



WATTS HAPPENING

TRINIDAD AND TOBAGO ELECTRICITY COMMISSION

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VISION - Leadership in Energy
Delivery, Excellence in
Customer Service...
enhancing the quality of life
for all.

MISSION - To provide a safe,
reliable, high quality electricity
supply, in an environmentally
responsible manner, utilizing best
practices, through empowered
employees committed to excellence
and customer satisfaction.



- Over 300 employees honoured at Awards
- POS 'B' Plant decommissioned
- T&TEC welcomes new Board of Commissioners

Editorial

Reflecting and Anticipating

It is customary that the end of the year is used as a time of personal reflection on the time past and the approaching period. It is no different in the corporate world. In T&TEC's case we're coming off of a solidly productive year but, like all other State Agencies, facing a challenging year in 2016.

Included in the list of major achievements for 2015 are the installation of two new anemometers in Tobago, part of the Commission's expanding research in viable sources of Renewable Energy. Distribution North and Central both gained ISO 9001:2008 certification in Quality Management Systems and new trucks and vans have been acquired to upgrade an ageing fleet commission-wide. Improvements have also been made to the Distribution and Transmission networks, with major strides made in the Northern Area, as the San Juan and Diego Martin Substations were upgraded and a new underground Transmission cable from Gateway to the Carmaille Road

Substation was installed. The latter was completed soon after the Transmission Division installed the longest and largest 132kV underground cable coming into Port of Spain, as part of the Gateway project. Other achievements for the last quarter of the year are highlighted in this issue of Watts happening.

General Manager, Kelvin Ramsook, has made it his business to publicly, and personally, thank staff for the hard work that helped make 2015 a good year. But, he has also reminded that, with the economic challenges facing the country, it is each employee's responsibility to contribute to even greater productivity as we seek greater value for money.

To this end, we offer readers some general tips on how to improve your productivity in 2016:

Track your use of time.

Research suggests that only around 17 percent of people are able to accurately estimate the passage of time, so to

reduce time wastage, track and limit how much time you are spending on tasks, including social media, email, word processing, and apps.

Take regular breaks.

It sounds counter-productive, but taking scheduled breaks can actually help improve concentration. Some research has shown that taking short breaks during long tasks helps you to maintain a constant level of performance; while working at a task without breaks leads to a steady decline in performance.

Make use of your commute.

This goes for any unexpected "bonus" time you may find on your hands. Instead of Candy-Crushing or Facebooking, use that time to pound out some emails, create your daily to-do list, or do some brainstorming

Turn off notifications.

No one can be expected to resist the allure of an email, voicemail, or text notification. During work hours, turn off your notifications, and instead build in time to check email and messages. This is all part of being proactive rather than reactive.

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T&TEC's new Board appointed

T&TEC's new Board of Commissioners was formally installed by the Minister of Public Utilities, the Honourable Brigadier General (ret'd), Ancil Antoine, who presented the members with their instruments of appointment at a simple ceremony at the Ministry of Public Utilities on Monday December 14, 2015.



Prior to the installation, Minister Antoine met with the Board members and outlined their remit according to the T&TEC Act, telling them that he looked forward to working with them to transform the Public Utilities sector by providing quality service. Also present was T&TEC's General Manager, Kelvin Ramsook, who welcomed the new Board and pledged the support of

T&TEC's Management and staff in their plans to improve the organisation and the lives of the citizens of Trinidad and Tobago.

The new Board will be led by Chairman, Keith Sirju, a registered Civil Engineer and Chartered Engineer and a Fellow of the Association of Professional Engineers of Trinidad and Tobago and

the American Society of Civil Engineers. The other members of the seven-member Board include Deputy Chairman, Glenford Cyrille, an Electrical Engineer and former T&TEC General Manager; Engineer, Dinesh Bissoon; Accountant, Janet Richards; Businessman, John Chapman; Businessman, Clifford Campbell; and Attorney-at-Law, Wendy Ali.



Minister Ancil Antoine (centre) is flanked by Board members (l-r) Clifford Campbell, Wendy Ali, Deputy Chairman – Glenford Cyrille, Chairman – Keith Sirju, Janet Richards and John Chapman. Missing is Dinesh Bissoon.

T&TEC turns 70!

In 2016, T&TEC will commemorate 70 years of service to Trinidad and Tobago. This landmark anniversary serves as an opportunity for all employees to renew their commitment to the organisation and to building our nation.

Our story began in 1945 when Ordinance No. 42 was passed to establish the Trinidad and Tobago Electricity Commission. Following the appointment of the first board on December 31, operations began on January 1, 1946. From T&TEC's genesis, with a mandate for island-wide electrification, subsequent decades saw the expansion of the electricity system across the country, including to Tobago in 1952. It was an exciting time for the country and the following decades revealed the mettle of the staff of the Commission.

The 1964 exodus of expatriates in management led to the installation of the first fully local Board. Despite the spirit of independence at the time, the failure of the organisation was predicted by many as the general feeling was that locals were ill-equipped to manage the company. However, the three gentlemen who took over the reins of the organisation—Karl Seheult, as General Manager; Leslie Dookhie, Deputy General Manager and George Ford, who later became Deputy GM—oversaw the changing of the guards and

ensured a seamless transition to local management, maintaining institutional strength in the face of expected challenges.

During the 1970s oil boom, an industrial growth spurt demanded the expansion of generation plant and then General Manager, Leo Martin led the efforts that resulted in new plants at Point Lisas and Penal and the Port of Spain 'B' Power Station.

Just over two decades later, in 1994, the partial divestment of the generation assets to form PowerGen took place. Then General Manager, Stanley P. Ottley's legacy tells of astute planning and leadership through the uncharted waters of divestment negotiations.

