

# Nepsetter

Vol 3 No.1 May 2007

National Environment and Planning Agency

## Misty Bliss 2007: "Wet and Misty!"

NEPA Braves Rain for an Unforgettable Family Activity!

The National Environment and Planning Agency (NEPA) braved heavy rain and mist to make a stellar showing at Holywell in the Blue and John Crow Mountains National Park, on Sunday, March 25. Though the rains remained, fortunately the mist dissipated quickly.



The Misty Mountains of Holywell

NEPA capitalized on the opportunity presented by some exhibitors, who daunted by the weather, chose not to mount their displays. Our able contingent of volunteers, over twenty-strong, educated patrons about various aspects of Jamaica's environment. Drawn from various areas of the Agency, there was a

cadre of experts on hand to explain to inquisitive minds the significance of parks and protected areas.

In keeping with the theme "mountain treasures and pleasures", the captive audience was

treated to important information about mountains and other environmental resources. The NEPA booth was also a welcome escape for many who sought refuge from the incessant rains. Some patrons lingered for longer than originally planned, while others

were dropped off by shuttle buses in our vicinity availed themselves of the protective and welcoming folds of the NEPA tent. Enthused, refreshed and generally appreciative, they gladly drank in the information.

As is customary, there was a buzz of activity near the food vendors. In between raindrops, patrons availed themselves of the succulent Jamaican dishes which were served up. Hardly a chore for the throngs who queued up to get a taste, the aromatic flavours which wafted on the gentle breeze were truly intoxicating.

NEPA also got in on the act, complementing our educational display about the natural environment by purchasing food that spanned the range of nature's bounty. From the National Dish Ackee and Salted Fish with slices of sweet roasted Breadfruit, to jerk chicken, festival, bammy, mannish water and an array of natural juices, there was a wide selection on offer.

For the many families who came out the "wet and misty" day was truly appreciated. Their thirst for information was certainly sated by the many brochures, pamphlets and other information that were distributed by NEPA.

## Hague Agricultural Show 2007

The National Environment and Planning Agency once again made its mark at the annual Hague Agricultural Show. The event, which is in its 52nd year, was held on Ash Wednesday February 21, 2007 at the Hague agricultural grounds in Trelawny.

The NEPA booth was an oasis of knowledge for the day, as throngs of patrons flocked the booth to feed their famished minds with the entrée of knowledge that the NEPA staff served to them. The booth featured the Agency's wide array of colourful posters and informative brochures, which were undoubtedly well received.

Patrons were educated about the roles and functions of the Agency as well as its various Branches and Divisions. Information

regarding Jamaica's protected areas and the recently concluded World Wetlands Day was also brought to the fore. There was also emphasis on Jamaica's endangered and protected species at the Show, particularly as Jamaica, and most importantly, the parish of Trelawny prepares for Cricket World Cup 2007, which opens on March 12 at the Greenfield Stadium in the parish.

Those who visited the booth were informed about the island's list of protected and endangered species which are endemic to Jamaica; the fines and penalties associated with breaches of the Wildlife Protection Act; as well as their roles and functions as citizens in protecting Jamaica's natural resources. Power 106 FM

was also on hand to spread NEPA's message.

Overall, NEPA's participation at this year's Hague Agricultural Show was well received, as several students, teachers, environmentalists, and the general public lauded the efforts of the Agency, many of who rated our booth as "very educational and informative".

Also present to witness NEPA's efforts at being beacons of environmental and planning issues, were the Mayor of Falmouth, His Worship Jonathan Bartley and Member of Parliament for Northern Trelawny, Dr. Patrick Harris.

By Nicole Hayles-McGowan



### Inside this issue:

• Editorial	2
• 5 minutes with...	
• NEPA Disseminates Important Information Via Radio	3-4
• "Radiocation" Charms and Delights!	
• Jamaica celebrates World Wetlands Day 2007	4
• HR Update	5 & 8
• Pictorial	6-7
• World water day 2007	
• New Strategic Environmental Assessment (SEA)	8
• A Tribute to Winston Passley	9
• Computer Update	
• AMANDA Upgrade	10
• New Air Quality Regulations Sensitization Workshops	
• NEPA cautioned visiting Cricket World Cup Fans not to purchase Jamaican wildlife products	11
• Nepa and You	
• Youth Corner	
• From the Doc Centre	12

### Editorial Committee

Editor -in - Chief  
Zadie Neufville

Editor  
Agostinho Pinnock

Reporters:  
Natalie Fearon  
Michael Myles  
Everol Anderson  
Yolanda Mittoo  
Nadine Flowers  
Nicole Hayles-McGowan

Proof Readers  
Onyije Chigozili  
Kay-Ann Miller

Layout Designer  
Phillippa Mills

Contributors  
Marva Smith-Moodie  
Monica Bennett

# Editorial

This is our first publication for 2007. Much has happened since last time. Cricket World Cup (CWC) has come to the Region. Expectedly, all eyes are on the 'Windies', as they go in pursuit of high honours during these Games.

We are, of course, reminded that the ball is, indeed, round and that the 'gentleman's game' is notorious for its great uncertainty. That notwithstanding, the die-hards will continue to wave the burgundy and white (flag) or whatever other colours are considered appropriate under the most trying of circumstances.

More importantly, though, the International Cricket Council (ICC) Cricket World Cup (CWC) has also afforded NEPA an ideal opportunity to educate

the public - Jamaicans and foreigners alike. We will use the opportunity to promote our obligations under the Convention on the International Trade in Endangered Species (CITES) during this period to the slew of spectators expected to be in attendance at the Games. All are being reminded, through various media, not to traffic in endangered Jamaican flora and fauna. The consequences, as you are aware, are very serious!

Elsewhere, Radio Jamaica 94 FM's Radiocation - radio on location promoting education (in Jamaica), has afforded NEPA a unique and important platform from which to announce to as well as acquaint students with the mandate of the Agency. The spin-offs are obvious. More students will be introduced, some for the

first time, to the Agency's mission to: manage and protect Jamaica's land, wood and water. Continued, this important partnership will achieve some of the longer term objectives of the Agency to achieve sustainable development through environmental education and stakeholder participation, in Jamaica.

