

THE COMMISSION NEWSLETTER

Conserve nature, preserve life



TOP NEWS OF THE MONTH

QUEEN'S GATE COLUMNS RESTORED

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>>> READ MORE ON PAGE 3

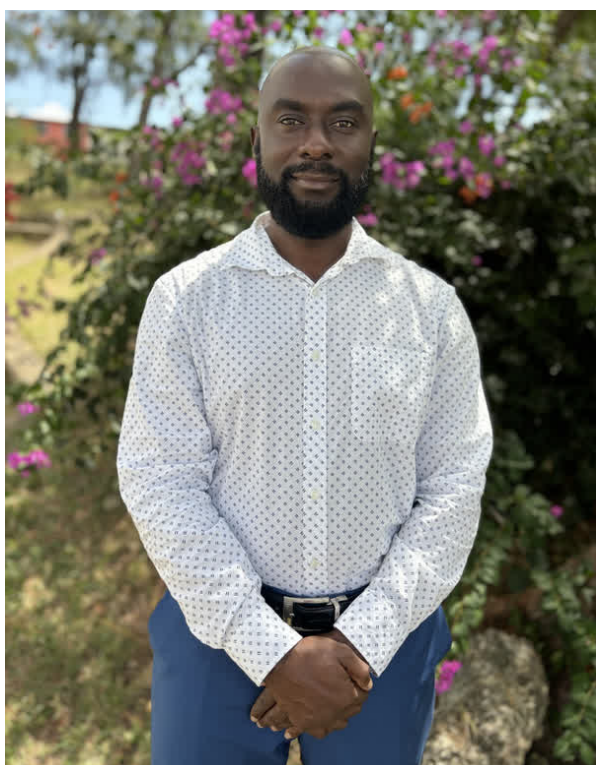
TWELVE SENIOR MEMBERS of the Ranger/Warden Service recently received Certificates of Achievement on completion of the Supervisory Leadership Development Course, which was delivered by Charles Crichlow.

READ MORE ON PAGE 12



SUPERVISORS AWARDED CERTIFICATES

GM'S MESSAGE



Mr. Ryan Als
Acting General Manager
National Conservation Commission

IN THIS EDITION:

Queen's Gate Columns Restoration Complete	3
Employee Spotlight: Artisan, Patrick Hinds	10
Supervisors of the Ranger/Warden Service awarded certificates	12
Water Station unveiled at Folkestone Marine Park	20
Conservation Chronicles	22

IN TODAY'S DYNAMIC and competitive workplace, leadership training and development is essential for the growth and success of any organization.

This holds particularly true for the National Conservation Commission (NCC), where senior officers in the Ranger/Warden Service are enhancing their skills and knowledge in key areas. In the Building and Works Department, our aim is to complete projects at the highest quality in the shortest possible timeframe.

At the core of these projects is the importance of empowering our staff and striking the balance between achieving organizational goals and investing in our human capital.

While the urgency of meeting deadlines is undeniable, the staff development process requires patience and dedication.

The adage, 'no man is an island', encapsulates the ethos of this endeavour, which is mirrored in our key partnerships with various stakeholders in the public and private sector.

These partnerships continue to accelerate NCC's growth and serve as catalysts for innovation, resource sharing, and market access.

By leveraging external expertise and resources, the organization has been able to enhance its operational efficiency, expand its reach, and deliver greater value to its stakeholders.

Beyond accomplishing organizational objectives, the ultimate goal is to effect positive change in the lives of those we serve.

Whether it's ensuring the safety and enjoyment of park visitors or empowering employees to reach their full potential, every endeavour is guided by a commitment to making a meaningful difference.

By prioritizing our staff, nurturing strategic partnerships, and maintaining a steadfast focus on our mission, NCC is building on its firm foundation for sustained success.

Queen's gate columns restoration complete



Artisan, Peter Jules, putting the finishes touches on the Queen's Gate columns.

THE RESTORATION OF the Queen's Gate columns - opposite the Ministry of Education, Technological and Vocational Training - has been completed.

The process, which took about six weeks due to delays caused by intermittent rain, entailed the coral rendering of the columns. The removal of old cement was executed during the initial phase and Artisan, Peter Jules, explained that this was necessary to facilitate the preparation of the surface areas.

"After we stripped the old cement, we applied mortar, then we placed the fiber mesh and SBR [Styrene-Butadiene Rubber] and covered the mesh with mortar," he disclosed.