More recently, the Commission has introduced automated meters, as well as a host of services to improve customer service delivery; developed new HSE rules to improve safety and achieved ISO certification in Quality Management Systems (ISO 9001) and Environment Management System (ISO 14001) in several Distribution Areas.

General Manager, Kelvin Ramsook, speaking at the 2015 Employee Recognition



and Awards Ceremony in November, said he was "humbled" to be at the helm of the Commission at this time. In looking forward, he thanked those who went before, and those who are building the Commission today, for their "foresight, resilience and passion."

As the curtain raises on T&TEC's seventh decade of service, a number of events are being planned to mark this milestone, starting with the launch of a special commemorative logo at the Awards Ceremony. The logo will be used throughout the year on the letter head, advertisements and all promotional material produced for the occasion. Other planned activities include an interfaith service in January, special appreciation for customers and staff, community outreach programmes, public concerts and a television feature showcasing T&TEC's history and its contribution to national development. More information on these celebrations will be communicated in the coming months.

Cheers... and here's to 70 more great years!



Over 300 honoured at Employee Awards



T&TEC's General Manager, Kelvin Ramsook at the podium delivering his remarks.

Employees and invited guests were greeted by the warm colours of the burnt orange, masala (think rich burgundy), and gold décor of the Hyatt Regency Ballroom, at T&TEC's 61st annual Employee Awards and Recognition Ceremony on November 14. The earthy tones provided the perfect setting to inflame the minds, bodies and souls of those attending the gala, celebrated under the theme, "We are T&TEC - Talented, Team Players, Energetic and Customer-oriented."

Over 300 enthusiastic employees were recognised for long service and outstanding performance at the event, which was also a formal T&TEC welcome to the newly-appointed line Minister, the Honourable Brigadier (ret'd) Ancil W. Antoine,

Minister of Public Utilities and then Chairman Designate Keith Sirju. General Manager, Kelvin Ramsook, senior officials of T&TEC and stakeholders from partnering agencies were also in attendance to celebrate with the staff.

Despite a delayed start, the programme flowed so smoothly that watching 300-plus persons cross the stage to receive their awards did not become monotonous. Recipients were awarded for 15 to 42 years of service, with special awards for the Best Performing Employees and Safe Driving. The highly-competitive Area/ Departmental category saw Distribution South receiving the lion's share (see next page).

The presentation of awards was intermixed with riveting entertainment. Employees Gerard Emmanuel-Rodriguez and Lee Cummings's rich baritone and tenor voices filled the ballroom at the top of the programme as they sang the benediction, "The Prayer". ElleNYTT's contemporary ballet to Rachel Platten's "Fight Song" told a story of resilience and strength that is an allegory for T&TEC's 70-year history.

Mr. Ramsook's welcome remarks followed the same theme, and he recalled the "foresight, resilience and passion" of those dedicated employees who went before. He also highlighted the work of individuals from each Area who performed exceptionally for 2015. Also thanking employees for their dedicated service was then Chairman Designate Keith Surju. Acknowledging that this was his first T&TEC engagement, Mr. Sirju congratulated the "impressive" group of awardees and encouraged all to "build upon the foundation of 70 proud years as we move forward together, confident that our future will be bright."

The Minister of Public Utilities also congratulated all awardees for their hard work and commitment and applauded the Commission's dedication to the delivery of a safe, reliable and affordable electricity supply to the people of Trinidad and Tobago. Minister Antoine reminded employees of their role in helping the country meet the energy needs of its growing industrial, commercial and residential sectors, by "expanding both its capacity for transmission and delivery and the reach of its national grid."

The event was also used to launch the Commission's 70th year celebrations for 2016 and included the creative unveiling of a commemorative T&TEC logo (see cover).

Area and Department winners

Distribution Central

- Best Performing Area in Customer Service

Regulatory and Compliance Department

- Most Cost Effective Department (Large)

Assistant General Manager, Administration

- Most Cost Effective Department (Small)

Distribution North

- Most Improved Area in Customer Service

Distribution South

- Best Performing Area Overall
- Most Cost Effective Area
- Best Performing in Safety



T&TEC's Best Performing Employees from each Department/Area for 2015.



1. The hardworking in-house event management team for the 61st annual Employee Recognition and Awards Ceremony.

2. Dancers from ElleNYTT perform a contemporary ballet.

3. T&TEC then Chairman Designate Keith Sirju (right), presents Area Manager, Dist. North, Curvis Francois, with the award for Most Improved Area in Customer Service.

4. Wendell Bhagirath, Assistant Area Manager - South (Ag.) is presented with the Award for Best Performing Area – Safety, from then Chairman Designate Keith Sirju.

5. Distribution Tobago's Strisand Murray, collects his award for 15 years service from the AGM – HR, Jacqueline Cheesman.

6. Guests were warmly welcomed upon their arrival.

7. Partying to the live sounds of the T&TEC Gayatones.



An aerial view of the Cove Power Station, Tobago.



The main men at Cove (l-r), Dion Ewing, Westly Orr, Nelton Lewis and Oswin Williams.

Employees deliver at Cove

Dedication to the job and perseverance despite mounting challenges have paid off for staff at the six-year-old Power Station at Cove, Tobago, which recently marked significant improvements to power availability and reliability to the island. It was also to the benefit of Tobago's over 26,000 customers, who would have experienced an improvement in the reliability of their electricity supply in recent months.

Reports show that average availability from the Plant has improved from 81 percent in 2014, to 89 percent in the first half of 2015 and 94 percent in the last six months. Average reliability improved from 93 percent in 2014 to 97 percent in early 2015, and 99 percent in the last six months. All this, despite the loss of key plant personnel and challenges

with accessing parts and services from Finnish-based manufacturer, Wärtsilä.