Additionally, NEPA has embarked on a series of workshops aimed at facilitating better understanding between the Agency and some of its key partners, specifically the environmental-NGO (ENGO) community. The workshops which started in Clarendon will cover the length and breadth of the island in an effort to give full coverage to all important stakeholders. This new thrust is part of our twinned missions to successfully serve Jamaica, as we protect and preserve the nation's

environmental and other resources.

On the local scene, the NEPA Sports and Social Club, as part of its emphasis on increasing opportunities for better social and interpersonal relations, has undertaken to place staff members into four houses. At the time of writing, a competition was launched to name the houses. The winner will get a prize. Of course, we all await the announcement with bated breath!

In effect, these and other activities clearly indicate that much is happening. There is much to anticipate, as we look ahead to the challenges of the coming months.

Best wishes and happy reading!

*Agostinbo Pinnock*  
Editor

# 5

## Minutes With... Patricia Wright-Martin.



*A picture of serenity, do not be fooled by her calm exterior, Patricia Wright-Martin has attended at least two official meetings and participated in several others since the start of her day. This is her new routine. She is not perturbed, though. She sees a reprieve in the offing. She sits down, takes a break and talks to NEPSETTER. Here are our five minutes with' her...Well, sort of!*

In the three weeks since (at the time of writing) she has occupied the post of Director of Corporate Management, at the National Environment and Planning Agency's (NEPA) Patricia Wright-Martin is convinced that talent abounds in the Agency. She has had the privilege, she opines, of meeting with various members of staff, both as part of her introduction as well as initiation into the fold.

Mrs. Wright-Martin is confident that by fostering partnerships between herself and other members of the management team as well as line staff, she will make an important

contribution to administrative systems and procedures at NEPA. With approximately fifteen years of professional experience in risk management, corporate banking, finance and operations under her belt, Patricia Wright-Martin is not daunted by the challenges she foresees in her new post.

**"I think that change is inevitable. It is the one thing that is certain and, as part of management, my job is to ensure that the staff is adequately prepared to adjust to the demands that will be required of them in such a process."**

Based on her open-door policy, Mrs. Wright-Martin also sees where she will be able to positively impact staff development. As part of her opening wicket, she has already been involved in several high level meetings - a key part of the orientation process. She has taken the opportunity to reflect on as well as consider her own inputs in the process.

In her words: **"Taking time to gain the necessary insights about the systems and procedures here at NEPA will mean that my contributions (to these processes) will be meaningful."**

In what promises to be a stellar career in Government, Patricia Wright-Martin is committed to knowing what makes the Public Sector tick. Her second Master's (degree) in Human Resources will come in handy in this regard.

Says Wright-Martin: **"I strongly believe in the concept of "buy-in". This is an important part of driving the process of change. Staff has to see how their role is important and how they are connected to the larger goals and objectives of the organization."**

By *Agostinbo Pinnock*





## NEPA Launches New Radio Programme...

*Five Minutes With NEPA Broadcasts Key Messages!*

As part of its efforts to consistently disseminate key messages about the state of Jamaica's environment and work to protect it, the National Environment and Planning Agency (NEPA) embarked on a weekly radio interview series entitled **Five Minutes With NEPA**. The programme which started early February aims to educate Jamaicans about various aspects of the Agency's work. Listeners are afforded the opportunity to learn more about targeted projects and are also introduced to key personnel. The interview and feature programme which is broadcast on eight stations, nationally, including Radio France International, will run initially, for nine weeks. **Five Minutes With NEPA**, seeks to address

information gaps in the listening audiences about NEPA and other environmental and planning issues. It spotlights the multi-faceted nature of the Agency's work; areas of responsibility as well as the necessary legal information which impact these.

To date, some of the topics covered in the series included: NEPA's structure and functions, its legal framework, the new air quality regulations, the Palisadoes-Port Royal Protected Area and the new Beach Control Safety Measures regulations. Produced in response to calls for increased, relevant, focused and current information about its work, NEPA maintains production responsibilities for the series.

**Five Minutes With NEPA** is aired on LOVE 101 FM, on Saturday at: 7:55 a.m. and at 8:45 a.m. on RJR 94 FM. The feature is also aired

during the Jamaica Information Service's (JIS) Jamaica Magazine programme produced for radio and aired on the following stations and times:

### Tuesday:

- 8:30 p.m. on RJR 94FM
- 9:30 p.m. on LOVE FM
- 8:00 p.m. on KLAS Sports Radio
- 8:30 p.m. on POWER 106FM
- 9:30 p.m. on HOT 102FM
- 9:30 p.m. on News Talk 93FM
- (Wednesday) 6:30 p.m. on IRIE FM
- (Wednesdays) 12:20 p.m. on Radio France



## "Radiocation" Charms and Delights!

*NEPA Signs on to RJR Radio Show!*

Nestled between the three buildings cordoning off the courtyard of the Edwin Allen High School in Clarendon, is a very, very wet quadrangle.

It is Friday afternoon, late Friday afternoon, that is! The heavens have opened, almost in praise, as they, like the anxious students crammed into the corridors of the three three-storey buildings below, wait with bated breath for the next move.

Of course, the showers have stopped by this time. The skies are overcast. Still, the students wait. Patiently, in some instances. Not so patiently in others. School has been dismissed now for almost one and half hours. However, most students are still on the premises - a strange occurrence even by rural standards.

What is the occasion? Well, it is simple, the hugely popular all male trio of Digicel Rising Stars 2006 fame - One Third, is scheduled to perform. The students know this. They were just asked by the ebullient and ever energetic Tricia "Wild Child" Spence, former host of the RJR 94FM afternoon programme, **The Beat**, to calculate. The equation is simple really - *divide three by nine*. The answer? One Third, of course!

Edwin Allen High erupts into deafening

applause! Even the teachers are screaming and jostling to get a glimpse of the Jamaican heartthrobs as they emerge from their air conditioned coaster bus, surreptitiously parked at the top of the courtyard.

Teachers and students have just graciously struggled through the angst ridden musical stylings of their peers and students, respectively. Most of the performances are off-key, still the Digicel Mini Rising Stars Contest is very popular. It is always a crowd pleaser in other venues, despite the often questionable talents of some of its featured and budding artistes.

But, it is Friday. And, it is the Friday that the RJR 94FM's 'Radiocation' road show, has come to Frankfield. They, along with other corporate sponsors, among them the island's sole environment regulatory agency, have set up booths all over the school. The students have voraciously consumed all the information on display, though there is doubt that they have really read and digested some of it.

