



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.



- Employees urged to promote safety
- 32 new trucks purchased
- Run for charity

Editorial

The power of the mind

On pages 14 and 15 of this issue of the Watts Happening, the stories of the battle of mind over muscle that took runners in T&TEC's 2018 5K and 10K over the finish line is a reminder on the power of the mind over matter.

Mind over matter is the use of willpower to overcome physical problems. For runners, particularly those who do long distances, it ultimately comes down to "training, or tricking, the brain to allow the body to go harder", according to Runner's World. The principle of brain training is applicable to all aspects of life and, at T&TEC, very relevant to the ongoing efforts to make HSE part of employees' subconscious.

At the launch of HSE activities for 2018 (see page four) Eugene Tiah, Chairman of the T&T Energy Chamber, said "for any task, always set the tone with safety." This requires that safety is always top of mind. To achieve this, individuals may benefit from daily mindfulness practice on safety to remain vigilant, avoid complacency and consistently work in a safe manner. Mr. Tiah's advice and other reports on HSE Week celebrations across the Commission are featured across four pages inside.

The theme of "mind over matter" flows through other articles as well, including, "Temps now permanent as Security Officers", where

temporary employees decided that a permanent job in the Security Department was better than the uncertainty of a temporary one, even though they never considered a career in the security field, and for employees in the Transmission Division and Eastern Area who successfully completed projects despite existing challenges (pages 11 and 13).

It is clear that the power of your mind is beneficial in any situation, so consider training your brain to get you through those tough situations on or off the job.

Cover Photo:

TTPost's Allison Thomas and Penal Training Facility's Rashawn Jones make their way along Serpentine Road, St. Clair, during T&TEC's 5K and 10K Run for Charity road races in May.

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New Corporate Secretary appointed

Kathryna Baptiste Assee is the new Corporate Secretary, T&TEC, with effect from June 05, 2018. Her appointment follows the early retirement of Grace Maharaj in March this year.

Mrs. Baptiste Assee brings over 21 years of experience in various areas, including corporate, commercial and employment law. A former employee of T&TEC, she was a Legal Officer in the Legal Department from October 2003 to September 2005. Prior to her appointment, Mrs. Baptiste Assee was the Group Manager Legal/ Company Secretary at the Trinidad and Tobago Cement Limited.

Mrs. Baptiste Assee holds a Bachelor of Law (Honours) degree from the University of the West Indies and a Legal Education Certificate from the Hugh Wooding Law School, St. Augustine. She also holds an Executive Masters of Business Administration (Distinction) degree from the Arthur Lok Jack Graduate School of Business. She is a member of the Law Association of Trinidad and Tobago, the



Association of Caribbean Corporate Counsel and the Caribbean Corporate Governance Institute.

Commenting on her new position at T&TEC, Mrs. Baptiste Assee said, "I look forward to the challenge of leading the legal and secretarial teams and performing the role of Corporate Secretary. As a former employee, there exists a level of familiarity, which I am sure will facilitate an easier transition phase."

Employees urged to promote safety



beyond one week.

The launch took place at the S.P. Ottley Building Mt. Hope on April 30, where employees gathered to discuss HSE and launch the HSE logo and theme for 2018, "Energising productivity through a disciplined approach to safety" (see logo rationale on page 7).

The event featured contributions by several speakers, including Manager of the HSE Department, David St. Clair; Assistant General Manager – Human Resources, Jacqueline Cheesman; General Manager, Kelvin Ramsook; and Chairman,

Keith Sirju, but it was the feature presentation by energy expert, Eugene Tiah, that garnered the most attention. The Chairman of the Energy Chamber of T&T and Executive Chairman, Massy Energy and Industrial Gases Business Unit, was invited to share his knowledge on a disciplined approach to establishing a successful safety culture in the workplace. Full of practical lessons, testimonies and case studies, his presentation emphasised the critical role of an organisation's leaders in promoting safety. "If safety is a priority at T&TEC, then it must be at the top of the leadership agenda," he stressed.

In a slight departure from regular Health, Safety and the Environment (HSE) Week observances - held annually to coincide with the World Day for Safety and Health at Work on April 28 - T&TEC's HSE Department launched a calendar of activities, with the aim of keeping HSE in focus



Energy expert, Eugene Tiah, delivers his feature presentation to senior employees at the launch of T&TEC's HSE activities



Distribution East employees were educated on Stress Management and Managing Your Health by Nutritionist Terry Ann George, Director of the Institute of Health and Fitness Company Limited (second from right).

To illustrate this point, Mr. Tiah described the European Foundation for Quality Management's (EFQM) Excellence Model, which teaches that in any organisation, the Enablers – what are needed to be done to develop and implement strategy – are led by its leadership. But, enablers also include people, strategy, partnerships and resources, and processes, products and services. This echoed the synergy referenced in the HSE logo, which requires all principles to work together to effect positive change, along with strategic vision. "In order to achieve sustained success, an organisation needs strong leadership and clear strategic direction," he said. "For any task, always set the tone with safety."

It was a point also underscored by earlier speakers, beginning with Mrs. Cheesman, who opened the launch urging employees to

become "HSE exemplars." Mr. St. Clair reminded the other Heads of Departments and Supervisors in attendance of their critical roles in setting the HSE tone throughout the Commission. "You need to become champions for HSE, provide leadership and recommit to doing so in the future," he said, while disclosing plans to expand the HSE Conversations of last year to engage more employees in the coming months.