Employees were kept busy in the past 12 months responding to a number of system failures and completing several projects to improve service. These include the upgrade or replacement of parts on all four diesel engines; inspecting, testing and repairing the number one generator; replacing alternator covers on all four generators; and installing a pulsation damper air pipe on unit Cove number two, allowing it run in gas mode.

Other significant contributions have demonstrated the innovativeness of staff to mitigate plant shutdowns. One of these was the discovery of a design flaw in the plant control system, whereby transient voltage

sags would cause the supply to the auxiliary power supply system to trip. The implementation of a solution for this flaw has prevented at least three subsequent plant shutdowns. Employees have also developed a procedure to safely and reliably re-energise the 13.8/66kV step-up transformers at the Cove 66/12kV Substation, to prevent shutdown of the Power Station due to the effects of the large magnetisation current of these transformers.

Tobago's customers applaud the efforts of the men at Cove Power Station: Electrical Supervisor, Oswin Williams and the electrical team; Mechanical Supervisor, Nelton Lewis and the mechanical team; Power Station Engineer, Dion Ewing and Manager, Power Stations, Westly Orr. Well done!

Engineering students learn about T&TEC's communication systems

Twenty-five final-year Electrical and Computer Engineering students from the University of the West Indies (UWI), learnt that theory is oftentimes quite different to what exists in the real world. This was their observation during a tour of T&TEC's communications systems at its Radio Hut located at Distribution East, Arima.

The Radio Hut houses equipment associated with microwave radio links, including microwave radio and fibre optic multiplexers. According to Mark Lessey, then acting Senior Engineer in the Communications Department, "the visit provided a good learning

experience for covering the student's coursework on the fundamentals of advance communications."

The two-hour tour included a demonstration of the newly-installed Arima to Chimborazo microwave radio link, the latest such link to be installed by T&TEC. The students, accompanied by Dr. Kim Mallalieu, Senior Lecturer at UWI, were also shown how microwave equipment is installed, its design and configuration, safety considerations and regulatory requirements of the Telecommunications Authority of Trinidad and Tobago (TATT).

About the Arima to Chimborazo microwave radio link

Completed in early September, this communications link connects the Distribution East communications site with a remote site in Chimborazo, Central Trinidad. The location was chosen for its widespread radio coverage and hosts conventional radio repeaters for Distributions East, South and Central, and the recently-installed Northern Area digital trunked radio system. It also allows communication among field personnel and Control Room employees.

In addition, the link facilitates remote video surveillance and supports improvements in radio communications for the Transmission and Distribution Divisions in the security of the Commission's assets.



Mark Lessey, left, and Technical Assistant II, Susan Sookdeo (far right), with some of the students who visited the Radio Hut.

EAW Tobago marks 50 years

Since 1965, the Tobago Branch of the Electrical Association for Women (EAW) has been working to improve the lives of the citizens of Tobago through education and outreach initiatives. To mark their golden anniversary, the ladies of the sister isle organised a week-long celebration in September, starting with an outreach session on electricity safety and conservation at the Tobago Sports Club on Monday 21. The week continued with lectures covering pertinent topics like disaster preparedness and family life.

Activities culminated on Sunday September 27, when the ladies, together with their sister Branches, friends and T&TEC well-wishers, gathered at the Scarborough Anglican Church for

a Church Service, followed by a luncheon at the Tobago Sports Club. The ladies and their guests spent the afternoon in good company, while reflecting on the impact of their work over the last five decades.

The Branch also took the opportunity to induct founding member of the Tobago Branch, Anne Alfred, as an Honorary Member of the Association, a special title which affords her preferred services.

Below: Members of the audience raise a toast in honour of the EAW Tobago's 50th jubilee.



T&TEC shares plans for disaster preparedness

Scenes depicting poles and lines downed from severe flooding after a natural disaster opened Assistant General Manager – Transmission, Ravi Shukla's presentation at AMCHAN's 2015 Health, Safety, Security & Environment (HSSE) conference on "Managing Risk in Economic Uncertainty."



The presentation - "Transmission System Disaster Management – planning, design, construction and maintenance" – highlighted T&TEC's multi-pronged approach to disaster planning and management.

T&TEC's transmission system – the backbone of the power system – can be vulnerable to natural and human threats, including natural disasters, sabotage or pilferage. Keeping the grid running in times of disaster is critical, said Mr. Shukla. As such, threat mitigation is a necessary part of system design.

Lines and substations are designed and developed according to wind, earthquake and international codes. Substation sites are designed to minimise flooding, and foundation designs are based on geo-technical studies. Other design considerations include sufficient electrical clearances, line corridor widths and building setbacks to cater for conductor blow-out in extreme wind conditions.

But a well-designed system is only as good as the equipment installed and the construction methods used, so according to Mr. Shukla, the Commission's procurement guidelines include specifications for wind speeds, earthquake, environmental, and critical electrical/mechanical/thermal parameters. Appropriate safety factors are also included for conductors, insulators, line hardware and fittings based on an appropriate strength co-ordination strategy. Materials and designs are selected based on particular environmental conditions.

In construction, "tight quality control" is critical to ensure conformance to designs and specifications. Scrutiny is applied to construction techniques and methodology, all in keeping with relevant standards such as IEEE, ANSI and ASTM, as well as safety standards.

AMCHAM's members and guests were captured by the photographs of damaged electrical infrastructure and installations that painted a grim picture of what can take place in a disaster.

However, Mr. Shukla noted that damage can be minimised through "periodic inspections of infrastructure, followed by planned maintenance and aggressive vegetation management...to preserve or exceed the original designed performance known as infrastructure hardening."