Mercifully, we are reminded by one Senior Teacher, Mr. Kenton Easy, who by the way teaches Environmental Studies, that the students are particularly well read in the area. Environmental stewardship, watershed and solid waste management are their forte.

His comments are borne out shortly afterwards, by two bright young ladies who have

come in search of the environmental pamphlets which we took to the school on that day. In the process, they discuss, loudly, amongst themselves, the 'ins and outs' of the watershed model on display.

They know that there is a connection between ridge and reef and that there is a definite need to engage in the sustainable usage of the resources therein - the trees, rivers, land and the mountains. The students are excited. Mr. Easy smiles, knowingly. His students can hold their own with just as many others visited throughout the 'Radiocation' tour.

Neither Camperdown, nor St. Jago High will get the opportunity to say their students are smarter. And, certainly not those at Munro College/Hampton High. Then there is Denham Town High, Morant Bay and Priory High schools. Their students may try. But they will not get the honour, as far as Edwin Allen High is concerned, at least not today.

Of course, I do not have the heart to tell him that as a St. Jago 'Old Boy', the students there are *naturally* more gifted at drinking in information of this kind. But, I digress.

Today, Edwin Allen High is centre-stage and Radiocation has created a buzz of excitement in these parts. From the entertaining opening ceremony where Mayor of May Pen,

*continued on to page 4*



# JAMAICA CELEBRATES WORLD WETLANDS DAY 2007



*The entrance to Salt River in the Portland Bight Protected Area*

A number of activities were conducted in Jamaica to mark World Wetlands Day 2007, which was observed this year on Friday, February 2. Celebrated under the theme, "Fish for Tomorrow?", the annual environmental event highlighted the critical value of wetlands and fishing. In Jamaica, wetlands form a significant part of the commercially important areas that are exploited for fishing.

The National Environment and Planning Agency (NEPA) in collaboration with the National Ramsar Committee (NRC), organized several activities to mark the event, some of which were held in

Hellshire, St. Catherine, part of the Portland Bight Protected Area, close to Portland Bight Wetlands and Cays, a Ramsar site. Other activities were also held at the Palisadoes-Port Royal Protected Area/Ramsar site, inclusive of tours in the Portland Bight Ramsar site. The Urban Development Corporation (UDC) and the Caribbean Coastal Area Management (CCAM) Foundation collaborated with NEPA in staging these. The UDC is a Public Sector organization with a mandate to develop the urban landscape.

Over 2500 brochures, some of which were specifically related to wetlands were distributed at the various venues. Over twenty posters were either created and, or printed to mark the celebrations.

There was a two and a half hour radio broadcast on World Wetlands Day on Power 106 Radio. Interviewees included: Ms Joy Alexander, Director, Integrated Planning and Environment Division, NEPA and Mr. Andre Kong, Director of Fisheries.

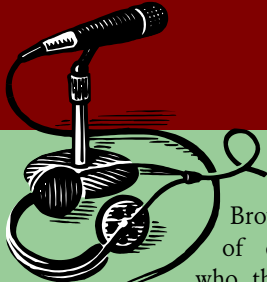
A webpage dedicated to offering a variety of information on wetlands as well as the schedule of events around the island, was uploaded to the NEPA website on January 31. The link for the site is [www.nepa.gov.jm/wwd2007](http://www.nepa.gov.jm/wwd2007).

The Institute of Jamaica (IOJ) also hosted special activities to mark the day. Activities included an Outside Broadcast, several media interviews and print publications. Other activities included exhibitions and talks to students. Starting in the week of January 15, 2007, the activities culminated on February 2, 2007. At least one exhibition continued until February 9, 2007.

*By Nadine Flowers*



*A scene from WWD 2007 Activities at Port Royal. From left: Shakira Azan, Marsba Mason and David Reid of NEPA address students, on the day.*



## "Radiocation" Charms and Delights!

*NEPA Signs on to RJR Radio Show! Continues from page 3*

His Worship Councillor Milton Brown spoke of the joys of defying his critics who thought he was 'not smart', by becoming an engineer and politician, to the live Outside Broadcast (OB) with the gregarious "Wild Child", there is much to see and hear.

The long morning drive, which started at 6:00 a.m., seems a little more bearable now. Sleep has finally fled.

There is no time to even consider that. The students I spoke to, after lunch, about Public Relations have certainly seen to that. Their insistent questions and general rambunctiousness have served to firmly put this minor distraction at bay.

Plus, there are phone calls regarding similarly pressing matters, such as (radio) interviews back in Kingston. These have also occupied my attention. All engines are on go!

But, it has been a pleasant day. At least, our hosts have seen to that. Their hospitality is beyond reproach. We have been waited on hands and feet...well, not quite!

But, a bottle of water and juice to quench our

thirsts, along with tuna sandwiches, an assortment of cheeses and slices of sweet plain cake have made us feel very welcome!

And, Grace Kennedy is giving away grocery samples, to boot! Instant porridge and all! That is, if this is your thing! So, it is agreed - it has been a good day!

Nearing 4:30 p.m., the rains come again. This time, though we have pulled down our booth and are back in the pick-up, preparing for the long ride to 'Town'. There will be reports to file and more preparations for next week's activities Two down, eight more to go! Radiocation expeditions, that is! Of course, by now the ads on radio and the interviews on World Wetlands Day (Friday, February 2) on Hot Line with Barbara Gloudon have been instrumental in drumming up needed support for our environmental message. More importantly, 'Radiocation' has afforded NEPA a unique opportunity to get into schools in a way quite unlike in the past. There is no mistaking the value of this type of exposure.

### **Editor's Note:**

NEPA signed onto Radio Jamaica 94 FM's "Radiocation" Road Showcase, in late January. A product of its marketing department, "Radiocation" is designed to engage the na-

tion's schools in various aspects of radio, television and print journalism as well as to expose students to various career choices in media and other industries. Participating schools receive maximum exposure on all their developmental plans and activities and students also get a chance to win scholarships from participating companies.

During the expo, NEPA, along with several other corporate sponsors, mounts display exhibitions, conduct career talks, quizzes and other promotional activities in efforts to engage this crucial demographic.

Live Dancehall and Reggae performances are also part of the feature. To date, artistes such as the 'King of the Dancehall' Beenie Man, Mr. Vegas, D'Angel, Assassin, Spragga Benz, Etana and others have participated.

