

THE COMMISSION NEWSLETTER

Conserve nature, preserve life



TOP NEWS OF THE MONTH

MONTEFIORE MONUMENT RESTORATION COMPLETE

THE INSTALLATION OF wheelchair access points was among the restoration and upgrade components of the Montefiore Monument at Coleridge Street in The City of Bridgetown. The restoration was conducted as a result of damage caused by a toppled African tulip tree.

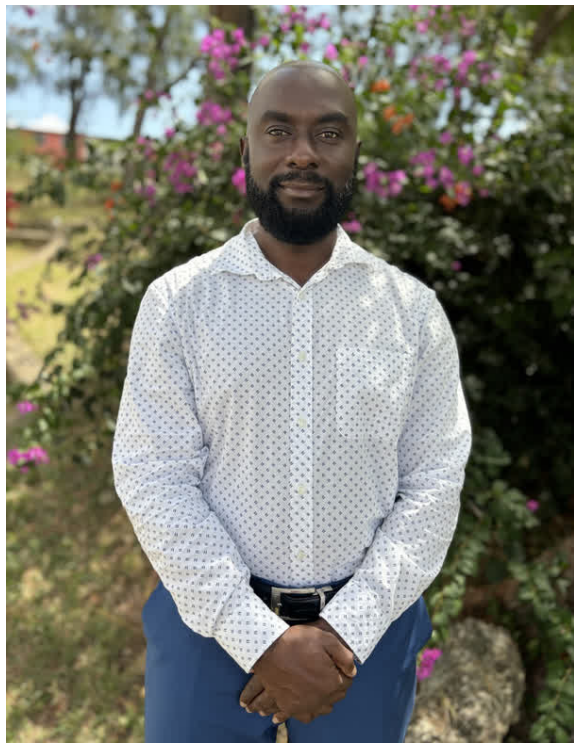
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THE INTERIOR OF NCC's Codrington House is the construction team's focus as refurbishment continues on the main office building. The artisans are working assiduously to complete the plumbing and electrical work.

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NCC'S HEADQUARTERS REFURBISHMENT CONTINUES

GM'S MESSAGE



Mr. Ryan Als

Acting General Manager

National Conservation Commission

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THE NEW YEAR has begun with great expectations.

Our team continues to strive forward to consistently meet and exceed expectations, as the achievement of some of our primary objectives for this year will require greater team-building and self-improvement.

With our skillsets and knowledge, paired with the duo of the right attitude and work ethic, we will continue to grow from strength to strength.

Throughout our departments, we all have our personal development goals and this adds to the overall aims and goals of our respective teams.

I am exceedingly proud of what we have achieved; not because things have been perfect, but because we have achieved several goals and completed numerous projects, despite the challenges.

With this in mind, I must salute all departments for the great work that has been done and is being done to rebuild the Commission.

Our staff on the operational frontline and the supporting departments all play their part in the organization's growth and development.

In this edition, you will see firsthand the impact of the introductory course that was recently undertaken by members of the Ranger/Warden Service.

This fundamental course was conducted by Course Coordinator, Charles Crichlow, who brought a wealth of knowledge and pearls of wisdom to the Service through its delivery.

In addition to his positive contribution, our Chairman of the Board of Directors, Ms. Alicia Carter, outlines her vision and strategy for the NCC in this edition.

Indeed, great things are happening at the Commission and once our team remains focused and dedicated, together we can continue to achieve and exceed expectations.

Majestic Montefiore monument gets a makeover



The Commission's team recently restored the Montefiore Monument at Coleridge Street.

THE INSTALLATION OF wheelchair access points was among the restoration and upgrade components of the Montefiore Monument at Coleridge Street in The City of Bridgetown.

NCC's Senior Electrician, William Husbands, indicated that the National Conservation Commission's (NCC) team made provision for three wheelchair access points along the sidewalks to ensure there is easier accessibility for disabled persons. Under the supervision of Foreman, Verdun Seale, the restoration of the majestic monument was executed following damage caused by a toppled African tulip tree. Ryan Als, NCC's Acting General Manager, explained that the shallow soil depth and heavy crown resulted in its fall, which broke off the decorative pieces of the monument.

The root system, Als added, also damaged the walkways leading to the monument and the sidewalks were in need of repairs.

