



# WATTS HAPPENING

TRINIDAD AND TOBAGO ELECTRICITY COMMISSION  
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**VISION** - Powering the nation  
into the next generation.

**MISSION** - To deliver  
world-class electricity service,  
through engaged and  
empowered employees, using  
clean, sustainable energy,  
technologically advanced  
systems and a highly reliable,  
safe and modern electrical grid.



HSE WEEK  
2022

*Act  
Together To*

build a  
POSITIVE

SAFETY  
& HEALTH  
*Culture*



# A process of ongoing improvement

Eliyahu Goldratt's business management novel, *The Goal- A Process of Ongoing Improvement*, is set in a manufacturing plant and, according to the author, tells the story of "people trying to understand what makes their world tick so that they can make it better. As they think logically and consistently about their problems, they are able to determine "cause and effect" relationships between their actions and the results. In the process they deduce some basic principles which they use to save their plant and make it successful." This is an oversimplification of his work, but Goldratt captures the essence of the success to be had from consistent,

systematic assessments of operational constraints and developing and testing solutions until the problem is resolved.

The process that led to some of the changes in this year's HSE week celebrations and, the intended outcomes, was reminiscent of Goldratt's theory. An internal review of HSE pain points showed a need for improvements in contractor safety and part of the week was spent ventilating the issue with the goal of finding workable solutions.

Walking a slightly different path, the Internal Audit Department reviewed its role

in the Commission's changing operational environment and revamped some of its approaches to, ultimately, add value and support the achievement of the Commission's strategic goals.

Whatever the constraint that triggers the journey, there are clear benefits to be gained from assessments and review. Regular operational reviews offer more gains in efficiency than one triggered by a crisis, as they allow for wider evaluation and improvement to business processes before they fail.

**COVER** - T&TEC employees are depicted joining hands to visually represent the theme for HSE Week 2022 – Act together to build a positive safety and health culture. HSE Week 2022 was commemorated in April with a number of engaging activities and events. See pages 4-6.

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This edition of the *Watts Happening* is posted on T&TEC's intranet and website: [www.ttec.co.tt](http://www.ttec.co.tt)

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# Board of Commissioners appointed



T&TEC's Chairman, Romney Thomas, has been reappointed to lead a new eight-member Board, which will serve for a two-year term. The Members of the Commission were presented with their instruments of appointment by the Minister of Public Utilities, the Honourable Marvin Gonzales on April 21.

The new Board includes six reappointed Members and two newly-appointed members – Deputy Chairman, Anthony Peyson and Raphael Ajodhia. Mr. Peyson is an Information Technology (IT) Consultant with over two decades of experience in IT security and management and telecommunications, while Mr. Ajodhia is an Attorney-at-Law with experience in Industrial Relations Law. They join Attorney-at-Law and Chairman, Mr. Thomas and Members,

Businessman, John Chapman; Businessman, Clifford Campbell; Accountant, Janet Richards; Human Resources Specialist, Sharmaine Caballero; and former T&TEC employee and trade unionist, Andrew Alves.

**In the photo,** Minister Gonzales (centre) is flanked by Members of the Commission (left to right) Sharmaine Caballero, Andrew Alves, John Chapman, Anthony Peyson (Deputy Chairman), Romney Thomas (Chairman) and Clifford Campbell. Missing are Janet Richards and Raphael Ajodhia.



# Employees urged to work together for HSE

“Act together to build a positive safety and health culture.”



Chief Technical Officer, Chrisalston Belle



HSE Manager, David St. Clair; Operations Manager, Distribution North, Shaun Chase and GM, Kelvin Ramsook, field questions from attendees during the panel discussion.

T&TEC's Health, Safety and Environment (HSE) Week formally returned after a hiatus under the theme, “Act together to build a positive safety and health culture.” Held from April 25 to 29, it coincided with the International Labour Organisation's World Day for

Safety and Health at work on April 28. Activities during the packed week were tailored to give all employees the opportunity to actively observe the theme by encouraging participation and social dialogue.

At the formal opening at the

Employee Welfare Facility, King Village, T&TEC's Chief Technical Officer, Chrisalston Belle, told employees that the week presented the opportunity to “re-emphasise to all that this is not about one person doing something...[but] about us coming together and working towards one common

*The planning Committee for Distribution East's HSE Week (in blue polos, from right), Kris Balkaransingh, Samdath Silochan, Abbigale Williams-Inniss, Kersha Williams, Malanie King-Ramroop and Rhonda Villaroel, with winners of their slogan competition. Also present are (l-r) Assistant Area Manager, Sean Giles and Area Manager, Murvie Charles.*



goal.” General Manager, Kelvin Ramsook, added that while T&TEC’s safety record is good, there is still a lot of room for improvement. “A number of situations are happening that are not as safe as they should be and...it’s because nobody is looking at them”. But that is unfortunate, he said, when nobody is looking, is when we should be on our best behaviour.

Also speaking on the theme was then Acting Chief Human Resources Officer, Nigel Marquez, who acknowledged that with two of T&TEC’s six core values speaking to health, safety and care for the environment, he hoped that the week’s activities “will be the catalyst to step up the importance of doing work safely, as first nature.”



*Assistant Corporate Communications Manager, Clare Cooper-Vincent, tends to her plants in her office garden to stay mentally-grounded and environmentally-conscious.*

While each HSE Zone staged their own activities, the HSE Department hosted a series of workshops and a panel discussion at the King Village Employee Welfare Facility.