In between encouraging students to stay in school, their pro-bono performances feature a wide range of popular songs and are aimed at adding a different dimension to the activity.

*By Agostinbo Pinnock*





### Salaries/ Emoluments:

Effective **April 1, 2007**, the following salary adjustments will be made for all eligible employees:

A 5% salary increase for all levels, as agreed, under the MOU between the Government and Public Sector employees.

Two incremental movements in the current salary scale. This is in keeping with the Ministry of Finance's recommendation that one or two increments be given to the eligible employees for the 2003 - 2004, and 2004 - 2005 operational years.

Persons who were employed on or before April 1, 2003 will be eligible for two increments.

Persons who were employed after April 1, 2003 and before April 2, 2004 will be eligible for one increment.

***All eligible employees will be advised of their new salary rates.***

**The following employees will not be eligible for this movement:**

- Employees who were not permanently employed for the operational years of April 1, 2003 to March 31, 2004 and April 1, 2004 to March 31, 2005
- Employees who were on study leave during the abovementioned dates or parts of these dates
- Employees who have been promoted and are now being paid at new salary levels e.g., if you were in Level 5 during this period and have been promoted and are currently being paid at Level 6.
- Employees who are now being paid at the maximum of their salary levels
- Employees who are being paid outside of their salary levels

### Staff Meeting:

*For the benefit of those who were unavoidably absent from the staff meetings held on Thursday, February 15, here is a synopsis of the main points:*

The Ministry of Finance's (MOF) approval was sought to pay increments to all persons who were employed during the 2003 -2004 and 2004 - 2005 operational years. The MOF has not supported our request. They have, however, recommended that all persons who have met the requirements, be moved two places in their respective scales so that they will be at the place they would have been if these increments had been paid, previously.

The MOF has also advised that **NO** retroactive payments are to be made.

These moves are to take effect April 1, 2007. As a result, all employees who have satisfied the requirements, that is, were employed for the 2003- 2004, and 2004 - 2005 period, and have satisfactorily performed their duties, will be moved one or two places in their respective scales.

All employees who were at the top of their salary scales for two years and therefore would have been eligible for Seniority Allowance as at April 1, 2005, will be paid this allowance with their February 2007 salary.

In addition, all employees who achieved 75% and over in their performance appraisal for the 2005 - 2006 operational year will be paid the new salary rate in February 2007.

Employee representatives were asked to have the Jamaica Civil Service Association (JCSA) make representations on their behalf to the Ministry of Finance for payment of the retroactive amount.

Employee were also advised that Motor Vehicle, Education and Computer Loan policies are still temporarily on hold. Discussions were scheduled with the MOF during the week: February 19-23, to seek clarification on some outstanding issues.

Please contact the HR Branch for further information on this, if needed.

The next in the series of meetings with the CEO is scheduled for **Thursday, April 19, 2007 at 1:30 pm (sharp)** in the Red Room.

### Organizational Structure:

Effective immediately, the Human Resources Branch will report directly to the Corporate Services Management Director and the Information Technology Branch reports directly to the Director of the Applications Management Division.

### Fire:

Audrey Cameron had a fire at her home, recently. Ms Cameron appreciates any support you offer her during this time.

### Accident:

Kerrine Senior from the Enforcement Branch was involved in a motor vehicle accident on Monday, April 2, 2007.

Charmaine Morris of the Enforcement Branch was also involved in a motor vehicle accident on Friday, March 16, 2007.

Both women are recuperating at home. We wish them well in their recovery.

### HIV/AIDS Awareness Training:

The NEPA HIV/AIDS Awareness Committee coordinated a training session in the Red Room, on February 8. Condoms were issued to participants. Demonstrations were given on the proper use of male and female condoms during the session. Kudos to the Committee for their progressive thinking!

### Personal Development:

Career columnist Beverley East of the Sunday Gleaner, facilitated a personal development seminar in the Red Room, on Thursday, March 8. Entitled "**What Makes You Tick? - The Secrets in a Signature, Resume Writing and Career Development**", the seminar one of many which are planned to aid in staff development. It was held in the Red Room between the hours of 9:00 a.m. to 11:30 a.m. The charge was \$3,000. HR sought permission from managers and directors for staff to attend the seminar. Watch this column for more details!

### Money Management:

The National Commercial Bank (NCB) made a 'Lunch Hour' presentation on its Keycard Cash service to staff in the Red Room, on Tuesday, March 6. One of its newest products, Keycard Cash allows NCB customers to withdraw money from their accounts via the ATM without any charges being applied. The card can also be used at merchant stores. Information was also given about other products such as the Customer Reward Loan.

### International Women's Day:

March 8 was celebrated worldwide as International Women's Day. The Ministry of Local Government & Environment held a three hour presentation, which started at noon entitled "**International Women's Day 2007: You, Empowerment, Independence.**"

Presenters were: Mrs. Donna Duncan-Scott, of Jamaica Money Market Brokers (JMMB), Dr. Glenda Simms, Gender Consultant and Nadine Sutherland, Recording Artiste. Entertainment was provided by History Man

### NEPA Sports and Social Club:

The 'Name the House Competition' is now on. Staff members have been assigned to four houses and will be rewarded for coming up with the best names for these houses. The winners will be announced.

### Seminars/Conferences/ Training:

**Yvette Strong** - Manager, Biodiversity Branch attended the Mitigating the Threats of Invasive Species in the Insular Caribbean Workshop in Trinidad; January 22-27, 2007.



# SCENES FROM WORLD WETLANDS DAY 2007



Students at NEPA's World Wetlands Day booth, in Port Royal.

**"Pack Them Here!"** Students pack together bags of garbage collected at the Beach Clean Up held on World Wetlands Day



**"Strike A Pose!"** Volunteers from St. Hughes Prep at the Beach Clean Up on World Wetlands Day 2007 pose for the cameras.

**"I Wonder How Much These Bags Can Hold?"**  
This seems to be what these students are saying as they get ready to participate in the World Wetlands Day 2007.



David Reid of the Integrated Watersheds and Coastal Zone Management Branch weighs garbage collected at the Beach Clean Up at the Gun Boat and Bucanier Beach, in Port Royal, Kingston on World Wetlands Day 2007.