Conference participants were relieved to also learn that, depending on the level of threat from an impending natural disaster, T&TEC's operations will continue, with a parallel Control Centre going into operation. Additionally, all standard emergency planning protocols will go into action which will aid in quicker restoration and recovery. As a critical national utility, T&TEC also co-ordinates with other emergency entities such as NOC, ODPM, Met Office, TSTT, NGC and WASA in disaster preparedness drills and disaster management planning.

The disaster preparedness plan was welcomed by the audience, who were reassured that T&TEC will do all in its power to keep their lights on.

PowerGen 'B' plant goes silent

The familiar hum intrinsic to power stations can no longer be heard at the PowerGen 'B' Power Plant in Port of Spain. After nearly 60 years in operation, the city's prized but antiquated power station was decommissioned on December 31, 2015. It is a significant prologue to the long-anticipated demolition story, which culminates in about a year when the city's skyline will be forever changed.

Although the Plant's shutdown has been on the cards for several years, the finality of the action will have far-reaching implications for staff, power generation and for buildings and equipment near the locality. T&TEC's System Control and Generation Interface Department has been working closely with personnel from PowerGen to determine a safe and efficient way for the dismantling of this Wrightson Road landmark.

Background to shutdown

After six decades, obsolete equipment left the power station incapable of running at its full capacity of 270MW. This reduced power affected the reliability of supply for customers in Port of Spain and the western peninsular. When

T&TEC renewed its Power Purchase Agreement with PowerGen in 2014 for power from its three plants at Penal, Point Lisas and Port of Spain, it was under a ratchet down arrangement in two increments - 742MW and 624MW at an average availability of 95 percent. This reduction in power from PowerGen did not adversely affect the requirement for total available power, since Trinidad Generation Unlimited was supplying 720MW via the recently-completed Gateway project. The way was clear for PowerGen to finally decommission the oldest generating plant in the country.

From decommissioning to demolition

T&TEC's involvement in pre-demolition activities focuses on maintaining a reliable supply to its customers, beginning with an exercise to safely remove its cables and redirect them to the Gateway Substation with minimum interruption to customers. Northern Area employees, who are now housed at the Concourse Block, PowerGen, are to be relocated to new accommodation at Wrightson Road and the Commission is currently engaged in negotiations with PowerGen over amendments to the Shared Rights Agreement for property and access within the PowerGen facility.

Discussions will also continue for an operational plan to label and properly identify all cables, to minimise safety risks during the demolition process, as well as for the transfer of T&TEC's equipment, such as switchgear, batteries, protective relays and other high voltage equipment.

One of the fuel tanks on Wrightson Road, which stored bunker 'C' back up fuel.





The prominent stacks of the Port of Spain 'B' Power Station, a feature of the city's skyline for generations, will be no more.

As T&TEC is responsible for the provision of gas and fuel to its Independent Power Producers, the Commission also has to negotiate with the National Gas Company for the safe removal of the gas pipeline infrastructure on the compound and with PowerGen for the disposal of two fuel storage tanks at Wrightson Road. The two storage tanks, which will either be sold or leased, housed bunker 'C' backup fuel to fire up boilers, and aviation fuel to supply the two Rolls Royce 20MW generators at PowerGen.

Subject to the Environmental Management Authority's award of a Certificate of Environmental Clearance, PowerGen will begin demolition approximately one year after decommissioning. The subsequent process of demolition and remediation to a 'Green Field' site is expected to take approximately 18 months.

What is next for generation?

With a current peak demand of 1396MW, energy sales forecasts suggest that the country will require additional generation in the order

of 350MW by the year 2020. Two options at this time - the building of a new power station at a site already identified in Barataria, or for PowerGen to 'repower' the Port of Spain Power Station at the existing location. Along with these options is the proposed contribution from renewable energy sources to the generation mix. There are presently three projects with grid interconnected solar panels, and T&TEC is simultaneously collecting wind speed data in Tobago. This is well advanced, along with feasibility studies and policy formulation for the future use of renewable energy.

Concurrent with these developments is the 132kV line interconnection works by the Transmission Division to T&TEC's newest substation in Gandhi Village. While this substation is already functional and can receive full power from TGU, the delivery of a second 220/132kV - 265MVA transformer will bring the substation to its full capacity to securely receive TGU's power by the second quarter 2016.

Employees' children win tertiary scholarships

The T&TEC Family joins the wider society in acclaiming the efforts of several children of employees who won national scholarships, following the results of the Caribbean Advanced Proficiency Examination (CAPE), this year.

Among those on this prestigious list of scholarship winners are Jean Luc Francois, Kareem Zainool Mohammed, Vishal Chaitram and Desiree-Anne Ramsaran. Here are their stories.



Jean Luc's accomplishment is well deserved; hard work has its rewards, Curvis Francois, Area Manager, Distribution North said of his son who was awarded an Additional Scholarship in Natural Science and wants to be a medical doctor. "It all starts with setting the right goals and staying focused," adding, "God is in control; that is the foundation for success." Jean Luc, a graduate of St. Mary's College, Port of Spain, plans on attending the St George's University in Grenada to pursue a medical degree.

Also sharing in the joy of his child's success is Assistant General Manager, Zainool Mohammed,



whose son, Kareem Zainool, is the recipient of an Open Scholarship in Mathematics. Kareem, a past student of the Naparima College, plans to study Civil Engineering, but in the meantime is currently enrolled at the Ahlus Sunnah Wal Jam'ah Institute in San Fernando, pursuing a Diploma in Islamic Studies. Describing his son as "self-driven" and "able to to balance his spiritual, sporting and academic activities," Mr. Mohammed shares that parents ought to allow their children to develop and make their own choices. "Be moderate, trust in God and be there to guide your children," he says.