These sessions targeted Heads of Departments and Commission representatives, who work with contractors. According to HSE Manager, David St. Clair, the sessions

*Fabian Soogrim, a Clerk II at Distribution Central, reduces his carbon footprint by riding his bicycle to work.*





were developed after an assessment of the Commission and wider society highlighted a need for focus on contractor safety and mental health. Presentations covered topics like the role of supervisors and the Commission's representatives at its job sites, mental and physical health and, from external agencies, the role and function of the ODPM and OSH Agency. These workshops were videorecorded and shared with all employees via the Intranet.

Employees across the Commission were also included in the week's activities, where they were encouraged to complete an HSE challenge or an activity each day, in addition to the numerous activities organised by some HSE Zones for their employees.

At Head Office, staff participated in an online HSE quiz and crossword puzzle for prizes. Distribution Central hosted a presentation, "Organisational Culture and Managing Change: an HSE perspective" for senior managers, to launch its second quarter Leadership Development Programme. To encourage safe habits, several employees of Distribution Tobago shared on video how they can positively influence or correct HSE practices at work. The Security Department

hosted a seminar on Firearms Safety for officers of different rank, covering topics such as handing over/receiving of firearms, loading and unloading of firearms, firearm storage and firearm cleaning, while Distribution East held a slogan competition and Spot the Hazards contest. For the winning slogan, "A positive safety and health culture - is a Distribution thing, come let's build this thing together," Charlene Garcia won an air fryer.



Senior Clerk, Shane Pedro, accepts his prize of a gift voucher from Clare Cooper-Vincent, Assistant Corporate Communications Manager, for winning the Head Office HSE quiz.



Estate Corporal Arnold Cambridge, demonstrates to Woman Estate Constable, Victoria Myer how to clean the individual parts of a firearm, during the Security Department's Firearms Safety seminar.

# RIC publishes Code of Practice

T&TEC's regulator, the Regulated Industries Commission (RIC), has confronted the issue of electricity theft in its Final Decision on T&TEC's Code of Practice, published in March. It is addressed in a new code - Administrative Procedures and Charges Related to Electricity, introduced "in view of the serious implications associated with electricity theft... to deter individuals from this illegal activity."

This latest addition adopts the current procedures followed by T&TEC's Commercial Department related to current stealing, including investigation and action, billing charges, reconnection and additional measures, providing information "from an administrative perspective to recover rates and charges." Of note, customers who are billed charges for electricity theft would not be entitled to any payment plan administered by T&TEC.

The RIC is best known as the legal authority to approve rates and tariffs for WASA and T&TEC. While a review of the rates for T&TEC has begun and is ongoing, the RIC is also continuing its work to ensure that quality and efficient services are provided. The Code of Practice is a set of customer-related standards, policies, procedures and practices to which T&TEC is required to adhere, when dealing with specific consumer issues. The Final Decision, essentially a revision of the 2018 Code of Practice, was published after public consultations on the RIC's Review of the Codes of Practice for the Trinidad and Tobago Electricity Commission (August 2021).

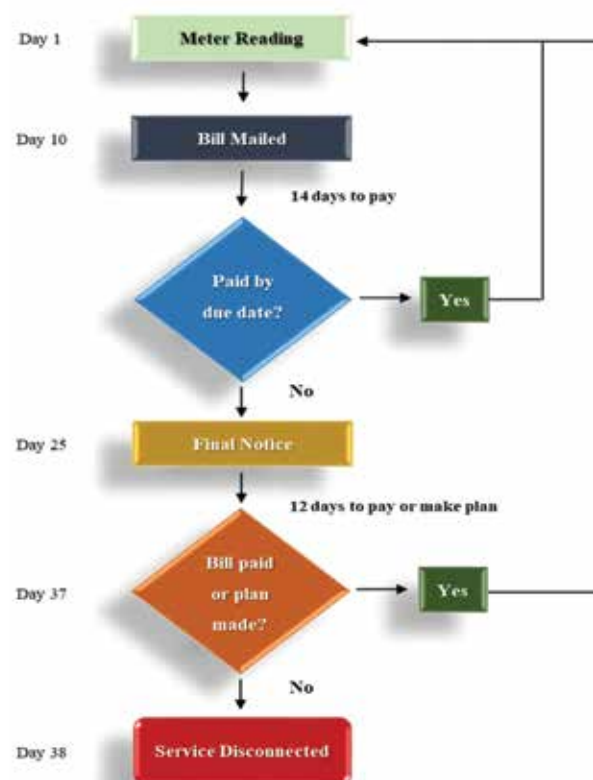
Some of the other areas addressed in the nine codes include the provision of priority services for people with special needs, disconnection procedures, handling of complaints, procedures for entering premises and accurate billing and range and accessibility of payment methods, among others. In Code 4.4 - Recovery of Undercharges - Payments due to T&TEC, when customers are billed for less electricity than what is consumed, T&TEC may recover the

undercharges to amounts accrued up to four years.

The final section of the document deals with Monitoring and Evaluation of the Codes. Using a revised monitoring framework, customer complaints and surveys, the RIC will track and measure the implementation of the Codes of Practice to demonstrate its impact on expected outcomes and effectiveness.

A copy of the Codes of Practice for the Trinidad and Tobago Electricity Commission (T&TEC) - Final Decision, can be downloaded from the RIC's website, [www.ric.org.tt](http://www.ric.org.tt)

Below is a flowchart of the disconnection process, highlighted under Code 3.2 T&TEC's Obligations Before Disconnection, showing the steps, and time customers are allowed, before disconnection.