Students view the display exhibit at the World Wetlands Day 2007 Celebrations, held at the offices of the Caribbean Coastal Area Management Foundation (CCAM), in Clarendon, on February 2.



Everol Anderson (right) explains the "ins and outs" of wetlands to participants in attendance at the World Wetlands Day 2007 Celebrations, held at the offices of the Caribbean Coastal Area Management (CCAM) Foundation, in Clarendon.



**"And the Winner is!"** Everol Anderson (right), gives a poster to the winner of the Wetlands Challenge Quiz. The event was the World Wetlands Day 2007 Celebrations held at the Caribbean Coastal Area Management (CCAM) Foundation in Clarendon.



Dr. Dale Webber of the University of the West Indies, (Mona campus) makes a point to his audience, at the World Wetlands Day 2007 Celebrations held at the offices of the Caribbean Coastal Area Management (CCAM) Foundation, in Clarendon.



**"One More Time!"** Everol Anderson (right) gives instructions to enquiring minds. The occasion was the World Wetlands Day 2007 Celebrations held at the offices of the Caribbean Coastal Area Management Foundation, in Clarendon.



Nicole Hayles-McGowan (centre, seated) and Philippa Mills (right) smile as their boat tours the Galleon Harbour, in Clarendon, on World Wetlands Day 2007.

# MISTY BLISS 2007



- (A) Cultural Entertainment Groups Provide Show-stopping Performances at Misty Bliss 2007 at Holywell.
- (B) "Yu Caan Dance Like Me?" That Seems to be What this Man is Saying as He Participates in One of Several Dance Contests at Misty Bliss 2007.
- (C) Reneive Rhoden of the Registry smiles for the camera as she prepares Snacks for the Volunteers at Misty Bliss 2007.
- (D) Joy Graham, Internal Auditor, is All Smiles as She Chomps Down on Some of the Tasty Treats at Misty Bliss 2007.
- (E) Emma Hamilton (Phillippa Mills' daughter) and Onyije Chigozili Dance Together in the Rain!
- (F) Team Leader Natalie Fearon Ponders Her Next Move.

# SCENES FROM "Radiocation"



Agostinho Pinnock, Public Relations Officer, addresses students of Edwin Allen High, in Clarendon at the Opening Ceremony of Radiocation activities held at the school on Friday, February 9.



Mayor of Kingston, His Worship Desmond McKenzie (right) enjoys a light moment with the Principal of Denham Town High School, in Kingston. The occasion was the RJR 94FM Radiocation Road Show held at the school on Friday, February 16, 2007



Students at Denham Town High School in Kingston wait patiently for the next performer at the Radiocation Road Show held at their school on Friday, February 16.



Members of the Digital Rising Stars 2006 winning group **One Third** in Performance at Edwin Allen High School



Coleen Douglas, "Radiocation" Producer, gets a hair cut from the Soft Sheen representative, at Morant Bay High. The occasion was RJR 94 FM's Radiocation Road Show held at the school on Friday, March 23, 2007.



**"Oh, she is blushing!"** This student (left) is beside herself with joy, as Kiprich (right) thrills her with a song from his repertoire. The occasion was the entertainment segment of Radiocation, held at Morant Bay High School, on Friday, March 23, 2007.



**"The Wild Child"** Tricia Spence (right) adds her special mix to One Third's performance during Radiocation activities held at Edwin Allen High on Friday, February 9, 2007. At left, a member of the group in full flight, as they thrill students at the school with some popular tunes.



**"If you cannot take the heat!"** This student at Denham Town High participates in the Grace Kennedy Cook Off Contest, at "Radiocation" on Friday, February 16, 2007.



# HR Update Cont'd

**Resignations:**

Kurt Noble - Applications Processing Branch  
 Nadine Flowers - Public Education and Corporate Communication Branch

**New Employees:**

- Patricia Wright Martin - Director, Corporate Management Division
- Georgia Sinclair - Temporary Training Officer
- Andre Aarons - Enterprise System Specialist, Information Technology Branch
- Steven Panton - Applications Processing Officer, Applications Processing Branch
- Chalene Roye - Applications Processing Officer, Applications Processing Branch
- Stacey-Ann Moses - Environmental Officer, Integrated Watersheds and Coastal Zone Management Branch
- Keina Montaque - Environmental Officer, Integrated Watersheds and Coastal Zone Management Branch

**Staff Rotation:**

As part of the rotation of the Management of the Finance & Accounts Branch, Mrs.

Karen Green is currently the Acting Manager, until further notice.

**NYS Volunteers:**

Donova Williams - NYS participant, Projects Branch

**Memoriam:**

- Winston Passley, Enforcement Officer, Enforcement Branch passed on Sunday, March 11
  - Sheryl Muirhead, (Doc. Centre) lost her father on Saturday, January 13.
  - Ucal White, Site Warden at Canoe Valley, lost his brother in January.
  - Sophia Gayle lost her mother, on February 1
  - Claudia Kennedy, Facilities Mgt. & Operations Branch, lost her Grandmother on Tuesday, January 30.
  - Tameka Clough lost her father on Saturday, February 3
  - Reneive Rhoden lost her father on Wednesday, March 28, 2007.
- Our prayers are with you!

## New Strategic Environmental Assessment (SEA) Policy Status in Jamaica



The creation of a balance between environmental, social and economic factors is among the benefits that can be realized from a Strategic Environmental Assessment (SEA). A SEA is an internationally accepted environmental management

policy instrument used to integrate environmental issues and concerns into the formulation of policies, plans and programmes (3Ps). A SEA is proactive, systemic and systematic and focuses on the "bigger picture". It attempts to influence the 3Ps from their earliest stage of development.

Most importantly, a SEA seeks to bring environmental factors on par with the social and economic factors. It is critical that policy-makers, policy-executioners and those directly targeted by particular policies understand and acknowledge the need for balance or equity among these three aspects. Environmental problems have social and economic implications; social problems have environmental and economic implications; and economic problems have environmental and social implications. Any government that is committed to sustainable development will take steps towards implementing a SEA process and methodology.

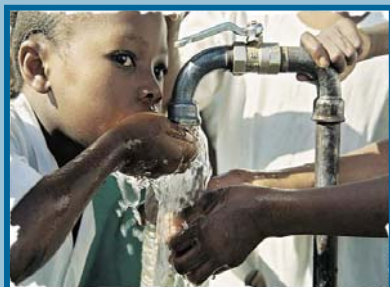
Jamaica has been leading the Caribbean in environmental management and in keeping with the trend we have established a Strategic Environmental Assessment Policy, the first of its kind in the CARICOM. This policy will ensure that environmental considerations are incorporated into new policies, programmes and plans.

