



NATIONAL CONSERVATION
COMMISSION

Report on the Activities of the National Conservation Commission

April 2007– March 2008



BOARD MATTERS

Members of the Board who were appointed with effect July 01, 2006 served until February 28, 2008 and the following persons were appointed for a period of two(2) years commencing March 01,2008:-

Mr. Richard Byer	-Chairman
Mrs. Charmaine Napoleon -Ramsay	-Deputy Chairman
Mr. Len Sehntwali	-Member
Mr. Edmund Grimes	-Member
Ms. Adelle Springer	-Member
Mr. Leo Graham	-Member
Dr. Janice Cumberbatch	-Member
Ms. Jennifer King	-Member
Ms. Sue Springer-Rep of the Barbados Hotel &Tourism Association	-Member

There were eleven (11) Board Meetings during the period.

HUMAN RESOURCES AND ADMINISTRATION

STAFF MATTERS

The following staff changes were effected during the period:-

Fifty-six (56) persons were employed in the following categories:-

One (1) Superintendent of Works

One (1) Draughtsman on contract

One (1) Lifeguard on contract

Fifteen (15) Rangers/Wardens

Thirty-seven (37) General Workers

One (1) Lifeguard was re-employed on contract

Separations

Six (6) members of staff retired at age limit. This number comprised one (1) Field Superintendent, one (1) Field Supervisor one (1) Ranger/Warden, one (1) Watchman, one (1) Artisan Foreman, and one (1) General Worker while one (1) Caretaker voluntarily retired.

Eight (8) members of staff were retired on medical grounds. This number comprised one (1) Lawnmower Operator and seven (7) General Workers.

One (1) Secretary resigned from the organization while one (1) Lifeguard opted not to renew his contract.

Four (4) members of staff, One (1) Lifeguard and three (3) General Workers, abandoned their posts while one Lawnmower Operator, one (1) Caretaker and two General Workers died in service.

The services of two (2) General Workers were terminated.

Appointments/promotions

One employee was promoted to the position of Field Superintendent.

STAFF COMPLEMENT

At March 31, 2008, the staff complement totaled nine hundred and seventy-two (972) employees of which seven hundred and seventy (770) were weekly paid employees and two hundred and two (202) were monthly paid employees.

TRAINING

- In-house training programmes in Horticulture and landscaping were conducted for selected staff assigned to the Commercial Department by Mr. Dane Sandiford, Technical Consultant.
- Orientation training/retraining was conducted for Ranger/Wardens.
- Nutrition in the Workplace seminars were sponsored by the Nutrition Centre

Selected members of staff also participated in seminars and workshops sponsored by agencies and organizations which are affiliated with the Commission. These included:

- Promoting Employee Self Development, Employee Law and the ILO Standards, Excellence in the Public Service sponsored by the Barbados Workers' Union
- Public Service Excellence, Receptionist/Telephone Operator Course, Introduction to Computer Applications, Advanced Microsoft Word, Customer Service Skills, Procurement Management, Communication and Interpersonal Skills and Counselling and Coaching Techniques sponsored by the Training Administration Division
- Indoor Air Quality and Mould Awareness conducted by RHEA Environhealth International
- Retirement Planning and Training for Shop Stewards sponsored by the National Union of Public Workers.
- Orientation Training Consultancy Workshops were conducted for Senior Managers and selected junior staff and Communication and Etiquette for the Multiculture Workplace for Secretarial and Clerical staff.

- Two (2) members of staff, a Field Superintendent and a Field Foreman attended a Nursery and Greenhouse training course at the University of Florida during the period June 4-8, 2007.

REGRAIDING/UPGRADING OF STAFF

Twenty-two (22) Artisans- three (3) Masons, twelve (12) Carpenters, four (4) Painters, one (1) Electrician one (1) Steel Bender and one (1) Plumber were upgraded to higher categories with effect from April 1, 2007.

PAYMENT OF HAZARD ALLOWANCE

Subsequent to negotiations with the Barbados Workers Union and the referral of the matter to the Labour Department, staff assigned to the Transport Department that was required to enter the landfill and those who were required to work on vehicles or handle equipment that entered the landfill were paid a hazard allowance. The allowance was paid retroactively from December, 2005.

DELEGATION OF AUTHORITY MANUAL

A Delegation of Authority Manual was prepared for the Commission by Mr. David Henry and the final document was presented to the Board of Directors in December, 2007.

STAFF MEETINGS

Meetings were convened with all categories of staff during the month of March, 2008.

AWARDS CEREMONY

An awards Ceremony for staff was hosted at the Sherbourne Conference Centre on December 8, 2007. Awards were presented to employees who retired during the calendar year; employees who recorded excellent attendance for the same period and finalists in the categories of Most Improved, Customer Service and Efficiency and Productivity categories.

