

FOCAL POINT

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Quote

“The big secret in life is that there is no secret. Whatever your goal, you can get there if you are willing to work”

Oprah Winfrey

SPOTLIGHT

on

***Mrs. Enis Edwards-Nathaniel
Permanent Secretary, Ministry of Labour and Public Safety***

PERSONAL MOTTO: ‘I can do anything I want to do’

Mrs. Enis Edwards-Nathaniel is the first girl and second child born to strict disciplinarian teachers, Maitland and Modestine Edwards, now deceased, of Freetown Village. It was in this picturesque village that she received her Primary School education and it is also here that the seeds of value of education, Church and Community were planted in her. During this time she became very active in the Girls Brigade which was attached to her Methodist Church, even joining their netball team and eventually serving as a Lieutenant in that organization. She also served as Class Leader in the Methodist Church.

Growing up she came to idolize certain members of the community and some of her role models were: Yvette Loyd, a teacher (now deceased), Iothie Wyre also a teacher (now retired) and Beryl Crump, a District Nurse/Midwife who covered the area of Freetown, St. Phillips and Newfield (she was able to recall every birth under her jurisdiction and would regale you with the stories of those blessed events). After Primary School, Mrs. Nathaniel ventured all the way to St. John’s to attend the Princess Margaret Secondary School. She developed a keen interest in Chemistry during these formative years and felt sure that her future career laid in that sphere. After a successful sitting at the Cambridge GCE O’level examinations, she graduated from the school in 1969.

Mrs. Nathaniel applied for employment as a Dispenser in the Civil Service but alas, there were no vacancies available in that area and during that same year 1969, she was employed as a Junior Clerk in the Income Tax Department (now the Inland Revenue Department). After working diligently there for ten years she was nominated to attend a six month Income Tax Training Course in London which she completed successfully. During this six month stint she met many other participants from around the world most of whom had degrees. She noticed that these more qualified persons did not do any better than she did in the course. There and then she decided that she would further her education and get a degree. On her return to Antigua armed with motivation garnered from that course, Mrs. Nathaniel applied to study at the University of the West Indies but there was no scholarship to be had. Next she tried at the University of the Virgin Islands but again there were no scholarships available to her. Not one to be put off easily, she pressed on, determined to see her plan through to fruition.

(Continued on page 6)

Happy Birthday to you

Cut your cake and celebrate your birthday! Make a realistic wish then work towards making it come true. Focal Point wishes all our birthday readers the very best greetings and we also celebrate with the Establishment Department birthday folks. All the best to you all!

- Lorraine Floyd
- Dornell George
- Marcia Thomas
- Elloy Defreitas
- Fatima Mack



RETIREMENT

Here is a list of recent Civil Service retirees. Focal Point and the entire Establishment staff joins to honour these our local sages, the repositories, if you will, of so much Civil Service information. You will be missed but it is our hope that in some way, you will continue to contribute to the advancement of the Civil Service. A sincere thank you for all you have done and congrats to you all!

Joycelyn Richards	Domestic Aide, Nursing Aide, Fiennes Institute
Roma Joseph	Domestic Aide, Domestic, Holberton Hospital
Loretta Ashe	Domestic Aide, Mental Hospital
Erma Christopher	Customs Guard, Customs Division
Millicent David	Principal II, Ministry of Education
Violet Richardson	Assistant Teacher II, Ministry of Education
Delva Charles	District Nurse/Midwife II, Medical Division
Patricia Joseph	Principal II, Ministry of Education
Keturah Francis	Assistant Secretary, Ministry of Planning
Gilian Pryce	Head Bailiff, Registrar's Division
Elkanah Peters	Relieving Officer, Board of Guardians
Emily Hector	Assistant Teacher I, Ministry of Education
Cora Roberts	Assistant Teacher I, Ministry of Education
Joan Ryan	Labourer, Antigua State College
Lindberg James	Assistant Lands Officer, Barbuda
Winston Bailey	Deputy Comptroller of Customs, Customs Division
Linda Brewster	Graduate Assistant II, Ministry of Education
Verlynn Miller	Assistant Teacher II, Ministry of Education

Did you know ??

