

# FOCAL POINT

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It just arrived on my desk so I have in my hot little hands the ratified list of names of persons whose applications for Duty/Study Leave for the academic year - September 2003 have been approved. In recent years, the Public Service Commission has seen fit to encourage all levels of tertiary studies with a view to the advancement of our people, the Public Service and our country. As a result, we are seeing our Civil Service becoming a highly educated and eminently qualified one. This bodes well for our future. Civil Servants entering academia are drawn from all areas of the Service and their immersion in other regional and international societies can bring us enormous benefits upon their return. These benefits include increased knowledge and better work ethic and attitude. Congratulations. Now here is our list for the academic year 2003:

### TEACHERS

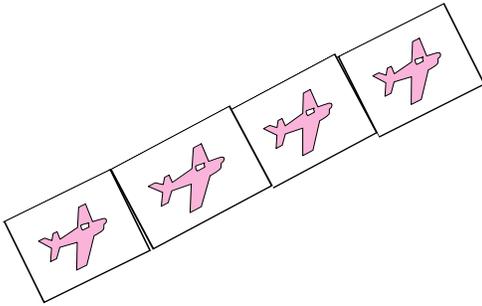
Melville Richardson	Specialist Teacher II ( <b>Duty</b> )
Sharon Joseph	Assistant Teacher II ( <b>Duty</b> )
Daphne Morris	Supernumerary Teacher ( <b>Study</b> )
Joseph Gilbert	Specialist Teacher ( <b>Duty</b> )
Donna-Mae Coates	Graduate Assistant I ( <b>Provisional Study</b> )
Charlene Samuel	Graduate Assistant II ( <b>Study</b> )
Patricia George	Graduate Assistant I ( <b>Duty</b> )
Patricia Collins	Assistant Examinations Officer ( <b>Duty</b> )
Andrea Airall	Graduate Assistant I ( <b>Duty</b> )
Desiree Antonio	Graduate Assistant I ( <b>Duty</b> )
Lucille Cotton	Assistant Teacher II ( <b>Duty</b> )
Athena Brown	Graduate Assistant I ( <b>Provisional Duty</b> )
Alvacea Burton	Assistant Teacher I ( <b>Duty</b> )

IT'S

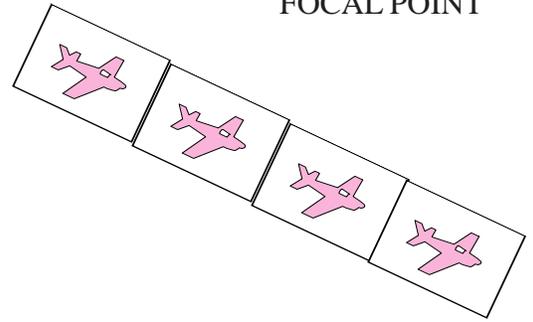
CARNIVAL

BABY!!!!

(Continued on page 6)



## Fly Away !!!



This third quarter, our list of tourists by way of the Leave Passage Grant is a long one. Happy trails to one and all and hurry back to us ready, refreshed and rearing to go!! Our tourists are:

Florence Anthony  
 Elaine Browne  
 Irene Lake  
 Beatrice Browne  
 Donovan Southwell  
 Jules Benjamin  
 Leonard Benjamin  
 Arah King  
 Lorraine Dublin Samuel  
 Beverly Airall  
 Icilma Carr  
 Jacqueline Farquhar  
 Joseph Daley  
 Reginald Joshua  
 Rosa Greenaway  
 Bernadine Jacobs  
 Sylvia James  
 Verlinda Roberts  
 Ainsworth Grant  
 Jessie Kentish  
 Olivet Edwards  
 Veronica Browne  
 Lorna Jeremy  
 Sharon Browne  
 Annell Nicholas  
 Drucilla Beazer

