At the time of writing, two days of meetings have also been scheduled. At these meetings, it is expected that staff will give its feedback on the report as well as discuss its implications for our professional futures.

Assurances have been given that the audit report is intended, in the main, for a better look at how to increase as well as improve the efficient operations of our activities. This is welcomed news.

In fact, in the context of the demands of our current work situations, this might be the best

approach in light of some of the challenges faced this year.

Plans are afoot to conduct research, including focus groups, among some of our key audiences. This will give us a better look at our stakeholders and their needs and will ensure that we will be better able to serve them, specifically as it impacts our public relations.

Of course, there is also more happening elsewhere in the Agency. New vehicles were acquired. These are to be marked with the Agency's name, logo and slogan, and are, *inter alia*, to be used as part of the ongoing sewage treatment monitoring programme currently underway. This underlines NEPA's commitment to improve its service delivery. Continued, these efforts collectively will ensure that Jamaica's land, wood and water will be properly managed vis-à-vis current sustainable development needs.

Our CEO has also recently returned from a UNEP/Basel Convention meeting. There, he represented the Government of Jamaica and Head of Delegation at the 8<sup>th</sup> Meeting of the Conference of Parties to the Basel Conven-

tion on the Control of Trans-boundary Movements of Hazardous Wastes and their Disposal, held in Nairobi, Kenya from November 27 – December 1, 2006. NEPA's Kerrine Senior and the Ministry's Gillian Guthrie also attended.

These and other activities clearly indicate Jamaica's integral involvement in the various initiatives intended to sustainably manage as well as demonstrate our commitment to proper environmental management. There is much to expect, accordingly, as we brace ourselves for the challenges up ahead.

Merry Christmas and a happy, peaceful and prosperous New Year, from all of us at **NEPSETTER!**

**Agostinho Pinnock**

To send us your feedback, email your comments, questions and observations to: [apinnock@nepa.gov.jm](mailto:apinnock@nepa.gov.jm).



## Minutes With... Carlington Brown

**Y**ou may have seen him about, chugging through the building, whether with water bottles, or, undertaking to repair some defective piece of furniture. Perhaps you have even engaged him in conversation of one kind or another. However, what you perhaps do not know is just who is this man.

Of course, his unassuming personality belies his driving commitment to excellence! And, as is customary; we always have the burning curiosity to know more! By popular demand, our featured interviewee in this edition of **NEPSETTER** is the Handy Man in the Facilities Management and Operations Branch, Carlington "Dadda" Brown. **NEPSETTER** takes you up-close and personal, as you requested.

**NEPSETTER:** How long have you worked with NEPA?

**'Dadda':** Five years and three months.

**NEPSETTER:** Where did you work before that?

**'Dadda':** I worked in Montego Bay for two years with a private contractor fixing staircases and such other related activities.

**NEPSETTER:** You never seem perturbed or upset, notwithstanding, of course, the apparently demanding nature of some of your work. Tell us a little about what you do and what also is your motivation?

**'Dadda':** Well, as the Handy Man, my job includes: carrying water, retrieval of files (EWS), deliveries, lodgments, keeping the environment clean, et cetera. In terms of what motivates me, well; the answer is simple I enjoy my job. I believe that what I do makes a significant contribution to the overall effectiveness of the Agency, in terms of the smooth linkages between its various parts. For example, through my contributions,

however small, someone who needs a file is able to get his or her work done, hopefully, on time. I like being able to make that type of input. Of course, there is always the concern about pay. However, I never allow that to get me down, or depress me!

**NEPSETTER:** Share with us your vision of working with NEPA, especially as it relates to your various professional relationships.

**'Dadda':** I get along well with most people I work with and that is a good thing. I am always very encouraged when there is proper planning and effective communication between the various staff members. Sadly, we do not always do that. There seems to be a problem communicating. We have to work at improving that, as I believe that this is going

*Continues on page 3*

## 5 Minutes With... Carlington Brown *continues from page 2...*

to be an important part of the solution to some of the problems facing NEPA, right now. The spill over effect will mean proper planning and sticking to these plans.

**NEPSETTER:** What are the areas of your work that you most enjoy?

**'Dadda':** I enjoy fixing things such as desks, etc. I am a trained carpenter and cabinet-maker as well as I know a little masonry. So, when I work on those areas, I am always happiest when I do these assignments as that is my first love.

**NEPSETTER:** How would you characterize your experiences at NEPA?

**'Dadda':** I have had a fairly positive work experience at NEPA. As indicated before,

there are always areas of improvement. However, I choose to focus on the positive. I must share with you also that some members of staff have been a constant source of support to me. They include Onyije Chigozili, Janet Hyde and Kojo Dawes. Their constant encouragement and support have reminded me when I am not at a hundred per cent that I am not just living for myself, that there are others depending on me.

**NEPSETTER:** Who are these 'others'?

**'Dadda':** My five year old daughter Sa'Sean, my three year old son Daniel and younger daughter Ariel, who is eight months old. I love my children and right now, I am back in school seeking to upgrade myself - for their benefit and my own personal development.

**NEPSETTER:** Any parting words of advice that you would like to share with our audience?

**'Dadda':** (*Laughs!*) I do not think that the pay has to do with work. I think that once you enjoy what you do that becomes your motivation. It is important to focus on that and not only the advice that you may receive from your peer groups, while at work. Follow good advice, especially of those in the know, and of course, my view is we can get more out of NEPA if we all pull together - in the same direction! We have to find a way to do that..

*Agostinho Pinnock*  
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## NEPA Reopens Canoe Valley Interpretive Centre.... *continued from page 1*

A repository of information on the flora and fauna of the proposed protected of Canoe Valley, the Centre sits above the roadway, which winds through Clarendon to Manchester passing (through many small districts and the towns of Milk River, Guts River and Alligator Pond. Complete with its Information Centre, picnic area and sanitary facilities, the area has become a popular rest stop for tourists and local visitors alike, who pause to enjoy its solitude and the crystal clear waters of the Alligator Hole River. The water overlooked by the building housing the Centre is also home to three manatees, rare and protected Jamaican animals. The manatees have lived in the river since the 1980s when they were confiscated from fishermen.

Canoe Valley was selected to become a protected area because of its rich biological diversity. The proposed nature reserve covers some 3000 acres and is made up of mangrove swamps, limestone and herbaceous forests. It is home to seven bat species, four amphibian species, 23 reptile species

and 93 species of birds, many of which are found nowhere else in the world. The area is also rich in historical artifacts from the Taino populations who inhabited the area.