But even after taking root, a safety culture will require the enthusiasm of employees for it to grow. Mr. Ramsook expressed, with concern, that despite the efforts towards training and providing employees with the necessary tools and information to improve the safety culture at T&TEC, "There is still much more room to improve." The General Manager reminded management, as well as all employees that the Job Hazard Analysis, near miss reporting,

tailgate meetings and the wearing of full PPE are safety processes which need to be a way of life at T&TEC. "There is no shortcut to safety," he said. He also reiterated his commitment to implement the Substance Abuse Policy and hoped to have the support of the employees' union representatives in getting this done.

Despite the challenges, Chairman, Mr. Sirju, was "heartened" by the presence of managers and employee representatives, which showed mutual commitment to the development of HSE systems in all of T&TEC's operations. "Our imperative now is that for each employee, the thematic principles – discipline, productivity and safety – must become personal watchwords," he urged.

In the days, weeks and months after the launch, employees are expected to recommit to the tenets of T&TEC's Safety Rules and continue to employ them when conducting the Commission's work. Activities hosted by all five Distribution Areas, the Transmission Division and the Public Lighting Department to mark Safety Week included mini health fairs, a panel discussion and presentations by experts in the field. They aimed to keep the safety message at the top of, not just the leadership agenda, but also at the top of the agenda for all employees of T&TEC.

Snapshots of HSE activities



Feature speaker for Transmission Division's HSE Week activities, Ariel Pino of the International Labour Organisation's Office for the Caribbean (centre), spoke to employees about accidents and the related human cost and economic burden. He is joined in this photo by, (l-r) Senior Engineer Varune Maharaj; AGM – Transmission, Ravi Shukla; HSE Manager, David St. Clair; HSE Coordinator I, Samdath Silochan; and Transmission Maintenance Manager, Chrisalston Belle.



Debra George Carmichael, Inspector I of the Occupational Safety and Health Agency of T&T was the feature speaker at Distribution Tobago's HSE Week programme. She delivered sound advice and encouraged employees at all levels to take responsibility for workplace safety.



Employees participate in a mini health fair during HSE Week activities at Distribution North.



One of the slides from HSE Coordinator, Brendon James' presentation on Human Error and Human Performance, delivered to employees of Distribution South.



Employees of the Public Lighting Department enjoyed presentations from the County Medical of Health – Victoria on workplace health and hygiene; the Traffic Branch of the TTPS, on road safety and David St. Clair, HSE Manager on T&TEC's HSE theme for 2018.

Clerk III of the HSE Department, Sterling Kent, performed his self-penned poem, *Deep*, at the launch. We share it here with our readers to reflect on the consequences of our safety habits.



DEEP

By Sterling Kent

*This is not a deep poem.
This is not deep.
Come
See stagnant streams
Standing still, send
soothsayers to silence
And set soul seekers that
sought salvation
In search of solutions
Because they see
Beyond
We be on a path to make all
realize that
The power of six overcomes
five.
That is
But this is not deep. No.
Shallow.
Shallow are the wounds of the
war waged within
This place
Is home and we fight for our
own.
Wrestling willingly
We wield weighty whirlwinds
against whips
Till we wax weary
And we write
And we fight
Because we believe
That night shall not prevail
We, in this company*

*In the Caribbean Sea
Shall sail the ocean wide
And this is not deep?
Not deep? Not deep?*

*All reports show
What we all know that we all
know
Let's make admission
Can we just divorce ourselves
and say that's just the leaders'
mission?
This ethical attrition
Declining moral condition
And our self-seeking tradition
cause our heartless disposition
How much more must we see
before we feel it in our soul?
Another four or five bodies
neatly buried in a hole?
Is six feet deep enough?
How deep we hadda get?
Compassion goes no deeper into
some that does their sweat
Yet, time will these words
resound, go down and into our
hearts seep
So while some craft and fashion
ways to run
Our heart, our passion runs
Deep.
This is deep.*

*So come
See stagnant streams
Standing still, send soothsayers
to silence
And set soul seekers that sought
salvation
In search of solutions
Because now they all realize
that
The power of six overcomes five
Let's do our best to beat this
test
'Cause we'll regret if forget
That the power of SAFETY
overcomes DEATH.*



T&TEC's HSE logo depicts the philosophy of the theme, "Energising productivity through a disciplined approach to safety". It details safety, productivity and discipline as three interlinked principles that must work together and which require each other to function well.

These principles are represented by three stylised individuals, embracing in a circle. The overhead view of the individuals also highlights the shoulders, a symbol of strength, inspiring us to put our shoulders to the wheel and support each other to make safety, productivity and discipline our hallmark. The arms are interlocked, which means that one cannot separate the principles – they all work together, creating a synergy where each one plays an indispensable role in effecting the positive change required to drive the Commission to its fullest potential.

In a similar way, the three colours offer different qualities – red and orange reflect the energy and dynamism needed to sustain productivity and focus on safety, while the blue offers cool temperance and evokes discipline. When working together, a balance of energies is created that contributes to continuously improving efficiency and effectiveness.

32 new trucks to upgrade electricity fleet



Minister of Public Utilities, Sen. the Hon. Robert Le Hunte, is outfitted with a safety harness prior to an aerial viewing of the new lift trucks.



Distribution East's Laurie Benjamin, Driver – Aerial Lift, receives the keys to his truck from Chairman, Keith Sirju.

As guests entered the Reform compound of the Public Lighting Department on April 27 they were greeted by a line of new yellow trucks. Impressive in the morning sun, the trucks painted a picture of mobility and reliability and set the stage for the commissioning ceremony of these additions to T&TEC's fleet.