The policy was developed and approved by Cabinet in 2005, with initial support from the GOJ/CIDA ENACT Programme. To complement the initiative, a training programme in SEA was developed to support advanced training in the area for policy analysts. A total of 162 people were trained in this regard between October and December of 2006.

Implementation of a SEA policy in a small developing country like Jamaica is important for achieving long-term economic gains as it will enable the country to be better equipped to take a holistic approach towards development which fuses the environmental, social and economic factors harmoniously. For development that lasts, let us put the environment first.

## World Water Day 2007

On March 22, Jamaica joined the rest of the world to celebrate World Water Day under the theme "Coping with water scarcity". World Water Day which grew out of the 1992 United Nations Conference on Environment and Development (UNCED) in Rio de Janeiro is celebrated internationally to draw attention to diminishing freshwater reserves worldwide.



In order to support the public awareness process by highlighting the value of water to our livelihoods, health and culture the National Environment and Planning Agency (NEPA) collaborated with Ferncourt High School in St Ann, to host an exhibition and tree-planting ceremony on the school grounds on the day. The exhibition featured exciting educational displays from NEPA, the For-

estry Department, the Rural Agricultural Development Authority and Ferncourt High and was attended by over 400 students from Ferncourt and other schools in the parish. The event included interactive presentations by NEPA, RADA and the Public Health Department, the showing of the watershed video *the Green Tunnel* and a quiz session to engage the students. Two trees, from a batch of 12 provided by the Forestry Department were ceremoniously planted on the school grounds while the others were left with the school for planting later.

By Natalie Fearon



By Michael M. Myles





# A Tribute to Winston Passley

*Our colleague Winston Passley of the Enforcement Branch left us Sunday, March 11, 2007. Marva Smith-Moodie and*

*Bennett recall some fond memories of the life and times with Mr. Passley.*

Winston Passley was a very jovial, witty, kind and pleasant person and colleague. I remember one day he came to the office and told us that some years ago he and his wife had just arrived home and having a drink when thieves broke in and assaulted them, ransacked his house and robbed them of appliances. While robbing them the thieves noticed that there was no videos and proceeded to beat Mr. Passley saying "how comes a big man like you no have no video 'pow, pow' and the blows kept coming all because he did not have a video. So the next day he said he

went to the bank, drew some money and went and bought a video because he did not want the thieves to come back and beat him again.

Before coming to NEPA, Mr. Passley also worked at other Government departments, including:

1. Ministry of Agriculture - Lands Department
2. Land Development & Utilization Commission (LDUC), one of three agencies which form NEPA in 2001.

Mr. Passley was an executive member of the People's Cooperative Bank of Jamaica. He was President, Chairman and also an Executive Board member of the St. Catherine Co-operative Credit Union.

Regarded as a jovial person, Mr. Passley, it is said, always ensured that his colleagues had a good time. He was passionate about his job and went the extra mile to get things done. Winston, as he was sometimes called, boasted that one of his greatest achievements was learning to use the

computer. He was full of laughter. There was never a dull day when he was around.

One day he told us (Enforcement Branch) of his experience the first time he went to a Roman Catholic Church. Before the minister pronounced the Benediction, he told the congregation that his topic next week would be on "Liars". In preparation for this, the minister asked them to read St. John 30. Mr. Passley said he did not want to miss out on this. The following week he went back. The Minister asked who had read the chapter to raise their hands. According to Mr. Passley, 99% of the congregation raised their hands. The Minister said "Ah! That's why my topic today is on Liars! There is no St. John Chapter 30 in the Bible".

*By Marva Smith-Moodie and Monica Bennett*



## Revised Performance Appraisal Form

Further to discussions and various training sessions, below are the general instructions for completing the Performance Appraisal Forms that are now due. The Appraisal forms (Supervisory and Non-Supervisory) will be placed in the HR Inbox for your availability by Friday, May 4, 2007.

All staff members are encouraged to read these instructions carefully and to complete their appraisals as soon as possible. **The deadline for completion of these appraisal forms is Friday, May 25, 2007! We anticipate your fullest cooperation.**

◆ Following the completion of the 2005 - 06 Performance Appraisals, staff raised a number of concerns related to the performance appraisal instrument. A review committee, including external professionals, examined the instrument and made recommendations for changes, some of which include:

◆ Complete revision of the form to ensure that it captures the tasks assigned to each staff member and that these are recorded in Specific, Measurable, Attainable, Realistic and specified Time bound periods

◆ Ensure that points assigned are realistic

◆ An employee development section is created that should be completed during the performance appraisal process

◆ Scores should be computed by the Appraiser in the presence of the Appraisee and then sent to HR for verification

◆ Each page of the appraisal form should be signed by the Appraiser and the Appraisee upon completion

### General comments:

The review team has accepted the recommendations above and will make every effort to ensure the new forms reflect these; **however, for the upcoming appraisal process, a complete revision of the forms was not possible.** Adjustments have been made to the scoring section and special training sessions were conducted by Ms Georgia Sinclair with a view to ensure a better understanding of the process by all.

Below are some of the suggested adjustments which we have incorporated and which we hope will make the forms more 'employee friendly'. We hope that this will enable completion of the forms within the time specified:

◆ Section added at the bottom of each page for both the Appraiser and Appraisee to sign

◆ Scoring grid added for the Appraiser to complete the scoring before forms are sent to HR

### Performance Scoring

1	2	3
Outputs are <40% of stated objectives	Employee has met 40-49% of stated objectives	Employee has met 50-59% of stated objectives
4	5	6
Employee has met 60-69% of stated objectives	Employee has met 70-84% of stated objectives	Employee has achieved 85-100% of stated objectives.