The Vision of The Antigua and Barbuda Intellectual Property and Commerce Office Intellectual Property

Technical Infrastructure

The renovation of the permanent site for ABIPCO (*Antigua and Barbuda Intellectual Property and Commerce Office*) is at the first stage where draft plans are being developed for the layout of the office. The Trademarks and Patents Office presently possesses two computers, which are used for the creation of certificates and publications of trademarks and patents. These computers were gifts from WIPO (*World Intellectual Property Organisation*) through the Madrid Union and the PCT (*Patent Cooperation Treaty*) Division. No data entry is being done due to lack of staff. Internet is made available through the High Court network. Information on intellectual property sent by WIPO and obtained from WIPO's website is used on a limited basis for the education of staff and to enlighten the general public about the nature of intellectual property and the importance of reporting intellectual property rights. The development of infrastructure of the ABIPCO must be done as follows:

1. The Creation of ABIPCO

The drafting and implementation of the legislation and regulations, the allocation of adequate staff, and the renovations of the designated site for ABIPCO must be completed within the next year

2. The Computerization of the Office

Phase 1: Creation of a database.: This will facilitate quick searches by the Staff and users of the Office. Processing of all applications will also be done in a timely manner as a result.

Phase 2: The Installation of the WIPOnet Project:

Phase 3: Creation of IP (*Intellectual Property*) material, software etc.: Equipment and qualified staff will be necessary to facilitate this phase. The creation of periodicals, software, and other informative materials will greatly enhance the public awareness of activities of the Office and will generate revenue that will assist in future development.

The Creation of the Training and Education Centre: This centre will provide educational programs that will focus on the practical training programs and refresher courses for the Judiciary, members of the Bar who are active IP agents, members of the commercial sector and other members of the public. It will either be taught by qualified persons attached to the centre or by other experts/qualified persons attached to other technical institutions such as the Antigua State College. To this end, it is imperative for the human resources in this field to be developed in accordance with the required standard. The creation of experts must be a priority.

The centre will coordinate some of these programs in conjunction with the Ministry of Education, so that these programs offered can be included in the schools' general curriculum. It is a fact that children are naturally creative. They must be given the right tools and be placed in the ideal creative environment in order to develop their creative talents. This creative culture will certainly impact on our economic development by improving our tourism product and reviving our industrial sector.

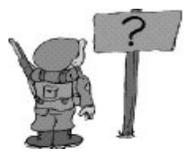


Recently, a number of Civil Servants have been granted Passage Leave to travel to far off lands and enjoy a well deserved break. Happy travels to you all.

- | | |
|--------------------------|---|
| Brenda Bennett | Deputy Matron, Holberton Hospital |
| Eulinda Garcia Rodriguez | Petty Officer II, Ministry of Trade Retired |
| Roy Abercombe | Technician II, Government Printing Office, Retired |
| Marilyn Simon | Hospital Administrator, Holberton Hospital Retired |
| Elizabeth Thompson | Graduate Assistant I, Ministry of Education Retired |

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Things to Know



Public Officers and Bankruptcy

54. An Officer-

- (a) who files a petition for bankruptcy; or
- (b) against whom bankruptcy proceedings are filed; or
- (c) who enters into a composition with his creditors;

under the Bankruptcy Act, shall immediately notify his Permanent Secretary and Head of Department.

(Taken from the 'Antigua and Barbuda Civil Service Regulations 1993, No. 1)

55. No Officer may have access to official records or documents relating to him, his services or conduct, except where the correspondence has been sent to him expressly for comment or noting.

56. Every officer in the civil service shall ensure that, when ever possible, he trains and instructs a junior officer working in his Department.

(Taken from the 'Antigua and Barbuda Civil Service Regulations 1993, No. 1)

Metrication

Two members of Establishment Department (Mr. Darnell George, Senior Executive Officer, and Mr Jarett Knight, Administrative Cadet) were selected and given the opportunity to attend a symposium organized by the Bureau of Standards on the Process of Metrication in Antigua and Barbuda. At the workshop it was learned that Antigua and Barbuda’s current measurement system is becoming obsolete and that we will need to adopt the metric system of measurement.