Another medical practitioner is likely to emerge from young man, Vishal Chaitram, son of Kelvin Chaitram. Vishal is a graduate of the Naparima College and is also the recipient of an Additional Scholarship in Natural Science. He is expected to start UWI in September 2016 and hopes to specialise in Radiology. His proud father, a Consumer Investigator at Distribution Central, said his son's success came as no surprise. "Vishal was always encouraged to balance his academics with other activities and



he has always excelled. As an incentive, good performance in school was rewarded, but it was never any pressure,” said Mr. Chaitram, who hopes that all his son’s dreams come true.



Lone female in the group, Desiree-Anne Ramsaran, has similar aspirations. The graduate of St. Augustine Girls’ High School also wishes to become a medical doctor, specialising in neurology. The award of an Additional Scholarship in Natural Science will go a long way to help her achieve this goal. Desiree-Anne is the daughter of Alvin Ramsaran, Manager, Projects assigned to the

Public Lighting Department, who is “ecstatic, relieved and very proud of her achievement.” As to what aided his daughter’s success, Mr. Ramsaran advises “be persistent, create the correct environment, never give up, work with them where possible and share in their vision.”



From darkness to light

Scenes depicting the story of Divali transformed the Mid Centre Mall carpark into a virtual Ayodhya on October 31. Thousands gathered to view the creative bamboo displays, enjoy the expressions of Indian music and dance, support beautiful ethnically-dressed queens and sample delicious Indian cuisine.

In his welcome remarks, General Manager Kelvin Ramsook said "T&TEC's business is lights so the celebration of Divali is equivalent to our business." He publicly recognised employees for their hard work, making reference to the Eid and Emancipation celebrations which are also organised by employees. "T&TEC has a highly skilled workforce, not only in technical capabilities, but equally skilled in culture," he proudly told the audience that included then Acting Permanent Secretary, Vashti Jitman, who represented the Minister of Public Utilities; the High Commissioner of India, His Excellency Gauri Shankar-Gupta; and the Mayor of Chaguanas, Alderman, Gopaul Boodhan.

The much anticipated event was captivating and innovative and attracted a big crowd. "I think this is biggest celebration since inception [1997]", Varune Maharaj, T&TEC's Divali Committee Chairman, commented on the large crowd. "A lot of hard work went into this production."

And so it was, as employees and supporters were seen preparing bamboo displays days ahead of the event, piquing the interest of the public. The result was intricate and interactive designs, that retold parts of the Divali story and the distribution and transmission of electricity using creative LED lighting and oil and wax deyas.

Visitor participation was encouraged and many got the opportunity to steer Distribution North's version of the "Prakasa Ka Asa", a ship used in the final journey to bring indentured labourers to Trinidad. This display won the General Manager and Divali Committee's prize for best

bamboo display. The moving elements of the Supplies Department's oversized statues of Ram and Sita also awed visitors, along with the massive bamboo serpent from Distribution East's city of Kailash. The Public Lighting Department's display depicting the five days of Divali, earned the overall top prize of \$5000, and the Sunity Rampersad trophy. Other interesting displays were Transmission Division's replica of the Gandhi Village Substation and Mt. Hope's depiction of conventional power generation and wave energy as renewal energy sources.

As dusk approached, visitors positioned themselves around the stage and outdoor screens for the premier event – the Divali Queen Competition. Ten queens were judged for their presentation of Indian wear, talent and poise. As each delegate regally crossed the stage, supporters loudly voiced their preferences. "The competition is hard this year", one supporter was overheard saying as he placed his vote for the People's Choice Award. Yamanda Kungebeharrysingh, a two-time participant from Head Office won this award as well as second place overall. Taking top prize however

was Shivani Maharaj representing Distribution South, earning her a trip for two to Miami with a three day cruise and \$US500.00 spending money.

Derick Davis, Assistant Area Manager Distribution Central, closed the programme and thanked everyone for making the event another success.

Here is a list of the winners of the T&TEC Divali Bamboo and Queen competitions 2015.

Queen Competition

1st Place – Shivani Maharaj, Distribution South

2nd Place – Yamanda Kungebeharrysingh,
Head Office

3rd Place – J'leise Orr, Distribution Tobago

Bamboo Bending Competition

1st Place – Public Lighting Department

2nd Place – Distribution Central

3rd Place – Supplies Department

GM and Divali Committee's Award for Best
Bamboo Display - Distribution North

Below: Chairman of the Divali Committee, Varune Maharaj, with the winner, Shivani Maharaj and the other beautiful delegates





1. One of the bamboo temples created by the Public Lighting Department.

2. T&TEC's General Manager, Kelvin Ramsook, presents Manager, Projects, assigned to Public Lighting Dept., Alvin Ramsaran, with the winning trophy for the bamboo bending. PLD employees Rakesh Mahadeo and Ravi Ramsaran look on.

3. The entrance to one of the impressive displays.

4. T&TEC's African Emancipation Queen 2015, Shevelle Primus and T&TEC's Divali Queen 2014, Laurel Bhairosingh.

5. Members of T&TEC Malick Tassa Drummers in full flight.

6. Neha Dawar captivates as she performs her Indian dance.



Another batch of EITs for 2015

Two employees from Tobago are among twelve employees to gain entry into the Commission's Engineers-in-Training (EIT) Programme.

The two, Nelton Lewis, former supervisor at the Cove Power Station and Christopher Ramcharitar Madray, former Senior Clerk, Distribution Tobago, are the first to be trained as Mechanical Engineers under the programme. Nalini Rampath, Human Resources Officer II and coordinator of the EIT programme explained that the purpose for the introduction of this new discipline is to "prepare these employees to take up responsibilities in the Cove Power Station," T&TEC's sole generating power plant.