An Employee of the Year Award, representing the period October 2006-September 2007, was presented as well as Departmental Awards to those employees who effectively utilized their time in the execution of their duties; produced a quantity and quality of work that was consistent with or exceeded the standard expected by the organization and established a commendable record of attendance and punctuality.

Two (2) of the Commission's employees, Glenroy Hackett, Ranger/Warden and Patrick Williams, Senior Park Naturalist who went above and beyond the call of duty in the execution of their duties were presented with special awards.

The General Manager's Award was presented to Mr. Stanley Grimes, Field Superintendent while Mr. David Bowen, Superintendent of Transport, copped the Chairman's Award.

FOLKESTONE PARK AND MARINE MUSEUM

Marine Museum Day was celebrated with the hosting of an Open Day at Folkstone Park on May 18, 2007.

Manta Ray anchors were installed in the Reserve and this assisted in reducing the requirement for any major repairs to the buoyage system during the period. As a result of malfunctions with the radio equipment, a new VHF marine radio unit had to be sourced for the Boston Whaler Patrol Boat. Some repairs including electrical, were also carried out on the vessel during the period.

NEW DEVELOPMENTAL PROJECT

BATH BEACH FACILITY

The Bath Beach facility was demolished and debris cleared from the site in preparation for the construction of a new complex.

CARLISLE BAY/BROWNES BEACH REDEVELOPMENT PROJECT

Work on the project was completed at the end of October, 2007 and the facilities were handed over to the Commission on November 8 and 16, 2007 by the Barbados Tourism Investment Incorporated. The beach facility which was fully accessible to the physically challenged was officially opened on December 21, 2007 by the Hon. Elizabeth Thompson, Minister of Energy and the Environment.

BRANDONS REDEVELOPMENT PROJECT

During the period, the Commission engaged in a joint project with the Barbados Tourism Investment Incorporated to upgrade the car park, re-landscape the area and re-mould existing trees, upgrade the lighting and improve the drainage at Brandons.

HASTINGS ROCKS REDEVELOPMENT AND BEAUTIFICATION PROJECT

In May, 2007, the Coastal Zone Management Unit in association with Baird, Consultants for the project, commenced redevelopment work at along the Rockley to Coconut Court waterfront encompassing the Hastings Rocks area as part of the Coastal Infrastructure programme. This work involved the construction of coastal infrastructure to protect and enhance beaches and waterfront facilities and to provide continuous public access along the shoreline in the form of a continuous hard surface walkway. Capital Signal (Caribbean) Limited was awarded the contract to construct the project. The Commission submitted a proposal to the Ministry of Housing and Lands requesting the acquisition of a parcel of land at Hastings Rocks for the erection of a lifeguard station to serve the beaches along this stretch of coastline.

BRIDGETOWN HERITAGE SITES

During the period, the Commission submitted a proposal to the Ministry of Energy and the Environment regarding the cost for the management of the Heritage sites in Bridgetown namely, Independence Square, Jubilee Gardens, Heroes Square and Golden Square. A recommendation was also made to the Board of Directors proposing a fee structure for the use of the sites by the general public, taking into consideration the rates proposed by the Ministry of Housing and Lands and the existing rates charged by the Commission for the use of similar areas.

OISTINS BAY GARDENS COMPLEX

The Oistins Bay Gardens Complex which was being redeveloped was completed and officially opened on December 12, 2007.

The Commission was invited to submit a technical and price proposal for undertaking the following services at the complex:-

- A twenty-four(24)hour security service
- A janitorial service
- General maintenance(including the beach and nearshore area)
- Landscape maintenance
- Removal of garbage
- The assignment of a dedicated Supervisor
- Other services as required

CONSTRUCTION OF LIFEGUARD TOWERS

The tower at Browne's Beach (North) was completed in April, 2007. A contract was also signed with the Company for the construction of a tower at Folkstone, St. James. The Commission also explored the possibility of constructing collapsible towers considering inclement weather which may impact on sea conditions especially during the Hurricane Season. Working drawings were completed and submitted to the Company for a determination on a costing.

FIELD SERVICES

General maintenance was carried out at parks and beaches around the island. Dry weather conditions early in the period resulted in excessive leaf droppings and the requirement for more irrigation. During the second and third quarters of the period regular rainfall, storm surges and gusty winds caused delays in the progress of work and stripped trees especially at Farley Hill Park. Despite these challenges, sustained efforts resulted in the successful completion of most of the work programmes planned and the maintenance of areas under the management of the Commission.

The front gardens at Farley Hill Park were refurbished while debushing was done in the southern part of the park. Garden refurbishment continued on the Wedding Centre area. The gardens behind the staff quarters were re-established and lawns fertilized. Some pruning was also done. At Archers Bay, the picnic area was redeveloped and bench tables installed.

The gardens to the front of Government House were replanted while those at the entrance re-developed and replanted with sage. New plants were installed around the entire grounds and the area outside the southern wall cleaned. Additional plants were installed in preparation for Independence activities.