# "Ask us how we can help you!" Internal Audit opens its doors

Ask about the role of Internal Auditors and one may be taken by the diversity of responses. It may be easier to identify what an Internal Auditor is not.

The Institute of Internal Auditors (IIA) in its online magazine, the Internal Auditor, puts to rest five common misperceptions about Internal Auditing:

1. Internal Auditors must be accountants
2. Internal Auditors are faultfinders
3. Employees should take a "don't ask, don't tell" attitude to Internal Audit
4. Internal Audit (IA) audits the same things, all the time, in the same way
5. IA is the "Corporate Police".

Internal Audit Manager, Gerard Emmanuel-Rodriguez, expanded, saying, "IA should be staffed by persons knowledgeable in various aspects of operations, including accounting, IT, engineering and management. The Department's management and staff should be perceived as approachable by those employees wishing to lay valid non-compliance complaints (including whistleblowing) and should examine those areas that present existing or emerging risks to the organisation." He added that IAD also has a consulting role, in which management can approach Audit for assistance with improving governance, risk management or control processes, "cognizant that IAD must maintain its independence and cannot adopt management's responsibilities for implementation."

Mr. Emmanuel-Rodriguez said that between May 2019 and November 2020, the Department reviewed its role in the changing operational environment of the Commission, against industry best practices and the IIA's International Professional Practices Framework, inclusive of International Internal



Auditing Standards. The result? A new Internal Audit Charter, and revamped approaches to establishing the Annual Audit Plan, planning and effecting engagements and interacting with process owners and audit clients.

The new Charter is rooted in a risk-based approach to auditing, underpinned by the philosophy that IA works with and in the interest of the Commission to add value and support the achievement of the strategic goals. IAD's Charter establishes inter alia, the purpose, mission, authority and independence of the department, and delineates its responsibilities. It is approved by the Board through the Audit Committee and agreed to by senior management. The complete Charter is available on the intranet.

The Department has been developing a Quality Assurance and Improvement Programme (QAIP), which will allow the department to monitor its performance against best practice, obtain feedback from audit clients and facilitate both internal and external (independent) assessments of conformance against the professional standards established by



the IIA. The programme framework development is ongoing and should be completed by early 2023.

In May, designated 'Internal Audit Awareness Month' by the IIA, the IAD expanded its outreach throughout the Commission. Mr. Emmanuel-Rodriguez said that as part of its celebration of the month in 2021 and 2022, IAD adopted the tagline "Ask us how we can help you!", which demonstrates its mandate to support efficient, effective operations whilst adopting a participative approach to auditing. In May 2022, the department hosted virtual online presentations

on the intranet, along with screensaver messages across the Commission. It is hoped that IAD can directly engage employees in the years ahead, during Internal Audit Awareness Month, to improve the Department's visibility and promulgate its participative audit approach.

To find out how the Internal Audit team can help you, please email [whistleblow@ttec.co.tt](mailto:whistleblow@ttec.co.tt) or call at extension 2901.

## Daughter of Metering Department employee wins additional scholarship

Metering Services Department Helper, Suresh Rambaran is beaming with pride today, as he and his family celebrate the achievement of his daughter, Surisha Arian Rambaran. The student of A.S.J.A Girls' College in San Fernando, was awarded an additional scholarship for her success in the Environmental Services category.

Suresh expressed his joy over his daughter's accomplishment, calling it an "extraordinary feeling", and that she has "worked tremendously hard for it." He said, "It is a relief to know that not just theirs, but your hard work has paid off as well... My advice to parents would be to continue to guide your children in the right path as well as to trust them."

Surisha is quite clear about the next steps on her career path as she is now preparing to enroll at the University of the West Indies, St. Augustine, where she plans to pursue a double major in Geography and Environmental & Natural Resource Management. She then



*Proud father, Suresh Rambaran, with his daughter, Surisha.*

intends to pursue a Master's degree in specialised Physical Geography.

The T&TEC family congratulates Surisha on her tremendous achievement and wishes her all the best as she continues to pursue her goals.

# Communities shine brightly again in 2022

After a near two-year hiatus due to the restrictions on group gatherings imposed because of the Covid-19 pandemic, the illumination of recreation grounds restarted, with five commissionings in four months. It was clear that the absence of these events was felt by the public, as at every recreational ground and basketball court, they came out and expressed deep gratitude for the work of T&TEC and the Ministry of Public Utilities in bringing light to their lives.



*Young footballers huddle for a group photo before playing their first game under lights at the Pine Ridge Heights Recreation Ground, Arouca.*

Speaking at the commissioning ceremony held at the Powder Magazine Recreation Ground on March 17, Member of Parliament for Diego Martin Central and Minister of Communications, the Honourable Symon de Nobrega, emphasised the magnitude of the project's impact, saying, "When we think about the Government working and we only think about huge projects, we're not understanding... that these projects are so much more than the dollar value, it's the smile that these children will have on their faces when seven o'clock doesn't bring an end to the enjoyment of their day."

In Arouca on April 6, at the Commissioning of lights on the Pine Ridge Heights Recreation Ground, community representative, Kenneth Morgan, reflected on the area's humble beginnings and struggles for its improvement over the years. He contrasted the days when the grounds were in darkness, with many

residents feeling unsafe, with the sense of relief and satisfaction he felt to now see the facility finally illuminated.

