



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.



- Cove Power Plant upgrade completed
- Board appointed for new term
- Employees support each other after floods
- Improved supply for Windward Tobago customers

Editorial

Because of you...

In December 2017, I noted that, despite financial challenges, T&TEC was able to “do what is necessary” to start or complete critical projects to properly serve our customers. This was largely due to the performance of employees, and the hope was that the workers’ ethos that took the Commission successfully through the year would extend into 2018, which was anticipated to be no less challenging.

This was accomplished and each issue for 2018 featured the successes of various teams and individuals across the Commission and with this edition, we once again end the year on a high note. The multimillion dollar Cove Power

Station expansion project was commissioned in November, almost one year to the date of the sod turning in 2017; the Supplies Department launched e-tendering, a significant business advancement that should improve options for competitive pricing from potential suppliers; and employees of Distribution East pulled out all the stops to restore supply as quickly as possible to customers affected by the devastating floods in October. Employees also generously contributed \$70,000, plus relief supplies and labour to assist colleagues affected by the said floods.

In the spirit of appreciation, our annual round-up of the academic successes of

the teenaged children of employees is an opportunity to share the joy of our colleagues and, in the case of the award of an Honourary Doctorate to former General Manager, Leo Martin, our former colleagues as well.

Once again we are happy to share three months of good news with readers and we take this opportunity to salute all employees and extend the gratitude of the Board of Commissioners and wider management for your good work throughout the year. WE THANK YOU!

FRONT COVER

An aerial view of the Cove Power Station, Tobago, showing the newly-commissioned GE LM-2500 turbine (centre).

Photo courtesy LS Energia

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Chief Secretary of the THA, the Hon. Kelvin Charles and Minister of Public Utilities, Sen. the Hon. Robert Le Hunte join other officials for a photo after unveiling the plaque. With them (from l-r) are Carlos Guzman, Senior Sales Commercial Manager of GE Power; the Hon. Ayanna Webster-Roy, MP for Tobago East; the Hon. Shamfa Cudjoe, MP for Tobago West; Assemblyman Clarence Jacob, Sec. of Settlements, Urban Renewal and Public Utilities; Kelvin Ramsook, T&TEC GM; Keith Sirju, T&TEC Chairman; and Charles Parsons, Dir. Business Development, LS Energia Inc.

New turbine at Cove commissioned

In December 2017 the Prime Minister of Trinidad and Tobago, Dr. the Honourable Keith Rowley, turned the sod to begin construction of the 20MW (megawatt) expansion of the Cove Power Plant, Tobago. Just under 12 months later, the new gas turbine and ancillary infrastructure were commissioned, significantly increasing the generating capacity from 64MW to 84MW.

Speaking at a ceremony to formally commission the upgrade on November 19, Chief Secretary of the Tobago House of Assembly (THA), the Honourable Kelvin Charles, spoke about the benefits of

the expansion since "Tobago is on a trajectory of growth." Electricity demand on the island has been increasing at a rate of 3MW per year, he said, and will further increase, "taking into consideration planned projects by the Government and the THA, such as a desalination plant and the construction of the Sandals hotel."

Minister of Public Utilities, Senator the Honourable Robert Le Hunte, also applauded the achievement, saying that Tobago's electricity supply is now "poised and ready" to meet the increased demand. "What we have done," he said,

"is to ensure a reliable and adequate electricity supply not just for today, but for the Tobago of the future."

In his remarks, T&TEC's Chairman, Keith Sirju, provided some technical details about the project (see side bar). He attributed the success to the parties involved who exemplified the words of calypsonian Black Stalin, 'We can make it if we try'. It was especially significant, he said, that T&TEC was able to stay on budget and within timelines, even as it "operated within tremendous financial constraints." The Chairman also took a comparative look



Charles Parsons of lead contracting firm LS Energia Inc., presents the Hon. Kelvin Charles with a token of appreciation for the “outstanding collaboration and contribution” towards the successful completion of the project. Looking on are: Minister of Public Utilities, Sen. the Hon. Robert Le Hunte (right) and Keith Sirju, T&TEC Chairman.



GE Power's Carlos Guzman presents a replica of the newly-installed GELM - 2500 turbine to T&TEC's Chairman, Keith Sirju.

back to 1952, when T&TEC opened its first Tobago power station at Darrell Spring Road with 251 customers. “With this expansion,” he said, “we are now bigger and better equipped to serve our 28,000 customers in Tobago today.”

The expansion project was a collaborative effort by the project team, led by Project

Manager, Richard Sitahal and including the management and staff from several T&TEC Departments, namely the Cove Power Station, Distribution Planning and Support, Protection and SCADA, System Control and Generation Interface, Finance, Information Systems, Communications and Distribution Tobago.

About the 20MW expansion project:

The new General Electric dry low emission gas turbine, rated at 20MW, was installed to the north of the existing engine house of the power station, connected to the 13.8kV board located in the switchgear room. Two existing 66/13.8kV 83MVA step-up transformers are each of sufficient capacity to transmit the increased power from the station to the transmission and distribution systems.

The gas safety policy for the Cove Power Station has been revised to include the new turbine. The new installation also includes the following Health, Safety and Environment protocols:

1. A multi-year agreement with manufacturer GE, for maintenance services for a period of 10 years or 9 years running hours.
2. All contaminated water is collected in an underground tank and disposed of by an approved waste disposal company.
3. The acoustic design of the Gas Turbine ensures the noise level is well within acceptable levels (much lower than the existing Wärtsilä engines).

Board appointed for new term



The Members of the Commission pose for a photo after receiving their instruments of appointment from line Minister, Senator the Honourable Robert Le Hunte (centre). (Missing from the photo is Member of the Commission, Janet Richards)

Nine Members of the Commission were presented with instruments of appointment by the Minister of Public Utilities, Senator the Honourable Robert Le Hunte on January 10. Mr. Andrew Alves, a former T&TEC employee, was newly appointed and the previous eight Members were reappointed.

Keith Sirju, a Civil Engineer, continues as Chairman while Glenford Cyrille, an Electrical

Engineer and former General Manager of T&TEC, remains as Deputy Chairman. The other Board members are Engineer, Dinesh Bissoon; Accountant, Janet Richards; Businessman, John Chapman; Businessman, Clifford Campbell, Human Resources Specialist, Sharmaine Caballero and Attorney-at-Law Wendy Ali.