This is the second group of trainees for the year to enter the formalised two-year programme of theory and practical training. The employees, six males and six females, were employed as Clerk IIIs and Senior Clerks prior to their acceptance into the programme.

The EITs, (l-r) Valline Jacob, Stacy Richards, Shivanand Ramoutar, Sandy Chadee, Laurel Bhairosingh, Christopher Madray, Khadija Stephen, Anita La Caille, Rene Hanumansingh, Sanjay Ramroop and Joey Tickorie.
Inset: Nelton Lewis



Dial 4357 for IS Help

Contacting the Information Systems (IS) Department Service Desk is now easier with HELP (4357). This single extension will connect callers to one of four Service Desk technicians.

Karl Woods, IS Support Supervisor said the new single-number arrangement uses a Terminal Hunting System where calls are automatically routed to any available line. However, should the lines be engaged, a voicemail with contact information and a brief issue description should be left. This single mailbox allows for multiple persons to clear messages at anytime. The intent, Mr. Woods said, is to capture as many calls as possible. IS Manager, Charlene John concurs, adding that "more connectivity to IS personnel means an increase in efficiency... the system allows us to streamline requests and provide quicker responses."

The IS Service Desk section is the central point for employees seeking advice on technology-related issues. Seven employees, representing



two levels of technical competency are trained to respond to computer-related queries made through email, phone or voicemail.

The realignment of the IS Service Desk is just one of several initiatives carded to improve the efficiency of the IS Department.

Correction

One of the photographs accompanying the story "Central Area scores in SIS League," (pg. 24 in the July - September issue) was incorrectly captioned. The person in the photo receiving his medal was player Sekon Alves, not Ryan Stroude. We apologise for the error.



Employees participate in World Aids Day activities

World AIDS Day, held on December 1 each year since 1988, is the first health day to be designated by the United Nations.

This year's theme, 'Think positive: Rethink HIV,' challenges people to rethink the dated stereotypes about the condition. Adopting this theme, T&TEC's HIV/AIDS Workplace Education Committee hosted a series of activities in the lead up to World Aids Day. Between the months of July to December, employees were able to access free basic screening of blood pressure, glucose and cholesterol, prostate testing and HIV/AIDS sensitisation and testing at venues across the Commission.



Employees listen intently to Angelina Phillips of HASC at an HIV/AIDS sensitisation session in Distribution Tobago.

The tests were facilitated by the North West Regional Health Authority, Ministry of Health; the National HIV/AIDS Workplace Advocacy and Sustainability Centre (HASC); La Horquetta Health Centre; and the Family Planning Association of Trinidad and Tobago (FPATT). Over 500

employees from Distributions East, North, and Tobago, Head Office, Public Lighting Department, King Village, Mt Hope and Transmission Division participated in the screening exercises.

As part of its outreach activities, the Committee also hosted a book collection drive in October and November. Employees were encouraged to contribute new or gently used books for pre-schoolers up to teenagers and deposit them in boxes at select T&TEC offices. All the books received, from a variety of genres like education, sports, art-creativity and fiction, were donated to registered children's homes.



This employee seems happy to get her blood pressure tested.

25 get lots at TATECO Homestead

The elusive dream of home ownership became a reality for 25 members of TATECO (POS) Credit Union recently. The lucky members were selected from among over 700 applicants to purchase residential lots through TATECO's inaugural Homestead Land Development Programme. Successful applicants were randomly selected via a draw at a TATECO Annual General Meeting.

The fully developed land was purchased and developed by TATECO and comes with all the necessary approvals. President of TATECO Port of Spain, Norman Bobb, together with representatives from the office of the Commissioner of Co-operatives and the Association of Credit Union Presidents of Trinidad and Tobago, were on hand at a simple distribution ceremony at the Las Lomas Development on October 10. Recipients collected packages containing their cadastral sheet, letter of offer and a copy of the agreement.

In the presence of the happy lot owners, Mr. Bobb said that the programme was the first step in the process towards affordable homeownership, all part of the Credit Union's vision to boost the financial security of its 7,000 members.

Those members will be pleased to know that there are plans to continue the programme; the Credit Union is currently looking for land in Tobago for its next phase.



The happy TATECO members, on their way to being first time home owners.

T&TEC clears the coast

One hundred T&TEC employees and their families responded to the call by the United States-based environmental advocacy group, Ocean Conservancy, to participate in the annual International Coastal Cleanup.

The early morning start on September 19 to remove garbage and other debris from Salybia Bay and its environs resulted in the collection of 92 bags of trash, including beverage bottles, tyres and a child's car seat. Working alongside the T&TEC volunteers were members of the Rotaract Club of St. Augustine who have participated in this exercise for the past three years. The overall effort resulted in the removal of 1332 pounds of trash.

This year, over 560,000 volunteers collected 16 million pounds of trash from beaches worldwide.



These ladies team up to remove an old tyre.

Below: The volunteers were from all ages and came out in their numbers.



Kids in command at Children's Christmas parties

It is said that Christmas is for children and, as expected, kids of all ages were in their glee at T&TEC's Children's Christmas parties held recently in Tobago and Trinidad. With a selection of unique attractions, including go-carts, a mechanical bull, a 40-foot inflatable slide and a zipline, the playful appetites of the young and the young-at-heart were well satisfied.

On November 29, the Signal Hill Secondary School, Tobago, was transformed into a colourful playground, filled with activities for both adults and children. The T&TEC New Eastside Dimension Steel Orchestra and games like ring-toss and nerve tester kept the adults entertained, and there was a constant buzz as the kids tried activities like rock climbing, fuelled by popcorn, cotton candy, ice cream and other tasty treats.