Given the possibility of damage reoccurring, Als said that a firm decision has not been made to replant shade trees in this area.



NCC's Foreman, Verdun Seale, led the restoration process of the Montefiore Monument at Coleridge Street.

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Monument is a key part of The City's history



The Montefiore Monument was a gift bestowed to The City of Bridgetown in 1864.

As he emphasized the importance of the monument's preservation, Als highlighted that the historic significance of piped water to The City of Bridgetown is a luxury that is often taken for granted in modern times.

"Those of us old enough to remember the inconveniences of toting water in containers can pause to remember how fortunate we are and how far we have come along our journey," he said.

Als urged persons to 'pause, admire and reflect on this beautiful piece of history and its significant milestone in the development of this great nation'.

The restoration of the Montefiore Monument forms part of the NCC's ongoing refurbishment of facilities project.

Key stakeholders from the private sector provided assistance during the restoration process and Als expressed heartfelt gratitude for their contributions.

DID YOU KNOW?

The Montefiore Fountain was a gift bestowed to The City of Bridgetown in 1864 by John Montefiore.

The classically attractive architectural piece was gifted in memory of the life of his father,

John Castello Montefiore.

He died in 1854 after a bout of cholera.

The fountain remains an iconic beauty however, while it was intended for use as a drinking fountain, it has not been functional for many years.

Source: Barbados Pocket Guide

On Site: Montefiore Monument Restoration

Saluting our hardworking and dedicated artisans on this project



NCC's Foreman, Verdun Seale (left) and Senior Electrician, William Husbunds.



Artisans preparing the pathway prior to the resurfacing aspect of the process.

On Site: Montefiore Monument Restoration

Saluting our hardworking and dedicated artisans on this project



Several trips for refills were made to the concrete mixer by the artisans.



Ensuring there was no spillage was a critical to minimize wastage of materials.

On Site: Montefiore Monument Restoration

Saluting our hardworking and dedicated artisans on this project



The initial laying of concrete on one of the pathways leading to the monument.



All hands were on deck as the artisans continued to pour and spread the concrete.

NCC's main office refurbishment is 'progressing smoothly'



Electrical work is being undertaken on the interior of NCC's Codrington House.

THE INTERIOR OF NCC's Codrington House is the construction team's focus as refurbishment continues on the main office building.

While noting that the project is 'progressing smoothly', NCC's Acting General Manager, Ryan Als, indicated that the construction team is working assiduously to satisfactorily complete the plumbing and electrical work.

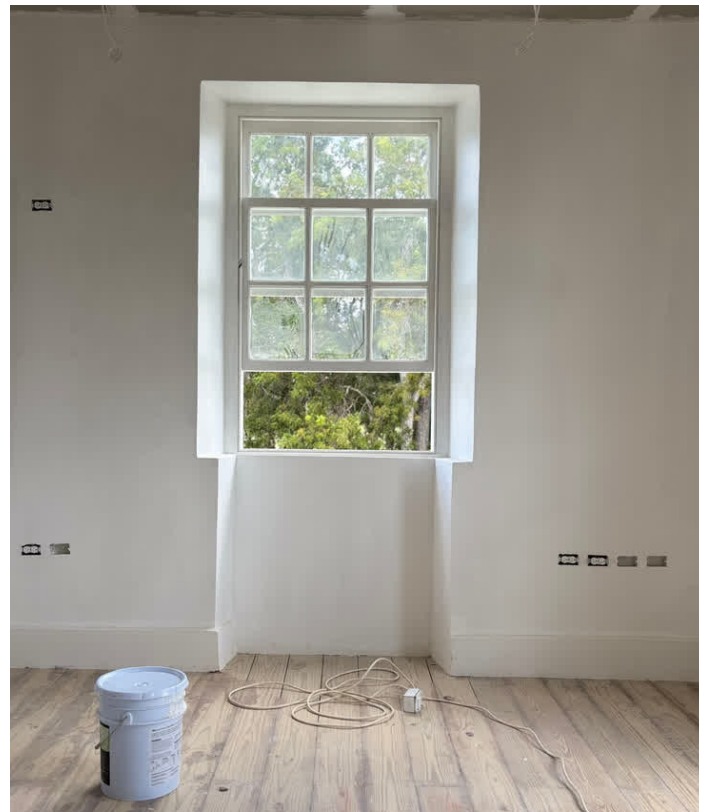
"The artisans have worked hard to get things just right; the electricians and Information Technology team are pulling their wires and installing their panels," he explained.