Antigua and Barbuda is about to undergo the process of changing from our customary measurement system (‘the Imperial System’), which includes the use of pounds and ounces, inches and feet and yards and will be implementing the use of the metric system; Litres, Grams, Centimeters, Metres etc. This new system of measurement has been proven to be more efficient, accurate and easier to use. Therefore the use of the metric system will be the next process in improving Antigua and Barbuda’s Communication in trade, economy, technology and Tourism.

Metrication is set to be the world standard by the year 2010. Almost every country has turned to the metric way of measurement or is in the process of doing so. It is estimated that over 95% of the people in the world experience and conduct their business entirely in metric units. A few of the Caribbean territories have already made the conversion including territories such as; Trinidad and Tobago, Guyana, St. Lucia, Barbados and Jamaica. It has become necessary that Antigua and Barbuda adapt to the current trend so as to allow smooth and better quality trading. Trade and Communication with other nations is critical to the wealth and well being of Antigua and Barbuda, therefore the conversion is not a matter of choice, but a matter of necessity.

It is also important that Antigua adopt the metric system to facilitate the Advent of a Caribbean Single Market Economy (CSME) in 2005 and the initiatives of the World Trade Organization (WTO) who promotes the use of international standards as the basis for trade.

Adopting the metric system means that much of the equipment used would have to be changed which would incur some expense in the process but the overall long term financial and economic benefits in its implementation will far outweigh the short term cost. The Government is preparing to take on the leadership for metrication and to demonstrate its commitment to the change.

Here are some measurement conversions to considered:

<u>Imperial Measurement</u>	<u>Metric Measurement</u>
1 teaspoon	5 milliliters
1 tablespoon	15 milliliters
1 ounce	30 grams
212° Fahrenheit	100° Celcius
1 minute	60 seconds
1 inch [in]	2.54 centimetre
1 foot [ft]	0.3048 metre



“Life is not the number of breaths that you take, but the moments that take your breath away.” Taken from the movie *‘Hitch’*

(Spotlight cont'd from front page)

In 1981, able to scrape together enough money to get started, she went off to the Borough of Manhattan Community College in New York where she attained her Associate's degree in Applied Science then on to Baruch College to complete her Bachelor's degree in Business Administration. Her funds dried up while at Baruch but thankfully the Organization of American States came to her rescue with a Fellowship which saw her through to completion of the programme. On her return in 1986, she worked as a Field Auditor in the Inland Revenue Department and was then promoted to Deputy Commissioner of the Inland Revenue Department even acting as Commissioner of the Inland Revenue Department on several occasions. Not seeing any further upward mobility for her in the Department, she sought a change and in 2000 was appointed Permanent Secretary in the Ministry of Planning. She has also served as Permanent Secretary in the Ministry of Education and is presently at the Ministry of Labour, Public Administration and Empowerment.

Mrs. Nathaniel has a special affinity for her beloved Freetown and attributes its uniqueness to its "healthy fresh breeze, good fresh food from the sea as well as from the many home gardens in the area, and from the active social life of the village - which included neighbour relations, choirs, Girls League, Church and Sunday School." Of course we cannot speak of Freetown without mentioning its two living centenarians, Irene Carlos and Mr. Looby.

This ambitious and active woman was also involved with the St. John's Cooperative Credit Union for many years where she served voluntarily on various committees. She has nothing but high praise for the Credit Union movement and describes the Credit Union as a not-for-profit organization created to help average persons save money and get loans more easily than at commercial banks and to help one another. They also educate business people by providing tools for effective business management. She also taught elementary, intermediate and advanced level Accounting at CIDA-sponsored training sessions.

Mrs. Nathaniel has some sage words of advice for younger Civil Servants:

- aim for the sky, anything is possible
- get qualified with at least a first degree. This is the first step on the road to being recognised in the Civil Service
- gain relevant experience and develop a good attitude, these too will serve you well and
- make sacrifices, sometimes it takes huge personal sacrifice to accomplish your goals

Mrs. Nathaniel, *Focal Point* and the entire Establishment Department are truly impressed with your accomplishments and contribution and we hail you as a positive role model. Congratulations!