One week later, at the party hosted in Trinidad on the grounds of the Stanley P. Ottley building, Mount Hope, children frolicked around the spacious venue, ducked in and out the many bouncy castles, played Wii and Xbox games and got their faces painted. T&TEC's lively Lucas Brillantes Parang band and a puppet show provided on stage entertainment. However, it was the pair of massive inflatable towers erected on the southern side



of the building that created the most excitement. "Zipline, daddy! Zipline!" a little boy shouted while pulling his father towards the action. This new addition to the party saw long lines of children eager to participate in the daring fun.

At both events, much to the kid's delight, Santa Claus

and Mrs Claus made a star entrance, distributed snacks and posed for pictures. T&TEC's General Manager, Kelvin Ramsook and Acting Corporate Communications Manager, Clare Cooper were also on hand to greet the families.

The sight of many children reluctant to leave this year's children's Christmas parties shows that they were quite successful. Commendations go out to the volunteers and employees for their hard work.



Employee Update

Appointments, Promotions, Moving On and Accomplishments

APPOINTMENTS

NAME

Mark Lessey
Nigel Allen
Niketa Thomas
Sykes Ettinoffe
Tegan Medina

POSITION

Technical Assistant I
Consignment Clerk
Consignment Clerk
Senior Engineer
Senior Land Management Officer

AREA/DEPARTMENT

Communications Department
Supplies
Supplies
Distribution Tobago
Transm Devel & Eng Services

PROMOTIONS

NAME

Allan Thomas
Anita Lacaille
Anthony Prescod
Carla Taylor
Davidson Martin
Dexter Cordice
Edwin Edwards
Garnesh Ramnarine
Gemise James
Glen Riley
Goutam Heeraman
Hugh Springer
Idi Khan
Jeffrey Gabriel
Jemima Alexander
John Greenidge
Karan Ramjewan
Karimah Ali
Kellsha Graham
Kelya Williams
Khadija Stephen
Kirn Ellies
Lester Soodeen
Marc Nunes
Marsha Mangroo-Lutchman
Mohan Beharry
Raj Koongbeharry
Raj Persad
Rene Hanumansingh
Ricky Guerra
Rocky Maraj
Roland Bernard
Sanjay Ramroop
Shivanand Ramoutar
Stacy Richards
Steve Waterman

POSITION

Subsection Leader
Engineer-In-Training
Line Foreman (Hotline)
Draughtsman I
Stores Attendant
Communications Mechanic I
Supervisor – Penal Training Facility
Substation Foreman
Clerk II
Services & Maintenance Supervisor
HR Officer II – Technical Training
Cleaner
Estate Sergeant
HSE Co-ordinator III
Clerk Typist
Driver – Aerial Lift Truck
Line Foreman (Hotline)
Engineer II
Clerk II
Clerk II
Engineer-In-Training
Clerk II
Driver – Aerial Lift Truck
Customer Services Officer
Subsection Leader
Linesman 'B'
Shift Control Engineer II
Line Foreman (Hotline)
Engineer-In-Training
Driver – Fork Lift
Control Operator
Senior Foreman
Engineer-In-Training
Engineer-In-Training
Engineer-In-Training
Estate Sergeant

AREA/DEPARTMENT

Pensions & Investment Department
Human Resources Department
Distribution Central
AGM - Distribution
Supplies
Communications Department
Human Resources Department
Transmission Maintenance
Distribution North
AGM - Administration
Human Resources Department
Supplies
Security – Head Office
Health, Safety & Environment
AGM – Administration
Distribution North
Distribution Central
AGM – Distribution
Human Resources Department
AGM – Finance
Human Resources Department
Supplies
Distribution North
Commercial
Public Lighting
Public Lighting
System Control & Generation Interface
Distribution Central
Human Resources Department
Supplies
System Control & Generation Interface
Distribution Central
Human Resources Department
Human Resources Department
Human Resources Department
Security – Head Office

DEPARTURES

NAME

Ainsley Stewart
Ainsworth Davis
Angeline Khadoo
Arjoon Ramdeen

POSITION

A.G.M – Administration
Estate Constable
Corporate Communications Asst. (Trv)
Estate Constable

AREA/DEPARTMENT

A.G.M – Administration
Security – Distribution South
Distribution Central
Security – Distribution South

Employee Update

Appointments, Promotions, Moving On and Accomplishments

NAME

Ave-Ann Perry
Dave Paterson
Deendath Ramdeo
Dhanookdhary Singh
Gabriel Hospedales
Herman Noel
Irwin Thompson
Joshua Garcia
Kenneth George
Krishna Neebar
Marlene Singh
Michael Standish
Ricardo Wellington
Riki James
Ronald Adharsingh
Sydney Headley
Trevor Monsegue

POSITION

Purchasing Assistant
Senior Foreman
Senior Foreman
Ganger
Estate Constable
Services & Maintenance Supervisor
Commercial Manager
Meter Reader
Information Systems Manager
Meter Reader
Senior Clerk
Estate Constable
Crew Foreman
Linesman 'C'
Substation Foreman
Driver – Aerial Lift Truck
Driver – Class 5 Vehicle

AREA/DEPARTMENT

Supplies
Distribution South
Distribution Central
Supplies
Security – Distribution North
A.G.M – Administration
Commercial
Distribution East
Information Systems
Distribution South
Distribution North
Security – Distribution South
Distribution North
Distribution East
Transmission Maintenance
Distribution Central
Distribution North

Trevor Monsegue passes on



The T&TEC family mourns the passing of Trevor Monsegue, a consummate professional who was dedicated to his family, job and colleagues.