In the photo at left, Mr. Sirju and Mr. Cyrille,

presented a replica of the GE LM-2500 turbine and a plaque they received on behalf of T&TEC—from the manufacturer GE Power and the lead contractor, LS Energia Inc.—at the commissioning ceremony of the Cove expansion project. The items were received by General manager, Kelvin Ramsook and Chief Technical Officer, Courtenay Mark at the Board's final meeting on November 29, prior to the end of its first term.



Executive appointments

Three employees were recently promoted into the Executive while four others were laterally appointed to other departments as the Commission realigned its human resources to maximise operational productivity.

Newly appointed Managers.



Nasilee Smart

Nasilee Smart was appointed Manager, Supplies Department effective November 1. Her experience includes acting stints in this position since 2005. Ms. Smart joined T&TEC in 2004 as Inventory Co-Ordinator. She holds a BSc in Management Studies from UWI and has attended several courses in procurement, focusing on contracts, disposal, tenders, supply chain management, law, purchasing and inventory and related software applications.

Danzel Reid

Danzel Reid is the new Manager, Metering Services Department effective December 1. Mr. Reid holds a BSc in Electrical and Computer Engineering and has almost 30 years of experience with the Commission. A former Engineer-in-Training, Mr. Reid was first assigned to Distribution East and, after several promotions, was transferred to Transmission Maintenance Department in 2005. His last position in that department was Senior Engineer.



William Douglas

The new Head, Security Department is William Douglas. Mr. Douglas joined T&TEC as an Estate Constable in 1979. Moving up the ranks, he was promoted to Assistant Chief Security Officer in 2011 and, prior to his promotion, was acting in the position. Mr. Douglas holds an Associate Degree in Security Administration Management. He has participated in several courses, including workplace violence prevention, detection and prevention of business fraud, management of aggressive behaviours and improved intelligence analysis through critical thinking.



Four managers appointed into new portfolios.



Nigel Bobb was appointed Manager, System Control and Generation Interface Department, effective November 1. Mr. Bobb joined T&TEC in 1994 after completing the Engineer-in-Training Programme and holds a BSc in Electrical and Computer Engineering, an MSc in Energy Systems and an EMBA, the latter two degrees with distinctions. Prior to this appointment, Mr. Bobb was the Manager, Supplies Department.

John Colthrust is now the Manager, Transmission Maintenance, effective November 14. The former Manager, System Planning and Research Department, holds a BSc degree in Electrical and Computer Engineering. During his 28-year career at T&TEC, Mr. Colthrust completed several courses in the areas of gas turbine technology, transformer testing and power quality industry environment.



Chrisalston Belle has returned to Distribution East as its Area Manager, effective November 14. Mr. Belle joined T&TEC in 1994 as an Engineer-in-Training and spent the earlier part of his career progressing through the engineering ranks at Distribution East, until his promotion in 2006 to Senior Engineer, Transmission Maintenance. Prior to his latest appointment, Mr. Belle was the Manager, Transmission Maintenance.

Alvin Ramsaran was appointed Manager, System Planning and Research, effective November 14. Mr. Ramsaran joined T&TEC in 1994 as an Engineer-in-Training and holds a BSc in Electrical and Computer Engineering and an MSc in Electrical and Computer Engineering. He last held the position of Area Manager, Distribution East.



Online payment now possible for tenderers

Just two weeks after implementation, on-line payments for tender packages have amounted to 80% of the Supplies Department's sales for tenders last October 2018. Of this result, department Manager, Supplies, Nasilee Smart noted "this is a positive measurement of our e-tendering goal". Adding that "the system provides tenderers with "easy access to participate in the Commission's tendering process."

In comparison with the former process, the new paperless system has facilitated a "wider pool of potential tenderers", including foreign suppliers who may not have a local representative. Online payments provide tenderers with a faster payment method, real time deposits and easier access to tender documents. It also provides email notifications of advertised tenders to those who register.

The fully electronic system is an expansion of a service introduced in 2016 which allowed persons to pay for a tender package at a cashier and download the documents



securely from T&TEC's website. Tenderers now have three options to participate in T&TEC's tenders:

- Pay online and download package
- Pay manually and download package
- Pay at a cashier and collect paper package

The online payment system is in phase one and facilitates only the sale of public tenders. The next phase, according to Ms. Smart, will be geared towards the advertising/sale of selective tenders.

Looking ahead, the Department intends to implement a full e-tendering

suite involving the introduction of online tender submissions and evaluations, award and communication. As the Commission increases its access to suppliers worldwide, this suite will assist in expediting the Commission's tendering process, ensure transparency and provide cost efficiency.

The online payment system was developed by the

Information Systems (IS) Department in conjunction with the Supplies Department. The IS team included Audra Ramsook-Samuel, Senior Analyst and Nichelle Jagdeo, Systems Analyst II. Nigel Bobb, former Supplies Manager and Joanne Mugabe, Warehouse Supervisor I, initially led the Supplies team and was succeeded by Ms. Smart who continued the work with Dawn Greenidge, Supplies

Officer; Debbie Alleyne, Acting Subsection Leader, Leisel Brathwaite-Sealy, Senior Clerk and Kirn Ellies, Clerk II. Mr. Ellies also championed the user testing of the system. The online payment system is administered by the Supplies Officer/Tenders staff and regulated by the management of the Supplies Department, under the guidance of the Chief Operating Officer.

T&TEC lights Sea Lots Walkover



Christmas lights installed by T&TEC adorn the new walkover at Sea Lots. The walkover was formally opened on December 14 by the Minister of Works and Transport, Sen. the Hon. Rohan Sinanan; Member of Parliament for Port of Spain South, the Hon. Marlene McDonald; the Mayor of Port of Spain, His Worship Joel Martinez; and T&TEC's General Manager, Kelvin Ramsook. T&TEC's Public Lighting Department also installed LED street lights along its ramp and surrounding roadway. The \$10.4 million structure is expected to benefit patrons of the Port of Spain market and the approximately 2,000 residents of the Sea Lots community.



One of T&TEC's mobile substations deployed to bring relief to Greenvale residents.



Employees at work to restore power to affected customers.



An employee packs supplies at a collection point in Mount Hope.

Employees lend support after floods

The October floods brought devastation the likes of which most persons in Trinidad and Tobago had never seen. With it came heartbreak and loss for the thousands who faced the harsh reality that everything they possessed was washed away.

But the deluge on October 20 also brought with it tremendous resolve and compassion from T&TEC employees who immediately stepped in, to not only restore electricity in the quickest possible time, but to also help their colleagues who were affected by the flood.