The twenty-two insulated Telescopic Aerial Lifts, five hydraulically-powered crane trucks and five truck-mounted digger derrick borer units were purchased by the Commission

to boost its distribution and transmission operations. They are expected to improve efficiency in overhead line construction and maintenance works and responses to emergencies.

In his remarks, Keith Sirju, T&TEC's Chairman, described the acquisition as "a major investment" to improve the Commission's efficiency. The continued use of aged vehicles, "in some cases as much as 30 to 40 years old," presented a risk to employees' safety and to T&TEC's ability to deliver the expected levels of

service to customers, he said. As such, "despite challenging economic and financial constraints," the trucks were a necessary investment, as "T&TEC remains focused on its vision to continuously improve the quality of service that it provides to its customers."

Service delivery was also the theme of the feature address by the Minister of Public Utilities, Senator the Honourable Robert Le Hunte, who challenged employees to use the new trucks to take T&TEC's level of service "from good, to great". "We

don't simply want to be the best utility in the Caribbean, but to become a world class institution in all areas," he said. As he presented each driver with the key to his assigned vehicle, the Minister took the time to offer spirited words of encouragement, urging them to keep in mind the ultimate goal of providing quality service to the people of Trinidad and Tobago.

The new aerial lifts, more commonly called 'bucket trucks', a staple of the T&TEC

fleet, are equipped with elevated booms that extend to a working height of 40 feet and a side reach of 20 feet. These will provide linesmen with safe access to distribution lines during tree trimming exercises and emergency work. The more imposing crane trucks will be used to lift poles, including 2-tonne concrete poles, and the larger 21m and 17m poles used in the illumination of recreational facilities. The truck-mounted digger derrick borer units,

which are expected to be delivered by the end of June 2018, will be used to bore holes, hoist and set poles and lift other materials.

The vehicles were distributed for use to the Commission's five Distribution Areas, the Public Lighting and Communications Departments, and the Transmission Division.

A cross-section of some of the new trucks, ready to be put to use.



CARILEC conference to bring power infrastructure in the spotlight

Regional electrical power infrastructure are increasingly being challenged by a myriad of issues, including aging plant, physical and cyber threats, technological risks and, most notably,

impacts from natural disasters.

In light of this, the

Caribbean Electric Utility Corporation (CARILEC), in partnership with T&TEC and power producers PowerGen and Trinity Power, will host its annual Engineering Conference and Exhibition from July 22-27 at the Hyatt Trinidad. According to CARILEC, it is a "national and regional imperative" that utilities undertake an approach to "optimis[e] the regional electric power delivery system of tomorrow, by choosing among specific alternatives today."

The conference, which is expected to attract over two hundred delegates, targets engineers in the regional

electricity industry. It will provide delegates – utility leaders and professionals in the energy and electricity sector – with opportunities to develop technical expertise,

learn about industry trends, connect with thought leaders and build their professional networks.

Dynamic speakers and panellists, representing some of the region's most successful utilities and energy companies, will highlight emergent technologies that impact the critical design, development and management issues at utilities. Keynote speaker, Professor Chandrabhan Sharma, of the University of the West Indies (UWI), has authored over 90 technical papers and reports and is the Leader of the Energy

Systems programme at UWI's Department of Electrical and Computer Engineering. He is also Chairman of the Academic and Technical Services Staff Committee, as well as a

Deputy Dean of the Faculty of Engineering.

T&TEC's General Manager,

Kelvin Ramsook, is expected to deliver a presentation during the conference on the Commission's approach to disaster preparedness.

The conference also provides a unique opportunity for organisations to raise awareness of their products, services and brand via bespoke sponsorship and exhibition packages.

Look out for more on Carilec's Engineering Conference and Exhibition in the next issue of the Watts Happening.



CARILEC

An Association Of Electric Utilities

DeNovo Energy substation energised

Another new substation has been energised by T&TEC to meet the power requirement of a single industrial customer. The new 66kV (kilovolts) substation will provide 4MW (megawatts) of electric power to the adjacent DeNovo Energy Block 1A Limited. The new natural gas processing plant in Point Lisas is expected to be operational in August this year, adding to the Commission's consumption revenue. The two-project cluster – the construction of a new 66kV substation and a new 66kV circuit – was a collaboration between the Transmission Division and DeNovo.

Project Engineer, Navindra Kissoon said that Transmission Development and Engineering Services (TD&ES) engineers were "challenged to work within tight timelines to avoid delays, cost overruns and to produce deliverables that were error-free". The Department was engaged to develop engineering designs and equipment specifications for DeNovo's construction of the \$3.5M substation and to verify that delivered equipment conformed to the Commission's specifications.



The new DeNovo Energy 66kV Substation in Point Lisas.

The construction of the second project began in May. Undertaken by the Transmission Maintenance Department, the 66kV circuit links the DeNovo Substation to the M5000 and the Farmland Substations, to provide for a single contingency in the event of power interruptions.

Working in tandem with other Departments, the DeNovo project was completed, on schedule, in June. Assisting in the final phase were - the Protection and SCADA Department, which implemented the substation protection schemes and installed high voltage testing equipment; the Communications Department, for optical fibre connection which allows for the remote

monitoring of equipment; and the Metering Department, for the installation of meters to ensure accurate billing. With construction completed, the DeNovo Substation was handed-over to the Central Distribution Area for operations and maintenance.

Manager, TD&ES, Sahadeo Latchmepersad, credited the successful completion of the project to the Commission's employees, saying "the fact that the projects were completed within time, cost and of the highest quality, is testimony to the collective efforts of the employees ...regardless of our challenges we will continue to do our part towards facilitating the country's economic development."