Als added that 'the old house is starting to look new', as he alluded to the workmen approaching the finishing stages, which include the application of paints and varnishes.

Over the past ten months, the Codrington House main office building has undergone extensive refurbishment.

This stemmed from the deterioration of the

roof over the years, which resulted in leaks and moisture problems.



A section of an office that is undergoing electrical work in the main building.

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Reinstatement of original door design is on the cards

Consequently, the Commission's management acted with prudence and opted to refurbish the entire main building.

As previously outlined that the refurbishment process focuses on several areas including the floors, ceilings, windows, ventilation, electrical and plumbing.

"The original balcony, which was enclosed, has also been reopened and the existing PVC windows have been replaced with wooden windows and complementary wooden hoods in keeping with the original architecture," he noted.

The doors in the building will also be replaced with the original 'tall doors', which are estimated to be about nine feet in height.

The artisans are building these doors based on the measurements and style of three existing doors in the building.

NCC's Codrington House, which was first constructed in 1825, has undergone several modifications over the years.

Originally, it was constructed from limestone and timber with the classic plantation house



An access point to the building's balcony.

style design.

The building was later converted to office spaces with air conditioning, additional lighting and other modern modifications.

In addition to the interior focus, Craftsman, Bhopal Sundar is constructing window hoods for installation above the exterior of the main building's windows.

Sundar, who is utilizing treated pine for their construction, estimated that they can last between 18 and 20 years.

The wooden hoods, which align with the original architecture of the plantation style house, will replace the previous fiber glass hoods.

As noted that the wooden hoods is part of the authenticity of main office building and complements its original architecture.



Priming of the main office's doorframes.

IN THE SPOTLIGHT

Meet NCC's Chairman, Ms. Alicia Carter



Barrister and Attorney-at-law, Alicia Carter, has assumed the role of NCC's Chairman.

A RAY OF sunshine in the form of Alicia Carter has recently assumed the role of Chairman of the Board of Directors at the National Conservation Commission (NCC).

And while Carter is no stranger to NCC's boardroom, having served as the Deputy Chairman for the past five years, her vision and strategy provide a beacon of hope for the Commission.

With climate change being at the forefront of Carter's mind, she believes that NCC can play a leading role in this fight in concert with the Government of Barbados.

"Our Prime Minister, the Hon. Mia Amor Mottley, has championed the cause of

climate change globally, being one of the leading voices on the international stage seeking to protect small island developing states from the dangers posed by global warming," she expounded.

Equally important to Carter, who is also a Barrister and Attorney-at-law, is NCC's staff members and their growth.

"The Board is determined to invest in the development of all staff as we seek to transition the Commission. This is a mission in which we will liaise with our trade union partners, as I'm sure our interests are aligned," she said.

Carter's great communication and critical thinking skills are some of her greater assets that will be used in support of the execution of

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Success depends upon prior preparation for Carter

this mission.

Her mantra: ‘Success depends upon previous preparation, and without such preparation there is sure to be failure’, continues to be her guide, as one of her goals is to ensure that the Commission becomes more sustainable.

“Under my leadership, NCC must begin the transition to be a fit for purpose, economically sustainable entity which can one day become commercially viable, and eventually wean itself off of its dependence on funding from Central Government,” she asserted.

While Carter alluded to her full confidence in the board of directors, she indicated: “We will work with the Executive Management Team as we implement a model of governance and an organizational structure which allows greater flexibility for the generation of income needed to sustain our operations”.

The Principal at Livingstone Legal Inc, a company Carter launched in honour of her uncle Carl Livingston Clarke, outlined that there will be a deep emphasis on the strengthening of the governance and compliance framework of the NCC.

With visible excitement that accentuated her warm personality, she said: “I am honoured to be part of this team of professionals that constitute the Board of Directors, and together we are committed to ensuring that NCC achieves its mandate and realizes its vision”.

Carter is a holder of a Bachelor of Laws from Nottingham Law School in the United Kingdom, where she later completed the Bar Professional Training Course.