Mayor of May Pen, His Worship, Councillor Milton Brown, thanked NEPA for its work to document the area. He said, the Parish Council supported any work that would lead to the preservation of the area's biological, historical and cultural resources.

Former NEPA CEO Franklin McDonald was the Guest Speaker. Mr. McDonald, who currently works as a consultant with the United Nations Environment Programme (UNEP), challenged the audience to learn as much as possible about the area and help to protect it. He noted that the historical and biological value is too important to lose.

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## World Town Planning Day 2006, *a great success!*

World Town Planning Day (WTPD) highlights the important role planning plays in development, environmental protection, sustainable economic growth and the overall quality of life for citizens worldwide.

On November 8, Jamaica joined the rest of the world in observing the 57<sup>th</sup> staging of World Town Planning Day. Under the theme, **Town and Country Planning: "CREATING BETTER COMMUNITIES"**, the significance of urban and regional planning to community development and, by extension citizens was appropriately highlighted.

WTPD was launched at the Hagley Park Road offices of the Ministry of Local Government and Environment (MLGE), in Kingston. A number of government officials, NEPA representatives, members of the planning community, students and teachers turned out to participate in the ceremony. Guest speaker, Dr. Ruth Potopsingh, Chairperson of the Town and Country Planning Authority (TCPA) addressed the gathering. Entertainment was provided by Holy Childhood High and Mount James All-age School, the winner and runner-up for the 2006 NEPA School's Song Competition.

The launch was followed by an exhibition which featured displays from a number of government agencies showcasing work in urban and regional planning, land use and sustainable development practices in Jamaica. Other activities included radio broadcasts on Power 106 and RJR 94 FM and print features in the Gleaner and the Jamaica Observer. The day ended with a forum hosted by the Jamaican Institute of Planners. Dr. Carol Archer, Dean in the Faculty of the Built Environment, University of Technology, spoke on key parameters for establishing sustainable communities.

WTPD is intended to recognize and promote the significance of planning in creating livable communities and is celebrated in thirty countries worldwide. The day is observed to promote awareness and support for community planning. WTPD celebrations are also designed to indicate international governments' commitment to promoting planning as a way for citizens to shape a sustainable strategy for the future.

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# Greening of Government...

...ENACT Leads the Way!!



Elizabeth Emmanuel (right) accepts a present from a student at MIND

Governments have greatly impacted the environment, both locally and internationally, through the development and implementation of policies, strategic plans and operational functions. These all interact with various aspects of the natural environment. If not properly managed, these functions can and do have adverse effects.

Positive economic growth is undoubtedly tied to a healthy environment and also has implications for social well-being and good governance. These are all thwarted if the environment is not sustainably managed.

Overseas, Pan Yue, deputy head of the Chinese State Environmental Protection Administration indicated that Asia's 'Sleeping Dragon' will pay dearly for mismanaging its environ-

mental resources. In a letter to the **South China Morning Post**, he said that the gains made by China in the last three decades could all be cancelled out, if no real efforts are made to address environmental degradation by the Chinese government soon.

Back on the home front, Government of Jamaica (GOJ) developed a Greening of Government programme, recognizing that it could bring significant gains in economic efficiencies as well as improvements in environmental performance of the public sector. This was started in 1999 and was spearheaded by the CIDA/GOJ Environmental Action (ENACT) Programme. Low economic growth, high public debt, on-going public sector reform and gradual environmental degradation form the context in which for these initiatives occur.

At the beginning of the new millennium, tourism, agriculture, forestry and fisheries sectors accounted for 25% of GDP and approximately 60% of employment in Jamaica. These are very much dependent on a clean environment and its ability to renew its resources. Proper management is therefore required to sustain the effec-

tive management of these key resources in Jamaica's developing economy.

Under the Greening of Government Programme, GOJ through the ENACT Programme developed four projects: the Environmental Stewardship programme; Incorporating Environmental Issues into GOJ Corporate Planning Process; Strategic Environmental Assessment (SEA); and Implementation of GOJ Environmental Training Strategy.

Activities and initiatives under the Environmental Stewardship project led to the development and implementation of environmental stewardship policies, action plans, training programmes and materials. An environmental guide to green procurement was also developed.

These activities were geared towards reducing unsustainable consumption practices; reducing negative impacts on health through more environmentally friendly operations; increasing efficiency. This translates into increased savings in operational costs by employing energy, water and other conservation programmes and challenging the private sector to undertake green service delivery.

Well over 2,000 Jamaicans were

trained under the "Holistic Governance: Sustainable Development in Action" programme delivered by the Management Institute for National Development (MIND), in collaboration with ENACT. This programme continues as part of MIND's permanent curriculum.

A SEA Manual in Environmental Issues was also developed after the approval of the GOJ's SEA Policy in June 2005, with supporting training delivered at MIND. Environmental issues have also been incorporated into the core curriculum courses at MIND such as Project Management and Corporate Governance.

The ENACT Programme wishes to thank Ms Elizabeth Emanuel who has led the Greening of Government component for her sterling work in ensuring the success of these initiatives working in close collaboration with partners at the Cabinet Office, MIND, and the Ministry of Local Government and Environment, among others. Ms Emanuel has left the programme after almost ten years and we wish her well in her new endeavours.

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## The Origins of Christmas

While Christmas is usually associated with goodwill, giving, compassion, family, good cheer, gifts and food, some persons seem not to be aware of the origins and history of the holiday. Well, Christmas is actually an annual **Christian** holiday that celebrates the **birth of Jesus** Christ.

The actual celebration of Christmas dates back to 221 AD, with the idea of Jesus' birthday being popularized by **Sextus Julius Africanus** (a **Christian** traveler and **historian** of the **3rd century**) in a reference book for Christians. The identification of December 25 as the birth date of Jesus did not at first inspire celebration, as theologians denounced the idea of celebrating the birthday of Jesus, as they believed that only **sinner**s, not **saint**s, celebrate their birthdays.

Those however who supported the celebration of Christmas contend that Christmas is based on the story of Jesus' birth as described in the [Gospel according to Matthew](#) (Matthew 1:18-2:12) and the [Gospel according to Luke](#) (see Luke 1:26-56). It's said that Roman Catholics first celebrated Christmas, then known as the Feast of the Nativity, as early as 336 AD.