Infection Control Nurse  
 Assistant Teacher  
 Graduate Assistant I  
 Assistant Teacher I  
 Supt. of Govt. Printing Office  
 Assistant Teacher II  
 Principal  
 Principal Assistant Secretary  
 Deputy Principal  
 Accountant  
 Ward Attendant  
 Senior Lecturer  
 Agricultural Assistant II  
 Assistant Chief Officer  
 Senior Executive Officer  
 Senior Executive Officer  
 Senior Executive Officer  
 Senior Executive Officer  
 Agricultural Assistant  
 Head of Department  
 Examiner of Accounts  
 Nursing Assistant  
 Ward Sister  
 Graduate Assistant  
 Senior Executive Officer  
 Assistant Secretary

Holberton Hospital  
 Ministry of Education  
 Ministry of Education  
 Ministry of Education  
 Prime Minister's Ministry  
 Ministry of Education  
 Ministry of Education  
 Ministry of Finance  
 Ministry of Education  
 Treasury Division  
 Holberton Hospital  
 Antigua State College  
 Ministry of Agriculture  
 Her Majesty's Prison  
 Establishment Department  
 Establishment Department  
 Ministry of Finance  
 Ministry of Information  
 Ministry of Agriculture  
 Antigua State College  
 Audit Department  
 Holberton Hospital  
 Holberton Hospital  
 Ministry of Education  
 Ministry of Finance  
 Int'l Business Corporations

## Birthdays

Does it occur to you that these days birthdays are coming fast and furious, perhaps even moreso than you would like? I find it difficult to believe that this “New Year” is already half gone. Where did it go, I ask you? Don’t let the rapid passage of time depress you. The best way to view the situation is to see ourselves as *‘fine wine’* which only improves with time. Once we continue to learn and to grow, then with the passage of time will come maturity and wisdom, attributes that will hold us in good stead as years advance. Birthdays are only signposts on the highway of life. Use them as markers to see how far you’ve come, also as guides to map your course forward. In the final analysis, the most important thing will not be how very old you are but how much you’ve achieved in your life. Here in the Establishment Department our third (3rd) quarter birthday people are:

**Darnelle George**  
**Francia Sheppard**  
**Gloria Jarvis**  
**Dorothy Vanterpool**  
**Rosa Greenaway**

**Sharon Morson**  
**Ruthlin Hector**  
**Earl Haywood**  
**Lisa Marsh**  
**Millicent Cornwall-Roberts**

**Ramona Small**  
**Desiree Pero-Harris**  
**Eartha Joseph**  
**Septan Avonell Jacobs**  
**Roxanne Herbert**  
**David Matthias**

### BARBUDA FACTS

#### **Fact 1**

Once upon a time Antigua and Barbuda was just one piece of land. Barbuda separated from Antigua geographically about 9,600 B.C. when sea levels of the world rose due to polar glaciers melting during a warm period.

#### **Fact 2**

A white sandy beach in Barbuda is so long that the end dips below the horizon due to the earth’s curvature! It extends from Palmetto Point to Cedar Tree Point for nearly eight miles.

#### **Fact 3**

Frigate Birds (Weather birds) can fly at an altitude of 2,000 feet, and their usual flying speed is 22mph. The wingspan is 8 feet and the weight is only 3lbs. as their bones are hollow.

#### **Fact 4**

A 1956 Smithsonian Expedition discovered eyeless shrimps in the deep dark waters of Dark Cave in the Highlands.

*(Reprinted from: The Museum’s Newsletter)*

### African Links

The origin of the word Obeah is from the Egyptian “Ob”=serpent and “Obi” in East Africa. Serpent worship was practiced in Western Africa. The enslaved Africans brought obeah from West Africa.

The game of Warri came from the African Gold Coast and was the name of a tribe from the Niger Delta.