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GONE TOO SOON

On 14th December 2004, the Civil Service lost a serving Officer in the person of Stannard Edwards, Graduate Assistant I, Ministry of Education. He last taught at the Pares Secondary School. His sudden passing shocked us all and he will be missed greatly.

More recently, we were informed of the passing of Mrs. Eloise Gore, a retired Civil Servant, who, during her tenure had worked in numerous capacities throughout the Service. Her last posting was at the Ministry of Agriculture. God, please bless their souls and help their families through this time of grief.

The Public Sector Transformation Unit has the monumental task of streamlining our Public Service and making it efficient and effective. Mr. Elloy DeFreitas, Director of the unit has prepared the following to give us a view of the big picture of what they plan to achieve. Read on ...

PUBLIC SECTOR TRANSFORMATION MADE SIMPLE, SHORT, & SWEET

- Q1. Why do we need Public Sector Transformation (PST)?
A1. We need PST because (1) the people need and expect better public services and good governance; (2) the government is faced with an unsustainable fiscal imbalance; and (3) we need to place Antigua and Barbuda in a position to benefit from the regional and international developments and challenges.
- Q2. What is Public Sector Transformation (PST)?
A2. PST is a new, unique, positive, pleasant, and value-creating approach to fundamental change putting people on pathways to personal and collective prosperity.
- Q3. How will Public Sector Transformation (PST) take place?
A3. PST will take place (1) by fixing those things that upset people the most; (2) by acting on the periodic assessments of needs and expectations and delivery of public services; (3) by interactions with all stakeholders; (4) by the phased and facilitated movement of persons based on choices from a list or menu of options.
- Q4. Who are the main persons responsible for Public Sector Transformation (PST)?
A4. The Prime Minister; The Office of Public Sector Transformation (TOPS); the Cabinet and political directorate and public administrators and public employees; the Parliament; the Judiciary; each citizen, resident and appropriate visitors; ALL OF US.
- Q5. When will Public Sector Transformation (PST) take place (starting time; ending time; duration; total work time required in person months)?
A5. PST is yet to officially start; immediate action is recommended. The major changes should take place over a two-year period after the official start. PST should be an on-going process of continuous improvement led by 13 dedicated professionals.
- Q6. Where will Public Sector Transformation (PST) take place?
A6. PST will take place mainly in the public sector but will also positively impact all other sectors and segments of the society.
- Q7. What are the other resources required for Public Sector Transformation (PST)?
A7. The main resources required are (1) the cooperation, collaboration, and partnership from the major stakeholders; (2) about EC\$3 million per year; (3) the cost of the voluntary severance options and the "Build-up Business" and other entrepreneurial initiatives; (4) national, regional, and international funding.
- Q8. What system of measurement and evaluation of Public Sector Transformation (PST) would be put in place?
A8. Departmental Reports and Plans; terms of references (TOR) for consultants and reports of consultants; appropriate documentation; memoranda of agreement (MOA); judgments, laws, policies, and strengthened constitutional bodies; published scientific studies on needs and performance.
- Q9. How will internal and external communication about Public Sector Transformation (PST) take place?
A9. Communication about PST will be continuous; an appropriate mix of media and methods will be used; all of the above components will be explained and their content popularized (both within and without the public sector).

Did you know ??

Focal Point graciously thanks The Labour Commissioner, Mr. Hesketh Williams and his staff for the submission of this timely and informative piece on the preparations of the Department to operate within the protocols of the upcoming CARICOM Single Market and Economy (CSME).

The Labour Department and the CSME

The inevitability of the realization of the Caricom Single Market and Economy has created, in the minds of many, a great sense of fear and apprehension.

In our society, as is the case in many others, change has always been met with a certain measure of resistance, particularly when the perceived negatives of those changes are highlighted at the sacrifice of the not so obvious positives. I suppose the policy of "hope for the best but prepare for the worst" is one that we have focused on for too long.