Once restoration efforts began, the Eastern Area was identified as the most severely affected, with over 20 reports of outages. Emergency crews from other Areas were immediately deployed to strengthen the efforts of their colleagues in the east as they sought to restore power to communities in St. Augustine, Manzanilla, Toco, Sangre Grande, Valencia, Matelot, Brazil, Cumuto and Vega De Oropouche, as well as several individual outages. Thanks to their collective efforts, power was restored to most of the

affected areas by the next day.

As the scale of the destruction was revealed, employees mobilised relief efforts, generously giving in response to an appeal. A WhatsApp chat group, consisting of representatives from all T&TEC's operating centres, was put into action and aided in the timely co-ordination, collection, targeted distribution and deliveries to those in need. Such was the case of a young mother in the east. As the call went out for a car seat, the group quickly mobilised and through a colleague from PLD, got that as well as other baby supplies to the mother.

Another example was the case of Joel Dhanpaul, a Head Office employee whose

entire home at Greenvale was flooded out. Mr. Dhanpaul said he was especially grateful to his colleagues from the Commercial Department and from Distribution East who worked hard to restore his electricity supply within a few days. He was particularly touched by those colleagues who, after trying unsuccessfully to reach him, tracked down his sister in Couva and parents in Princes Town to ensure he was safe. Other affected co-workers were visited by their colleagues who helped them clean their homes and yards. Those were just some of many encouraging stories of employees giving of their time and resources to help.

Over the weeks that followed, boxes of cleaning and baby supplies, groceries, toiletries and clothing were donated and dispatched, and close to \$70,000 in cash was collected. The monies and items were divided among 43 affected employees.

Corporate Communications Manager, Annabelle Brasnell, who spearheaded the effort, said it was overwhelming to see employees go the extra mile for their coworkers.

Honorary doctorate for former General Manager

Leo Martin, former General Manager of T&TEC, 1975 to 1992, was recently conferred with an Honorary Doctor of Science degree from the University of Trinidad and Tobago. Dr. Martin received the award in recognition of his indispensable contribution to the industrial landscape of Trinidad and Tobago.

The holder of an Engineering degree (Honours) from Cambridge University, England, Dr. Martin joined T&TEC as a Junior Engineer in 1959. His appointments over the next 33 years included Power Station Superintendent at the Penal

Power Station and the Port of Spain Power Station and Planning and Development Superintendent. Dr. Martin was appointed Deputy General Manager in 1973 and, two years later, was appointed as General Manager of T&TEC.

During his 17 years as General Manager, Dr. Martin led the Commission towards becoming a safe, efficient, effective and profitable enterprise in matters related to customer service and the production, transmission, distribution and sale of electrical energy throughout Trinidad and Tobago. Some



of the outstanding projects undertaken during his tenure, were the establishment of the Point Lisas Power Station, the construction of new offices in Distribution Central in Couva and at Distribution Tobago and the commissioning of the two 132kV double circuit transmission lines from Pt. Lisas to the new Bamboo Substation.

Improved supply for Windward customers



Customers along the Windward side of Tobago are no longer experiencing significant outages, thanks to the recent efforts of a combined crew of Linesman Course I participants and experienced employees from Distribution Tobago.

The crew of seven Linesmen Course I participants, two Drivers, two Crew Supervisors

and a Linesman 'A' were involved in the relocation of the circuit between Delaford and Speyside. The new route eliminates the hillside and winding windward road side in favour of one that is more accessible for crews to carry out maintenance works on the circuit.

The project, which began on July 24, involved the planting of 12-meter steel poles and the upgrade of conductors to a sturdier 199mm² aluminium alloy to cater for future developments. Despite some challenges caused by adverse weather and rough terrain, the crew completed the project safely, almost 5 months later, on November 9. The Course I

participants, comprising Labourers and Helpers, were pulled into action to facilitate a manpower deficit at Distribution Tobago.

Crew Supervisors, Reuben Alfred and Keith Johnson and Linesman 'A' Terry Phillip used their experience and leadership skills to guide the Course I participants, involving them in the decision making process, ensuring safety practices and motivating them around obstacles.

The old Windward circuit was built in 1952 to supply electricity to surrounding villages. From ridge to ridge, the 17meter poles formation of guy wires, conductors and other support fittings had deteriorated due to age and inaccessibility for maintenance works.



Linesmen Course 1 participants who worked on the project. Front row (l-r), Desron Joefield, Rondell Urquhart, Reuben Alfred, Terry Phillip. Back row (l-r), Jason Julien, Kareem Alexander, Devon Caesar, Lyndon Joefield, Kevin Cummings, Akeem Nichols.

Leading by example

INTERNATIONAL MENS DAY

"You want to be what you see."

Legendary music producer, Quincy Jones, said this in his eponymous documentary as he explained why he wanted to be a gangster at age 11. Growing up in tough south Chicago in the 1930s, it was all he ever knew, he said. This was 80 years ago and oceans away but it is a narrative repeated today in Trinidad and Tobago and the wider region, where many young people aspire to become "what they see," whether good or bad.

November 19, International Men's Day, is set aside to raise awareness of men's issues and recognise men who make a positive difference. To bring those objectives home, we look at two employees who, through their involvement with young men outside of T&TEC, are attempting to be that positive spark in their lives.

As co-founder and coach of the SKHY Football Club, Senior Supervisor, Transmission Maintenance, Joel Hyacenth, teaches over 200 players and he sees first-hand how easily influenced and vulnerable young males, in particular, can be. "Boys need a constructive

male figure in their lives," the father of four asserted, "especially around the ages 13 and 14 years, when they seek affirmation and support." He has seen this in his relationships with kids from single-parent homes, singling out one boy who was academically-challenged and always angry, who "had problems focusing and with his confidence." After some months of individual attention, including intense ball juggling drills, Mr. Hyacenth was able to see a gradual improvement in the boy's football skills and in his studies. "Now he is studying Kinesiology at university abroad."

Despite countless other similar stories shared by the devoted coach, the statistics paint a sombre picture. Men have a suicide rate three times higher than women and one in three men has been the victim of domestic violence. This tells us that men are not as impervious to societal



Joel Hyacenth

influences as we may think. Coach Hyacenth offers some insight. "It cannot be only about football, or books or anything," he said, adding that "every child is different...I talk to them about life in general and help to guide them in the direction they want to go." The Academy also participates in international tournaments like the Dallas Cup and the Disney Cup, which "opens up their world to its many possibilities," he said.