## *SPOTLIGHT*

On  
Dr. Hayden Thomas  
Ombudsman



Dr. Hayden Thomas, the second of four children, was born to Dennis Thomas Willikies and Mary Bertrand of Dominica on 8th October, 1935. His father was a member of the then Leeward Islands Police Force. Growing up in Willikies Village, like many boys his age, he developed a passion for the national pastime, Cricket. He began his formal education at the Willikies Government School (Primary) and upon completion, he attained a Government Scholarship (no mean feat at that time) to attend the Faith and Hope High School where he received his Secondary education. After graduation, Dr. Thomas entered the Public Service as a Junior Clerk in the accounting department of the Department of Agriculture. During his time there, the Government developed a laboratory for testing. Mr. David Adair was the Chief Chemist there and through observing him at work, Dr. Thomas' interest in Chemistry was sparked. He was mesmerized by the various colour changes caused by chemical reactions in solutions under experiment. When the opportunity presented itself, he had to make a big decision – whether to continue clerical work and remain in the administrative stream of the Civil Service or to pursue training in Chemistry thereby joining the technical stream of the Service. He decided on the latter option and never looked back.

He has earned enviable academic credentials (B.Sc. from U.W.I., M.Sc. from University of Reading and Ph.D. from University of London), membership in a number of prestigious professional associations and has been published widely. Part of his career was spent teaching Chemistry to students of the Antigua Grammar School, the Antigua Girls High School (where he can boast of almost 100% passes), T.O.R. Memorial School and U.W.I. (Extramural Department). This teaching stint satisfied his need to pass on some of his knowledge to the youth, as well as to aid in developing Antigua. Dr. Thomas is credited with the transformation of the **Government Chemist Laboratory** with a staff of two (2) to the **Chemistry and Food Technology Division** with a staff of twenty-four (24). He has assisted in setting up Science Labs at the State College and has organized and judged National and Regional Science Fairs. He has done much voluntary work with the Boy's Brigade, the Boys' Scouts Association and the Methodist Church and has been honoured with awards, one of which was the C.M.G. award from Her Majesty the Queen. On 26th June 1995, after his retirement, he was appointed as our country's first Ombudsman and continues to do an admirable job in this post. His hobbies are Cricket (though nowadays only in the capacity of spectator), and gardening. He is married to Dr. Gloria Mason-Thomas and they have three sons, all accomplished professionals.

Dr. Hayden Thomas, what a role model - The Establishment Department salutes you!!



## REFLECTIONS

It's that time of year again ..... almost as stressful as christmas but equally sweet! Our children, Godchildren, Grandchildren, nieces and nephews are nerve-wracked, preparing for exams, be they end of year exams, Common Entrance exams or CXC exams. We are also scrambling to scrape together enough pennies to pay for our vacation trips, our children's summer camps, graduations and to pay for Carnival participation. We must now seek out caregivers to supervise the younger ones during the school holidays and, looking a step further, we must consider upcoming back-to-school expenses. This is also the time to pay close attention to safeguarding our homes, personal possessions and, by extension, our lives from the possible ravages of tropical summer weather systems. All are expensive prospects.

We have much to contend with and the present economic climate does nothing to ease the pressure. Rising prices, diminishing spending power, and unreliable paychecks have all converged and created what can only be described as an insecure society in crisis. Our bank loans are not being properly serviced, the food we consume is no longer of the very healthy variety and even big businesses are being affected. They can't sell any significant stock until and unless they call a **SALE!!** and with their large overheads sometimes even this doesn't help. In fact, some are in grave danger of going out of business since they are no longer economically viable.

What are we to do?? Firstly, recognize and accept that many problems are much bigger than individuals and need solutions that lay persons cannot effect.

Secondly, don't become downhearted, there is much we can do to improve our lot. Cultivate a backyard garden (the old folks used to call it a kitchen garden). The produce garnered here can greatly offset our supermarket bill. Also, shopping for fruit and vegetables at the local market rather than in the supermarket can deliver great savings with the added benefit of fresher more natural goods for our families. The special bonus here, is that of keeping some of our money within our shores thereby aiding the National Economy. Another creative idea is to form loose alliances with family, friends or neighbours for possible wholesale buys to effect some serious savings. Some of the older children can be encouraged with much parental guidance, to get summer jobs - this will help them with some spending money, keep them off the streets and also engender in them the beginnings of a good work ethic. Organize "Family Nights" where no T.V., radio or telephone is allowed. Activities can include games, storytelling, poetry reading, star gazing, evening walks, fishing and visiting the various pan yards to listen to the practice sessions. These "Family Nights" will not only save on your utility bills but much more importantly, will aid in family bonding. **(Important note for outdoor nocturnal activities: Full moon during this quarter occurs on 13th July, 12th August, and 10th September. Be sure to get out and view the rising moon on one of these dates - truly awe-inspiring!)**