### Key:

1. Performance below 40% - indicates that the employee has not been performing the assigned tasks maybe due to absences, carelessness, negligence or due to

unforeseen circumstances e.g. illness, lack of funds, etc. The reason(s) must be stated, as this represents a most unsatisfactory performance

2. Performance between 40% to 49% - In this instance, the employee has still not met the minimum that is required for the assignment(s) given and the reasons for that score should be stated

3. Performance between 50% and 59% - In this instance, the employee has completed about a half of the objectives/tasks stated or has demonstrated a limited understanding of the competencies required

4. Performance between 60% and 69% - The employee has grasped a clear understanding of the competencies required and has shown demonstrable proof of that understanding. In addition, s/he has satisfactorily

Performance criteria	scores	comments
60% - 65%	4	
66% - 69%	4.5	

completed the tasks assigned

5. Performance between 70% and 84% - The employee has completed the majority of the tasks/objectives assigned in a more than satisfactory manner and have

Performance criteria	scores	comments
70% - 77%	5	
78% - 84%	5.5	

managed the competencies significantly.

6. Performance above 85% - The employee has met most (more than 85%), if not all of the targets that were assigned and these were completed satisfactorily. In addition, the employee has demonstrated excellence in all their competencies

(NB: These forms can now be completed online)



## Computer Update

### "Microsoft introduces new Operating System: Vista"



**W**indows Vista is the latest release of Microsoft Windows, a line of graphical operating systems used on personal computers, including home and business desktops, notebook computers, Tablet PCs and media centers. Prior to its announcement on July 22, 2005, Windows Vista was known by its codename "Longhorn". Development was completed on November 8, 2006; over the following three months it was released in stages to computer hardware and software manufacturers, business customers and retail channels. On January 30, 2007, it was released worldwide to the general public, and was made available for purchase and downloading from Microsoft's web site. The release of Windows Vista comes more than five years after the introduction of its predecessor, Windows XP, making it the longest time span between two releases of Windows versions.

According to Microsoft, Windows Vista contains hundreds of new features; some of the most significant include an updated graphical user interface (GUI) and visual style, dubbed Windows Aero, improved searching features, new multimedia creation tools such as Windows DVD Maker, and completely redesigned

networking, audio, print, and display sub-systems. Vista also aims to increase the level of communication between machines on a home network using peer-to-peer technology, making it easier to share files and digital media between computers and devices. For developers, Vista introduces version 3.0 of the .NET Framework, which aims to make it significantly easier for developers to write high-quality applications than with the traditional Windows API. Microsoft's primary stated objective with Vista, however, has been to improve the state of security in the Windows operating system. One common criticism of Windows XP and its predecessors has been their commonly exploited security vulnerabilities and overall susceptibility to malware, viruses and buffer overflows. In light of this, Microsoft chairman Bill Gates announced in early 2002 a company-wide 'Trustworthy Computing Initiative' which aims to incorporate security work into every aspect of software development at the company. Microsoft stated that it prioritized improving the security of Windows XP and Windows Server 2003 above finishing Windows Vista, significantly delaying its completion.

Source: [http://en.wikipedia.org/wiki/Windows\\_Vista](http://en.wikipedia.org/wiki/Windows_Vista)

By Everol Anderson



## AMANDA Upgrade

**T**he AMANDA system was upgraded from version 4.3 to version 4.4. As part of this upgrade the system was also moved to a different server. If you have problems, please report it to Marc Rammelaere or the Information Technology (IT) Branch so it can be immediately addressed. The upgrade comprised a server and a client side upgrade. If your office was closed on (the weekend of April 7-8) the client upgrade was not done and is to be completed by Tuesday, April 10, 2007. If you have an immediate need to use the system, please inform IT so they can prioritize your upgrade.

In upgrading the system, all passwords were reset. All Amanda users were given a new temporary password that will be e-mailed to them with the subject field "AMANDA UPGRADE PART 2".

After receiving this password, please login. The usernames were not changed. Since the password that you were assigned is meant to be temporary, you are urged to replace it with your own password.

To change the temporary password select the File dropdown menu on the top menu bar in AMANDA. Select the "Change Password" option; the change password menu will appear. Proceed from this point.

### Upgrading Storage Space:

Martini Data Migration is more that 75% complete; however certain issues such as long file names and excessive folder depth are still being resolved. Continue to use your current storage areas on Martini until further notice.

### Help Desk:

The following reminder is in response to some of your questions re: use of the **Help Desk**:

1. The user-ID field entry is the same as your XP logon user-ID; it is not case sensitive;
  2. Entry in the password field is not required
  3. If you receive an error message after entering your user-ID, call the IT Branch and your ID will be checked;
- Remember that the Help Desk was designed by the IT Branch as one of the tools to improve the Agency's efficiency, **so USE IT!**

## New Air Quality Regulations Sensitization Workshops Held at Conference Centre...

...Participants Hail as a Success!



Participants in the recent Air Quality Workshops held between February and March 2007, at the Jamaica Conference Centre in Kingston.

**T**he National Environment and Planning Agency (NEPA) conducted a series of sensitization seminars aimed at promoting awareness of the Natural Resources Conservation Authority (NRCA) Air Quality Regulations (2006).

enhance understanding between the provisions of the NRCA Regulations and the roles and responsibilities of each sector, the workshops were hailed as a success.

Says Joey Landrenau, one of the participants in

Held between February and March 22, the NRCA funded training workshops were targeted towards stakeholders in the public and private sectors. It was one of the mechanisms undertaken by NEPA in its efforts to achieve compliance with the Regulations which came into effect last year.

The Regulations, Standards and Guidelines (RSG) Branch led the process of coordinating the cross-over training. Intended to

the series: "Thank you for allowing me to attend the training sessions. I thought the transfer of information to the air quality community was good. The sessions gave the stakeholders the information needed to determine their responsibilities in regards to complying with the air quality regulations."

Led by consultant Dr. Claude Davis of Claude Davis & Associates, the training was organized in modules. These were targeted at individuals who would, in turn, train others. The training sessions were divided into two parts. Part One was held in February and Part Two in March.

An entire day was devoted to sensitizing licencees and two to training regulatory staff.



By Agostinbo Pinnock

# NEPA cautions visitors not to purchase Jamaican wildlife products ....

## visitors targeted at airports and hotels

As Jamaica and the rest of the Caribbean hosted ICC Cricket World Cup 2007, the National Environment and Planning Agency (NEPA) launched its most recent initiative to caution visitors not to purchase souvenirs which are products of Jamaican wildlife. These include all sea turtles, corals, conch shells or items made from Lignum Vitae or Caribbean Mahogany, among many others. The agency partnered with the national airline, Air Jamaica and continues to distribute flyers on all in-bound flights. The attractively framed posters which were once housed in the arrival areas and the immigration halls, at the two international airports were refurbished and replaced to highlight the need to protect the nation's treasures. Flyers have also been placed in hotels across the island. As part of the initiative, the Agency will mount banners depicted here, at our offices at 11 Caledonia Avenue in Kingston.