Speaking at the same event, in his constituency of Lopinot/Bon Air West, Member of Parliament and Minister of Public Utilities, the Honourable Marvin Gonzales, commented that while the company and the nation struggled with finances to keep the nation served, the illumination of these locations have been given priority. He implored the community to ensure that these installations are protected and get involved in activities that help to maintain and rebuild the spaces, "where the life of the community will be reborn".

T&TEC's General Manager, Kelvin Ramsook, also reiterated the Commission's dedication to the efforts, saying, "...while we commit to enhance our communities...we are also committed to

*The Honourable Marvin Gonzales, Minister of Public Utilities (in t-shirt, centre) and General Manager, Kelvin Ramsook, flip the switch to illuminate the Pine Ridge Heights Recreation Ground in the presence of residents and community representatives.*



enhancing our operational effectiveness”.

Mr. Ramsook went on to say that “successful completion [of these projects] was as a result of longstanding and fruitful partnerships among several individuals and entities...”

There were similar expressions of gratitude at the basketball courts at Bason Street, East Dry River and Production Avenue and Pioneer Drive, Sea Lots, where dozens of children gathered to play night football for the first time in many years. Member of Parliament for Port of Spain South, Keith Scotland, reminded the children that it was their responsibility to ensure that the lights are cared for, and that electricity isn’t wasted by leaving them on when they are not being used. He also thanked the Ministry of Public Utilities and the team at T&TEC for their hard work in making the illumination of the basketball courts a reality in the shortest possible timeframe.

Of the five grounds commissioned, four were new installations and the fifth, a refurbishment. These projects saw the erection of sixty-eight flood lights, across five communities, within the first four months of the year – with more planned for delivery and commissioning in 2022.

As lights are being installed on more recreational facilities across the country, gratitude poured in for the work of the hardworking teams involved in delivery. Member of the Board of Commissioners, Clifford Campbell, came in for praise from residents of Mayaro for taking an active interest in the installation of lights on their recreation ground. He spearheaded the proposal for lights and was present on May

9 to see the poles and discuss installation with the PLD team.



*Commissioner Clifford Campbell (right) commands the attention of Engineer I, PLD, Michelle Marcus and contractor, Tyrone Jodha, during a site visit at the Mayaro Recreation Ground.*



# T&TEC on hand at ministerial tour

The Minister of Public Utilities, the Honourable Marvin Gonzales, recently toured several communities in the Toco/Sangre Grande region to identify the public utility needs of its residents. Accompanying him on the April 5 visit were officials from T&TEC, WASA and TTPost and the Member of Parliament for the area, Roger Monroe.

T&TEC's Area Manager – Distribution East, Murvie Charles and Senior Engineer at the Public Lighting Department, Keron Seebaran, were on hand to provide information on existing projects, collect feedback from residents and respond to the areas of concern. Fortuitously one of the areas of concern, the need for streetlights along the Eastern Main Road, Valencia in the vicinity of the Silica Sands traffic lights, was already being addressed as the installation of 17 new streetlights was already underway.

There were other requests for assistance with electrification at Blake Avenue Extension in Guaico, particularly Sugars Lane. But in the interim, Minister Gonzales committed to approving funding for the electrification of Sugars Lane, with the rest to be done in phases.

T&TEC also responded to a few individual requests from customers, who were later contacted to have their issues resolved. The tour was generally well received by residents, and it was also welcomed by T&TEC officials as it provided them with the opportunity to connect with our customers at the community level.



*In the photos, Minister Gonzales (in purple shirt) leads a contingent of officials including MP for Toco/Sangre Grande, Roger Monroe (pink shirt); T&TEC's Area Manager – Distribution East, Murvie Charles (in tie); Councillor for Valencia, Simone Gill-Joseph and Senior Engineer, PLD, Keron Seebaran, on a tour of several communities in the region.*

# Scaffolding training for safer construction projects

The Human Resources Division continues to pursue its objective to expose employees to relevant job training, with its latest initiative to train nine employees to perform scaffolding inspections and certification.

The nine, Maintenance and Services Assistants, Civil Engineering Technicians, HSE employees, a Field Controller and a Senior Supervisor are usually responsible for supervising contractors on T&TEC job sites.

Over three days in March, facilitator Dexter Daniel, delivered theoretical and practical sessions, including training manuals, on the different systems and the safe execution of scaffolding assembly. With this training, the



*Instructor, Dexter Daniel, makes a point during the classroom session.*

Commission is reducing the risk of scaffolding related incidents on its projects. The training was held at the Employee Wellness Facility, King Village.

*Employees undergo practical training on the last day of the course in the yard of the Employee Wellness Facility, King Village.*





# We Remember,

we celebrate, we comfort



*Mr. Ramsook presents the son of the late Kavita Primsingh-Lall, Kaveer, with a commemorative plaque of his mother, while her husband, Gerard and her parents look on.*

The year 2021, into early 2022 was a tough one for the T&TEC Family, with the loss of 17 employees during the period. The pain and grief may never go away for the bereaved families and colleagues, but it is important to pause and reflect before trying to move on. So said General Manager, Kelvin Ramsook, as he spoke at a T&TEC Memorial Service for the families of our lost comrades on April 22.

We needed to “decompress together, to share and to vent,” Mr. Ramsook said at the emotional, touching tribute at the Wellness Centre, King Village. With many silent tears and undeniably aching hearts, the service, according to event chairperson, Corporate

Communications Manager, Annabelle Brasnell, was an opportunity to “celebrate our fallen colleagues and give their loved ones some measure of comfort and relief.”