Finally, our national summer festival, Carnival, should serve to remind us of our past, our emancipation from slavery. We survived slavery, and with some creative proactivity, we will survive these trying times because we come from good strong stock.

*(continued from page 1)*

## **Leave for Study Purposes**

### **GENERAL CIVIL SERVICE**

Ato Lewis	Environmet Officer ( <b>Duty</b> )
Edson Jarvis	Meteorological Officer I ( <b>Duty</b> )
Joy-Dee Davis	Senior Foreign Communications Officer ( <b>Duty</b> )
Angella Jarvis	Assistant Secretary ( <b>Duty</b> )
Linda Hughes	Junior Clerk ( <b>Provisional Study</b> )
Ena Dalso	Executive Officer ( <b>Provisional Duty</b> )
Tamara Selwood	Junior Clerk ( <b>Study</b> )
Donald Weston	Senior Customs Officer ( <b>3 years Provisional Duty</b> )
Rachael Knowles	Field Auditor ( <b>Provisional Study Leave with pay</b> )
Royce Sutton	Meteorological Officer I ( <b>Duty</b> )

The Commission **ALSO APPROVED** extension of Duty leave to the following officers to enable them to complete their studies:-

Emilyn John	Assistant Teacher II ( <b>Provisional</b> )
Jennifer Francis-Abott	Assistant Teacher II ( <b>Provisional</b> )
Vivian Charles	Senior Clerk
Deborah-Mae Lovell	Minister Counsellor in the permanent Mission of Antigua and Barbuda in the United Nations
Rosette Joseph	Assistant Teacher II
Eloise George	Senior Graduate Assistant ( <b>14 months Provisional leave without pay</b> )
Everton Gonsalves	Supervisor Field Auditor

### **THANKS**

We at the Establishment Department extend our deepest gratitude to the management and staff of the Government Printery. You have seen fit to accomodate us in printing our newsletter thereby enabling us to disseminate our message to the wider Public Service. Thanks to the management team of Mr. Walter Massiah and Mr. Roy Abercombe who guided us and availed us of the time, expertise and services of their department. We must also single out Mr. Phillip Ashterman for his yeoman's service. He took much of his valuable time to walk us through layout and a new computer programme. We expect that the relationship between our two departments will deepen and strengthen over time, and again, we say thank you.

## INTROSPECTION - The Ripple Effect

Given the interconnected nature of all things, some believe that when a pebble is dropped in the sea at Fort James, the ripple will extend outwards right across the ocean even until it returns to Antigua. As members of this Antigua/Barbuda community, we Public Servants are very much aware of our reputation and public image in the wider society and the myriad issues involved. If we apply this cause and effect scenario to our behaviour as Public Servants, we see clearly the glaring issues confronting us and some of the tasks we can perform in an effort to remedy some of these ills. In this issue we will tackle attendance and punctuality.

Did you go to work today? Should you have been at work today? Did you arrive at work on time today? Did you practice punctuality for break periods as well as at end of shift? Try to keep these questions at the forefront of your mind and practice answering them on a regular basis. Some of us are content simply to collect a pay-check but to others, a job means so much more.

When one is late or absent, everyone suffers. The customers (clients) are delayed and in some cases even denied service. Co-workers are often forced to leave their own work undone in order to facilitate the work of the late or absent officer, and so the ripple expands continuously. The causes of tardiness or absence can run the gamut, but can include health issues - personal or those of loved ones, disorganization, excessive drinking, drugging or carousing and worst of all, abject apathy. We can alleviate these problems by, (a) actively pursuing improved health for ourselves and our families, (b) cut down on drinking, drugging and carousing, and (c) better organization of ourselves and families. This would include seeing to it that our children and ourselves get to bed at an hour that enables us to wake refreshed and ready for the new day.