Continued on page 21

Year in review 2018



This image of an employee dressed in full protective gear was featured in the logo during Health, Safety and the Environment Week in April, under the theme, Energising productivity through a disciplined approach to safety.



T&TEC's Chairman, Keith Sirju, led a team that appeared before the Parliament's Public Accounts Committee in January to answer questions on audited financial statements for 2012-2015.



A team from the T&TEC contingent works together to haul a log and other garbage from off the Balandra beach, as part of the International Coastal Cleanup exercise in September.



T&TEC employees treated students from East Port of Spain with Wakanda-inspired headwraps and face paint before their viewing of the Blank Panther movie at Digicel IMAX in March, as part of an event hosted by the Trinidad and Tobago Police Service.



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. Twenty-two telescopic aerial lifts, five hydraulically-powered crane trucks and five truck-mounted digger derrick borer units were added to T&TEC's fleet in April.



Employees of the newly-established Distribution Call Centre combine people skills and technology to efficiently field calls and answer texts from customers.



A crew from the Public Lighting Department makes final adjustments to one of the solar LED street lights installed along the Manzanilla/Mayaro Road prior to their commissioning in July.



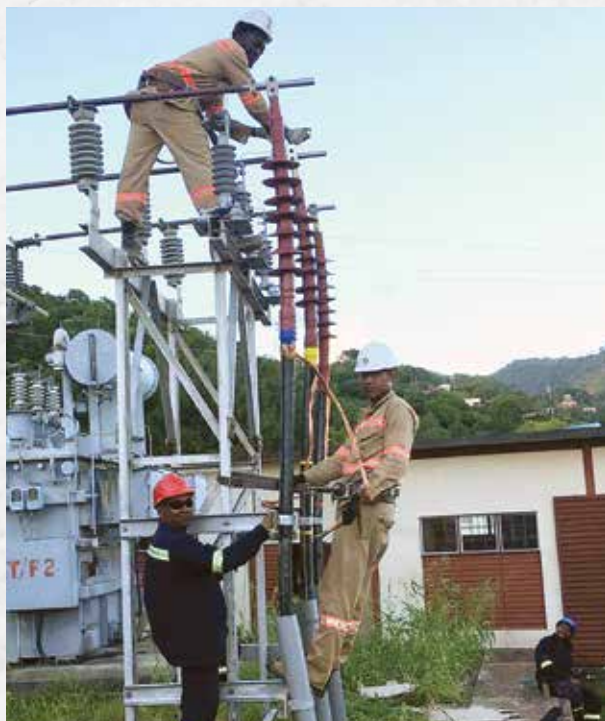
The new DeNovo Energy 66kV Substation in Point Lisas was completed in June to provide the new natural gas processing plant, DeNovo Energy Block 1A Limited, with 4MW of electric power.



Professionals and suppliers in the energy and electricity sector share a light moment at the CARILEC annual Engineering Conference and Exhibition, hosted by T&TEC in July.



The Caribbean Gas Chemical Limited's 66kV Substation, commissioned in February, was built to provide the CGCL's methanol/dimethyl ether plant with its 16.8MVA power requirements.



July-August – Employees of the Transmission Maintenance Department at work on the project to upgrade the 50-year old Belmont-Cascade 33KV cable, the weak link in the north-east transmission circuit.



Employees making their way around the Queen's Park Savannah during T&TEC's annual 5k and 10k road races in May.

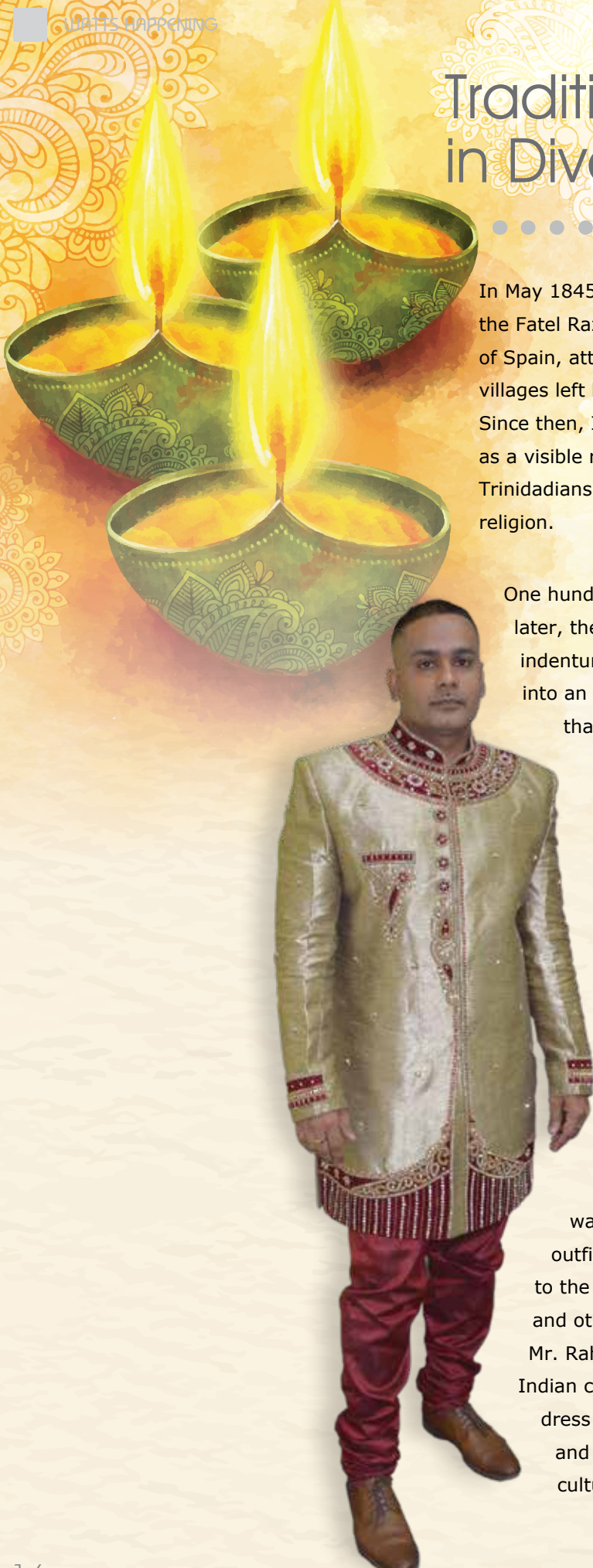
Tradition, glitz and glamour in Diwali dress

In May 1845, East Indians walked off the Fattel Razack at the docks in Port of Spain, attired in styles native to the villages left behind in their homeland. Since then, Indian wear is regarded as a visible representation of Indo-Trinidadians' identity, culture and religion.