Landscape work was done at Government Headquarters where work was done around the car park and plants installed. The planters were serviced and mulched and the grounds as well as the Esplanade were prepared for the Independence Day Parade. Landscape work was also done at Brownes Beach where plants were installed. Refurbishment work also started on the Halls Road Roundabout with the removal of old plants, soil and rocks.

The Barbados Map was refurbished and the Rock Garden project completed at Bathsheba. Plants were installed in the gardens and some pruning was done. Debushing was done along the Ernie Bourne Highway and at Belleplaine while the grape trees at the back of the facility at Barclays Park were pruned.

The front garden at Ilaro Court was replanted in preparation for the hosting of the Caricom Heads of Government Conference. The Map of Barbados was also completed.

At Codrington, some bougainvillea plants were planted along the eastern wall. The grounds were prepared in September 2007 for Arbor Day Expo. This work included the cutting of lawns, debushing the trimming of trees and the cleaning of the boundary walls. Work continued on the extension of the picnic area at Bath. Work was done in the waterfall area and included debushing, logging of trees which fell, removal of tree stumps and the replanting of plants which were stolen. Staff also removed dead fish which were washed up on the beach, cleared the trail between Bath and Martins Bay and maintained the triangle leading down to the site.

New plants were installed and pruning was done at King George V Memorial Park. Tree pruning was also done at Lazaretto, Folkstone Park, Batts Rock, River Bay and Heroes Square. General maintenance at the Batts Rock site was restricted due to construction work being undertaken on the site of the former Paradise Hotel.

Refurbishment was done at Golden Square where gardens beds were developed and ficus plants installed. Bollards were also placed. At the Drill Hall garden beds were completed and trees planted as part of the re-vegetation programme. Trees were also planted at Worthing as part of this programme.

At Folkstone Park, the gardens along the driveway were replanted, the play park resanded, grass planted and tree branches pruned. The installation of plants in the northern section of Lazaretto Park was completed as well as at Fitts Village where gardens were refurbished with a variety of plants including sea grape, poinsettia, snow-on-the-mountain and Pride of Barbados.

Trees and grass were planted and two (2) bench tables installed as part of a small developmental project at Haynesville. Refurbishment work was done at PAHO, Errol Barrow Park, Dover and gardens installed at Montefiore Gardens. At Pom Marine Gardens, beautification continued with the development of the perimeter garden beds, the soiling of depressions on the lawn and the cutting and cleaning of the entire site.

Landscape work was done at Silver Hill Park where trees were planted and the southern boulder wall completed while at Welchman Hall Park the gardens along the western fence were refurbished and the old hibiscus plants along the southern fence were removed. Restorative work which had commenced at Rockley was completed and the Six Mens site was cleaned and beautified.

CONSTRUCTION AND MAINTENANCE OF BUILDINGS AND STRUCTURES

HASTINGS ROCKS

Work continued on the refurbishment of the Restaurant. The floor was completed, cupboards and counter tops doors and windows installed and exterior walls painted. Plumbing fixtures and solar heating was installed and debris cleaned from the interior of the building. Externally, slabs were relayed in the area where the fencing posts were planted and footpaths and concrete circles around the trees were completed. Work on the structure was completed during the period and a notice was placed in the print media inviting tenders for the operation of the facility.

CODRINGTON

The area between the Main building and the office of the National Botanic Gardens was cast. In the main building a section to accommodate a resource centre was upgraded. The ladies Washroom downstairs was also upgraded and shutters installed at the windows. The exterior of the Iris Bannochie Training Centre was painted and fencing installed on the compound. A play area was erected to the east of the Artisans Workshop to showcase equipment for the Arbor Day Expo.

FOLKESTONE PARK AND MARINE MUSEUM

The roofs of the Marine Museum and the office of the Park Naturalists were replaced and handrails erected. Tiling was also done to the front of the Main building. The walls and handrails

in the patio, the walls in the Presentation Room and the interior of the Souvenir Shop were painted.

FARLEY HILL PARK

Correspondence was received from Mahy, Ridley and Hazzard Engineers regarding the safety of the ruins with respect to vibrations emanating from music played at music festivals indicating that the playing of music would not be injurious to the ruins once the stage configuration and the required precautions are adhered to.

Maintenance was done on the security hut and repairs effected to the restaurant and souvenir shop. Wrought iron doors were installed in the office and fitted at the window of the Souvenir Shop. Sections of the handrails adjoining the restaurant were repaired and repainted and the eastern side of the facility and the floor in the patio were also repainted. Hoarding and fencing was installed around the ruins.

BARCLAYS PARK

The facility was retiled and repainted, pavers were relaid and signs installed at the site. The restaurant was demolished and debris removed to facilitate the construction of a new building.