Jules, who previously worked on the President's gate columns, told The

Commission that the next phase of process included another application of SBR to the rugged mortar, the reinstallation of the rods which were then plummed, followed by the application of half inch mortar.

He added: "We gave them a stone finish and then we grooved them 11 inches by 24 inches wide... let them dry for about two weeks because of the intermittent rain and applied a water glaze to protect them from the elements".

The Queen's Gate off-white coral rendered columns is the result of this process.

"Previously, the columns were just painted but now they have the coral rendered finish. The base of the columns along with the balls at the top will be repainted to match back the coral rendered portions," Jules said.

The Artisan, who has 40 years experience, admitted that the process was 'tedious'.

Continued on page 4

Nelson's gate columns are the final phase

“The process varies for each set of the gate columns because of the different materials used during the initial construction and the repairs that each set of columns required, we factored in these things,” he explained. The team’s focus, Jules added, will shift to the Nelson’s gate columns on Crumpton Street in the City, which is the final phase of the Queen’s Park gate columns project. Given the closer proximity to the road, the Nelson’s gate columns restoration will require a more strategic approach.

“The red stones that were used during their construction is another factor that will make this part of the project the most tedious of all,” Jules added.

While he confirmed that the technique will include preservation measures, he noted that the team will need to be more meticulous with the removal of the existing paint and cement to prevent damage to the stone within the gate columns.

With optimism, Jules indicated that he is

anticipating the desired outcome without damage to the stone within the columns.

The Queen’s Park Refurbishment Project commenced in July 2021 and several areas have been restored including the Trident Fountain, the Band Stand, the walkway from the Band Stand to the Clock House and the Trash House.

In December 2023, the Trash House’s refurbishment and restoration was completed. This aspect of the project included the removal and replacement of the existing roof, the stabilization of the existing wall and the removal and replacement of the existing columns.

The excavation of the floor, preservation and stabilization of the back wall and adjoining columns, the casting of a ring beam on all columns and the coral rendering of the entire structure were also executed.

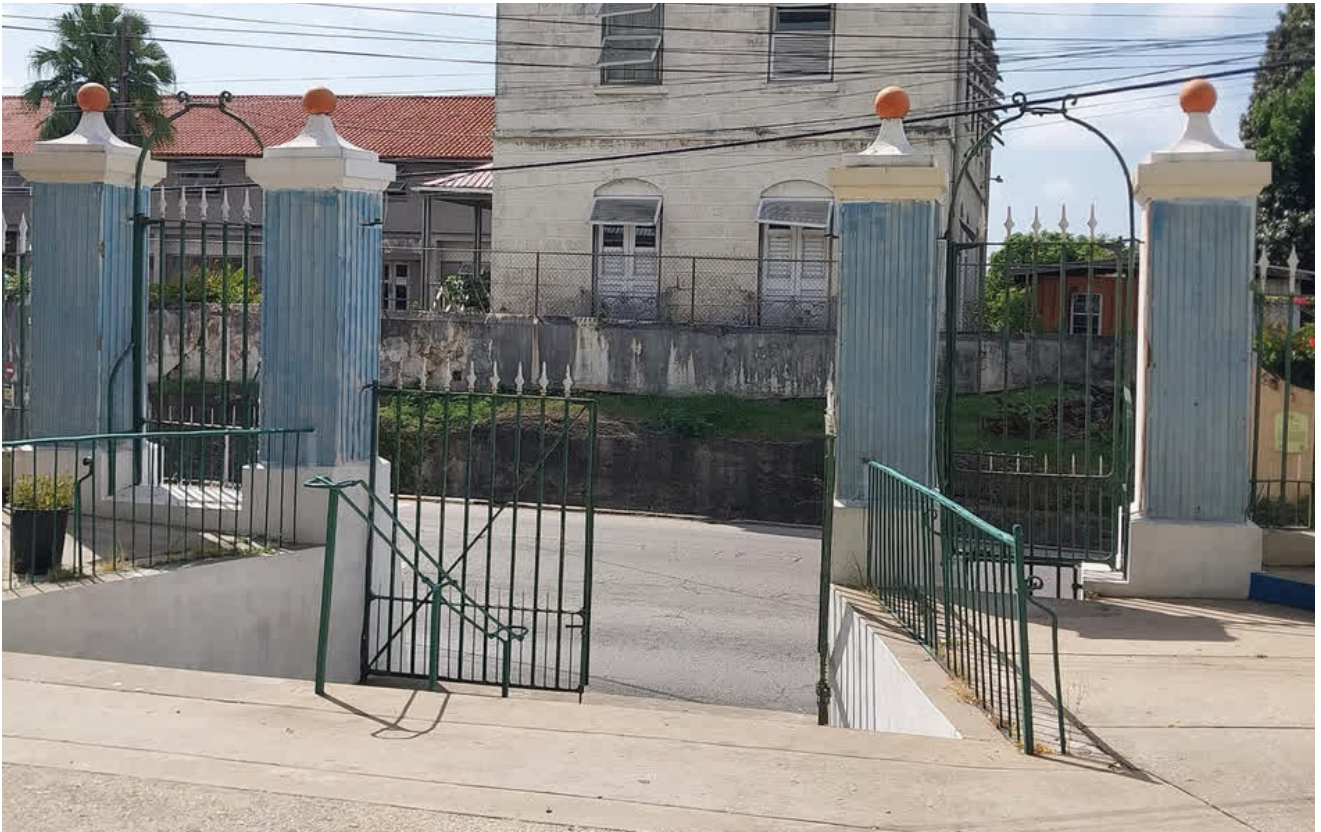
A restoration update will be provided on the Nelson’s gate columns in an upcoming edition of The Commission.