Accompanied by a photo slide show, Mr. Ramsook delivered poignant anecdotes about each employee, reading sentiments from colleagues and describing their contributions to T&TEC. At times, even the usually composed GM seemed to be visibly moved by the memories, but he said it was his desire to be present and to deliver the expressions himself. He identified the family members present by name and spoke to them about the impact their loved ones had on the organisation. He then presented each





*Radica Ramlal receives the plaque of her son Brandon from Mr. Ramsook, while her daughter Lauren looks on.*



*The sister of Richard John, Debbie Baksh, and her husband, together accept the commemorative plaque of the late Crew Supervisor.*



*United in grief, Radica Ramlal and Haile Straker, the widow of Kevonne Wall, embrace.*

family with a plaque in honour of their relative's years of dedicated service to the people of Trinidad and Tobago and T&TEC.

Despite the fact that relatives are still grieving, the gesture was well received. Annestine Bain, widow of Curtis Bain, who attended with their daughter, said that the service provided much needed closure, since she felt abruptly "cut off" from T&TEC after her husband's passing in September, and Richard Sitahal's wife, Delia said that it was heartening to see from the sentiments that T&TEC cared for him as much as he did for the organisation.

The tributes included entertainment by saxophonist Kervon Debissette, an Electrician 'A' of Distribution Central, who stirred tears with his rendition of "You raised me up" and Curtis 'Kemis' Braithwaite, Linesman 'A', also of Distribution Central, who delivered a self-composed tribute to the deceased colleagues.

It was all to say, as Mr. Ramsook said, "you are not alone...we are here with you." May our departed colleagues, continue to rest in peace.

# Gone but not forgotten



**We mourn the loss of two employees over the last quarter. Our heartfelt condolences go out to the loved ones and colleagues of Nelina Williams and Brian Adams. May their souls rest in peace.**

Nelina Williams, a Temporary Clerk III of Distribution East, tragically lost her life in a vehicular accident on June 12. She began working at T&TEC as a Vacation Employee in 2017 and was last assigned to the Arima Customer Service Centre.



Commercial Manager, Rodney Latchman, described 25-year-old Ms. Williams as an "exceptional employee" who was "very supportive, cooperative and always willing to learn." She was well loved by customers and her colleagues alike and will be remembered for her vibrant personality and love of life and food.

Ms. Williams was the daughter of former Assistant General Manager – Administration, Neil Williams, who retired in 2013.



Communications Technician I from the Communications Department, Brian Adams, died on June 13, after a brief illness.

Fifty-two-year-old Mr. Adams enjoyed a 17-year career at T&TEC, all of which was spent at the Communications Department. He entered as a Communications Mechanic II in 2004 and attained several promotions, until his last appointment as Communications Technician I in 2019.

Communications Manager, Prakash Mahabir, expressed sadness over the loss of an employee with the strength of character as Mr. Adams, a devoted husband and father of five, whose "maturity and level-headedness" made him stand out among the rest. His Supervisor, Carlon Joseph added that Mr. Adams was an exemplary worker who showed good leadership qualities and was always willing to go the distance. "He never gave up and was always committed to resolving even the most difficult issues on the job," he said.

# New uniforms for Estate Police

T&TEC Estate Police have been outfitted with new tactical Battle Dress Uniforms. Distribution of the new kits started in June.

Acting Head, Security Jovan Abraham said the uniforms are made from a more durable rip stop material and there is added practicality with the inclusion of cargo pockets on the pants. Also adding to the practicality for female officers is the removal of skirts and stockings. Mr

Abraham explained this change, saying, "both male and female officers perform the same duties [and] in some instances, the females outperform the men."

Look out for our officers in their new uniforms across the Commission.

*Below: Attention! From left, WEC. Candis Griffith-Joseph, EC. Kyle Critchlow, Ag. Sgt. Lawrence Gokool and WEC. Victoria Myer*





# Eid fashion



As Muslim faithful celebrated Eid-ul-Fitr on May 2, we got a glimpse into the rapidly expanding niche of Islamic fashion through the eyes of fashion-conscious employees.

While most mainstream clothing stores might

be limited in their offerings of fashion suitable for the Islamic way of life, modest wear like long pleated skirts, empire cut maxi dresses and oversized shirts is, in fact, trending. And contrary to the belief that Muslim clothing must be void of style, Khadijah Mohammed, a Clerk II at Distribution Central said that, for the last 20 years or so, the industry has flourished. "[Before] you never could get a head covering or scarf to buy, now hundreds of Islamic or modest clothing stores are throughout Trinidad



Clerk II, Payroll Section, Kareem Ahmad (left) and his brother Kafeel, are smartly dressed in traditional full-length outer garments called jilbabs, with taqiyahs or topis (skull caps).



Amy Boodram, Clerk II, Commercial Department, is regal in a beautiful two-coloured kaftan and matching hijab.



*Styled by contemporary Islamic clothing store, Simple Fusion, Khadijah Mohammed is striking in two outfits and matching headdresses. Photos by Gabriel Ramirez.*



and Tobago." Available today are dresses, tunics and crystal encrusted scarfs from India, Africa, Indonesia, Turkey and beyond, all following the requirements of modesty.

Despite her keen sense of style, Ms. Mohammed said that it is not fashion, but what is in the heart of a Muslim man and woman, that shows their true devotion to God. "So someone wearing a beard or a head covering does not make them better than another." Whether the style is bohemian, modern, eastern, or western, "it can still be pleasing to the Lord," she said.

Check out some of styles from Ms. Mohammed and other T&TEC employees, which make them fierce, fabulous and comfortably and fashionably covered.