GENERAL

Work undertaken at other sites included repairs to the self-catering facility and beach facility and the replacement of pavers at Batts Rock. Repairs were done to the damaged ceiling, a ramp constructed to facilitate the disabled and bench tables installed at King George V Memorial Park. Repairs were also done to a section of the roof of the staff room at Queens Park. Painting was also done on the bandstand, the lake, bird bath and small fountain at this site. Routine maintenance was done at River Bay where the facility was repainted and lights replaced and at Half Moon Fort where the facility and lockers were painted. Repairs were done to the lifeguard station at Hometown and bollards and chain placed at Enterprise beach. Asbestos material was also removed from the shed which houses gas and diesel at Codrington and at the Bath beach facility. At this site, hoarding was erected on the perimeter of the proposed new facility. Four (4) curb walls were rebuilt and repairs and painting done to kiosk #4 at Rockley.

Plumbing maintenance was done at Batts Rock, the Dover beach facility, Bay Street Esplanade, Barclays Park, Queen's Park and Fitts Village, Folkstone, the Worthing facility, Barclays Park, Brandons, Enterprise and at Farley Hill in preparation for the 'Soca on the Hill' event which was held in July 2007. The lake at Queens Park and the fountain at Heroes Square were made operational in preparation for World Cup Cricket 2007.

Electrical maintenance work was undertaken at sites as necessary including Barclay's Park, Queen's Park, Codrington, Folkstone Park King George V Memorial Park, Hastings Rocks, Batts Rock, Silver Sands and Rockley. Energy saving bulbs were installed at sites as required.

The construction of paving stones, benches and bench tables took place during the period. Bench tables and benches were replaced at King George V Memorial Park, Golden Mile Park and fencing replaced. Benches were also installed at Wesley Hall School and St. John's Parish Church while play equipment, bench tables and handrails to the bridge at Barclays Park were repaired. Play equipment was removed from Silver Sands and Errol Barrow Park and installations done at various sites including Batts Rock, Husbands Play Park, Haynesville, Country Road Play Park as well at the Garrison for the Barbados Turf Club, at Bakers Development, Cane Garden, Codrington College, the Depearl and Sayes Court Day Nurseries and the Gordon Greenidge and People's Cathedral Primary Schools. Signs were installed at sites maintained by the Commission as well as at the Joan Arundell Day Nursery.

LIFEGUARD SERVICE

TRAINING

Lifeguard Supervisor, Rawle Eversley and Lifeguards Adelle Price, Edmund Wiltshire, Gregory Sylvester and Steve Hutson who had commenced training for certification in the Rescue Diver Specialist with Under Water Barbados completed the second level component of this training in October 2007.

In-service training for lifeguards continued during the period while training in First Aid, Personal fitness and Self Defence was conducted for the Ranger/Warden Service. Training was also conducted for members of the Barbados Youth Service during the period April June, 2007.

TOWERS/EQUIPMENT

Equipment was received from the Royal LifeSaving Society of Canada and distributed as required.

RESCUES

Forty-three (43) rescues and one (1) drowning were recorded during the period. In addition, attempts to resuscitate three (3) individuals who were experiencing medical challenges at supervised sites were unsuccessful.

ACHIEVEMENTS/ACTIVITIES

The Lifeguard Service was awarded the Barbados Tourism Authority Award of Excellence-Public Sector- in July 2007.

OTHER

A rescue demonstration was hosted in conjunction with the Barbados Coast Guard to commemorate World Ocean Day on June 08, 2007. The Service also participated in the Law Enforcement Torch Run for Special Olympics held on September 01, 2007.

RANGER/WARDEN SERVICE

Rangers/Wardens continued to maintain law and order in parks and on beaches around the island and efforts were made to ensure that instances of illegal and criminal activity particularly at the more popular sites were reduced.

Subsequent to refurbishment work at the site, a twenty- four hour security system was implemented at the Oistins Bay Gardens Complex with effect from January 2008.

Members of the Ranger/Warden Service participated in the annual Independence Day Parade on November 30, 2007.

TRANSPORTATION, CONSTRUCTION, INSTALLATION AND MAINTENANCE OF EQUIPMENT / MAINTENANCE OF VEHICLES

Challenges with transportation continued into the period as a result of some vehicles being out of service due to mechanical and structural problems. As a result, it was necessary to rent vehicles in order to assist with the collection of debris. Bobcat ML457 and Tractor/Swipe ML460 were out of service for a portion of the period. All functioning vehicles were checked and serviced as necessary while others were sent to the Ministry of Public Works for inspection prior to the annual renewal of road tax permits.

Small equipment-Drive mowers, lawn mowers, edgers, hedge trimmers, blowers and saws- were repaired and/or serviced as necessary and returned to sites.

Play park equipment donated by the Barbados Childrens Trust was installed at Silver Sands Play Park and the Hillaby/Turners Hall Primary School. General maintenance and servicing was done at various sites including Batts Rock, Welchman Hall Park while repairs were done at Dover, Bush Hall, Barkers Road, Sayes Court, and the West Terrace School.