The most fiercely debated initiative of the CSME and the one that is most feared is the free movement of people. The mistake that many are making, as a result of the lack of greater awareness, is that suddenly all people will have the right to move whenever and wherever they wish and take up employment. This fear is premised on the fact that Antigua and Barbuda is, without the official freedom of movement, already accommodating thousands of Caricom nationals who live and work among us. The cry that "they are taking away our jobs" is not an uncommon one.

The freedom of movement that we hear so much about is currently restricted to five specific categories viz. Artistes, Musicians, Media Workers, Sports Workers and University Graduates.

In keeping with the requirements of the revised Treaty of Chaguaramas, Antigua and Barbuda enacted the Caribbean Community Skilled Nationals in 1997. In January 2003, Antigua optionalized the Act and issued some ten (10) Skilled Nationals Certificates before it was pointed out that there were a number of inconsistencies in the law as well as some procedural error with the exemption order necessary for the holders of such certificates to work without a work permit. The issuing of certificates was suspended in late 2003 and we have just received the draft for the amendments which are to be taken before parliament to once again give effect to the process.

The Labour Department is the agency charged with the responsibility to process applications leading to the issuance of Caribbean Community Skilled Nationals Certificates. This, of course, is in addition to our other responsibilities and requires diligent investigation to verify the authenticity of certificates and other necessary documentation. We anticipate that everything will be in place for the resumption of the process by mid-year, to keep Antigua and Barbuda up to speed with the rest of the Caricom partners.

There are many who think that Antigua and Barbuda has already done enough to foster the regional integration process. There are those who are convinced, and correctly so, that the playing field is not level and as such places small states like ours, which do not have university campuses, are at a distinct disadvantage. There is also the perception that unemployment is rising and the immigrant population is a major factor in this.

Whatever the perceptions are, the reality is, that in the face of what is happening globally and the fact that our government is committed to the process, there is really no retreat. In the face of what appears to be insurmountable challenges in light of our size, resources and present state of readiness, there are some glorious opportunities that we can tap into but key to taking advantage of those opportunities is preparation.

What then is the role of the Labour Department in this new scheme of things? Firstly, we must be given the resources both human and material to effectively conduct training courses in areas of work ethics, rights and responsibilities at work and attitudes, as a compliment to the academic qualifications that have been attained by young school leavers.

Secondly, we are committed to the aggressive registration and placement of suitably qualified nationals into available employment as a matter of priority while it is still legal to do so, with follow-up

monitoring of their progress along with additional basic training if necessary.

Thirdly, we will use both the electronic and print media to provide critical information to continuously keep nationals and residents aware of the changing trends in matters of industrial relations that are likely to impact on the retention of employment, as well as opportunities that are opening in neighbouring countries.

Of course the success or failure and even the initiation of such programmes are predicated on staffing levels coupled with the prevailing industrial relations climate.

We must re-emphasize that the most important favour that an individual can do for himself in these changing times is to begin now, if he has not yet started, is to prepare himself for any and all eventualities so that when opportunities present themselves he can proudly answer the call.

MOTHERS DAY

On Sunday 08th May 2005, we will celebrate Mothers' Day. This is the day we honour all mothers whether they actually gave birth to or simply mothered (cared for) us. How lucky are we, the recipients of this special, unquestioning and quite often unconditional love. Today, we tip our hats to you, Mothers all. A few words for you, Mothers:

A mother is beautiful in her patience, in her wisdom, and above all...in her love. You've a special way of caring, listening, and understanding with your heart, adding happiness to every life you touch...You're a very special mother, and you're wished much love today. Hope you have a very happy Happy Mother's Day.

"There is a great difference between worry and concern. A worried person sees a problem, and a concerned person solves a problem."