For many in Trinidad and Tobago, the abundance of ready-to-wear Indian outfits, found at tent-bazaars and stores across the country, makes it easy to indulge in this ethnic attire experience. From the elaborate and intricate, worn at celebratory activities; to the simple and unembellished, worn at funerals, it is the choice of wear at Hindu events. This selection was evident in the days leading up to Diwali, on November 6, where a host of activities drew crowds bedecked in an array of Indian-inspired garments. Outfits made from brocades, silk, fine muslin and cotton dyed in hues and blends of the three primary colours and embellished with glittering beads and stones and ornate embroidery designs depicting regions of India, dominated the dress of attendees.

One hundred and seventy four years later, the simple designs of the indentured workers have evolved into an east-meets-west styling that has been influenced by Bollywood and modern India. Several variations of traditional garments like saris, shalwars and ghagras for women, and dotis and kurtas for men, have remained popular, albeit with some modern trimmings for the local wearer. Risk Administrator, Curtis Rahim from the Risk Management Department has a wardrobe of over 25 Indian outfits. He wears them to "go to the temple, social gatherings and other religious functions." Mr. Rahim chooses to wear Indian clothing to "maintain the dress code of [Hindu] worship" and his "desire to keep the culture alive."

One of the favourites among wearers - the ghagra, is the traditional clothing of women in Rajasthan and Gujarat in India it is a combination of a long pleated skirt with a thick border at the bottom, and a choli, a close fitted blouse, of



short sleeves and low neck.

It was also a favourite among dancers and, for wearers like Vasishti Noyan, Senior Clerk, Penal Service Centre, it makes her feel "glamorous and elegant."

For Alicia Kangaloo, Software Developer II, Information Services Department, Indian outfits are a fixture in her wardrobe. The three piece sharara and the shalwar pants outfits are her preferences. The sharara is a loose flared and wide legged trousers that is mostly worn with a straight kurti (long blouse) and a dupatta (head scarf), while the shalwar is loose trousers, narrow at the ankles, with a tunic top and the 'dupatta', drawn across the shoulders to cover the breast. Ms. Kangaloo was unaware that the shalwar was the traditional outfit of the Punjabi women in northwestern India and for the women in the south where it is called the 'churidaar'.

No matter the style, makeup and accessories add to the ethnic aura of the Indian outfit. Women adorn themselves with many pieces of exquisite and intricate jewelry, from the hair to

the toe. Some basic pieces include bangles (chodi), necklaces, earrings (jhumkas), bindis, waist chain (kamar patta), nose ring (nath), ankle chains (paunji nupu), maang tika, armlet (vanki) and for an added touch the popular pashmina wool shawl (dupatta) and shoes (jootis). Accessories for men such as turbans, scarves and kanthimala are mainly used for weddings.

For practicing Hindus, wearing Indian outfits is part of the Indo-Trini culture, and, as Ms. Kangaloo noted, common among family members "even the baby." For non-Hindus however, this affordable mode of dress in varying designs and combinations is now very much a part of cosmopolitan Trinidad and Tobago.



Vasishti's outfit is courtesy Shoun's Designs

T&TEC children receive CAPE scholarships

Four children of the T&TEC family - Ambika Jagdesh, Shernelle Rampersad, Christoph Davis and Venita Sitahal, are among this year's CAPE scholarship winners. The Commission joins with their proud parents in congratulating these aspiring professionals on their achievements and wish them all success in their pursuit of tertiary studies.

Ambika Jagdesh, recipient of an open scholarship in General Studies, wants to become an Electrical Engineer. The former Holy Faith Convent, Couva student is pursuing studies in



Electrical and Computer Engineering at UWI, St Augustine.

Ambika is the daughter of Jagdesh Bansee, Driver - Aerial Lift Truck, Distribution Central and his wife Radica. "We are blessed and very proud of our daughter's accomplishment," Mr. Bansee said. Adding that their "combined hard work has paid off."

The proud parents shared this advice for academic achievement "always support your children in their choices, ensure there is balance, take the time to relax from the stress, communicate, and spend family time together." Their future wish for Ambika is "to get the job of her choice."

The lone male among the scholarship recipients is Christoph Davis. The open scholarship winner in Mathematics will pursue studies in Biomedical Engineering at Georgia Tech (Georgia Institute of Technology), Atlanta, Georgia, USA. He will begin his studies in 2019.

"...[this is] a great blessing from the Lord", said proud father Derick Davis, Assistant Area Manager, Distribution North. "We are humbled," added his wife, Eleanor. They described their son's achievement as the end of a "long journey of hard work, sacrifice and persistent effort that involved the entire family." Christoph is a graduate of Hillview College.





"Ardent faith in God, dedication, determination and time management" are characteristics that helped Shernelle, daughter of Rohan Rampersad, Metering Supervisor, Metering Department achieve "deserving success."

The recipient of an open scholarship in Natural Sciences, Shernelle has aspirations of becoming a cardiothoracic surgeon and pursuing research in medicine. She is scheduled to begin her Bachelor of Medicine, Bachelor of Surgery (MBBS) at the University of the West Indies, St. Augustine, in 2019.

Shernelle was a student of the St. Augustine Girls' High School. She placed 5th in Chemistry, Unit II at CAPE Regional Merit List. Mr. Rampersad said he and wife, Annette, feel blessed by their daughter's achievement. He advised parents to "be role models with positive influences, support children with love and care and maintain good discipline."

Venita Sitahal, an open scholarship winner in Natural Science, earned 9th place on the 2018 CAPE Regional Merit List. "We are elated at our daughter's success," said Richard Sitahal, Head Projects, Distribution. He added that he and his wife Delia were not surprised by their daughter's achievements, as she has "always been focused on anything she sets her mind."

Venita is currently enrolled at York University, Toronto, Canada pursuing studies towards a BSc degree in Biochemistry, with a major in Chemistry, She intends to further her studies in research and development in Chemistry.

A former student of the Naparima Girls' High School, the multi-talented Venita is a member of the Trinidad and Tobago Youth Philharmonic



Orchestra, viola section and is nearing the end of formal training on the violin and piano.