Waste receptacles were fabricated in conjunction with the Public Relations Department for Dover and Rockley.

TECHNICAL DEPARTMENT

BEACH MANAGEMENT PROJECT

A Draft Beach Management Plan was prepared by the consultant agency for the project, It included recommendations and best practice guidelines for each beach considering guidelines of the Coastal Zone Management Plan, the Physical Development Plan and other relevant research and legislation. The Plan was circulated to the Project Committee for initial review prior to the second of two public consultation meetings on the Project with beach management stakeholders which were held during the period. The meetings were intended to improve coordination between individuals and agencies operating in the coastal zone.

CAPACITY BUILDING FOR YOUTH IN SUSTAINABLE LAND MANAGEMENT PROJECT (A TREE FOR EVERY CHILD PROJECT)

The Commission partnered with the Organisation of American States to implement the above project, previously named **A tree for every child** with a broad objective to plant eighty thousand (80,000) trees over a three year period. A project review team-a technical and advisory group- was put in place to review the outputs of the project and to have input in the manner in which the project is managed. The Technical Officer of the Commission was assigned as Chairperson of the technical group.

The project consisted of two (2) components- (1) the implementation of a reforestation project through the restoration of degraded land areas through education and active involvement of youth in sustainable land management and (2) a Schools Garden Project. A document addressing planting regime, vegetation types and quantities, pest and disease programmes and monitoring as well as maps and landscape plans depicting planting regime and existing vegetation was prepared.

The Schools Garden Project was implemented to encourage the youth to become involved in more practical aspects of preserving and enhancing their environment. Schools and youth organizations would be involved in garden creation and planting projects and would be provided with basic materials and technical support. The first phase of the project included the collection of plant material to be propagated by the youth through various garden projects. On reaching the hardening stage, they would be required to carry out planting exercises. The goals and objectives were:

- to create or improve five (5) school garden projects
- to propagate eight thousand (8,000) plants by the end of the project
- to educate the youth in sustainable land management practices
- to restore deforested areas
- to assist in the prevention of erosion

During the period July-November, 2007, the project was introduced to eight (8) participating schools. Members of the 4H Foundation, the Barbados Environment Youth Programme and the Caribbean Youth Environment Network were trained in presentation skills to allow them to teach other children about the importance of vegetation to the environment, create displays, and do presentations to primary and secondary schools.

Work was carried out in the Codrington plant nursery in December. This work included the care and storage of seedlings for the project. Seedlings and cuttings were collected in January and responses were received from privately owned businesses accepting to sponsor individual schools in an effort to commence the propagation of gardens. The installation of irrigation in and fencing of the hardening area as well as the laying out of weed mats was done towards the end of the period. During the period fifty (50) youth group members were trained in presentation and propagation skills and sustainable land management.

In March 2008, presentations were made by three primary schools –the Roland Edwards, Welches and the Rock Christian Primary as well as the Samuel Jackman Prescod Polytechnic. The presentations included an overview of the project outlining the goals and objectives, photographs of their nursery and hardening areas showing the transformation from the embryonic stage to a finished operating system.

COMMERCIAL LANDSCAPING AND PLANT NURSERY

LANDSCAPE CONTRACTS/LANDSCAPE MAINTENANCE

New landscape projects were commenced at the Forensic Sciences Centre, the offices of the Barbados Tourism Investment Inc, the Urban Development Commission and at several private entities including Kentucky Fried Chicken at Warrens and Oistins, the Royal Pavilion Hotel, Gems of Barbados, the Port Authority, the Barbados Association of Retired Persons, Esso Holborn Circle and Zipline Adventures.

The completed BNOC project was handed over in August, 2007 while that at Independence Square was handed over to the Barbados Tourism Investment Inc on September 07, 2007.

A two (2) year maintenance contract remained in effect for the Government Office Complex at Warrens while contracts were also awarded for the Turtle Beach and Crystal Cove Hotels. Landscape work was also done in the western area of the property at Codrington near the water tank.

Requests for landscape maintenance services for both commercial and residential properties increased during the period due to World Cup Cricket, 2007.

PLANT NURSERY AND GARDEN CENTRE

New products were introduced for sale in the Garden Centre. These included decorative pots and fountains. The Plant Nursery received a large shipment of flowering annuals from Florida while eighteen thousand (18,000) seeds were ordered from Grimes Horticultural Inc. Improved techniques and practices resulted in better plant growth in the Greenhouse and a number of plant cuttings were taken from those imported for the stock field and propagated in the misting house. An area was also prepared near the sod field for large plants.

CONTRACTS FOR SERVICE/ OPERATION OF RESTAURANTS/SNACKETTES

RENTAL OF SKIP SERVICE AND CHEMICAL TOILETS

Contracts for the rental of a skip service and chemical toilets expired during the period. The companies previously awarded the contracts, Hinds Transport Services Ltd and Ellco Rentals Ltd were granted permission to continue providing the services as no new contracts were awarded.