# Distribution South's year of employee engagement

It's been a while since T&TEC last hosted its sports and family day or calypso competition, but as some employees discovered, a massive budget or huge event is not necessary to boost morale or keep them engaged at work. Employees of Distribution South are now into the second quarter of a year of fun activities planned to lift spirits and revitalise the work environment.

It was the brainchild of Area Manager, Ashmeed Ali who, upon his appointment in December, wanted to engage his staff and create an environment where they could have fun while working.

"When I addressed employees for the first time in 2022, I shared my goal of us collectively celebrating one day each month. With help from our Events Committee's Ria [Ali] and Lester [Lal], we researched significant days worthy of celebrating each month and selected one which would encourage participation by all employees," he said. What followed was a calendar of events, starting with a Fun at Work Day on January 28.

Since then, the Area hosted



*Area Manager – Distribution South, Ashmeed Ali, congratulates and presents the winner of the Carnival art competition, Telecom Operator, Keyon Jack, with his prize.*

a carnival art competition in February, Poetry Day in March, an interfaith service in April supported by the OWTU's South Branch, and a health walk at Skinners Park in May. According to the events Committee, after a slow start, participation has been steadily increasing with each activity. "It has turned into something much more," said Ms. Ali. "We are trying to carry on something that once existed in South. Mr. [Richard] Sitahal passed on the baton... Mr. Ali is trying to breathe life back into the Area to promote togetherness and camaraderie and just a happy feeling."

June Atwell of the Commercial Department said that the

activities not only helped to break the monotony of work, it also encouraged her to get back to a healthier lifestyle. "I started back exercising to prepare for the health walk and I enjoy the camaraderie with my colleagues." The camaraderie was a welcome change, according to Telecom Operator Keyon Jack, whose painting won the Carnival art competition in February. "It's a new normal we could get used to," he said.

Employees received seedlings in time for Corpus Christi and can look forward to sharing their talents for Jokes Day in August and old-school corresponding for Letter Writing Day in September.



# Small, but eager to learn

Acting Human Resources Manager, Cheryl-Ann Nelson-Alleyne, was the first to welcome the 2022 cohort of university-level students of the Vacation Employees Training Programme. She addressed the group of approximately 15 young people, at an orientation session hosted on June 1 at the Stanley P. Ottley Building, Mt. Hope.

This year's group is smaller than some previous years, partially due to financial constraints but exacerbated by the COVID-19 pandemic. Then acting Senior Human Resources Officer, Natasha Kanhai, said that despite the constraints, the Commission "tried to take on as many applicants as it possibly could", and that this group, "represents the best of the talented pool of applicants".

The placement of the students this year is as varied as their fields of study, with persons being stationed in departments such as Accounts, Supplies, Industrial Relations, Human Resources, System Control and Generation Interface, Health, Safety & Environment as well as Distribution East and Central. They join us from



*The group of young Vacation Employees cut a distinguished photo during their day of orientation.*

foreign and local universities and come from disciplines ranging from various branches of Engineering, Banking and Finance, International Relations to Computer Networking and Telecommunications, and others.

Electrical and Computer Engineering student from the University of Toronto, Samuel Lalla, on his first day at work at the Protection & SCADA Department, described himself as "curious, excited and eager to learn." Similar sentiments were expressed by another new short-term staffer, UWI's second year Civil Engineering student Sarah Ramsingh. Ms. Ramsingh, who has been stationed at the Procurement and Supplies Department said

that she was "honoured to be a part of the programme" and felt "very fortunate to be able to see the operations of an established company like [T&TEC], from the inside". Ms. Lalla and Ms. Ramsingh, like many of their group, expressed willingness to learn as much as they can, with the aim of gaining valuable work experiences, skills and connections.

The students began work on June 1, and will be with us until the end of July.

# Employee update

Appointments, Promotions, Re-designations and Departures

## PROMOTIONS

### NAME

Adrian Ramdeo  
 Airrion Mondesir  
 Anil Sooknanan  
 Anita Lacaille  
 Ashmead Khan  
 Barry Subar  
 Chalanor James  
 Clevon Apparicio  
 Dellon Samaroo  
 Francisca Romany  
 Gerard Bernard  
 Idi Khan  
 Jason Ramsingh  
 J'Leise Orr  
 Jodelle Rodney  
 Julien Charles  
 Kadion Moore  
 Karen Brooker  
 Kavita Deonarine  
 Kemuel Peters  
 Kirt Oliver  
 Lyndon Williams  
 Marcus Matthews  
 Maria Ollivierre-Sudan  
 Michael Chong Kiaw  
 Miguel Parejo  
 Nigel Licourish  
 Rakesh Mohammed  
 Randolph Holder  
 Ricardo Mootoosingh  
 Ronald Cyrille  
 Seepersad Roopnarine  
 Shane Sieunarine  
 Shauna Ramroop  
 Shazim Hosein  
 Terrance Applewhite  
 Valline Jacob

### POSITION

Communications Technician IV  
 Climber / Line Clearer  
 Electrician 'A'  
 Engineer I  
 Estate Sergeant  
 Draughtsman I  
 Operator III (Tobago)  
 Ganger (Distribution)  
 Substation Supervisor  
 H.S.E Inspector  
 Senior Clerk  
 Estate Police Inspector  
 Communications Technician IV  
 Telecom Operator  
 H.S.E. Assistant  
 Estate Sergeant  
 Telecom Operator  
 Payments Officer  
 Senior Engineer  
 Driver – Fork Lift  
 Dr – Pole Hole Borer Comb.  
 Electrician 'A'  
 Estate Sergeant  
 Section Leader  
 Stores Attendant  
 Ganger (Distribution)  
 Maintenance Technician III  
 Climber/ Line Clearer  
 Crew Supervisor  
 Dr – Pole Hole Borer Comb.  
 Crew Supervisor  
 Estate Police Inspector  
 Substation Supervisor  
 Senior Clerk  
 Jointer 'A'  
 Communications Technician IV  
 Engineer I