'Angel Harps' hosts annual Spelling Bee

The finals of the 11th annual Spelling Bee competition hosted by T&TEC's sponsored band, Tropical Angel Harps Steel Orchestra (TAHSO), took place on November 11 at the band's panyard, Southern Main Road, Enterprise.

Diandra Mc Donald, Adriano Garcia, Sanura Beharry and Shakeela Lewis-Pelage were declared the quickest, most composed and ultimately, most accurate among the 100 competitors, winning the four age categories, 6-7, 8-10, 11-13 and 14-17 years, respectively. With words like bamboozle, kaleidoscope, statistician and the always tricky, debris, the competition was tough and emotions were high among the children and parents. But while tears of defeat flowed, shrieks of joy also filled the air, making the experience a learning and memorable one for all.

The participating students represented 23 primary and secondary schools from the Enterprise community. Band Manager, Clarry Benn, recognised the support of teachers, several of whom volunteered their time to assist during the competition.



Winners of the 8-10 year category, Brianna Singineau (2nd), Adriano Garcia (1st) and Yuvraj Seegobin (3rd)

At the event, Mr. Benn also acknowledged the support of Nu Iron Unlimited, first time sponsors of prizes and the contribution of former band member, Margo Blackman, in whose memory the competition was dedicated this year. He referred to Ms. Blackman, who passed away earlier this year, as "one of our livewires who was largely responsible for the development and growth of the competition."

Representing the sponsor, then Acting Corporate Communications Manager, Clare Cooper-Vincent, reaffirmed T&TEC's support for TAHSO's activities towards youth development and commended its members for extending their activities beyond the Carnival season. The Spelling Bee, she noted,

is one of several community-based initiatives undertaken by the Steel Orchestra, which also hosts a homework centre and a number of core music programmes.

Full results:

6-7 year category

1st place - Diandra Mc Donald
2nd place - Shennella Drew
3rd place - Azaria Gregoire

8-10 year category

1st place - Adriano Garcia
2nd place - Brianna Singineau
3rd place - Yuvraj Seegobin

11-13 year category

1st place - Sanura Beharry
2nd place - Samara Beharry
3rd place - Maliya Rampersad

14-17 year category

1st place - Shakeela Lewis-Pelage
2nd place - Shirshara Lewis-Pelage

Leading by example continued



Joel Bailey

With a similar perspective, Clerk II, Distribution South, Joel Bailey, added that everyone has a talent and a part to play in shaping our young people. "As adults we have a responsibility to pass down our knowledge to our young people to ensure they develop the right way." Mr. Bailey, himself a former professional footballer and founder of the G.D.D Generation Next Academy, started coaching and mentoring after becoming a father. He felt he could "create the right environment" for his three children to thrive, both on and

off the field, and this soon extended to other aspiring footballers. Since establishing the Academy in 2014, Mr. Bailey has seen the positive influence in the boys as "many of them come from broken homes and are negatively influenced by their environment."

With guidance, he is able to "counter the negatives" and now has over 50 young players, with some playing and performing well in the Secondary Schools League.

International Men's Day also seeks to explore other social issues like homelessness, fatherlessness and mass incarceration, all of which may prevent men and boys from living healthier, purpose-driven and longer lives. These issues are not foreign to Mr. Hyacenth, who encounters men from all walks of life on the job. At one jobsite in Morvant, he recalled seeing some children playing in the street during school hours. When questioned, he was told that their mother didn't have money to send them to school. "I gave them all the money I had in my wallet...just over

\$200" he said. A short while later, the children were seen, well dressed in their uniforms, hurrying to school. "T&TEC is about helping people," he said, "I know people have their difficulties, so I talk to the fellas on the blocks and give whenever I can." His action earned him the respect of his colleagues, who also benefited from a lecture or two from the former Port of Spain Trade School apprentice. "It helps to develop good work attitudes from young," he said.

With all the competing influences out there, Mr. Bailey admits that it is difficult for young men to stay on the straight and narrow. But as he said, "I can't change the world, but I can do my part to make sure I am a good influence in the lives of the boys under my care."

We applaud the achievements and contributions of these two gentlemen and the others within the T&TEC family who make it their life's mission to steer young men and boys along the right path. In so doing, they help to make our country a better place.

Happy International Men's Day to all men of T&TEC!

Know your status!

December 1 marked the 30th Anniversary of World AIDS Day, a day created to raise awareness about HIV and the resulting AIDS epidemic. In observation of this day, T&TEC's HIV/AIDS Workplace Education Committee collaborated with the Ministry of Health in a "KnowYourStatus" campaign for the onsite testing of employees at several Distribution Areas.

Distribution Central Clerk II, Fabien Soogrim's philosophy of

"find out and then do",

prompts an instinctive response for him to get HIV tested whenever the health caravan comes around at work. He does this willingly, undeterred by the possibility of gossip about why he would need an HIV test in the first place. His calm retort to any inquiry, "I get tested because I want to know my status."

His first test was done about 6 years ago because he felt that "to be ignorant is to be stupid." He recalls feeling somewhat apprehensive, not about the test procedure itself, but more about the results. Admitting that although he lived a "modest life," he considered testing to be

a "requirement for a healthy relationship." Since that experience Mr. Soogrim has been encouraging others to be tested, sharing with them "if you don't know... you will live in fear of not knowing."

"It's not a big issue," he said nonchalantly, having just completed his last HIV testing on December 20; the third since he started testing. Mr. Soogrim had taken advantage of the health caravans at Distribution Central for the last two years, and has observed that more employees are making use of this convenient private onsite testing opportunity. "The procedure is an easy two-step test...nothing to worry about... the nurses are professional," he said. He described the first step as an "information gathering 15-20 yes/no questions about your sexual history and drug usage", followed by "drawing drops of blood, from your finger for testing on two cards." The whole procedure takes less than 30 minutes and the wait for results is even less, about 15 minutes. The nurses are trained to provide immediate counselling on living positively and referrals for additional assistance if a HIV positive result occurs.

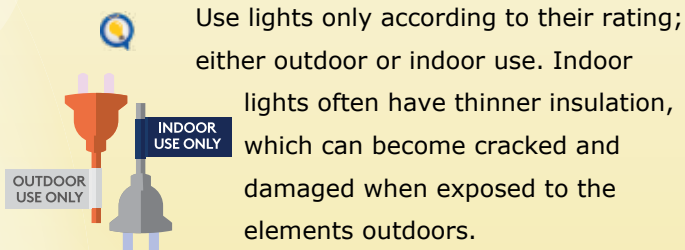
Mr. Soogrim's test results, authenticated on a Ministry of Health form, have all been HIV negative. They line the wall at the back of his desk, a visual reminder to him and others to get tested. His willingness to share his experience with Watts Happening readers is Mr. Soogrim's way of supporting the "KnowYourStatus" campaign.