She was admitted to the Bar of England and Wales thereafter.



Carter’s commitment remains unwavering and NCC’s sustainability is one of her top priorities.

Carter is now admitted to the Bar in three jurisdictions including Barbados and Trinidad and Tobago.

Her qualifications also include a Master of Laws in Corporate and Commercial Law from the University of the West Indies, Cave Hill Campus.

In addition to being a green panther, Carter is a dynamic community development enthusiast and serves proudly through her charitable organization, Real Change Foundation.

NCC's Ranger/Warden Service gets a boost

Recruits receive certificates on completion of introductory course



From front left: Charles Crichlow, Ryan Als, Jacqueline Brewster, Alfred Burnett and Kerri-Ann Jessamy with members of the Ranger/Warden Service after the ceremony.

JUBILATION, CONTENTMENT AND camaraderie recently transformed the King George V Memorial Park's Dancehall into an intimate setting that facilitated the presentation of certificates to about 20 recruits of the Ranger/Warden Service.

NCC's Acting Deputy General Manager, Kerri-Ann Jessamy, presented the Certificates of Participation, which were awarded on completion of the Basic Ranger/Warden Course.

The course comprised topics such as environmental and tourism awareness, the sea turtle ecosystem, conflict resolution, crime prevention, and customer service.

A processional drill parade preceded the ceremony as the rangers assembled in the car park under an azure sky that was accentuated by the melodious chirping of

sparrows in the Park's trees.

The dedication and uniformity they maintained throughout the drill was synonymous with their commitment to completing the course.

NCC's Acting General Manager, Ryan Als, said that the course was the first step to 'concretizing the recruitment and assessment process', although he acknowledged that the recruitment aspect has been ongoing.

"In order for organizations to improve, those within the organization must improve. Training and development play a critical function in providing the public with the best products and services from the NCC," he said during his welcome address.

Als urged the attentive Ranger/Wardens to work hard to distinguish themselves and let their dedication and commitment to personal improvement propel their quest.

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Rangers urged to put their best foot forward



A section of the attentive members of the Ranger/Warden Service during the ceremony.

“This has been the busiest time for the NCC in decades and we are rebuilding in every sphere. If we focus on commitment and dedication, we will fully rebuild,” he affirmed.

Acting Chief of the Ranger/Warden Service, Alfred Burnett, encouraged the staff to put their best foot forward as he extended a hearty congratulations to the participants.

“Respect your job, maintain your dignity in and out of the workplace, stand firm, conduct yourself in a professional manner and ensure you are knowledgeable about the country that you represent, [Barbados],” he advised.

Burnett indicated that he views the members of the Ranger/Warden service as ambassadors of Barbados and ‘frontline workers in the most important sector of the country, tourism’.

Course Director, Charles Crichlow, said he

‘Respect your job, maintain your dignity in and out of the workplace, stand firm, conduct yourself in a professional manner and ensure you are knowledgeable about the country that you represent.’

thoroughly enjoyed the mutual learning experience as he alluded to insight that he obtained during the course.

This included the dangers associated with the Ranger/Warden job and the reluctance of some members of the public to follow instructions.

Crichlow, a Senior Lecturer in Criminology and Policing Studies at the University of East London, urged those in attendance to uphold

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Crichlow gives a vote of confidence to Rangers



Course Coordinator, Charles Crichlow, (left) and Ranger/Warden, Tameisha Mapp, (right) sharing a light moment after the presentation of certificates ceremony.

their integrity and guard their reputation, as integrity is ‘the bedrock of everything’.

“Take pride in what you do... you are leaders in your communities and you need to see yourself as such. With this training, you are well placed to take this Service forward and I am confident in your abilities, but you must believe in yourself to bring this to fruition,” he asserted.

The former Policeman, who served for 30 years in the Greater Manchester Police, gave a special salute to the young mothers of the Ranger/Warden Service for their sacrifices and contributions.

The Master of Ceremonies was Jacqueline Brewster, NCC’s Board Secretary, who seamlessly executed her duties with warmth and bursts of humour, much to the audience’s delight.

“Take pride in what you do... you are leaders in your communities and you need to see yourself as such.

With this training, you are well placed to take this Service forward and I am confident in your abilities, but you must believe in yourself to bring this to fruition”.