Our Public Sector Reform effort mandates that we address these and other issues as a matter of urgency because our reputation, self-respect and public image are all in jeopardy.

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## GONE TOO SOON



Recently, the Civil Service lost two of our brethren, they were Mr. Leonard Benjamin and Dr. Blackett.

Our **Leonard Benjamin** passed away very suddenly and left us all agape. Literally a case of here today, gone tomorrow.

He worked his way up the ranks of the Service after entering at age twenty(20) as a teacher. He also served as Principal of the Antigua Grammar School. At the time of his demise, he had, as recently as 19th May 2003, assumed duties as acting Education Officer in the Ministry of Education.

**Dr. Alfred Blackett**, also a past Principal of the Antigua Grammar School, recently passed on to the Great Beyond. He was born in Barbados but left a serious mark on Antigua and its academia. Speak to any Antiguan scholar or others and you will be regaled with stories of his disciplinarian ways as well as his prowess in the classroom and the personal interest he took in the advancement of his students. He did two tours of duty at the Grammar School interrupted by a stint as the Permanent Secretary of the Ministry of Home Affairs. He retired to his homeland but kept in close contact with many of his past students. May God bless you both.

### **DID YOU KNOW.....**

that the Civil Service Regulations speaks unequivocally about the Conduct of its Officers, and in Item 50, particularly about their participation in political activities? Read on.

- 50. (1)** Subject to paragraph (2) of this regulation, an officer may -
- (a) join any political party and subscribe to its funds;
  - (b) attend private political meetings of any political party and speak at such meetings;
  - (c) if eligible, vote at an election to Parliament or to a Local Government body.
- (2)** An officer shall not -
- (a) hold an office in a political party or be nominated or accept a nomination as a candidate for a political party for the purpose of being elected to the House of Representatives or a local Government body;
  - (b) or participate in any selection process for the nomination of a person to represent a political party as a candidate in any elections to the House of Representatives or Local Government body;
  - (c) speak or vote or take part actively in a public political meeting;
  - (d) participate on behalf of any party or candidate, or act as an agent or subagent or canvas at elections to Parliament or to a Local Government body;
  - (e) address the electorate at elections to Parliament or to a Local Government body as a candidate for such elections;

unless he has first resigned from a Civil Service appointment he holds.

This rule becomes quite topical at this time when we are undergoing the re-registration process and questions are being asked about who may be allowed to participate as officials and at what level.

There are many questions surrounding the “Scrutineers”. Their role is to act as representatives of their respective political parties and to “scrutinize” documents relating to the registration of electors. Well here we have unearthed the answer to a critical question which has been bandied about concerning Civil Servants. As seen in Item 50, paragraph 2(d) of the Civil Service Regulations, it is clearly stated that Civil Servants are *prohibited* from performing such duties.



**Ladies and Gents of the Civil Service, although we are not permitted to perform as scrutineers, there are other ways to participate in the political process and at this time Registration is the most crucial one. Let us lead the way! I trust that by this time you have all been registered but in the event that a few of you are yet to do so, remember that the units are open Monday - Saturday 7am - 6pm throughout the month of July. See it as an act of civic duty and civic pride. Come on, Let's register!!**

### TRADE UNION CONGRESS

For a number of years, the various Trade Unions operating in Antigua and Barbuda have been trying to institute a Trade Union Congress (TUC) but thus far, to no avail. Such a Congress, it is hoped, would unify the various unions and allow them to speak with one loud voice on certain issues. This should prove to be a good thing for the workers of this country who are all seeking better representation. At the end of July, a major conference to launch this T.U.C. is slated to be held at the Royal Antiguan Resort. Look out for an in depth report on the conference in our next issue.