The word Christmas is said to have entered the English language around 1050 as the Old English phrase *Christes Maesse*, meaning "festival of Christ." Scholars believe the frequently used shortened form of Christmas—Xmas, may have come into use in the 13th century. The X stands for the Greek letter *chi*, which is an abbreviation of *Khristos* (Christ), and also represents the cross on which Jesus was crucified.

But, regardless of the controversy surrounding the exact day Jesus was born, Christmas has become an annual celebration on the Christian calendar. For persons of Roman Catholic and Protestant faiths, Christmas is celebrated on December 25, while Orthodox Christians in countries such as Russia, Ukraine and the Holy Land celebrate the holiday on January 7 as they use the Julian Calendar; others who are of the Armenian Faith celebrate Christmas on January 6.

### Sources

<http://www.wikipedia.org>  
<http://encarta.msn.com>

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# HR Update



The Organizational Review process which started in September continued in November, with a series of focus group workshops scheduled for November 29–30, in the Red Room. The Auditor, PriceWaterhouseCoopers will engage staff in sessions intended to further examine the cultural impacts of different organizations which comprise NEPA; these include the Natural Resources Conservation Authority (NRCA), the Land Development and Utilization Commission (LDUC), as well as NEPA, itself. Specific emphasis will be placed on how these various cultures have impacted the development of a uniquely NEPA-oriented culture, which is as yet not defined. In the discussions, the Auditor will outline how the next phase of the review will be carried out.

## Study Leave:

Due to budgetary constraints, study leave with pay to attend full time courses will be put on hold with immediate effect. Employees who wish to pursue full time courses may apply for no pay study leave. Day releases to attend classes may also be accommodated, providing that employees are willing to work additional hours on the days that they will be at work. Requests for day release must be supported by Supervisors and Directors of the respective divisions. The HR Branch will give the final approval.

As soon as the Agency's financial situation improves, this policy will be reviewed.

## Vacation Leave:

Effective October 2, 2006, employees who were in violation of the HR policy with reference to the accumulation of vacation days beyond the maximum twenty allocated will lose vacation leave if they do not give an indication of when they intend to proceed on this leave. If you are unable to proceed on leave, your supervisor must advise HR, in writing. If this is approved, you will then be allowed to accumulate over 20 days leave. No employee will be allowed to accumulate leave beyond **40 days**.

Please refer to the HR Manual, Policy #IV-03

## Additional Qualifications:

All members of staff who have attained additional qualifications in the following categories since September 2005 are asked to submit this information to the Human Resources (HR) Branch as soon as possible:

- \* First degree
- \* ACCA Level 2
- \* Masters Degree
- \* Doctoral
- \* ACCA Level 3
- \* Certified Public Accountant
- \* Post Graduate Diploma
- \* Associate Degree

- \* ACCA Level 1

## Bus Passes:

Individuals who purchase bus passes from the Ministry of Finance & Planning are required to make payments to the cashier (NEPA) by Wednesday midday. This will facilitate the preparation of the cheque by Friday morning. If monies are not received by this time the cheque preparation will not be guaranteed.

Here is an update of some of the activities which happened since our last publication.

## Seminars/Conferences/ Training:

- Leary Myers, Ph.D., P.E. (CEO) and Kerrine Senior, Environmental Officer in the Enforcement Branch - 8<sup>th</sup> Meeting of the Conference of Parties to the Basel Convention on the Control of Trans-boundary Movements of Hazardous Wastes and their Disposal, held in Nairobi, Kenya from November 27 - December 1, 2006.
- Paulette Kolbusch, Acting Director, Legal Standards and Enforcement Division Workshop in Havana Cuba – October 9-3, 2006.
- Jerome Smith and Shakira Azan, Environmental Officers - Wetland Management Course, Panama from October 9 - 18, 2006
- Sean Green, Environmental Officer Follow-up workshop for Sustainable Coastal Development in Dar es Salaam, Tanzania - September 12 - 22, 2006.
- Zadie Neufville, Acting Manager, PECCB Green Accord Media Forum in Italy. Focus on Protection of Nature (Environment) and the Protection of Health - October 4-7, 2006.
- Ainsley Henry, Manager, IWCZMB–International Coral Reef Initiative (ICRI), General Meeting in Cozumel, Mexico - October 22-23, 2006
- Elaine Kelly, Internal Auditor – SEDU Conference aimed at revisiting and assessing sustainable development paradigms in terms of strides made in the Caribbean, Trinidad & Tobago - October 16 - 17, 2006
- Anthony McKenzie, Manager Strategic Planning and Policy Branch Capacity Building Workshop Integrated Assessment of Trade-related Policies and Biodiversity in the Agriculture Sector held in Geneva, Switzerland - October 25 -27, 2006
- Winsome Townsend, Director, Policy, Programmes and Projects Coordination Division - Capacity Building Workshop Integrated Assessment of Trade related Policies and Biodiversity in the Agriculture

Sector, in Geneva, Switzerland - October 25 - 27, 2006

- Joseph McCarthy, Coordinator, Applications Processing Branch Training on Environmental Management Course at Galilee College, Israel during the period November 2 - 20, 2006
- Nicol Walker, Manager, National Ozone Unit – 18<sup>th</sup> Meeting of the Parties to the Montreal Protocol on substances that Deplete the Ozone Layer. New Delhi, India - October 30 - November 3, 2006.
- Shakira Azan, Environmental Officer, Biodiversity Branch – Training Course on Integrated Coastal Management and Marine Environment Observation in Xiamen China, during the period Nov 16, 2006 to Jan 4, 2007.
- Andrea Jones, Environmental Officer, Regulations and Standards Guidelines Branch – Training Course on Environmental Protection Policy, South Korea - November 16 - December 1, 2006.

## Resignations:

- Philip Seaton – Registry
- Orane Gray - IT
- Elizabeth Emanuel - GOJ Advisor, ENACT
- Kevin Atkinson - IWCZM Branch

## New Employees:

- Marie Smith–Legal Officer, Legal Services Branch
- Nicole Hayles – Public Education and Corporate Communication (PECC) Branch
- Candace Harris - EMS Officer, Regulations Standards & Guidelines Branch
- Jacqueline Ledgister - Senior Secretary, Applications Secretariat Branch.
- Mark Richards - Environmental Monitoring Consultant for the North Coast Highway Improvement Project - Segment 2a
- Tamika Haughton - Accounting Clerk in the Finance & Accounts Branch
- Aisha Bedasse - a temporary Applications Processing Officer has been assigned to the Applications Processing Branch.
- Mary Lindo - Corporate Planner, Strategic Planning & Policy Branch
- Dion Kelly - Environmental Officer- Pollution Monitoring & Assessment Branch
- Elvis Brady – Driver, Facilities Management & Operations Branch
- Errol Heron - Driver, Development Orders Project

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# INTERESTING FACTS ABOUT KINGSTON

The area we commonly refer to as Kingston is really the Parish of Kingston and for the greater part sections of the Parish of St Andrew. If you live in areas such as Havendale, Constant Spring, Norbrook and Mona, you are residing in St. Andrew. Most of Kingston is built on the Liguanea Plain, which is 'fan shaped' and rises gradually from the sea to a height of 700 - 800 ft eight miles inland. The Kingston Harbour covers an area of almost ten square miles.