**Charles Crichlow
Course Coordinator**

RECOGNITION AND REWARDS

The presentation of certificates to members of the Ranger/Warden Service



Congratulations Tamar Beckles!



Congratulations Janelle Browne!



Congratulations Noelle Doyle!



Congratulations Natacha Greaves!



Congratulations Jamar Harewood!



Congratulations Shakira Howard!

The mission of the Ranger/Warden Service is to ensure law and order is maintained at the beaches and parks across the island.

RECOGNITION AND REWARDS

The presentation of certificates to members of the Ranger/Warden Service



Congratulations Charles Ince!



Congratulations Derrick John!



Congratulations Nicole Lewis!



Congratulations Tameisha Mapp!



Congratulations Janelle Mayers!



Congratulations Mechelle Mayers!

The Ranger/Warden Service was initially introduced in 1970, with a small staff complement that has gradually increased over the years.

RECOGNITION AND REWARDS

The presentation of certificates to members of the Ranger/Warden Service



Congratulations Kirk Morris!



Congratulations Nikita Nowell!



Congratulations Latecia Nurse!



Congratulations Dave Taylor!



Congratulations Tameisha Wilkinson!

The public is encouraged to cooperate and comply with the directives given by a Ranger/Warden, as failure to comply can result in offenders being arrested and taken before a Law Court.

CONSERVATION CHRONICLES

Reintroduction of beach vegetation is a priority for NCC



A section of the *Coccoloba uvifera* trees at Foul Bay Beach in St. Philip.

THE REINTRODUCTION OF beach vegetation across Barbados' coastline is one of the Commission's priorities, as part of its thrust to reduce beach erosion.

As he emphasized the importance of beach vegetation, NCC's Technical Officer, Carlos Gilkes examined various plant species that play a critical role in the mitigation of beach erosion.

Coccoloba uvifera trees - sea grape trees - and *chrysobalanus icaco* - fat pork trees - are ideal plants for use, according to Gilkes. Sea grape trees, categorized as a resilient species of flowering plants, are wind resistant and highly tolerant of salt conditions.

Low in stature, fat pork trees can withstand

adverse weather conditions and produce globular shape fruits - a favourite among Barbadians and visitors.

Shifting his focus to plants and trees that are not ideal for use, Gilkes said that vetivers such as khus khus grass and coconut trees are in this category.

"While khus khus grass assists with limiting soil erosion or sand movement, it is so close and interwoven that they would make excellent homes for rats," he stated.

The interwoven root system of coconut trees is a similar concern for Gilkes, although they depict a tropical aesthetic.

"The root system can prohibit sea turtles from laying their eggs normally. For instance, when they dig to lay their nest and they encounter the interwoven root system of the

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Plant and tree selections must align with primary objective



A closer look at the sea grape tree's leaves.

Gilkes indicated that this perennial grass, which reaches approximately 20 inches in height, is a better shoreline protector in comparison to khus khus grass.

Seashore paspalum spreads rapidly to form dense stands that anchor soil particles and dissipate wave energy, according to the United States Department of Agriculture Natural Resources Conservation Service.

With the ability to withstand moderately high salinity and brief inundation, seashore paspalum grass is also easy to establish.

Gilkes noted that seashore paspalum is a great natural resource that will complement the Commission's effort to restore beach vegetation, particularly in areas that have limited or no sea grape and fat pork trees.

Progress updates will be provided in future editions of The Commission Newsletter, as the team gradually reintroduces beach vegetation along Barbados' coastline.

coconut trees, they tend to stop and their natural process is disrupted," he explained. The coconut tree's root system, Gilkes added, is also prone to being impacted by adverse sea conditions.

"Their root systems are also considered to be shallow so when the seas come in and they erode, coconut trees are some of the first to fall as the root system is not strong enough to support the trees, then they topple due to the stress experienced on the beach fronts," he expounded.

Gilkes said that while the Commission's primary objective is to ensure there are protective barriers along the coastline, they must consider the risk factors associated with some plant species.

He alluded to other protective barriers that grow naturally along the shoreline such as the Seashore paspalum, which is also called, paspalum vaginatum.



Paspalum vaginatum, also known as seashore paspalum, on Foul Bay Beach.

NCC's Garden Centre Staff Selection

Attractive hanging planters are available!



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