Temps now permanent as Security Officers

Kewanna Als (second from right) and her Security colleagues celebrate after receiving their letters of appointment.



It was a celebratory and jovial mood at Head Office on March 29 when 14 new Security Officers were presented with letters of appointment, confirming them as permanent employees of T&TEC. The Officers had responded to an internal call for temporary employees to fill vacancies in the understaffed Security Department. Assistant General Manager – Human Resources, Jacqueline Cheesman, who handed out the letters, noted that “internal persons were given the first opportunity for employment in this Department.”

The Security Department may seem an unlikely career move for many of the Commission’s 260 temporary employees.

However, the opportunity for permanent employment, with its many benefits, and the prospect of being trained in a new and exciting field, were major incentives for the 24 applicants. One employee, Kewanna Als, a former temporary Stewardess, shared that her decision to apply came easily. “There’s a saying that a bird in hand is worth two in the bush. When life places an opportunity in your path, I believe you should pursue it diligently,” she said. “Now I feel a sense of fulfilment and purpose.”

The appointment of the newest batch of Officers to the Security Department was a commitment by the Commission to the Estate

Police Association (EPA) to make these employees permanent “once they successfully completed their precept training.” The Officers have been trained in police duties, police investigations and safety, followed by precept training at the Trinidad and Tobago Police Service Training Academy.

On hand to congratulate the newly-minted employees was then Acting Chief Security Officer, William Douglas, Human Resources Officer I, Andrew Spencer and Board President of the EPA (T&TEC Branch), Dean Richards.

Four of the recruits have been assigned to the Department’s Investigations Unit to investigate criminal and civil matters involving the Commission, while the remaining Officers have been assigned throughout the Commission on shift duties. The Human Resources Division remains committed to filling the remaining vacant positions in the Security Department and has since invited more of T&TEC’s temporary employees to take up the opportunity provided.

Feeder upgrade for Orange Grove Estate

By utilising pre-existing infrastructure, work on the Orange Grove south 12kV (kilovolts) feeder was reduced to the installation of cabling and the planting of two – 21 metre poles. This system upgrade, which incorporated approximately one kilometre of unused 66kV transmission conductors along the route, has improved the reliability of supply to customers and provides capacity for future load growth.

The new 12kV feeder is the second of two feeders out of the Orange Grove Substation. It was commissioned by the Eastern Distribution Area on April 26 and provides 10MW (megawatts) of dedicated power to the Orange Grove Estate area. Customers benefiting from this feeder capacity include Blue Waters Products Limited, AMCOR Hard Plastics, Advance Foam Ltd. and the University of the West Indies' Agricultural Innovation Park.

Alvin Ramsaran, Distribution East Area Manager, explained that the Orange Grove feeder will also "relieve the load off the Oropune 12kV feeder to better

serve customers in the fast expanding Millennium Park, Orange Grove Housing Estate and Trinity Lakes." By its configuration, the new feeder provides for the "flexible load transfer from the Orange Grove Road south feeder to three different feeders, thereby minimising outages in the area."

Mr. Ramsaran credited the collective efforts of engineers, crews and contractor for the timely and quality execution of this Distribution project. Naming Viren Ramrekersingh, Technical Assistant II and Keevan Warrick, Senior Supervisor, for their management of the project, he also recognised the Utilisation Section for the design of the feeder and for the co-ordination with stakeholders and customers for clearances; the Substation Crew for involvement in the preparatory works; the Cable Crew for cable works and the Protection & SCADA Department for the pre and post commissioning checks.



Runners for charity

Muscles tightened, legs became heavy and breathing became laboured as T&TEC's 5K and 10K road race participants entered the last quarter of their journey. With the finish line only vaguely in sight, it became a battle between mind and muscle. Some runners questioned their fitness levels and the wisdom of forfeiting sleep to make it for the 6.a.m. start time. Others talked themselves through, 'don't slow down, speed up.' As the gap between runners closed, competition propelled them beyond their pain and discomfort. The resistance of the headwind became more apparent as they came around the final turn to the finish, it was then all out from there. Some ran with no one at their back, others sprinted neck and neck to make it through the finishing arch.

Regardless of speed, as each of the 120 runners crossed the finish line opposite the National Academy of

Performing Arts at the Queen's Park Savannah, their reactions at the outcome of this 'Run for Charity' were varied. One male runner described the finish as 'deeply spiritual', as he had to give it his all to surpass his physical and mental barriers to get there. Several first timers said they were just 'happy to finish', but they nevertheless joined the crush of bodies around the results board, eager to see their finishing time. The more seasoned athletes seemed apathetic as they were 'more focused on improving their time', but whatever their reaction, all agreed that the May 26, 2018 road races—a collaboration among T&TEC, its General Sports and Cultural Club (GSCC) and TATECO Credit Union—were a success.

T&TEC's fitness influencer, Northern Area Sports Club's Melissa Guevara was a highlight at the event having done all the preparation necessary to retain her title and win the Ingrid George

(Female) 10K by a clear margin. It was so decisive that she had enough time to go back out to complete the 5K with her young daughter and husband, crossing the finish line as a unit. It was a Guevara family affair as her two teenaged sons also ran the 5K individually. Also from the North Club, Marisa Byer topped the T&TEC runners (and 2nd overall) in the Judith Morris (Female) 5K, with her son in a stroller next to her. Club mate, Keive Campbell did the same in the SP Ottley (Male) 5K, though without a child in tow.