An earthquake destroyed Port Royal (Caguay) in 1692. Kingston was formed as

a result to resettle the inhabitants who survived. In 1907, a major earthquake caused many lives to be lost and a resulting fire wiped out the commercial district. The original town of Kingston was planned as a geometrical shape. It took the form of a parallelogram measuring three-quarters of a mile in length from north to south and a half a mile in breadth. This area was 240 acres and initially housed 5,000 Port Royal refugees.

The first public building in Kingston was the Parish Church (built before 1702) whose congregation was the white elite. The

free coloureds worshipped at Dr. Coke's Wesleyan Chapel.

This brief article is meant to whet your appetites. There is a lot more to be learnt as recorded by Colin G. Clarke in his book "Kingston Jamaica: urban development and social change 1962 - 2002", and is available for viewing at the Doc Centre.

By Yolanda Mittoo  
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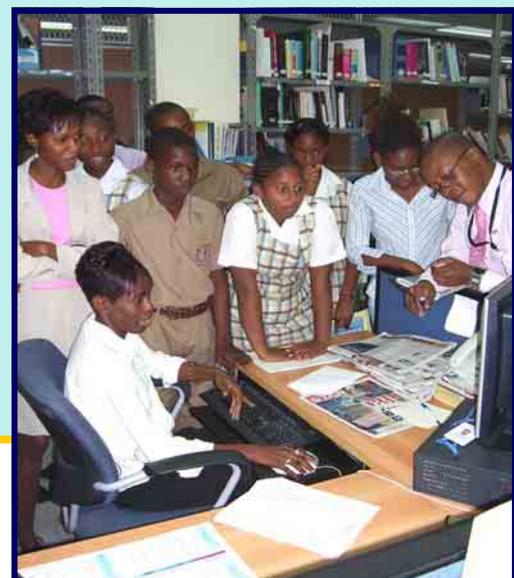
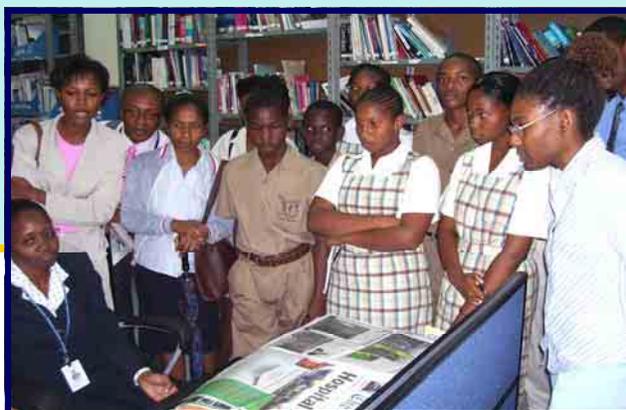
## Scenes from National Library Week 2006

Kay-Ann Miller, Sheryl Muirhead, Carole Miles and Agostinho Pinnock of NEPA were part of a group which toured the Gleaner's Head offices in recognition of National Library Week activities on October 31, 2006. The Tour was organised by Mavis Belasse, Manager of Information Systems at the Gleaner Company.

There was much to learn about The Gleaner including a comprehensive history of the newspaper company, a visit to several departments, such as the Gleaner/Power 106 News Room and, of course, the Library.

At the library we were shown first-hand the procedures for selecting photographs for news items, how the Gleaner pages are compiled for web access as well as for the Gleaner's Archives. We were also instructed on how to use their Archives and to narrow our searches to obtain more accurate results, which should prove quite useful for future research.

Alas, we were not able to spend the entire time, so the NEPA Staff missed out on the tour of the editorial section as well as the seemingly scrumptious spread the library staff had prepared to honour some staff members. However, we were invited to come back to complete the tour and were presented with tokens before our departure.



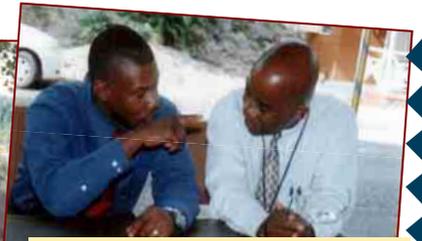
# Reopening of Canoe Valley Interpretive Centre



NEPA's CEO, Dr. Leary Myers, P.E. in a contemplative mood.



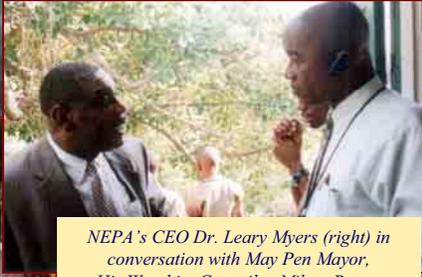
Members of the audience at the Reopening of the Canoe Valley Interpretive Centre.



**In Deep Discussion!**  
Ronald Jackson (right), acting Director General of the Office of Disaster Preparedness and Emergency (ODPEM) explains a point to the Mayor of May Pen, His Worship Councillor Milton Brown (left).



**CEO'S AT WORK!**  
Franklyn McDonald (left), NEPA's former CEO, shares moment with NEPA's current CEO Dr. Leary Myers. Mr. McDonald currently works as a consultant with UNEP.