### AREA/DEPARTMENT

Communications Department  
 Distribution Central  
 Distribution North  
 Communications Department  
 Security – Mt. Hope  
 Protection & SCADA  
 Cove Power Station  
 Distribution North  
 Distribution North  
 Health, Safety & Environment  
 Finance Division  
 Security – Head Office  
 Communications Department  
 Distribution Tobago  
 Health, Safety and Environment  
 Security – Distribution North  
 Distribution Tobago  
 Chief Accountant  
 System Control & Gen Interface  
 Supplies  
 Communications Department  
 Distribution North  
 Security – Distribution Central  
 Protection & SCADA  
 Supplies  
 Distribution North  
 Distribution South  
 Distribution Central  
 Distribution North  
 Communications Department  
 Distribution North  
 Security – Head Office  
 Distribution South  
 Engineering Controller  
 Distribution North  
 Communications Department  
 Distribution South

# Employee update

Appointments, Promotions, Re-designations and Departures

## RE-DESIGNATION

NAME	POSITION	AREA/DEPARTMENT
Hugh Springer	Transport Labourer II	Distribution East

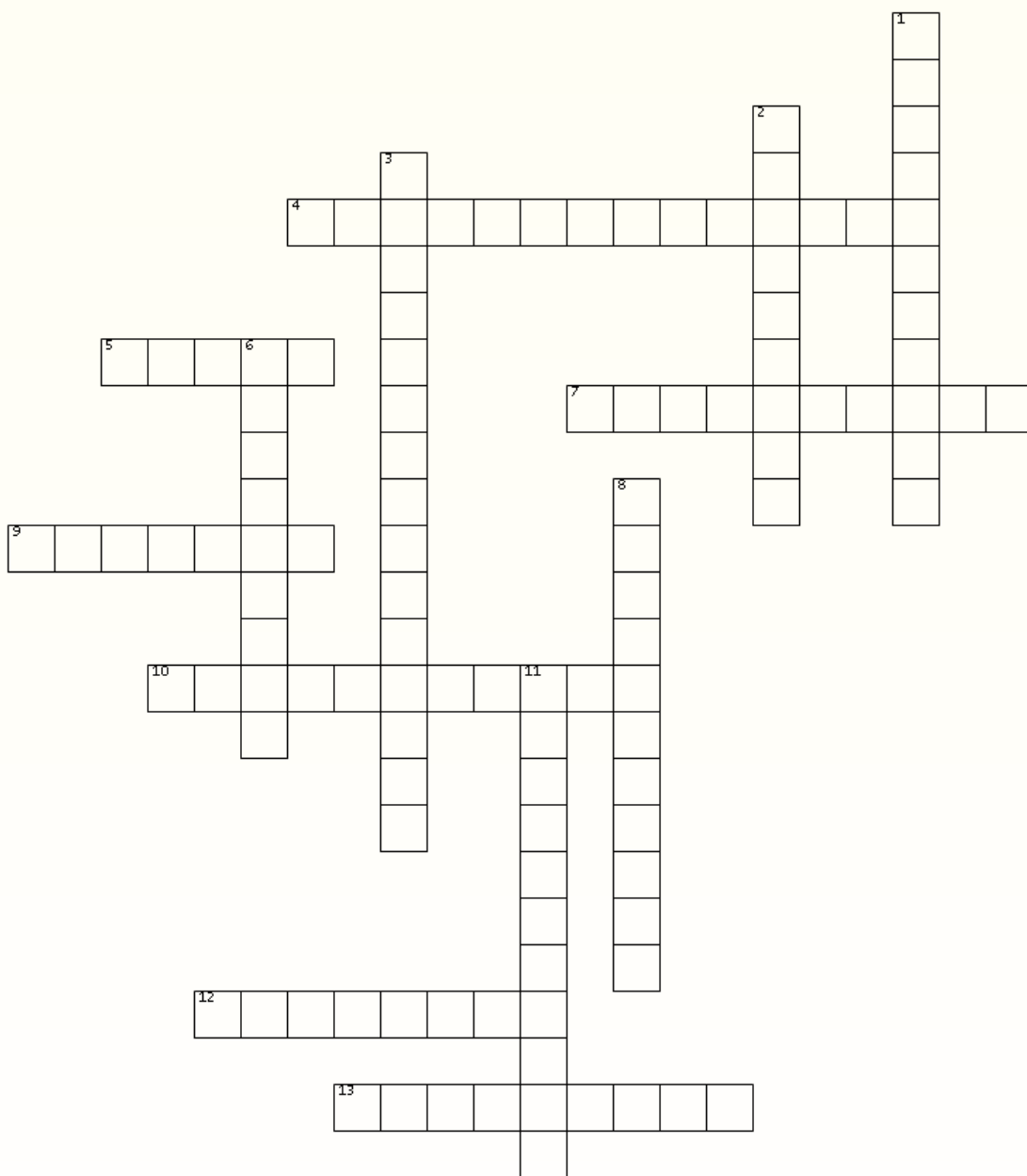
## DEPARTURES

NAME	POSITION	AREA/DEPARTMENT
Amanda Ramgoolam	Estate Constable	Security – Distribution South
Angela Felix	Administrative Assistant II	Operations Division
Calvin Husbands	Transport Labourer I	Distribution East
Claudia Bissessar	Estate Constable	Security – Distribution South
Courtney Tyson	Ganger	Supplies
Danelle Charles	Clerk II	Engineering Controller
Dave Nelson	Mechanic Foreman	Distribution Tobago
Delmon Thomas	Maintenance & Services Assistant	Distribution Tobago
Eddie Pierre	Driver – Aerial Lift Truck	Distribution North
Esley Charles	Meter & Relay Technician I	Protection & SCADA
Gary Meyers	Meter Reader	Commercial
Gerald Callender	Dr – Vehicles < 25000 Lbs.	Distribution South
Gordon Adams	Corporate Communications Asst. (Trv)	Distribution East
Gregory Carter	Linesman 'A'	Distribution South
Hemraj Baldeo	Dr – Pole Hole Borer Comb.	Distribution East
Ignatius Gouveia	Tech Assistant I	Protection & SCADA
John Mackay	Clerk II	Risk Management Department
Karen Rampersad	Costing Supervisor (PTH)	Chief Accountant
Kerri Ann Mohammed	Clerk II	Commercial
Kevin Greene	Crew Supervisor	Transmission Maintenance
Kiron Thomas	Transport Labourer I	Distribution Tobago
Kurth Samuel	Estate Corporal	Security – Distribution Sout
Nandane Samaroo	Subsection Leader	Chief Accountant
Sean Bernard	Genger (Supplies)	Supplies
Sean Ramkissoon	Mechanic 'B'	Distribution East
Steve Mattook	Driver – Aerial Lift Truck	Distribution Central
Terrance Hunte	Hotline Supervisor	Distribution North
Valmiki Seepaul	Senior Engineer (Civil)	Engineering Controller
Vashtie Seereeram	Supplies Clerk	Supplies



# Fun page

In keeping with the recent focus this crossword tests your knowledge on HSE in T&TEC



## DOWN

1. Safe location when evacuating in the event of an emergency (2)
2. Exercise conducted by employees to account for their colleagues (2)
3. The person in charge in the event of an emergency (2)
6. Never use during an evacuation to exit the building
8. Emergency personnel can be identified wearing these (2)
11. Location of the HSE Department (2)

## ACROSS

4. An action that does not meet an operational standard
5. Name given to the eleven (11) HSE districts across the country
7. Procession and associated protocols when the need arises