The coral rendering of the President's gate columns was completed in March.

TRANSFORMATION TRACKER

Preparatory work on the Queen's gate columns



During the preparatory phase, fiber mesh was installed on the columns.



Fiber mesh helps concrete retain its toughness and improves resistance.

TRANSFORMATION TRACKER

Restoration of the Queen's gate columns



The fiber mesh was covered with mortar after its installation on the columns.



The NCC team also primed the bases of the columns during this phase.

TRANSFORMATION TRACKER

Restoration of the Queen's gate columns



The columns' bases were painted after the completion of the coral rendering.



The coral rendered design of the columns before the water glaze was applied.

TRANSFORMATION TRACKER

Restoration of the Queen's gate columns



A pair of the coral rendered gate columns after this phase was completed.



The other pair of the coral rendered gate columns after completion.

TRANSFORMATION TRACKER

Restoration of the Queen's gate columns



The restoration of the Queen's gate columns was completed earlier this month.



The colour of the bases complement the coral rendered design of the columns.

EMPLOYEE SPOTLIGHT

Meet Patrick Hinds, one of NCC's Artisans



With a meticulous approach, Patrick Hinds is committed to slicking walls to perfection.

SLICKING WALLS TO perfection is undeniably one of Patrick Hinds' favourite aspects of his job at the National Conservation Commission (NCC).

The transformation of their wavy appearance to a smooth finish gives the Artisan immeasurable satisfaction.

"I am like a perfectionist and when I come to do something and realize it does not quite like good, I will go over it until it looks good. I am definitely meticulous in everything I do," Hinds told The Commission.

His meticulous approach has yielded satisfactory results during the refurbishment of Codrington House - NCC's main office building.

"I have been doing this for seven years but I can definitely say that working on the

building has improved my skills. I have done the slicking with sheet rock but I never did it with the soft stone like what is in the building so although it was a challenge, I enjoyed it," he added.

The building's age, Hinds disclosed, was one of the factors that made the process a challenge however, he was determined to conquer it.

"Some areas of the building were very weak and would not even allow the binding of the slick compound, so I had to improvise and find a solution, which I found through some research," he added.

Hinds' research revealed that it is best to prime the walls prior to applying the slick compound.

The result was 'a great improvement that enhanced the aesthetics of the building'.

Continued on page 11

Research is key for Hinds as he continues to hone his skills

“When we first started the refurbishment, the walls had a wavy appearance but with the grinding of the walls and then slicking them, it really made them look better. If you do not treat the walls first, it would be a waste of time to proceed,” he asserted.

Prior to treating the walls, Hinds alluded to the grinding of their surface.

“Once we reached the building’s soft stone, we then treated the surface to bind the slick compound on the wall properly so that it doesn’t slide back off,” he explained.

The beauty of the walls’ transformation is worthy of admiration to Hinds.

“I love applying the slick, it is amazing to put it on and watch it draw and then sand it and see the beauty of it. When you are slicking a wall, you have to give it at least 24 hours before you can do anything else to it because the slick needs to draw properly,” he added.