Mr. Monsegue, a Driver assigned to Distribution North, passed away on November 25 after suffering a stroke. Monsegue lived at Church Street, Petit Valley and provided the Commission with over 30 years of service.

Our prayers go out to his wife Jennifer and his children Terrance, Tyron, Terron, Jovaughn and Tinesha, on his passing.

May his soul rest in peace.

Commission funds gym equipment



Over 1,600 employees benefited this year from sessions on alcohol and substance abuse, fitness and exercise, and mental health, under the Employee Wellness Programme spearheaded by the Human Resources Division. As an adjunct to this initiative, the Commission purchased 30 pieces of sports and exercise equipment which were distributed to 6 T&TEC Sports Clubs in October and November. It provides "cost effective opportunities to improve our health and wellness" said president of the GSCC, Cliff Ramsabag, who encouraged all employees

to take advantage of this initiative.

A simple handover ceremony was held at the first club - Eastern Area - on October 9. Among the senior T&TEC and General Sports and Cultural Club officials present was Jacqueline Cheesman, Assistant General Manager - Human Resources, who was pleased to see the long-anticipated venture to fruition. "This is just the start of many initiatives of the Commission to enhance the way of life for employees by promoting healthy practices," she said.

GM Kelvin Ramsook and AGM - HR, Jacqueline Cheesman, with members of the GSCC, HR officials and employees after the handover of gym equipment at Distribution East.

The Mount Hope, Northern, Eastern, Central, Tobago and Southern Area Sports Clubs each received five pieces of equipment consisting of two treadmills, two spin bikes and one elliptical machine. It is hoped that employees will make use of these machines and the opportunities they present to maintain and improve their fitness and overall health.

Talent shines at Table Tennis and All-Fours

Ping pong, more popularly known as table tennis, took centre stage in October at the Northern Area Sports Club for the Inter-Area table tennis

competition. The event was hosted by the General Sports and Cultural Club and saw a total of six participants, most of them young players, who

spent the evening rallying across the tables. In the end, TATECO Credit Union's Naomi Garraway emerged the first place winner. Her teammate

Giovanni Mc Kay placed second and Andy Taylor of Tobago Sports Club placed third.

Later in October was the much-anticipated final of the inter-area All Fours competition between the Southern Area Sports Club and Rio Claro Sports Club. The Eastern Area Sports Club provided a neutral venue to settle the score between the two teams from south, and after many highs, lows and a few hang jacks, the Southern Area team captained



Winner Naomi Garraway representing TATECO, is flanked by Andy Taylor of Tobago and Giovanni Mc Kay, also of TATECO

by Abraham Mohammed got the better of their opponents

with a final score of 41 to 26. Congrats to all the winners!

Mt. Hope hosts football competition

The Mt. Hope Sports Club hosted its annual 5-a-side knockout football competition and football league in competitive style.

Six teams, consisting of Metering Services; Protection and SCADA; Police and top contenders, Young Gunz' (Communications);

Transmission; and the Miser-Rebels' (Mt. Hope combined team) participated in the competitions.



On October 23, Transmission won the football league with 24 points, just three points ahead of the Young Gunz. A few days later, Transmission qualified for another final but were denied victory as Miser-Rebels, leaving no room for error, won the 5-a-side knockout competition 2-0. In the photo, members of the Miser-Rebels celebrate their victory in the knockout competition.

Watty Safety Tips:

General Electrical safety tips

While at some level we are safety conscious, we acknowledge that improvements can always be made. T&TEC's multi-pronged approach to electrical safety includes advertising, face-to-face information and, like this article, via publications. So here are some safety electrical tips to remind you that safety is everybody's business.

- Never attempt electrical repairs if you don't have the expertise and certification.
- Ensure that the electrical wiring on your property is not faulty. Exposed wiring and faulty connections can increase the risk of damage to life and property.
- Exercise extreme caution when carrying out repairs and extensions to your home or building that may require a person to come close to the Point of Entrance (PoE). This carries electricity from the T&TEC connection to your building and can cause serious physical harm.



Contact your T&TEC Area office for a temporary disconnection before working close to your PoE.

- When carrying out underground works, contact T&TEC's area offices to ensure there are no underground conductors and cables, BEFORE digging.
- Never prune or cut down trees near a power line.
- When driving tall vehicles, ensure they do NOT exceed 4.5 meters or 15 feet. Do NOT lift lines to allow vehicles to pass.
- Do not stand on a damp floor or wet grass when operating electrical tools.
- If a fuse is blown, turn off all appliances and lights on the circuit before changing the fuse.
- Avoid overloading plugs, sockets, and extension cords.
- Replace light switches that are flickering.
- Replace all damaged cords.
- Never attempt to push a three-prong plug into a two-holed socket.

Fun Page - Colour Me

Apparently, colouring is not only for kids anymore. You may have heard that one of the latest trends worldwide is adult colouring books. It is said that it relieves stress and stimulates the emotional centre of the brain, so borrow your kid's colour pencils (or purchase a set of your own) and try your hand at this form of self-expression. Our gift to you, in keeping with the upcoming carnival season.





Area Manager, Distribution South, Vishnu Seetaram, receives the award for the Best Performing Area overall from Chairman, Keith Sirju.



Minister of Public Utilities, the Hon. Brigadier General Ancil Antoine (ret'd), with MPU's Corporate Communications Manager, Vicky Khadoo-Ramsingh.



Proud recipients of 40 years and over long service awards (l-r) Cotrell Sylvester, Deendath Ramdeo, Russellyn Sandra Samuella, Julien Isaac and Herman Noel. Missing is Narine Chariandy.