9. An item you should avoid carrying to avoid accidents or incidents while evacuating
10. Regularly inspected and maintained by each department; for injuries (3)
12. Environmental risk associated with the handling of some transformers
13. In the event of an alarm malfunction, repeatedly shout the word

# Watty Says: Get to know the MET office colour codes



Early Warning Messages (EWM) from the Trinidad and Tobago Meteorological Service, otherwise known as the Met Office, are issued for hydro-meteorological hazards, like severe weather, flooding, dry spells/droughts, extreme high temperatures and hazardous seas.

The EWM system uses colour codes to identify the level of risk, starting with green as the lowest risk and red at the extreme.

Early Warning Messages are also headlined as 'Alerts', 'Watches', or 'Warnings', depending on the expected time of impact. Alerts have the longest lead time, while warnings have the shortest lead time. These messages will indicate the urgency (time available to prepare), certainty (probability of occurrence) and severity (intensity of impact) of the hazard.

Everyone should know the codes and how to prepare for weather related hazards.

## RISK LEVEL: GREEN

**Meaning:** LOW RISK to public safety, livelihoods and property.

**Description:** Risk posed has dropped to a safe level. Only used for cancellations.

**Action required:** Remain vigilant  
Be aware of your surroundings.  
Pay attention to other warnings that may still be in effect.  
Consider restocking emergency supplies.

## RISK LEVEL: RED

**Meaning:** VERY HIGH OR EXTREME RISK to public safety, livelihoods and property.

**Description:** Dangerous conditions are imminent or already occurring. There is a very high potential for multiple lives to be lost and major damage to property and infrastructure.

**Action required:** Find safe shelter.  
Final preparations should be rushed to completion. Remain indoors or evacuate to a safe location if where you are is unsafe, or if instructed to do so by government officials.

## RISK LEVEL: YELLOW

**Meaning:** MODERATE RISK to public safety, livelihoods and property.

**Description:** Conditions may cause some disruptions in a few places. There is some potential for minor injuries. Most people will be able to go about their normal activities, but some will be directly impacted.

**Action required:** Monitor conditions and official updates.  
Increase monitoring of your environment, and stay tuned to official sources for updates, including the media.

## RISK LEVEL: ORANGE

**Meaning:** HIGH RISK to public safety, livelihoods and property.

**Description:** Hazardous conditions may threaten lives, livelihoods and property. Serious injuries or casualties are possible if you do not prepare.

**Action required:** Prepare.  
Make preparations to protect yourself, your family, your livelihood and your property.

The following are excerpts of letters, emails and messages that have been received over the last three months. Correspondence may have been edited for length or clarity.

A crossword puzzle grid with 15 numbered squares. The grid is composed of white squares for letters and black squares for empty space. The numbers are: 1 (down), 2 (down), 3 (across), 4 (across), 5 (across), 6 (across), 7 (across), 8 (across), 9 (across), 10 (across), 11 (across), 12 (across), 13 (across), 14 (across), 15 (across).