The slicking process takes about three days per room while the application to a ceiling is more tedious, according to Hinds.

“When slicking the ceiling, you have to keep your head up and apply the slick to suit. If you do not keep your hand steady, you will encounter some problems,” he said.

Hinds credited his ability to overcome such problems and effectively execute the slicking process with the training he underwent overseas.

“I worked with my uncle at a construction



Patrick Hinds applying the slick compound to a wall in the Codrington House’s main office building.

firm in [New] Jersey and we did a lot of buildings over there that required the use of sheet rock. We did the slicking of them and that’s when I came to love it,” he asserted. With the support of research, which includes extensive reading, Hinds continues to hone his skills.

“Working with the old time material is not the same as the new school material... But if you do something and you really like it, you will succeed. It is also good to read because reading will advance your knowledge and it has really enhanced mine,” he opined.

Equally heartwarming for Hinds is the building’s overall transformation.

He said: “Every day I come in here, my heart feels really good to know that the work is being done, it is looking good, and the boss appreciates the work and that makes me feel even better”.

Supervisors receive certificates of achievement



Mr. Charles Crichlow, Course Director, giving an overview of the S.T.A.R Model.

TWELVE SENIOR MEMBERS of the Ranger/Warden Service recently received Certificates of Achievement on completion of the Supervisory Leadership Development Course.

The leadership course, which was delivered by Charles Crichlow, comprised several topics including effective communication, credibility and personal development.

The Supervisors utilised the content of the topics to create insightful presentations, which were delivered to a panel including Acting General Manager, Ryan Als, Acting Deputy General Manager, Kerri-Ann Jessamy and Acting Chief of Rangers, Alfred Burnett, before the certificates were awarded.

The concise presentations, which were between 10 to 15 minutes each, proposed practical measures to enhance the quality of the Ranger/Warden Service and to

ensure it is more fit for purpose.

Nadine Gittens led the Supervisors' presentations with her speech on integrity, which garnered positive feedback from the panel.

Vernon Haynes was succinct in his subsequent delivery about the improvement of the Ranger/Warden Service, which was also well received by the panel.

Ensuring the Rangers/Wardens are more equipped to execute their jobs was Paul Lovell's focus, which he indicated 'is a must to improve the tourism product'.

His presentation also outlined measures to improve the work ethic and conduct of the Service's members.

The soft-spoken Supervisor concluded by sharing a recent experience with one of his colleagues, which highlighted the practical use of one of the measures he outlined.

Lovell received positive feedback from the panel, all of whom were visibly pleased.

Continued on page 13

Measures proposed to enhance Ranger/Warden service



Supervisor, Eugene Welch, during her presentation on a better tomorrow for the Service.

Communication was the focus of Clyde Murrell and Donna Payne, who presented respectively on ‘the creation of a better communication system’ and ‘effective communication between the Ranger/Warden Service and the management team’.

Meanwhile, the duo of Esterleen Reece and Gina Payne sought to bridge the gap between the older and younger members of the service in their presentation.

Their vision is for the service ‘to become bigger, better and stronger’ as the rangers/wardens work collaboratively. Enhancing the Ranger/Warden Service to ensure it is ‘fit for purpose’ was at the core of Pamela Phillips’ concise presentation, which preceded Robert Phillips’ compendious offering.

His thought-provoking question, ‘Is it worth being a ranger?’, was the start of a captivating presentation that emphasized the importance of self-worth.

He concluded with the declaration: “For me

it is worth it to be a Ranger!”.

Jason Shepherd shifted gears after Phillips’ presentation and placed the preparation of reports under his proverbial microscope, where he outlined areas for improvement and supporting implementation measures.

Uniforms were the order of the day for Julia Smith, as she underscored the importance of wearing the Service’s attire with pride during her presentation.

This segment concluded on a high note with Eugene Welch’s topic, ‘A better tomorrow for the Ranger/Warden Service’.

NCC’s management team commended the supervisors on the high quality of their insightful presentations and extended a hearty congratulations on their completion of the course.

The senior members were implored to apply and share the acquired knowledge as the management team declared its commitment to the continuous improvement of the service.

The Course’s Facilitator was NCC’s Board Secretary, Jacqueline Brewster.

RECOGNITION AND REWARDS

Presentation of certificates to the Supervisors of the Ranger/Warden Service



Congratulations Nadine Gittens!