Watty says



Decorative lights safety

Lights are frequently incorporated as festive decorations, but while decorations, including lights, trees and wreaths, can add to the holiday spirit, when not used properly, they – particularly lights – can create safety hazards or cause fires. So take a few moments and check off this safety list to ensure your celebration is a not “sparking” one!



- Use lights only according to their rating; either outdoor or indoor use. Indoor lights often have thinner insulation, which can become cracked and damaged when exposed to the elements outdoors.

- Don't alter or modify lights. Always follow the manufacturer's instructions.

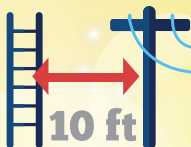
- Double-check that you're purchasing the correct wattage bulbs.

- Before stringing lights, carefully check for cracked cords, frayed ends or loose connections. Discard and replace damaged strands. Be sure there is a bulb in each socket.



- Extension cords can occasionally overheat. If hot, unplug it immediately.

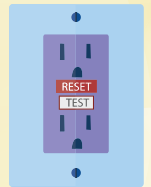
- Do not hammer tacks or nails into the electrical cord when hanging lights. Use insulated or plastic hooks instead of tacks, nails and screws instead.



- When decorating outside, keep ladders and decorations away from overhead power lines.

- Battery power LED “fairy” string lights are safer than the electrical version but the plastic battery box must not get wet.

- Water and debris can get into outdoor sockets so ensure outdoor lights are plugged into a Ground Fault Circuit Interrupter (GFCI) to reduce the risk of shorts and shocks.



- Place cords and decorations in low-traffic areas. Tape them down to prevent people from tripping over them.

- When running extension cords along the ground take care to elevate plugs and connectors to keep water and debris out of the connections.

- Avoid passing electrical leads through doorways and windows. They could be damaged from twisting, kinking or crushing.

- Unwind extension cords to avoid overheating.



- Switch off lights before going to bed or leaving the house.

Employee update

Appointments, Promotions, Moving On and Accomplishments

APPOINTMENTS

NAME	POSITION	AREA/DEPARTMENT
Chantal Hospedales	Legal Officer	Corporate Secretary
Christopher Madray	Engineer II	Distribution Tobago
Sharifa Karim	Legal Officer	Corporate Secretary

PROMOTIONS

NAME	POSITION	AREA/DEPARTMENT
Akeem Nichols	Driver – Dist. Line Truck	Distribution Tobago
Anjay Balkaran	Electrician 'A'	Distribution East
Anoushka Pariag	Clerk II	Commercial
Barry Rampersad	Customer Services Officer	Commercial
Candice Roberts	Clerk II	Technical Division
Danzel Reid	Metering Services Manager	Metering Department
Deodath Beharry	Maintenance Technician II	Distribution Tobago
Dion Ewing	Senior Engineer	Distribution Tobago
Elissa Sandy	Clerk II	Distribution Tobago
Ernesto Potts	Maintenance Technician II	Distribution Tobago
Errol Denner	Systems Assistant	Supplies
Garth Abraham	Maintenance Technician II	Distribution Tobago
Gary Dalrymple	Meter & Relay Technician II-In-Training	Metering Services
Johann Barrow	H.S.E. Co-ordinator I	Distribution Tobago
John Colthrust	Transmission Maintenance Manager	Transmission Maintenance
Kemmy Jackson-Ellis	HR Specialist II	Human Resources Department
Kenrick Nigel Bobb	Sys Cont & Gen. Interface Manager	System Control & Gen. Interface
Kerie Ann Edmund	Clerk II	Security – Dist. Central
Keston Irish	Clerk II	Supplies
Kevin James	Linesman 'C'	Distribution East
Kristen George	Clerk II	Distribution South
Marisa Sirju	Senior Clerk	Distribution Central
Melissa Julien-Cudjoe	Stenotypist	Chief Accountant
Melissa Munroe	Meter & Relay Technician II-In-Training	Metering Services
Murray Howell	Linesman 'B'	Distribution East
Nalini Baboolal-Rampath	Senior Human Resources Officer	Human Resources Department
Nasilee Smart	Supplies Manager	Supplies
Nicole Alfred-Joefeld	Administrative Assistant III	Metering Services
Nicole Dasent	HR Specialist II	Human Resources Department
Nicole Rampersad	Clerk II	Corporate Secretary
Ottis Mills	Estate Police Inspector	Security – Head Office
Ravindra Bhaggan	Meter & Relay Technician II -In-Training	Metering Services
Razack Ali	Ganger (Supplies)	Supplies
Ricky Guerra	Ganger (Supplies)	Supplies
Ryan Louison	Clerk II	Supplies
Sasha Laloo	Clerk II	Supplies
Shawn Jones	Dispatcher	Supplies
Starrel Hosein	Substation Supervisor	Distribution East
Tarun Ramlal	Substation Supervisor	Distribution East
Trudy Beckles	Commercial Officer	Distribution Central
William Douglas	Head Security	Security – Head Office
Yogaishwar Panchu	Engineer I	Transmission Maintenance

DEPARTURE

NAME	POSITION	AREA/DEPARTMENT
Andrew Alves	Mechanic Foreman	Distribution Central
Anthony Thorpe	Consignment Clerk	Supplies
Deborah Quashie	Customer Services Officer	Commercial

Please see the entire listing on the intranet, including Departures. Thank you!

Employee update

Appointments, Promotions, Moving On and Accomplishments

DEPARTURE

NAME

POSITION

AREA/DEPARTMENT

Debra Wallace –Molineaux	Senior Clerk	Commercial
Derick Jack	Crew Supervisor	Distribution Tobago
Edward Clarke	Sys. Cont. & Gen. Interface Manager	System Control & Gen. Interface
Ganesh Ramessar	Estate Corporal	Security – Distribution South
Garth Blenman	Senior Cable Supervisor	Transmission Maintenance
Glen Inglesbirth	Senior Supervisor Trans. & Dist.	Distribution Tobago
Helen Phillips	Customer Services Officer	Distribution Tobago
Leo John	Carpenter 'A'	Operations Division
Lincoln Blackman	Crew Supervisor	Distribution South
Nazim Ali	Crew Supervisor	Distribution South
Ramnath Ramlochan	Driver – Aerial Lift Truck	Distribution South
Susan Mc Leod	Senior Clerk	Distribution Tobago



Lights for Tobago farmers

T&TEC's installation of 19 streetlights at Cow Farm Road in Goldsborough, Tobago is expected to act as a deterrent to praedial larceny in the predominantly agricultural community of 50 homestead farmers.