The flyers and posters are intended to inform



and caution visitors on the dangers of collecting or purchasing souvenirs which are products of Jamaican wildlife. NEPA plans to take the messages to target groups to restaurateurs, craft vendors and seasonal tourists. Additionally, since this year, community groups and ENGOS have been given the flyers during the special workshops being held in each parish.

Many plants and animals in Jamaica are protected and endemic (found nowhere else in the world). A number of the country's plants and animals are protected under the Endangered Species (Protection, Conservation and Regulation of Trade) Act, the Wild Life Protection Act and under an international convention, CITES. CITES is the Convention on International Trade in Endangered Species of Wild Fauna and Flora and is a treaty which governs the trade of wild animals and plants to safeguard the survival of species.

-By  
Natalie Fearon



## NEPA & YOU



## Partnerships for Protecting our Environment



“Which government agency should I call to report this problem?” “I wonder if NEPA can rectify a problem in my housing scheme?” These and other questions are often asked by Jamaicans, many of who, invariably, call the National Environment and Planning Agency (NEPA) in the hope for answers.

Notably, however, many of these queries should be directed to other agencies, including Parish Councils. In light of which, NEPA is currently hosting a series of workshops to clarify some of these issues and areas of responsibilities.

The sessions are designed to equip the environmental non-Governmental Organizations (ENGOS) and other local community groups with the knowledge required to identify problems and determine which agency of government is responsible. They also aim to clarify the roles of the local planning authorities and the Town and Country Planning Authority (TCPA), under whose authority NEPA carries out its planning functions. The workshops also seek to define more clearly how ENGOS can partner with Government towards environmental protection and aim to clarify some of the social and economic activities involved in this relationship.

Three of NEPA's partner agencies are also involved in this exercise. They are the National Solid Waste Management Authority (NSWMA), the local Parish Council and the Island Special Constabulary Force (ISCF). The workshops are partially supported by the CIDA/GOJ ENACT Programme.

The first workshop in the series was held in May Pen, Clarendon over January 30 - 31,

2007 and was well received. Those in attendance included representatives of various community groups and the Parish Development Committee (PDC). Sessions were also held in Westmoreland, St. Ann and St. Catherine.

Discussions have been spirited and participants availed themselves of the various educational that were distributed and are to be obtained through NEPA's Documentation Centre. Additionally, copies of compact disks (CD)

containing relevant information on Jamaica's planning and environmental laws were distributed. Participants also received information on how to become game wardens and were also trained in writing press releases. With the fortnightly workshop schedule, communities and ENGOS in other parishes will also be afforded the opportunity to participate in the sessions in the coming months.

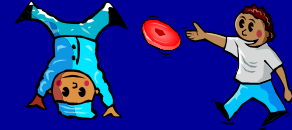
By Onyije Chigozili







# Youth Corner



© Original Artist  
Reproduction rights obtainable from  
www.CartoonStock.com

## DID YOU KNOW



Jamaica's marine area is home for two Seahorses (*Hippocampus reidii* [Longsnout Seahorse] and *Hippocampus erectus* [Lined Seahorse]). So far these creatures have been found only in the Palisadoes-Port Royal Protected Area, which is a Ramsar Wetland of International Importance.

## FROM THE "DOC" Centre

The extract below is taken from "Wilderness: Earth's Last Wild Places". In your lunchtime when you have a few minutes to spare, stop by "The Doc" and learn about some of the world's very interesting people and places.

'The vast Amazonian region is the ultimate biodiversity-rich major tropical wilderness area. It is one of the largest mega-wildernesses overall'. In terms of biodiversity, there is no other wilderness area even close to this region, which covers areas of Venezuela, Columbia, Ecuador, Peru, Bolivia, Brazil, French Guiana, Suriname and Guyana. Vascular plant diversity

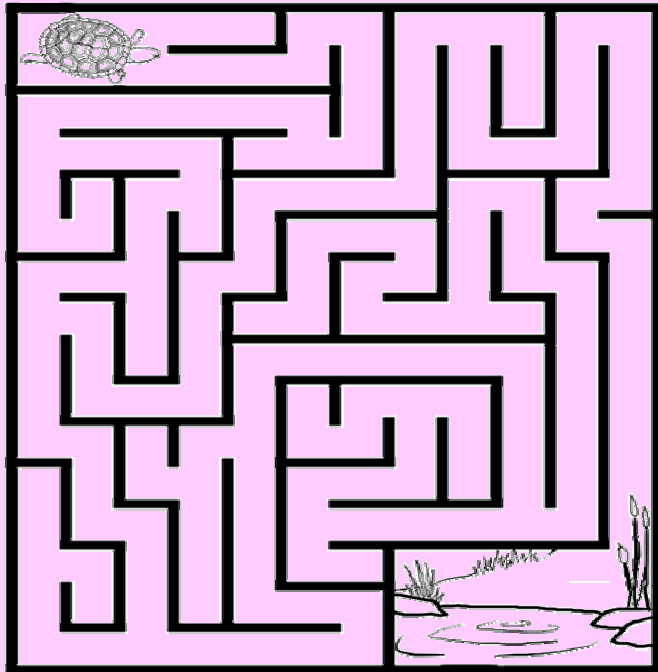
is estimated to be 40,000 species, of which 30,000 are considered endemic.

There is a beautiful photograph of the Kaieteur Falls of Guyana, which is described as one of the world's most pristine and spectacular waterfalls. There is also another beautiful photograph of the interior of Guyana's rainforest and a caiman lizard, a large and semi-aquatic lizard which is particularly fond of eating snails.

This book has some of the most beautiful photographs you are likely to see anywhere depicting different aspects of biodiversity throughout the world. We welcome your visit.

## A-MAZE-ING ANIMALS

Lead the turtle to the pond.



## Sudoku Recycler

Fill in the missing pictures so that every row, column & section contains a different item that can be recycled.

Only one of each item may appear in each row across & down.



Cans



Newspapers



Plastic Bottles



Glass Bottles