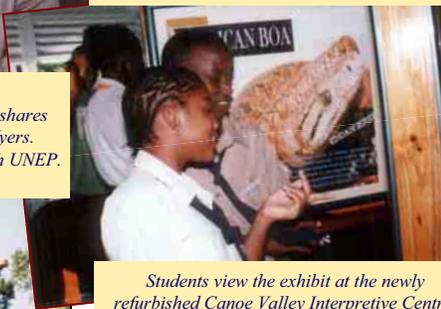
NEPA's CEO Dr. Leary Myers (right) in conversation with May Pen Mayor, His Worship, Councillor Milton Brown



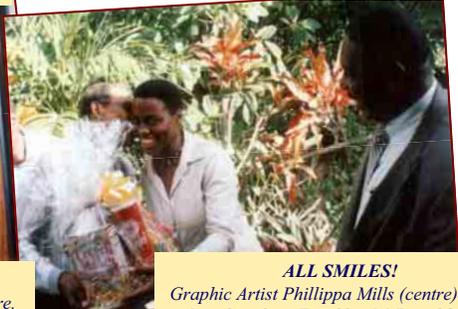
Dr. Myers (right) shares a moment with these students at the Reopening of the Canoe Valley Interpretive Centre.



The Canoe Valley Interpretive Centre.

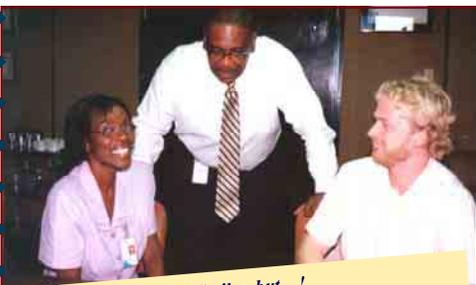


Students view the exhibit at the newly refurbished Canoe Valley Interpretive Centre.



**ALL SMILES!**  
Graphic Artist Phillippa Mills (centre) leans in for a kiss from Franklyn McDonald (left). At right, Dr. Myers looks on.

## Scenes from the UNEP Meeting held on December 4 & 5, 2006 in the Red Room.

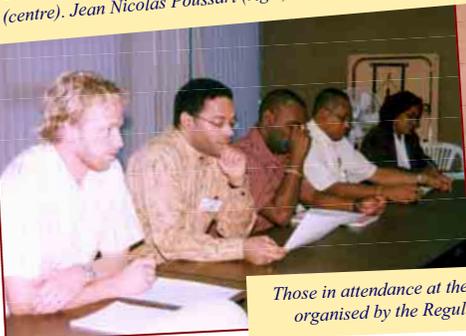


**All Smiles, but...!**  
Paulette Kolbusch (left), Acting Director of the Legal, Standards and Enforcement Division smiles for the camera, as she listens to advice from CEO, Dr. Leary Myers (centre). Jean Nicolas Poussart (right) shares in the moment.



**Discussing the Spatial Distribution of Pollution in Jamaica.**

Dr. Leary Myers (left), NEPA's CEO in discussion with Anastasia Calnick (2nd left) of Ministry of Land and Environment, Jean Nicolas Poussart (1st right), Junior Programme Officer, UNEP/RCU (Cuba) and Christopher Corbin Programme Office, UNEP CAR/RCU (Jamaica). The occasion was the Land Based Sources (LBS) Protocol Meeting held at NEPA from December 4-5, 2006. The LBS Protocol is the shortened name for the Protocol Concerning Land Based Activities From Point and Non-Point Sources Into Marine and Coastal Waters of the Wider Caribbean Region.



Those in attendance at the UNEP Meeting listen attentively. The meeting was organised by the Regulations, Standards and Guidelines (RSG) Branch.



**Ready! Set! Go!**  
Marc Rammeleare (centre), Acting Director of the Applications Management Division gives the equipment (laptop computer) a final once-over before giving Dr. Betsy Bandy (right) of the RSG Branch the go ahead to make her presentation at the Meeting. Agostinho Pinnock, NEPA's PRO looks on,



# H R Update Cont'd



- **Rasheed Hodges** – End User Support Technician, IT

- **Jeffery Brown** – End User Support Technician, IT

- **Kedisha Lee** – Senior Secretary, Finance & Branch

## Reassignments

- **Trevor Ramikie** – Special Projects and Management of NEPA's motor vehicle fleet.

- **Kojo Dawes** now reports to Mr. Ramikie

- **Paulette Kolbusch** – The Pollution Monitoring & Assessment Branch will report directly to her. This is in line with the new Air Pollution Regulations that are coming on stream and current initiatives relating to Land Based sources of pollution

- **Winsome Townsend** – The Integrated Watershed and Coastal Zone Management Branch will report directly to her

- **Joy Alexander** – The responsibility for the assessment and submission of recommendations relating to enquiry/planning applications (subdivisions and development) to the relevant committees, TCPA and the Local Planning Authorities.

- **Leonard Francis**, Manager, Applications Processing Branch will be required to liaise with Ms Alexander regarding all planning matters. He will provide the Director of the Applications Management Division with a fortnightly status report on all the applications and a list of the applications that are submitted for consideration by the respective committees and the TCPA.

- **Marc Rammelaere** – Manager, Information Technology has been promoted to act as Director, Applications Management Division.

- **Francis Williams** – Information Technology Specialist has been promoted to act as Manager, Information Technology.

- **Ainsley Henry** – newly promoted Coordinator, has been promoted to Manager, Integrated Watershed & Coastal Zone Branch

## Accidents

- **Elvis Brady** – Facilities and Operations Branch

- **Nadine Flowers** – Public Education and Corporate Corporation Branch

## Audit

- **ENACT**– October 31 – November 3

## Births:

**Paulette Brown**, Cashier, in the Finance Branch gave birth to a healthy, bouncing and handsome baby boy on Friday, September 1, 2006. Both mother and baby are doing fine.

**Sophia Gayle**, Records Clerk in the Applications Secretariat Branch and **Rosemarie Edwards-Haughton**, Executive Secretary in the Corporate Management Division gave birth to healthy, bouncing and handsome baby boys on Friday, September 8, 2006 and Saturday, September 9, 2006 respectively. Both mothers and babies are doing fine.

## Memoriam:

- **Artneal Jones**, (Andrea Jones' brother)

- **Pamela Williams** (Densil Williams' sister)

- **Ronald Watson**, (Michelle Grant's grandfather)

- **Norman Shagoury**, (Mr. William "Billy" Shagoury's brother, William is a member of the NRCA Board)

- **Georgia "Pet" Lyn** of the Ministry of Local Government & Environment died on August 27, 2006.



## Jamaica launches BEST Community Competition

Jamaica stands to benefit from the BEST (Better Environments for Social Transformation) Community Competition which was launched in the marble foyer of the Executive Building at Jamaica House on Thursday, November 30, 2006 by its patron, His Excellency, the Most Honourable Professor Kenneth O. Hall, ON, OJ, Governor General.