In a change to the annual event, the two races started 30 minutes apart, allowing the 10K runners to lead off at 6 a.m. to reduce the impact of the sun in the final leg. For the first time, employees paid a registration fee that went, in part, to a donation to domestic violence survivors, while "friends and family" saw a slight increase in their entry fee. This did not deter the

10K
5K



latter group however, and there was an almost even split between both categories of registrants. Rounding off the 'firsts' for 2018, the runners' vests were changed from the traditional yellow and white to purple and white,

symbolising the organisers' stand against domestic violence.

On the leisure side of the race, many parents chose to jog with their children in strollers

and enjoy the intimate family time. The children were quite ecstatic at the end to have medals placed around their neck and they wore them with pride. Congratulations to all the participants.



5K Men Overall (l-r) Nicholas Jagdeo (4th, T&TEC), Lionel Dandrade (1st), Andre Beckles (3rd, PowerGen), Keive Campbell (2nd, T&TEC)



5K Women Overall (l-r) Marisa Byer (2nd), Brinda St. Louis (1st) and Danielle Osbourne (4th).



10K Women Overall (l-r) Staceyane Jack (2nd), Melissa Guevara (1st, T&TEC) and Allison Thomas (3rd, TTPost).



10k Men Overall (l-r) Michael Charles (4th), Glen Doyle (1st), Neville Stewart (2nd, TTPost) and Jon Mahabir (5th, T&TEC).

(right)
A 10K runner rehydrates during the race.



(far right)
General Manager, Kelvin Ramsook, is a regular participant in the T&TEC 10K



T&TEC participates in public service campaign

“Discover More, Develop Together” was the theme for the Ministry of Public Administration and Communication’s Public Service Outreach Campaign 2018. T&TEC, as a state agency, was invited to showcase its services to members of the public in the second of two sessions on May 25 at the Trincity Mall. The first session at the Gulf City Mall on April 28 featured various Ministries and State Agencies.

and share information on T&TEC’s e-billing service, the 25% rebate programme, conservation and disaster preparedness tips, and the

services of the Public Service and to create a buzz leading up to the celebration of Public Service Day – June 23, 2018.” It was also an opportunity to



Corporate Communications Assistant, Kimberly Wallace, interacts with visitors to the T&TEC booth at the Public Service Outreach Campaign.

Close to 150 visitors interacted with employees from T&TEC’s Regulatory and Compliance, Commercial and Corporate Communications Departments during the day. Many of them gave reports on defective street lights or sought advice on electricity-related issues. In turn, the employees were happy to offer assistance

many ways to pay their electricity bills. Members of the Electrical Association for Women were also on hand to talk about their organisation and to register new members.

According to the Ministry, the purpose of the outreach campaign was to “build awareness of the many

promote how the work of each Ministry/ Department/Agency aligns with the National Development Strategy, Vision 2030.



T&TEC's vacation employees pose for a group photo during their orientation in May.

Young employees gain work experience

Twenty-five young persons have been afforded the opportunity to join the T&TEC workforce for three months, as part of its annual Vacation Employees programme.

From June 1, the students took up duties throughout the Commission to gain important on-the-job exposure during their academic break. Their areas of study range from the industry-related Electrical and Computer Engineering, Human Resource Management and Law, to others not directly related like Medicine, Languages, and Family and Consumer Science.

According to the Human Resources Department, the offer of vacation employment and training will assist the participants to prepare them for the job market, and help to defray the ever-increasing cost of continuing studies. Notwithstanding the Commission's financial constraints, T&TEC is still committed to continuing the programme, which contributes to the development of the citizenry.

The young men and women were formally inducted at an orientation session at Head Office on May 29. There, they

were given pointed advice and words of encouragement by Assistant General Manager – Human Resources, Jacqueline Cheesman and acting Human Resources Manager, Nigel Marquez. The day's activities also included presentations by senior employees covering areas such as the history and structure of T&TEC, office and general safety, quality customer service and business etiquette.

We welcome our vacation employees and wish them an enjoyable and fruitful working experience at T&TEC.

Culture, dress and Eid

Mode of dress has long been associated with an individual's cultural, ethnic or religious identity. In Trinidad and Tobago, unlike some regions of the world, Muslims enjoy the freedom to practise their faith without restrictions. This includes the freedom to dress as a Muslim. These concepts provided the starting point for a conversation on Islamic wear and its place in the lives of contemporary Muslims.

Gathered in the ground floor meeting room of the Stanley P. Ottley building, were four T&TEC employees who are practicing Muslims. The group, Amir Mohammed, Karimah Ali, Shaheeda Rahaman and Khadijah Mohammed, sat down with the Watts Happening for an engaging discussion on Islamic dress as a prelude to Eid-ul-Fitr celebrated on June 15.



Colleagues and fellow Muslims, Khadijah Mohammed, Amir Mohammed, Karimah Ali and Shaheeda Rahaman during their dynamic discussion on Islamic dress.

Starting the discussions, Amir Mohammed, Technical Assistant I, Distribution North used the typical Friday worship attire, a combination of work and traditional, as an example that both are acceptable but while Muslim wear is deemed a blessing and an adornment and conveys the inner qualities of a Muslim, it does not inevitably define Muslims.

In terms of dress and gender, Mr. Mohammed acknowledged that we are created differently,

our bodies are different and how we are wired for attraction is different. Therefore men should cover their Awrah (meaning what shouldn't be revealed to the public). The group of four agreed that Islamic dress for men meant coverage from navel to knee while, for women, it is for every part of the body except feet, hands and the face. For beachwear, Khadijah Mohammed, informed that "Muslim women wear a 'burkini' to preserve

their modesty", and since the coverage is the entire body except the face, hands and feet, "they also get protection from the sun."