BATHSHEBA SNACKETTE

Concessionaire, Prenella Fields was given Notice to Quit by correspondence dated July 2, 2007 due to rental arrears.

SURFSIDE RESTAURANT

Mr. Michael Henry, Managing Director of P&D Enterprises was granted permission to continue operating on a month to month basis subsequent to the expiry of his contract on October 31, 2007.

PUBLIC RELATIONS AND MARKETING/SPECIAL PROJECTS

REBRANDING EXERCISE

Following the review of submissions for the development of a marketing strategy and a presentation by G & A Communications Inc., the Commission launched its new logo at the Awards Ceremony for staff which was held on December 08, 2007.

The logo was designed to reflect the Commission's renewed focus of becoming a service-driven, self-sustainable public organization. The features were derived from environmental elements, with the main theme being the Pride of Barbados flower. The flower not only symbolizes nationalism but is representative of the Commission's operations regarding the preservation and beautification of the terrestrial environment. It is also a statement of accomplishment and intent as the natural environment continues to flourish in the capable hands of the organization. The white striations on the semi-organic shape mimic the shapes of our fields and hills and also signify marine preservation.

As a result of the change of logo all items carrying the old logo –signs, flags, letterheads, and complementary slips-had to be changed. The Government Information Service assisted in promoting information on the logo change and “Understanding the Brand.”

NATIONAL ARBOR DAY ACTIVITIES

A number of activities were hosted in celebration of the tenth anniversary of Arbor Day which had as its theme *Treasured Resources Environmentally Enriched Societies*. These activities commenced with an opening ceremony at the Commission’s Headquarters, Codrington, on September 22, 2007 at which the feature address was delivered by Mrs. Ena Harvey, Regional Representative of IICA. The Commission recognized this agency which celebrated its thirtieth anniversary in September 2007, as playing an important role in the development of an agro-environmental focus in Barbados.

Two (2) trees, one of which was a Baobab were planted by Mrs. Harvey and Mrs. Jennifer Applewhaite, Chairman of the Board of Directors following the formal aspects of the ceremony. The inaugural Arbor Expo which was a combination of the Commission’s annual Open Day and the newly conceptualized Arbor Fair was hosted immediately after the official opening ceremony. Arbor Expo Exhibitors displayed products or by-products from nature for example, trees, plants, ground provisions and animal extracts. In addition to the traditional distribution of trees, a variety of plants were also offered for sale to the general public and visits to the newly established Sod Field and Green House were conducted.

Workshops and presentations were conducted by personnel from the Commission, the Ministry of Agriculture, the Solid Waste Unit, the Energy Division, the National Botanic Gardens, the Soil Conservation Unit and the University of the West Indies.

A Tree Investigation Competition and a Heritage Trees Project for Primary and Secondary schools respectively were organized to increase the students’ understanding of the importance and value of trees to our environment and to also create a sense of stewardship of our natural history, especially as relates to environmental issues.

PROMOTION OF LANDSCAPE SERVICES

Filming was done of landscape installation at the property of Hewley and Marcella Hutson, Crane St. Philip for the Green Fingers programme, a series aired on CBC television in March 2008. Footage was also taken of the Nursery and the Buildings and Works Department as part of an overall presentation of the Commissions products and services. The project was handed over to the client on January 29, 2008 with a thirty (30) day maintenance period.

An advertising package which included information on the Commission’s products and services available to the general public was developed while an instructional DVD on the installation of the Sod grass was launched.

MORE WELCOMING ENVIRONMENT INITIATIVE

The Commission continued its More Welcoming Environment Initiative through the installation of signs and benches at various sites including Enterprise, Three Houses Park, Folkstone Park, Pebbles, Gun Hill, Martin's Bay and Rockley as well as at schools and along roadways across the island.

GENERAL

Signs advertising the Commissions display at Agrofest, 2008 were done while others to facilitate security checks thank you signs and caution signs for Codrington. Danger signs for seven (7) lifeguard supervised beaches were posted. Signs were also installed on thirteen (13) lifeguard towers in an effort to promote a safer environment at beaches. The signs explained the meaning of the flags used by the lifeguards and provided emergency numbers. Small "No swimming" signs were also installed to complement the red flags used by lifeguards.

Ten (10) signs promoting healthy lifestyles were donated by the Soroptomist International of Jamestown and installed at Codrington House and the Pebbles, Rockley, Folkstone, and at the Worthing and Dover facilities.

The Barbados Marine Trust was granted permission by the Commission to erect six (6) signs along the stretch of beach between the Barbados Hilton and the Barbados Coast Guard Headquarters as part of a pilot project to educate the general public on the importance of protecting the marine environment. This project also involved the posting of environmental stewards to help promote stakeholder participation in the management of Carlisle Bay through education and improved awareness of the sustainable use of the marine environment and on-going surveillance of users.