The Competition, which is expected to contribute significantly to the social and economic development of communities island-wide, will be an annual event and is open to some 785 Community Development Committees (CDC) at the Parish and National levels. Custodes appointed by the Governor General will oversee the competition at the parish level. Communities are being invited to enter under seven broad categories, these include, Built Environment; Natural Environment; Socio-Economic; Hazard Mitigation; Education; Health and Waste Management and Heritage and Culture.



Winners will be treated to a variety of cash and token prizes. The competition includes special category prizes at the parish and national levels valuing \$50,000 and \$200,000 each. The community voted "Best" at the national level will win \$2,000,000. Application forms are available at parish offices of the Social Development Commission (SDC). Interested communities may call 930-4184.

Organized jointly by several private sector, Government and non-government organizations, the BEST Community Competition will be administered by a National Foundation. The competition was conceived through the work of the National Integrated Watershed Management Council (NIWMC) established by The Cabinet. The National Environment & Planning Agency (NEPA) is the executing agency for the watershed programme.

It is anticipated that the Competition will contribute significantly to the social development of the communities through their active involvement, empowerment and commitment.

Funding assistance has already been committed by the Government, private sector, NGO's, the religious community and citizens' interest groups.

Contributed by:  
Vivian Blake



**A  
Special  
Feature**

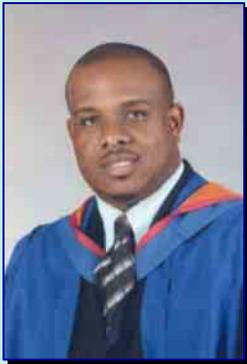
## The Changing Face of the Public Sector...

...NEPA Employees Upgrade Skills in Preparation for the Future!

*Kay-Ann Miller and Michael Myles, both of whom are employed to the National Environment and Planning Agency (NEPA), are carefully visioning the future. Their fingers are on the pulse of change. The Librarian and Environmental Education Programme Assistant, respectively, are in preparation for when they will lead the envisioned transformation of what is widely regarded as Jamaica's most important sector, second only to wealth creation. According to them, the climate is right, the mood is set and the path will only lead to the next level.*

*Both Michael and Kay-Ann, as they are sometimes referred to by friends and colleagues, just graduated from the University of the West Indies (UWI), Mona campus this year with first degrees in Public Sector Management and Library Science, respectively. **NEPSETTER** sat down with them, as they prepare for the evolution of their careers and, in particular this year's graduation ceremony on November 10 and 11.*

*Below, our two part feature gives an insight into the lives of these two young professionals, as they share with us some of their dreams, passions and experiences and then some!*



### Michael Myles...

*... Family Man; a Permanent Secretary in Training!*

Whether you think that the term Civil Service strictly refers to those employed at the highest levels in Government or could reasonably be

applied to all public servants, there are some who are envisioning revolutionizing that sector all the same. Just ask Michael Myles! He will tell you that, in the future, the very near future that is! he will be a Permanent Secretary. In which ministry you ask? Well, he is not saying just yet. However, his plan is simple - get qualified, work hard and get promoted! But is it that simple? Michael tells us more.

Casually reclining in his black swivel chair at his desk in the little cubicle overlooking the parking lot at the John Smith Building, otherwise known to NEPA employees as "Number 10", a visibly tired Michael Myles looks up ready to start the interview. He is in between completing an assignment for the Environment Action (ENACT) Programme to which he is assigned and school. Michael is enrolled in the Masters of Science (M.Sc.) in Development Studies at UWI, Mona

campus. He has just recently completed a Bachelors of Science (B.Sc.) degree in Public Sector Management, in which he received honours, also at UWI. He is certain that the next step in his career in the Public Sector will definitely require him to make this investment. He refocuses his efforts, as if to clear his mind, and then begins to speak.

"My greatest motivation is my family! They have been instrumental in my achievements since I started working at NEPA, back in 1995 when it was then the Natural Resources Conservation Authority (NRCA) and I was a clerk in the Transportation Department, working along with Mr. Kojo Dawes...My daughter and my mother, collectively, are amongst my greatest inspiration!"

My eyes widen. By this account Michael is a very senior public servant and vastly experienced in environment and planning issues. Combined, he has worked with NEPA since its inception and its predecessor the NRCA for just over a decade. Michael is, however, careful to highlight that, before all this, he also worked as a temporary clerk under Mr. Dawes' supervision for two years, starting in 1993. Prior to this Michael worked as a part-time registry clerk and telephone operator also at the NRCA. So what pushed him to pursue his educational development?

"As a child, the elder of two children in a single parent family, I was always concerned that my mother worked very hard to give us the best life she could. I vowed, as a consequence, that when able to, I would assist her and my family as much as I could. My family is a very close knit unit. I believe that I have made good on that promise to myself...I get a special joy out of being able to assist them in whichever way I can!"

But this is not the sum total of the forward-thinking Civil Servant with the ebullient charm. According to Michael, "Our Permanent Secretary (Ministry of Local Government and the Environment) Mr. Devon Rowe is my example. He has worked at all levels in Government and started out, much like me, as a clerk. I am encouraged by his example and hope to emulate him one day!"

According to Michael, he did not do well in the Caribbean Examination Council (CXC) subjects he took at the end of his high school career at Dunrobin High. He attributes this to family pressures and other stresses which happened during the period. "Two of my uncles, a cousin and my grandfather died, within a few years of when I was to sit those exams. I was very depressed, having always been part of their lives."

Michael, however, undertook to redouble his efforts when next afforded the opportunity. Fortunately for him, fate also played a hand in his promise to himself. After trying to re-sit his exams, in the early years at the NRCA, Michael was presented with the opportunity to work as the Administrative Assistant for ENACT. The move, not without its challenges, increased his earning power and, hence, his ability to afford to invest in his education.

Michael, of course, is quick to register his thanks to the ENACT team, "they were instrumental to my success, particularly as I did not have formal administrative training at the time." However, Michael's passion for education was nurtured and eventually flourished through kind words of advice and encouragement. "The team work approach practiced in ENACT was also a crucial part of my transitioning, as I was previously never exposed to this type of work environment."

Michael completed a certificate course in computer studies at the UWI School of Continuing Studies in 1998 and then onto the former Institute of Management and Production (IMP), where he completed a certificate and a diploma in Business Administration. Having done well in those courses, Michael was bitten by the academic bug. His hunger grew for more successes. He enrolled at the UWI, Mona campus in 2003. "Now...sky's the limit!"