Shaheeda Rahaman, Clerk Typist, Human Resources Department re-emphasised the importance of modesty as part of the religion, quoting from Prophet Mohammad she said "modesty is part of faith" and that "if you have no shyness/shame, then do as you wish". Adding that "one

should feel ashamed or shy to do wrong, knowing that Allah is watching.”

When posed with the frequently asked questions from the public, on how Muslims fare wearing so many clothes in the Caribbean heat, Karimah Ali, Engineer I Distribution Planning and Support Department and Mrs. Rahaman, who both wear hijabs as part of their daily attire, advised that “bodies adapt to the temperature and, most times, they feel quite cool and comfortable in their wear.” Adding that the fabric is cut to allow for the flow of air and not hold body heat.” At T&TEC, wearing the hijab is not a challenge, in fact several employees, both in the field and office, incorporate the garment into their work attire.

While local Islamic women adopt modesty in their attire, the group unanimously agreed that this also includes being “fashionable and chic.” While this appeared to be the same approach by Muslim women internationally, Ms. Mohammed noted that in her visits to Mosques in Montreal, Canada culture influenced dress. She drew reference to wear of Indian and African Muslims and how they used their own unique styling to follow the Muslim principle.

The group all agreed however, that culture, societal trends and international challenges should not deter from maintaining modesty, and that for Muslims, “clothing should be loose-fitting to conceal the body’s anatomy, opaque, clean and neat and not resemble that of the opposite sex.” This view was re-emphasised by Mr. Mohammed as he described the dress of the Muslim male. “You could identify a man as a Muslim in Islamic wear and by his grooming practices.” Men are required to follow specific guidelines, keep a beard (length of a fist) ensure it’s clean and neat, shave the hair in private areas (also applies to women), maintain modest hairstyles (avoid shaving some parts while neglecting others e.g. Mohawks).

So as we identify our Muslim brothers and sisters by way of dress, appreciate that the Islamic mode of dress is not just for beauty, rather it forms an obligatory custom of directing a Muslim’s way of life and that these practices define how a Muslim submits to the Creator’s commands and guidelines.



Are you prepared for hurricanes?



Ready or not, the 2018 Atlantic hurricane season began on June 1 and citizens are being warned to prepare "as this season is predicted to be worse than last year." The warning came from Climatologist, Kenneth Kerr at the Trinidad and Tobago Metrological Services sponsored Wet & Hurricane Season's Seventh National Climate Outlook Forum held at the Sugarcane Feed Center in Longdenville, Chaguanas on May 16. Mr. Kerr said that the predication for Trinidad and Tobago 2018 was for "one to four named storms of which one to two can become hurricanes." He cautioned that sunny skies can turn cloudy with intense rainfall in less than half an hour, adding that high winds, hot spells with risk for floods and landslides and spikes in dengue cases were possible.

Given this outlook are you prepared? Here are some tips to help you.

Prior to a hurricane



- ✓ Review your family evacuation plans and know the location of your emergency shelter.
- ✓ Cleans drains and gutters regularly.
- ✓ Persons in flood prone areas should have a food plan.
- ✓ Ensure your disaster kit is fully stocked with items to last 3-7 days. Including a working portable radio, flashlights, batteries, water, non-perishable food items, medication, hygiene supplies and a first aid kit.
- ✓ Place valuables and important papers in water proof containers or plastic bags.
- ✓ Contact T&TEC via 800 BULB (2852), or via its mobile app, to report sagging power lines and trees that are growing very close to power lines.
- ✓ Do not trim trees growing near to electrical wires. T&TEC will advise of safe clearance to do so. Remember that contact with power lines can cause serious injury of death.

During a storm or hurricane



- ✓ Know the location of your electrical panel. In the event your electrical system becomes wet, it is safest to turn the breaker off.
- ✓ Secure windows and doors and remove hanging baskets and other loose items close to the house.
- ✓ Monitor your radio and/or television for emergency announcements.
- ✓ Secure pets and livestock.
- ✓ Do not use electrically powered appliances during a storm as lightening can cause them to malfunction and can cause injury.

After a storm or hurricane

- ✓ Check on family members to ensure their well-being.
- ✓ Do not venture outside until you visually inspect your yard for fallen power lines. Keep your distance from fallen or low sagging power lines. Contact T&TEC for assistance.
- ✓ Do not touch electrical appliances, wires or equipment especially if they are wet.
- ✓ Do not turn on any electrical equipment (even the main power source in your house) until you are sure the wiring is safe. You may need an electrician to check your house.
- ✓ Standing water may be electrically charged from downed power lines.



- ✓ Use a flash light to inspect for damage. Candles and other flames can cause fires and injuries.
- ✓ Do not use food contaminated by flood waters. Use bottled water.
- ✓ Lend assistance to injured or special population such as children, elderly or differently abled.

Arima Velodrome lights commissioned

As the bulbs began to brighten, energetic children took off on their bicycles ahead of professional cyclists on the 460 meter cycling track under newly installed lights at the Arima Velodrome.

The lights on the popular sporting facility were upgraded by T&TEC for the Easter Cycling Class in March, but

were formally commissioned on Wednesday June 6, 2018.

Guests at the ceremony were addressed by T&TEC's Deputy Chairman, Glenford Cyrille; Her Worship, the Mayor of Arima, Councillor Lisa Morris-Julian and the Minister of Public Utilities, Senator the Honourable Robert Le Hunte. The Mayor was effusive in her praise for T&TEC's work, which

was highlighted in the last issue of the Watts Happening, even as Mr. Cyrille acknowledged the engineering innovation that led to the successful completion of the project. Minister Le Hunte reminisced about his days as a young athlete at the Velodrome and urged patrons and athletes to work toward restoring the facility to its pride of place as a sporting venue.