NATIONAL CONSERVATION COMMISSION

Financial statements

For the year ended March 31st, 2008

NATIONAL CONSERVATION COMMISSION

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J. RICHARD A. LYNCH & CO.

CHARTERED ACCOUNTANTS

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Auditors' report

To the Government and members of the Commission

We have audited the accompanying financial statements of the National Conservation Commission, which comprise the balance sheet as of March 31st, 2008 and the income statement, statement of deficit and cash flow statement for the year then ended and a summary of significant accounting policies and other explanatory notes.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards. This responsibility includes: designing, implementing and maintaining internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards of Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risk of material misstatement of the financial statement, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

E-Mail: fssl@caribsurf.com

Lynart House, Cnr 3rd Avenue, Green Hill, St. Michael, Barbados, W.I.

Auditors' report

To the Government and members of the Commission

Auditors' Responsibility cont'd

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of the National Conservation Commission as of March 31st, 2008 and its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards.

**ORIGINAL SIGNED BY
J. RICHARD A. LYNCH & CO.**

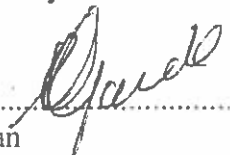
CHARTERED ACCOUNTANTS
Barbados
October 08, 2013

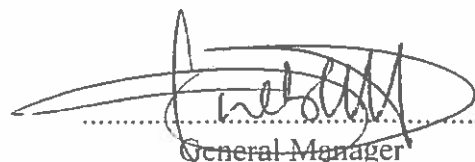
NATIONAL CONSERVATION COMMISSION
Balance Sheet
As at March 31, 2008

	Notes	2008	2007
		\$	\$
Assets			
Current assets			
Cash on hand and at bank		4,093,759	2,454,634
Accounts receivable-net		1,403,517	1,187,136
Due by Caves of B'dos		199,745	199,745
Inventory		<u>67,500</u>	<u>67,500</u>
		<u>5,764,521</u>	<u>3,909,015</u>
Liabilities			
Current Liabilities			
Accounts payable and accruals	(3)	<u>773,211</u>	<u>435,153</u>
		<u>773,211</u>	<u>435,154</u>
Working capital		4,991,310	3,473,862
Fixed Assets	(2b,4)	<u>600,389</u>	<u>534,484</u>
		<u>5,591,699</u>	<u>4,008,346</u>
Financed by:			
Accumulated (deficit)/surplus		<u>1,106,704</u>	<u>(476,649)</u>
		1,106,704	(476,649)
Capital grants deferred		<u>4,484,995</u>	<u>4,484,995</u>
		<u>5,591,699</u>	<u>4,008,346</u>

The accompanying notes are an integral part of these Financial Statements.

Approved by:

.....

 Chairman

.....

 General Manager

NATIONAL CONSERVATION COMMISSION
Statement of deficit and accumulated deficit
For the year ended March 31st, 2008

	Notes	2008 \$	2007 \$
Income			
Government grant - recurrent	(5)	31,696,964	25,118,182
Other income		<u>3,038,973</u>	<u>3,247,867</u>
		<u>34,735,937</u>	<u>28,366,049</u>
Expenditure			
Administrative		5,266,733	4,447,321
Operating expenses:-			
General		609,641	689,066
Facilities		6,286,294	5,304,095
Marine Museum		232,817	250,229
PBOA		21,447,170	19,667,233
Nursery		<u>509,929</u>	<u>432,384</u>
		<u>34,352,584</u>	<u>30,790,328</u>
Surplus/ (Deficit) from operations		383,353	(2,424,279)
Government Grant - Capital	(6)	<u>1,200,000</u>	<u>1,403,917</u>
Surplus/ (Deficit) for the year		1,583,353	(1,020,362)
Accumulated deficit - bal b/f		<u>(476,649)</u>	<u>(370,006)</u>
		1,106,704	(1,390,368)
Prior year adjustment		<u>-</u>	<u>913,719</u>
Accumulated deficit - c/fwd		<u>1,106,704</u>	<u>(476,649)</u>

NATIONAL CONSERVATION COMMISSION

Statement of cash flows For the year ended 31st March, 2008

	2008	2007
	\$	\$
Operating activities		
Surplus/ (deficit) for the year	1,583,353	(1,020,362)
Less: Government grants	(31,696,964)	(25,118,182)
	<u>(30,113,611)</u>	<u>(26,138,544)</u>
Adjustment for items not affecting cash:		
Depreciation	270,788	414,127
Amortization	(1,200,000)	(1,403,917)
Prior year adjustment	-	913,719
	<u>(31,042,829)</u>	<u>(26,214,615)</u>
Net change in non-cash working capital balances related to operations	121,677	(412,219)
	<u>(30,921,152)</u>	<u>(26,626,834)</u>
Cash used by operating activities		
Cash flows investing activities		
Purchase of fixed assets	(336,694)	(375,035)
Disposals/ adjustments of fixed assets	-	16,906
	<u>(336,694)</u>	<u>(358,129)</u>
Cash used by investing activities		
Financing activities		
Government grants received	32,896,964	26,522,099
	<u>32,896,964</u>	<u>26,522,099</u>
Cash provided by financing activities		
Net increase in cash and cash equivalents during the year	1,639,118	(462,864)
Cash and cash equivalents - beginning of year	<u>2,454,634</u>	<u>2,917,498</u>
Cash and cash equivalents - end of year	<u>\$ 4,093,752</u>	<u>2,454,634</u>

Cash comprises cash on hand and at bank, less bank overdrafts.