Congratulations Vernon Haynes!

RECOGNITION AND REWARDS

Presentation of certificates to the Supervisors of the Ranger/Warden Service



Congratulations Paul Lovell!



Congratulations Clyde Murrell!

RECOGNITION AND REWARDS

Presentation of certificates to the Supervisors of the Ranger/Warden Service



Congratulations Donna Payne!



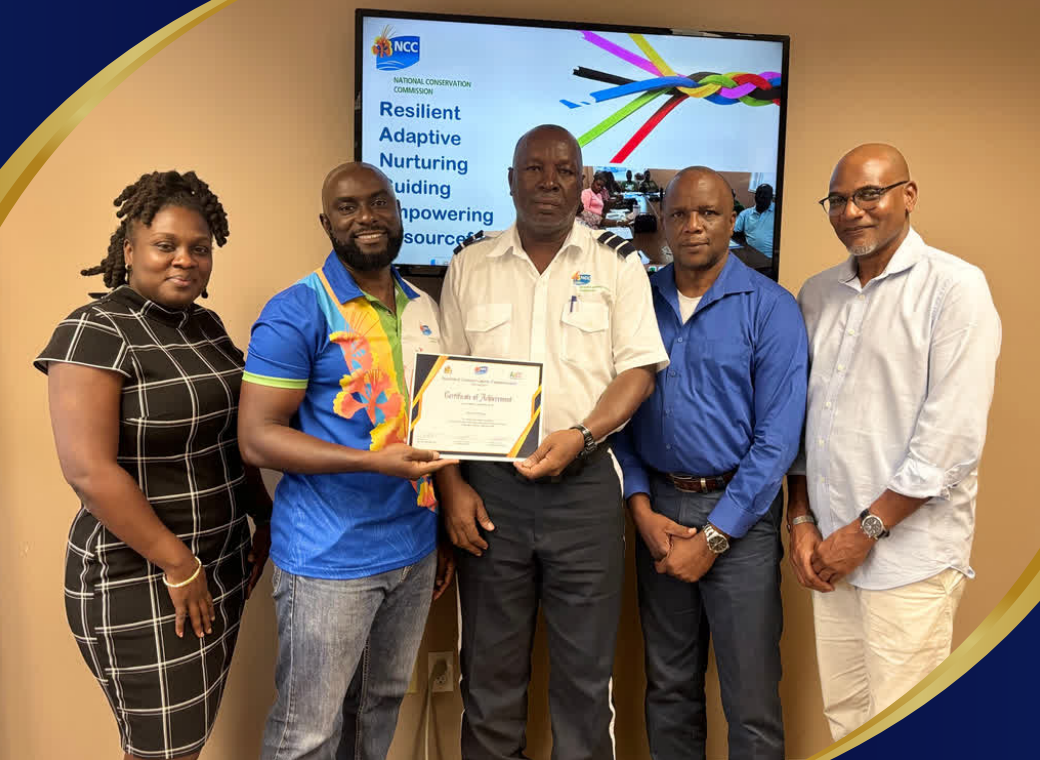
Congratulations Gina Payne!

RECOGNITION AND REWARDS

Presentation of certificates to the Supervisors of the Ranger/Warden Service



Congratulations Pamela Phillips!



Congratulations Robert Phillips!

RECOGNITION AND REWARDS

Presentation of certificates to the Supervisors of the Ranger/Warden Service



RECOGNITION AND REWARDS

Presentation of certificates to the Supervisors of the Ranger/Warden Service



Congratulations Julia Smith!



Congratulations Eugene Welch!

Water station installed at Folkestone Marine Park



The new water station at Folkestone Marine Park was unveiled on this year's World Earth Day. (Feature pictures by Newport Water and Kooyman Barbados)

VISITORS TO THE Folkestone Marine Park will have access to a new source for hydration.

In observation of World Earth Day - April 22nd - Kooyman Barbados and Newport Water partnered with the National Conservation Commission (NCC) for the installation and unveiling of a new water station at Folkestone Marine Park.

Carlos Gilkes, Acting Manager of Folkestone Marine Park and Reserve, welcomed the partnership and reaffirmed NCC's commitment to preserving life.

Gilkes said that he believes this commitment will be supported through this timely collaboration, which aims to significantly reduce the generation of plastic waste.