TATECO (Port of Spain) elects first female president



On the cusp of its 65th anniversary celebrations, TATECO (Port of Spain) Credit Union has elected its first female president. Ann-Marie Forbes, is prepared to exceed expectations. Benchmarking

on the success she helped build with over fourteen years' service, leading as situations demanded, she confidently stated her intention to introduce "innovative products to continue generating income to benefit members."

Ms. Forbes' inauguration on April 27, 2018 was the result of years of hard work and sacrifice. Her journey started in 1991 as a regular member, eventually becoming a credit committee member in 2002. Since then, the list of positions she has been elected to include Assistant Secretary,

Secretary, Vice President and Director. Commenting on her new post, the President said "it is a privilege to be elected" and that she intends to bring "dynamism to the organisation."

Her experience in the ranks of the organisation leaves her with an appreciation of the fact that to be successful she "cannot do it alone." She means to lead through participation and is confident that the support from her team is what will bring improvements in the Credit

Continued on page 24

Employee update

Appointments, Promotions, Moving On and Accomplishments

APPOINTMENTS

NAME	POSITION	AREA/DEPARTMENT
Laurel Bhairosingh-Harrinarine	Engineer II	Distribution Central

PROMOTIONS

NAME	POSITION	AREA/DEPARTMENT
Abinge Horsford	Supplies Clerk	Supplies
Adesh Kissoon	Dr – Vehicles < 25000 Lbs.	Distribution Central
Afraz Mohammed	Dr – Vehicles < 25000 Lbs.	Distribution Central
Ambrose Mendoza	Dr – Vehicles < 25000 Lbs.	Distribution Central
Andre Harrinanan	Dr – Vehicles < 25000 Lbs.	Distribution Central
Anil Ramrattan	Dr – Vehicles < 25000 Lbs.	Distribution Central
Annesha Ramberan	Area Administrative Officer	Distribution South
Antonio Balfour	Climber/ Line Clearer	Distribution Tobago
Bevon Pallai	Electrician `C`	Distribution East
Dajuan Melville	Climber/ Line Clearer	Distribution Tobago
Dameon Guerra	Dr – Vehicles < 25000 Lbs.	Distribution Central
Dane Mc Kenzie	Mechanical Assistant (Tobago)	Distribution Tobago
Daneille Simmons	Stenotypist	AGM - Finance
Dane Warner	Dispatcher	Distribution Tobago
Darin Boochoon	Senior Engineer (Quality)	Head-Corporate Support
Denelle Nelson	Assistant Warehouse Supervisor	Supplies
Densil Gomez	Clerk I	Supplies
Dion Ewing	Senior Engineer	Distribution Tobago
Elizabeth Matthew	Subsection Leader	Distribution Tobago
Ericson Smart	Hotline Supervisor	Distribution Tobago
Farrell Christopher	Senior Analyst	AGM – Distribution
Gerard Noel	Electrician `B`	Distribution Central
Joell Barclay	Telecom Operator	Distribution Central
Juancito Tang Yew	Clerk II	Distribution North
Justin Lee Son	Maintenance Technician I	Distribution North
Karan Soorajbally	Electrician `B`	Distribution Central
Kazim Ali	Electrician `C`	Distribution East
Keeron Benito	Clerk II	Distribution North
Keisha Benoit-Lewis	Clerk I	Distribution Central
Kelley Mackenzie	Administrative Assistant III	Communications Department
Keon Quashie	Climber/ Line Clearer	Distribution Tobago
Kevonne Wall	Dr – Vehicles < 25000 Lbs.	Distribution Central
Khadija Stephen	Engineer II	Distribution East
Lawrence Dwarika	Electrician `C`	Distribution East
Lee Roy Charles	Clerk I	Distribution Central
Leon Jananan	Electrician `B`	Distribution Central
Lisa Coltest	Subsection Leader	Distribution Central
Marisa Dickerson	Clerk I	Supplies
Meera Maharaj	Clerk I	Distribution Central
Melanie Gonzalez	Legal Officer	Corporate Secretary

PROMOTIONS

NAME	POSITION	AREA/DEPARTMENT
Nicholas Balfour	Climber/ Line Clearer	Distribution Tobago
Nigel Roberts	Climber/ Line Clearer	Distribution Tobago
Rackel Rampersadsingh	Clerk I	Distribution Central
Raquel Lewis	Clerk II	Distribution Tobago
Rene Hanumansingh	Engineer II	Transm Devel & Eng Services
Ria Lee Facciano	Clerk I	Supplies
Rishi Ramdhan	Dr – Vehicles < 25000 Lbs.	Distribution Central
Rondell Urquhart	Climber/ Line Clearer	Distribution Tobago
Roy Bowles	Line Clearer Supervisor (T)	Distribution Tobago
Sankar Dwarmpaul	Dr – Vehicles < 25000 Lbs.	Distribution Central
Shane Harry	Software Developer-In-Training	Information Systems
Shawn Lyons	Software Developer-In-Training	Information Systems
Shivanand Ramoutar	Engineer II	System Planning and Research
Trevern James	Climber/ Line Clearer	Distribution Tobago
Vilard Williams	Climber/ Line Clearer	Distribution Tobago
Yuri Dickson	Clerk II	Distribution North