Harold Stevens

Reminder

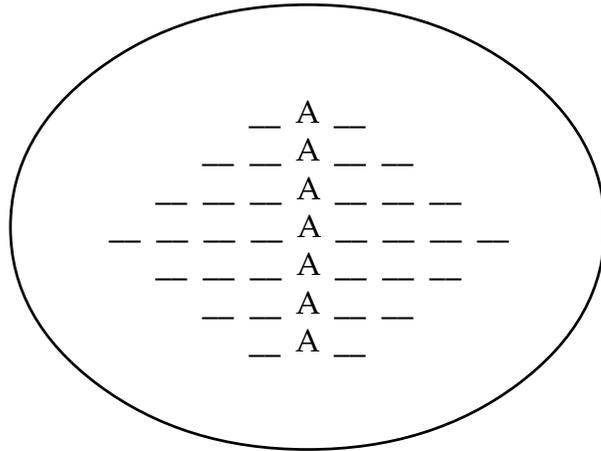
**N.B. To all Permanent Secretaries and Heads of Divisions !!!!
Please submit all completed Attendance Records and
Human Resource Audit forms to the Establishment
Department as soon as possible.**

FUN PAGE

ALINE

Each Answer has the letter A in the middle.

1. Jam container
2. Jetty
3. Fugitive, absconder
4. Incredible
5. Postponed
6. Personnel
7. Father



WHAT A GEM!

The name of a gemstone is hidden in each of the sentences below. Find them by joining words or parts of words together. The first is done for you.

1. Go to sleep early tomorrow evening.
2. He's the top azalea grower in the country you know.
3. She thinks it's super, I do too!
4. I'm glad I am on deck to see us sail into harbour.
5. You tend to drop a lot of things if you carry too much.
6. At the pantomime everyone shouted 'Rub your magic lamp, Alladin!'

Answers to Valentine's Scramble from the previous issue:-

Chocolates, Dinner, Romance, Gifts, Roses, Love, Candles, Cupid, Red, Couples



REMEMBER JUNE IS **NEVER** TOO SOON, IT IS TIME TO BEGIN PREPARATIONS FOR THE DREADED HURRICANE SEASON.

Did you know ??

Submitted by the CSME Unit
Ministry of Finance and Economy

The table submitted below is a summation of some of the elements needed to establish the CSME in Antigua and Barbuda. More will be published in the future.

Elements	Action Required
<p>Free Movement of Skills</p> <p>Implementation of Skills Legislation</p>	<p>Antigua and Barbuda to make the necessary amendments to legislation, for reintroduction to Parliament.</p>
<p>8.1 Regulatory and Administrative arrangements for the free movement of graduates.</p>	<p>Antigua and Barbuda is to amend existing legislation to provide for the free movement of these categories.</p>
<p>8.2 Implementation of legislation for free movement of Artistes, Media Workers, Musicians, Sport Persons.</p>	<p>Antigua and Barbuda is to amend existing legislation to provide for the free movement of these categories.</p>
<p>8.3 Regulatory and Administrative arrangements for the free movement of Artistes, Media Workers, Musicians, Sport Persons.</p>	<p>Antigua and Barbuda to implement arrangements.</p>
<p>8.4 Legislative and Administrative arrangements for the free movement of self employed service providers, entrepreneurs, technical, managerial, and supervisory staff, spouses and immediate dependent family members, persons consuming services abroad.</p>	<p>Antigua and Barbuda to take legislative and administrative action to give effect to the free movement of these categories at latest in accordance with the time lines.</p>

MERRIMENT

During this the second quarter of year 2005, we have a number of social events and festivals in which we can take part. Take the time to plan your own and/or your family's involvement in any, some or all of these events on our social calendar, and they are:

- | | |
|-------------------------|--------------|
| Sailing Week | Whit Weekend |
| Cricket, lovely Cricket | Mother's Day |
| Labour Day | Father's Day |



Establishment Department

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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.

Safety First

Even (or especially) while merry-making

1. *Say no to Drugs*
2. *Be Wise! Condomise!*
3. *Don't Drink and Drive*
4. *Secure Your Money If You Want To Be Happy*
5. *Don't Park In The Dark*

What is more attractive than seeing a father interacting lovingly with his children? Men, please don't shortchange the importance of your role in the lives of your children. On 12th June, we celebrate all you wonderful fathers.

FATHERS DAY

For you, Father on this your special day. Thank you for all your love, strength and support. Thanks for helping me believe in myself. Sometimes life seems so hard, but the one thing that always lifts me up, is your Love Dad.

Source: www.123greetings.com