In retrospect, Michael's former supervisor Kojo Dawes, NEPA's Property, Transport and Security Officer, recalls that, "he (Michael) was easy to work with. He was brought up well; very respectful! He would work on all the assignments I gave him for as long as it would take him to get them completed."

Gina Sanguinetti Phillips, Chairperson of the National Environmental Education Committee (NEEC), Michael's current supervisor, feels that, "he (Michael) has the drive to succeed. He has always been enthusiastic about learning new things and taking on new challenges. We are very encouraged to see him grow into the professional he has become. His progress to date is rewarding."

In Michael's future, "more people in the Civil Service will be qualified and will ensure the positive forward development of Jamaica. I want to be part of that very exciting process!"



*Continued on page 10*

# The Changing Face of the Public Sector...

continued from page 9



## Kay-Ann Miller...

*...Wanted to be Nun; Choose Library Science Instead!*

Slender and petite are just some of the words that come to mind when Kay-Ann Miller, NEPA's recently appointed Librarian and First

Class Honours graduate from the University of the West Indies (UWI), Mona campus come to mind. However, these are not her only attributes, just ask her colleagues, family and friends. They will tell you there is much more to Kay-Ann, the name by which she is known in those circles.

Among others, solid, level-headed and private may be considered more appropriate. However, these do not give the full story of this former model and dancer, teacher, mother, business woman and, now, university graduate...at the top of her class, to boot! And, as she says: "there is [also] more in the offing!"

Way back before the circuitous path which took her to NEPA, Kay-Ann dreamt of being a nun, in large part because of her Catholic upbringing. "Right throughout high school I considered being a nun."

Kay-Ann was baptized in the Catholic Church as a child and confesses that, though she now no longer harbours such dreams, she has gone back into the fold, after being away for some time.

"I felt the time was ripe to pick up where I left off," says the young woman with the retiring personality. She is now reconfirming her faith.

But there is more!

One day, after completing a high school dance rehearsal, her teacher Mrs. Russell-Smith suggested that she consider modeling. Kay-Ann was a perfect fit right from the start. Though she dabbled in it, Kay-Ann did not pursue her modelling with the zeal and passion that makes supermodels of today's ilk. She had more on her mind!

Trained as a secretary, Kay-Ann went to work shortly after completing high school at Excelsior High. She was self-employed twice she says; once with former colleagues who worked with her at Jamaica Drapery and Carpet Limited. They collaborated to start a similar business after their employers went out of production and then, later as one of a team of two.

She and her (business) partner owned a shop in the Red Hills Mall Plaza. That business was similar to the first.

The limited successes of those ventures, however, did not deter the bold and unassuming young woman with the enigmatic smile. In between that, Kay-Ann completed a diploma at the Mico College, specializing in Remedial Reading (secondary level) along with an English option.

"I wanted to teach because I felt that I could impact Jamaica positively, through my efforts." It helped that her mother was also a teacher. Kay-Ann's mother felt that teaching was a solid base from which to move forward professionally.

*Ironically, the self-made professional spent very little time in the classroom. "I wanted to continue my studies, but couldn't while I was a teacher, so I resigned...The conditions were not conducive for teaching Remedial Reading, my main area of study, at the school (at which I taught)".*

Undaunted by some of her initial professional set backs, Kay-Ann reapplied to one of her former employers, Technology Plus, where she had previously won awards such as Employee of the Year and Supervisor of the Year on separate occasions. She was reappointed in her former post as Customer Service Supervisor.

The urge to go back to school was great. Kay-Ann succumbed and applied to the UWI, Mona campus in 2002, where on the advice of a registration counselor, she selected Library Science as her major. She has not looked back since.

"I had applied to UWI before I went back (to Technology Plus). I resigned from teaching because I was not going to get the time and I was not going to put my education on hold. I was given the time off from 'Tech Plus.'

"I come from a very competitive family. All of us have first degrees and I felt that I could not be left out of the mix. In fact, one of my sisters is also a teacher by training. I was motivated by these examples."

So just what is the joy of working in a library? Kay-Ann's passion is obvious. According to her, "most people think that all we (librarians) do is [to] shelf books and collate information. While that may be part of it, this is only a small part of the vast array of talents and abilities expected of librarians."

Kay-Ann points out that, in addition to organizing books and other types of information, librarians also work to improve databases, keep their audiences informed of new information and design programmes that will creatively de-

liver information to their target audiences, as well as widen those networks. In her view: "it is an ongoing and needed activity."

Kay-Ann confesses that she also has an interest in designing and creating web pages, games and learning software, two of several exciting and technological-driven courses taught to librarians, at UWI. She smiles, then, says with a gleam in her eyes, "no, we are not only taught cataloguing!" I smile in spite of myself.

Kay-Ann believes that the computer is one of several technologies which teachers can use to deliver information to their students in fresh and exciting ways.

While her teacher training skills have been unused for sometime, Kay-Ann is happy that she has been afforded some opportunities, however limited, at NEPA to use them. She has accompanied the members of staff of the Public Education and Corporate Communication (PECC) Branch, in which she works, to several exhibitions and presentations at schools and other libraries. Kay-Ann is excited by this and feels that the scope for public education in NEPA can and does provide several opportunities for this type of interaction with those seeking (environmental and other types of) information.

Sheryl Muirhead, who works with Kay-Ann in the 'Doc' Centre, is convinced that, "she is a welcomed addition to the section and has a solid head on her shoulders!" In her view, Kay-Ann is driven.

Yolanda Mittoo, Senior Librarian at NEPA and Kay-Ann's supervisor is similarly convinced. According to her, "Kay-Ann can make very meaningful contributions to the development of Jamaica's and NEPA's information management system. She is bright and energetic and will go far!"

For now, however, Kay-Ann is contented to rest awhile before taking on her next leg of her journey. She is careful to note, though, "only insofar as my focus right now is on NEPA and learning about and contributing as much as I can to developing Jamaica's environment and planning sectors, as it relates to proper information management is my objective."

Her vision, ultimately, is to be a professional librarian or teacher or a combination of both. One of her wishes is to hold tenure at one of her alma mater (Mico or UWI), either as a librarian or a lecturer in that area.