DEPARTURE

NAME	POSITION	AREA/DEPARTMENT
David Brereton	Driver – Aerial Lift Truck	Distribution Central
Dennis Lum	Subsection Leader	Distribution East
Eleanor Chaitoo	Stenotypist	Supplies
Grace Maharaj	Corporate Secretary	Corporate Secretary
Idris Abdur-Rahim	Labourer	Distribution South
Keith Alexander	Crew Supervisor	Distribution Tobago
Kenwyn George	Driver – Aerial Lift Truck	Distribution East
Marlon Lake	Estate Constable	Security- Distribution South
Michael Samuel	Crew Supervisor	Distribution Tobago
Mohan Beharry	Linesman 'B'	Public Lighting
Sandra Tangwell	HR Specialist II	Human Resources Department
Wendell De Freitas	Driver – Aerial Lift Truck	Distribution East
Zanefa Kahrim-Joseph	HR Specialist II	Human Resources Department

TATECO (Port of Spain) elects first female president continued

Union's communication with members and customer service.

Following through with strategic objectives, the TATECO Credit Union board is pushing forward with opening a new branch in San Fernando, managing

a recently purchased gas station, improving the timeliness of service delivery and customer satisfaction.

Ms. Forbes sees these objectives as achievable despite economic challenges, as she is passionate about growing credit union

membership. She intends to infect everyone with this passion so that even if she is not physically present, management and staff will continue to work towards organisational development and a higher standard of service.

Conservation word search

Fill in the blanks and use the words to complete the word sleuth below.

Fill in the blanks

To conserve, I
 Use _____ efficient appliances
 _____ off lights when they are not in use
 _____ dry clothes
 Only open the fridge when _____
 _____ off air condition when not in use
 _____ chargers
 _____ computers at night
 Use _____ lights in my home
 _____ clothes before placing them in the dryer
 Run _____ loads in the washer

Words

- Necessary**
- Energy**
- Turn**
- Full**
- Switch**
- LED**
- Air**
- Shut down**
- Unplug**
- Untangle**

V V O M B M K J
 N R H Y W L G B Q T
 B E A Q Q L M H U H J K
 N Y C V H W Y Y P C L E P F
 T T E G R V N G F X T P C C
 H C S U S J X R X S E I N D
 U V S E M L P E W R U O W U
 I O A T M N D S B E D S
 C A R E P E V G M G
 O E Y W L K I L
 L R R G S V S C
 G C A N U H H Z K G
 N U I P W W E N D L C V
 A N R A B F L O E K G K E S
 T W Q T G U O D P Z V P B R
 N Q A U V L L T R S M X S H
 U H B R W L N U N H I H B C
 U F N O P S H Y J N J F
 R Y I U M S I R N M
 U V J Y A J W Q

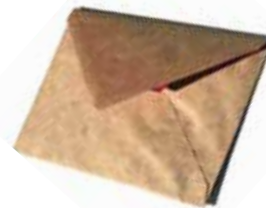
Fun colouring page

*Arrival
journey*



LETTERS

The following are excerpts of some letters and emails that have been received over the last quarter.



April 18, 2018

In a letter addressed to T&TEC's General Manager, Kelvin Ramsook, customers John O. Joseph, Oswald J Pierre and Ronelle Joseph commended the Commission for the "timely attention" given to their report.

The customers had called, in early April, expressing their concern about a rusty leaning pole at No. 52, 4th Street West, Dinsley Gardens, Trincity.

Checks by a Distribution East Consumer Investigator on the situation resulted in the dispatch of two crews - 781 and 782 - on April 18. Their mission was to plant a new pole and transfer the electrical infrastructure from the old pole to the new one. The crew members of Earl Julien (Crew Supervisor), L'Shawn Dyette (Linesman 'B'), Shafflon MacIntosh (Linesman 'C'), Kevin James (Labourer), Kassie Harripersad (Linesman

'A'), Roland George (Linesman 'B') and David Arjoon (Driver) successfully completed the job, leading to the letter of appreciation from the customers.

While the old pole remained at the site, it was secured by the crews, pending the removal of cables from other service providers, after which it will be removed.

Well done guys!

May 28, 2018

Corporate Communications Manager, T&TEC

Ms. Annabelle Brasnell,

I want to highlight another side of T&TEC's hardworking employees.

Two employees from Distribution East, Videsh Dookhoo, Electrician 'B' and Demar Johnson, Labourer, were working at the Trincity Substation on Thursday, May 3, 2018 when they observed that an elderly lady's vehicle had gotten a flat tyre nearby. Without hesitation these two young workers assisted the lady by changing the tyre and she was soon on her way.

As a fellow T&TEC employee, I wanted to showcase their

kindness as a reminder [to us] to keep flying the T&TEC flag high and proud.

Candice Balkissoon
Safety Inspector, HSE
Department

feeling that they received professional and courteous service, which is what I received from Ms. Mendoza and much more. For this, I feel she should be highly commended.

May 11, 2018

To whom it may concern:

I would like to place on record, the excellent customer service which I received this morning from Ms. Sihle Mendoza [Temporary Clerk III, Commercial Department] when I visited your institution for a transfer letter to take into HDC.

It is very rare that when customers visit these organisations they leave

I have visited several organisations in the recent past where customers leave feeling either very angry or disheartened at the service or lack thereof which was meted out to them, so I was pleasantly surprised this morning.

Once again I wish to express my gratitude to Ms. Mendoza and by extension your organisation, for the calibre of staff which you have in your employ. It leaves much to be appreciated.

Susan Hinds



Composite photo: cyclists and footballers utilising the newly commissioned lights at the Arima Velodrome on June 6.