Settlements, Urban Renewal and Public Utilities at a cost of almost \$50,000.

Other beneficiaries of the lights include the National Energy Skills Center, the Plant Diagnostic Unit of the Department of Food Production and nature trails to two waterfalls.

The illumination project which was completed in October, was funded by the Tobago House of Assembly's Division of



Top - A T&TEC crew makes some adjustments to one of the newly-installed street lights.

Assemblyman Clarence Jacob, Secretary of the Div of Settlements, Urban Renewal and Public Utilities and Assemblyman Hayden Spencer, Secretary of the Div of Food Production, Forestry and Fisheries, join T&TEC's Sen. Supervisor, Strisand Murray and the Division's Administrator, Cherry-Ann Edwards-Louis and Programme Coordinator, Dalia Jerry, for a photo.

South dominates Tobago football

Scenic Plymouth, Tobago, was the venue for 7-a-side football action when the General Sports and Cultural Club hosted its final event for 2018.

Eleven teams participated in the long, but exciting day of football in October, representing the Northern, Eastern, Southern, Central, Tobago and Mount Hope Sports Clubs, TATECO Credit Union and the Penal Training Facility. When the referee blew the last whistle signalling the end of the final game, it was the men from Point Fortin who emerged on top.

For the first time, families were provided with child-friendly attractions like bouncy castles, snow cones and other giveaways which, in addition to the football, helped to make it a day well spent for all.



Full results:

- 1st place – Southern Area Sports Club - Pt. Fortin
- 2nd place – Eastern Area Sports Club
- 3rd place – Southern Area Sports Club
- Most disciplined team – Penal Training Facility
- Best dressed team – Tobago Sports Club - Cove Power Plant

Carnival safety

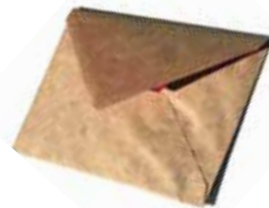
Spot the electricity hazards in this fete scene and be safe for the coming carnival season



ANSWERS: Spot the hazard - Carnival
1. Trip hazard - uncovered electrical cables/cords on the ground 2. Fire hazard - plastic décor too close to lights
3. Décor too close to overhead lines 4. Stage structure too close to overhead lines 5. Over-loaded electrical
circuits 6. Electric shock hazard - use of pole to lift overhead lines 7. Pyrotechnics too close to stage and décor

LETTERS

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



August 28th, 2018

Mr. Vishnu Seetaram
Area Manager – Distribution
South

I extend heartfelt thanks to Ms. Hilary Duncan, [Clerk II] Penal Customer Service Centre for her exceptional reception. Ms. Duncan surely knows and understands the meaning of empathy and portrayed it with excellence. Even in a stressful moment, without knowing me personally, her listening ear and little words of wisdom, nurtured that seed within me. Continue Ms. Duncan and I can assure you that even if the recognition goes unturned at your institution it will never go unturned for God. Thank you for your kind and warm service with that extra dash of care and empathy.

On another note, the response from Ms. Gemma Lawrence [Senior Clerk], when I called to inquire who and where to send my feedback was of “high professionalism and elegance.” Ms. Lawrence, please note that you set a very high standard when interacting with customers over the phone.

This was indeed service with excellence from both individuals and I look forward

to your continued support and warm staff.

Regards
Kalifa Alexander

November 23rd, 2018

Mr. Zainool Mohammed
Operations Manager,
Distribution Tobago

Yesterday a very pleasant young man (Shirnel Kennedy, a disconnection contractor) came to my place of business, said he was from the electricity company, and informed me that we were due for disconnection. However, so as not to disrupt business, he issued a warning with a two day period to pay.

I hustled into T&TEC the next morning and realised there was a mistake, on our part, with how much we paid the last time (since we didn't get a paper bill in the mail). The very pleasant Cashier, Ms. Safiya Potts, then carefully showed me how I could sign up to retrieve my account balances and due dates by email.

I have to say, that in both encounters I was truly impressed with the level of

customer service afforded to me by T&TEC employees. Well done folks and keep up the good work!

Sean Clarke

December 3, 2018

Good day,

I wish to commend the members of your company for their speedy service delivery. This morning, we experienced a black out in our area located in North Oropouche, Sangre Grande. Upon calling to report the incident, the customer service personnel [Telecom Operator, Marvin Fraser] was very polite and helpful...even contacting us after the service was restored to ensure our power returned. I do not know the names of the persons who were responsible for this job* but I wish to commend each of them on their efforts and hard work. It is not without notice.

Best regards,
Giselle & Deoraj Boodoo

** Editor's Note - The crew members who attended to the customer were Crew Supervisor - Hayden Hernandez, Linesman A - Aeneas Robinson, Linesman B - Aamon Pierre and Linesman B - Akeem Young.*



2019

CONSERVE ELECTRICITY



January

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

1st - New Year's Day

February

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28		

March

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

4th - 5th - Carnival Monday and Tuesday 30th - Spiritual/Shouter Baptist Liberation Day



- Switch off your AC if the room is not occupied.
- Use a fan instead of air conditioning.
- Service AC units regularly to keep them efficient.



April

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

19th - Good Friday 21st - Easter Sunday 22nd - Easter Monday

May

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

30th - Indian Arrival Day

June

Sun	Mon	Tue	Wed	Thu	Fri	Sat
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2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

* Eid-ul-Fitr - T.B.A. 19th - Labour Day 20th - Corpus Christi



- When doing laundry, use cold water for rinse cycles.
- Use a line instead of a dryer to dry clothes.



July

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

1st - Emancipation Day 31st - Independence Day

September

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

24th - Republic Day

Trouble Reports? Please save : Account Number: and call 800-TTEC (8832) or 800-BULB (2852)

Meter Number:

Website: www.ttec.co.tt

October

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
* 27	28	29	30	31		

* Divali - T.B.A.

November

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

December

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

1st - World AIDS Day 25th - Christmas Day 26th - Boxing Day