**A  
Special  
Feature**

By Agostinho Pimock



# Recipes for Christmas 2006

## Rich Fruit cake

<b>Ingredients</b>	2 teaspoon baking powder
5oz.Margarine	1 teaspoon ground cinnamon
1 teaspoon ground nutmeg	½ cup bread crumbs
11/2 cup brown sugar	2 cups red wine (for soaking fruits)
¼ cup guava jam	2 teaspoon cocoa
3 eggs	1 cup brandy
11/2 cups prunes	¾ cup crushed peanuts
2 cups all purpose flour	1 cup mixed peel & fruits
2 cups raisins	½ teaspoon mixed spice
1 table spoon dry instant coffee	¼ cup hot water
12 cup glace cherries	

### Directions

1. Combine prunes, raisins, cherries, mixed peel and fruits, wine and brandy.
2. Allow to soak overnight.
3. Cream margarine and sugar until light and fluffy.
4. Add eggs, one at a time
5. Stir in combined coffee, water and jam.
6. Sift flour. Baking powder and mixed spice, fold into batter half at a time
7. Drain fruits and reserve liquid. Add fruits and peanuts to batter half at a time. Mix well.
8. Spread batter into greased lined 9" cake pan. Bake at 300 degrees Fahrenheit for about 2 hours
9. Brush reserved liquid over hot cake, cover and allow it to cool in pan.



## Christmas Roaster

Bread stuffing  
Allow ¾ cup stuffing for each pound of ready-to-cook chicken

### Ingredients

½ cup finely chopped onion  
¾ cup chopped celery  
½ margarine of butter  
41/2 cups soft bread cubes  
1 tsp. salt  
¾ tsp. dried sage leaves  
½ tsp. dried thyme leaves  
¼ tsp. pepper

**Method:** Cook and stir onion and celery in margarine in a 10-inch skillet until onion is tender. Stir in about 1/3 of bread cubes. Place in deep bowl and add remaining ingredients, toss. Stuff chicken just before roasting.

41/2 cups stuffing  
2 oz. chopped garlic  
4 oz. chopped onion  
1 oz. chopped sage  
Salt to taste  
½ oz. black pepper  
½ chopped thyme



### Method:

combine all seasoning ingredients in mixing bowl and season the roaster.

### Timetable for roasting chicken

Unstuffed - 5-7 lbs. Oven temp. - 325 degrees Fahrenheit  
Approximate cooking time - 2.5 -3.5 hrs.  
Stuffed - 5-7 lbs. Oven Temp. - 325 degrees Fahrenheit  
Approximate cooking time - 2.7-3.75 hrs.

## Computer Update

In this instalment, **NEPSETTER** showcases the new sleek Blackberry Pearl. What is this, you may ask? Just read below, you will find out. Research In Motion's (RIM) new Pearl is the first Blackberry to ship with a camera and music/video players. As thin (0.6 inches) as a closed RAZR V3m and as narrow (2 inches) as a standard candy-bar phone, the Pearl is very easy to slip into your pocket. It also looks extremely stylish, in black with chrome accents.

You will see new features as soon as you turn on the Pearl. A new home-screen theme displays your new messages and calendar items right on the main screen. But the biggest changes are the addition



Blackberry Pearl

of a camera, music and video players, and a micro SD card slot. The super sleek phone also continues to offer superior push e-mail capabilities, EDGE support and Bluetooth

A quad-band world phone, the Pearl has strong reception and sharp, clear audio. The speakerphone is loud enough for indoor and in-car use.

All in all, the addition of multimedia features

and the already solid e-mail capabilities make the RIM Blackberry Pearl an attractive device for business users and consumers alike. For more on the Blackberry Pearl visit: <http://www.blackberrypearl.com>  
<http://www.pcmag.com/article2/0,1895,2009811,00.asp>  
[http://review.zdnet.com/RIM\\_BlackBerry\\_Pearl/4505-6452-1632041928.htm](http://review.zdnet.com/RIM_BlackBerry_Pearl/4505-6452-1632041928.htm)

By Everol Anderson  
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# Youth Corner



## DID YOU KNOW



- A new landfill generally costs more than an old one that has filled up. This is because it typically costs more to comply with new environmental regulations, to buy the land, to construct the landfill and to transport waste because new landfills generally are farther away than older ones.
- Recycling just one aluminium can saves enough energy to operate a TV for 3 hours? (Source: <http://www.ecocycle.org/tidbits/index.cfm>)
- Children who lived near streets traveled by more than 20,000 cars a day were six times more likely to develop cancer than those who lived in quieter neighbourhoods, where local traffic was less than 500 vehicles per day. (Source: <http://www.bikeroute.com/EnvironmentalFacts.php>)

## FROM THE "DOC"

Miss Elaine Kelly has collected reports prepared by members of staff who have attended conferences/courses/workshops overseas for the period March - November 2006. These are available in the Doc Centre for consultation and a list of some of these is provided below.

- Workshop on Coastal and Marine Water Quality Indicators...
- Workshop on Integrated Assessment of Trade-Related Policies and Biological Diversity in the Agricultural Sector
- Workshop on Policies and Institutions for Participatory Wetlands Management
- Workshop on Population, Health and Environmental Dynamics in Coastal Resource Management
- World Urban Forum 3
- International Course on Wetlands Management
- Rising to the Challenge of Sustainable Development in Small and Island Developing States
- Meeting of the Parties to the Montreal Protocol on Substances that Deplete the Ozone layer

## Environmental Disaster Committee Established

In October, NEPA established an environmental disaster committee. The committee, which comprises a wide cross-section of Agency staff, aims to draft a set of guidelines for how NEPA responds to environmental emergencies including oil and chemical spills, forest fires, floods, hurricanes and fish kills. The Committee has also indicated that it will examine other disaster policies, specifically that of the Office of Disaster

Preparedness and Emergency Management (ODPEM), in determining NEPA's emergency response. According to the Committee, ODPEM's policy is being reviewed because it comprehensively addresses national disasters. No timetable, however, has yet been set for completing NEPA's policy. The Committee will periodically provide information and updates on its activities at the appropriate time.

## Merry Christmas in Different languages

- Afrikaans** - Een Plesierige Kerfees
- Chinese** - (Mandarin) Kung His Hsin Nien bing Chu Shen Tan
- (Hong Kong)** Kung Ho
- Dutch** - Vrolijk Kerstfeest en een Gelukkig
- German** - Froehliche Weihnachten
- Icelandic** - Gledileg Jol
- Indonesian** - Selamat Hari Natal
- Japanese** - Shinnen omedeto. Kurisumasu
- Russian** - Pozdrevlyayu s prazdnikom Rozhdestva is Novim Godom
- Spanish** - Feliz Navidad
- Zulu** - Nginifisela inhlanhla ne mpumelelo e nyakeni.