In related news, the **Caribbean Public Services Association (CPSA)**, a federation of some fifteen (15) Regional Public Sector Trade Unions of which the **Antigua & Barbuda Public Service Association (ABPSA)** is a part, is holding its 33rd Annual Conference here in Antigua at the Royal Antiguan Resort from 19th - 26th July 2003. On behalf of the **CPSA**, the **ABPSA** is hosting some 75 - 100 Overseas Delegates & Observers at this conference.

A Service of blessing was held at the Spring Gardens Moravian Church. At the opening ceremony, the Hon. Gaston Browne delivered the keynote speech. Included topics in this conference are:

- \* information on the **CPSA**
- \* CPSA women's Forum
- \* launch of Pay Equity for Women Campaign

### *The Matrix Reloaded*

Movie Review by Nicole Edwards

The Matrix Reloaded is the sequel to 1999's blockbuster success movie the Matrix which stars Keanu Reeves and Laurence Fishburne. The story picks up where the first film left off. Neo (Keanu Reeves) continues to develop his virtual-reality defying abilities, and Morpheus (Laurence Fishburne) persists in his belief that Neo is the prophesied messiah. Neo, he preaches, is the "One" who will lead the human race out of its bondage to parasitic machines that grow people in pods and suck the electrical charge from their comatose bodies. Meanwhile, the machines have launched an all-out attack against Zion, the human citadel where the enlightened who've awakened from their womb-like prisons cluster.

Morpheus butts heads with Commander Lock (Harry Lennix) over how best to defend Zion, but the real conflict is rooted in the fact that both have loved fierce fighter Niobe (Jada Pinkett Smith), meanwhile, Neo is haunted by dreams of his lover Trinity (Carrie-Anne Moss). The fighters return to the Matrix to find the Keymaster (Randall Duk Kim), who can open the door to the uber-program's mainframe and, presumably, permit them to destroy it forever. Standing between them and success is an array of adversaries, including dozens of versions of Agent Smith (Hugo Weaving), the Keymaster's wily kidnapper (Lambert Wilson), his treacherously lovely wife, Persephone (Monica Bellucci) and a pair of dreadlocked twins (Neil and Adrian Rayment) who are literal ghosts in the machine. The characters are embedded in a now-familiar grab bag of religious, mythological and pop-culture references.

The Critic's Corner salutes the Matrix Reloaded and gives it 5 stars (out of 5) for this must watch movie.

**Remember that old adage “The devil finds work for idle hands to do”?. It is summer holiday time but children need structure. See to it that they have wholesome activities to occupy their time. Join the Library, brush up on school subjects or take up a musical instrument.**



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Should you have articles, ideas, comments or other correspondence to share with us, please send them to **Focal Point** c/o Establishment Department at the address, email or fax facilities listed above.

### FINGER LICKIN' GOOD RECIPE Glazed Apricot Ribs

Preparation Time: 5 minutes  
Total Cooking Time: 30 minutes  
Makes 4 servings

3 1/2 lbs beef spareribs  
1/2 cup apricot nectar  
1 tablespoon soy sauce  
1 tablespoon sweet chilli sauce  
2 cloves garlic, crushed  
2 teaspoons grated fresh ginger

1. Preheat oven to moderately hot 210 degrees C (190 degrees C gas). Place the spareribs in a single layer in a baking dish.
2. Combine apricot nectar, soy sauce, chilli sauce, garlic and ginger and pour over the spareribs.
3. Bake for 30 minutes or until ribs are tender and well browned, brushing occasionally well glazed during cooking.

Serve with white rice or yellow rice, steamed mixed vegetables, tossed salad and drink.

Hint: The spareribs will have more flavour if they are marinated in the glaze prior to cooking.

This dish is especially close to my heart because I prepared it for my Home Economics practical. I passed with flying colours !!!!!!!!!!!!!

*(Submitted by Nicole Edwards)*

Hi folks!

It's a hectic time what with visitors, reunions, carnival and endless revelling but don't neglect security matters. Be sure to pay attention to security as it relates to our homes, vehicles, children and ourselves. Remember also, diseases are lurking out there, **BE CAREFUL!!!**