"We had an influx of persons utilizing the board walk for several recreational activities and with this new water station, they can get some cold refreshing water to rehydrate

after they have completed their activities," he explained.

Kooyman Barbados' team noted that the sponsorship of the Hydrate Caribbean water station 'aligns perfectly with this year's World Earth Day theme: Plant vs. Plastics'. Kooyman is committed to supporting sustainability projects across the Caribbean while Newport's aim to combat plastic pollution through its products and initiatives. The water station has been embraced by visitors to the Park and within a week of its installation, over 400 refills were recorded. The Kooyman Barbados and Newport Water teams expressed satisfaction with the water station's usage.

Meanwhile, Gilkes encouraged the Park's visitors to travel with their water bottles and refill at the station, which is located on the exterior of the Folkestone Souvenir Shop - beside the ice merchandiser.

PRESERVATION PARTNERSHIPS

Highlights of the water station's unveiling ceremony



From left: Kooyman Barbados' team members Stefan Potthoff and Charlene Mullin, Newport Water's team member, Sheridan Greaves and NCC's Carlos Gilkes.



Carlos Gilkes and Charlene Mullin during the unveiling of the water station.



Stefan Potthoff and Charlene Mullin striking a pose by the new water station.

CONSERVATION CHRONICLES

NCC partners with WANSEC Project for coral restoration



The WANSEC project aims to restore the Elkhorn Coral which grows up to 6 feet in height. TWO CORAL NURSERIES will soon be deployed at the Folkestone Marine Park and Reserve.

The Wave Attenuation Natural Solutions with Elkhorn Coral (WANSEC) Project recently cemented a partnership with the National Conservation Commission (NCC) for the coral restoration project, which is led by the University of the West Indies (UWI) Cave Hill and funded by the Caribbean Biodiversity Fund.

Dr. Henri Vallès, WANSEC Project Lead and UWI Senior Lecturer, said that the project, which is being implemented in close collaboration with the Coastal Zone Management Unit (CZMU), aims to restore the elkhorn coral populations at two different reefs along the west coast.

“These nurseries will host small elkhorn coral

fragments that will be subsequently transplanted into the selected outplanting sites,” he disclosed.

The Scientific Zone of the Folkestone Marine Park, Dr. Vallès added, offers the ideal conditions to host the two nurseries.

He explained: “These nurseries are made up of a metal frame six metres long and three metres wide, gridded with a line to attach the coral fragments and are secured to the bottom with concrete blocks. They can be moved as needed and placed in a varying depth”.

Dr. Vallès underscored the importance of the coral restoration as the Elkhorn Coral plays a critical role in attenuating wave action - the gradual loss of intensity as waves travel through a medium - which protects the coastline.

“Over the last 50 years, there has been a global

Continued on page 23

CONSERVATION CHRONICLES

WANSEC team is optimistic about the coral restoration

decline in coral reefs because of numerous stressors such as water quality, climate change has been a major driver of coral loss over the past 20 years, coral bleaching, the impact of the increase of sea water temperatures... all of this is becoming increasingly detrimental to corals,” he added.

With a technique that is new to Barbados, Dr. Vallès is optimistic about the successful restoration of the Elkhorn Coral.

“We are trying to bring that coral back by using a different approach than what was typically used in Barbados before... We have evidence that this coral was starting to come back on its own slowly, not just in Barbados but across the region, and therefore we can assist it through the project,” he asserted.

The current population of the Elkhorn Coral is low, according to Dr. Vallès.

“We are collecting small fragments from some of its colonies, and we are selecting our

colonies on the basis that they would have manage to survive the heat wave that we had last year. Many of the colonies bleached but many of them have actually recovered,” he stated.

According to the Great Barrier Reef Foundation, coral bleaching describes a natural process where corals lose their vibrant colours and turn white.

Coral bleaching is usually triggered by heat stress caused by increased water temperatures and UV radiation, but can occur due to other factors such as changes in water quality.

Dr. Vallès indicated that the corals’ survival is a positive sign and his team is selecting small fragments from their colonies and dividing them into micro-fragments after which they will rest for 100 days in the nursery, in preparation for the outplanting phase.

Project updates will be provided in upcoming editions of The Commission Newsletter as the WANSEC team executes each phase.



The Elkhorn Coral assists with attenuating wave action along Barbados’ coastline.

NCC's Garden Centre Staff Selection

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(246) 536-0600



ncc@ncc.gov.bb



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National Conservation Commission