The accompanying notes form an integral part of these financial statements.

NATIONAL CONSERVATION COMMISSION

Notes to the financial statements For the year ended 31st March, 2008

NOTE 1. PRINCIPAL ACTIVITIES

The Commission was incorporated on April 1, 1982, under the National Conservation Commission Act, 1982-8, taking over the combined activities of the Parks and Beaches Commission and Caves Authority. Its principal activity is the management, maintenance and development of the public parks, beaches and open areas of Barbados.

NOTE 2. SIGNIFICANT ACCOUNTING POLICIES

(a) Basis of preparation

These financial statements are prepared in accordance with International Accounting Standards (IAS) applicable in Barbados. No adjustments are made in the financial statements to reflect the impact of inflation.

(b) Fixed assets

Depreciation is provided for on a straight-line basis at rates which are calculated to write off the assets' cost or valuation over their expected useful lives. The principal rates used for this purpose are:-

Plant and machinery	-	25%
Furniture & equipment	-	20%
Motor vehicles	-	20%

(c) Inventory Valuation

Inventory represents the value of plants at Codrington Nursery, which is accounted for on the base stock method.

NATIONAL CONSERVATION COMMISSION

Notes to the financial statements (cont'd)
For the year ended 31st March, 2008

NOTE 2. SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

(d) Government Grants

- i) Grants to cover recurrent expenditure are taken into income in the year in which the related expenditure is incurred.
- ii) Capital grants are for the purchase of fixed assets and for non-recurrent expenditure.

Grants for the purchase of the fixed assets are deferred and amortized at the same rate as the depreciation on the fixed assets to which they relate.

Grants relating to non-recurrent expenditure are taken into income in the year in which the related expenditure is incurred.

NOTE 3. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

These consist of the following:-

	2008	2007
	\$	\$
Trade payables and accruals	321,504	316,003
Director of National Insurance	399,535	117,498
Commissioner of Inland Revenue	52,172	1,652
	<u>\$ 773,211</u>	<u>\$ 435,153</u>

NATIONAL CONSERVATION COMMISSION

Notes to the financial statements (cont'd)
For the year ended 31st March, 2008

NOTE 4. FIXED ASSETS

	BALANCE 01.04.07	ADDITIONS	DISPOSALS ADJUSTMENTS	BALANCE 31.3.08
	\$	\$	\$	\$
Cost or Valuation				
Plant and machinery	1,177,241	64,109	-	1,241,350
Furniture and equipment	1,362,471	-	-	1,362,471
Motor vehicles	2,494,687	272,585	-	2,767,272
Building - Other	-	-	-	-
	<u>5,034,399</u>	<u>336,694</u>	<u>-</u>	<u>5,371,093</u>
Less: accumulated depreciation				
Plant and machinery	1,141,160	39,781	-	1,180,941
Furniture and equipment	1,181,200	72,564	-	1,253,765
Motor vehicles	2,177,555	158,443	-	2,335,998
Building - Other	-	-	-	-
	<u>4,499,915</u>	<u>270,788</u>	<u>-</u>	<u>4,770,704</u>
Net book value				
Plant and machinery	36,081			60,409
Furniture and equipment	181,271			108,705
Motor vehicles	317,132			431,274
Building - Other	1			1
	<u>\$ 534,484</u>			<u>\$ 600,390</u>

NATIONAL CONSERVATION COMMISSION

Notes to the financial statements (cont'd)
For the year ended 31st March, 2008

NOTE 5. GOVERNMENT GRANTS

The following grants were received from Government during the year:-

	2008	2007
	\$	\$
Grant for recurrent expenditure	31,696,964	25,118,182
Grant for non-recurrent expenditure	<u>1,200,000</u>	<u>1,403,917</u>
Per statement of surplus Note 6 and 2 (d)	32,896,964	26,522,099
	<u>\$ 32,896,964</u>	<u>\$ 26,522,099</u>

NOTE 6. CAPITAL GRANTS

	2008	2007
	\$	\$
<u>Grants received</u>		
Grants received during the year Note 2 (d) (ii)	<u>1,200,000</u>	<u>1,403,917</u>
Grants for the purchase of fixed assets Note 2 (d) (ii) & 7	1,200,000	1,403,917
Balance - beginning of year	<u>17,920,483</u>	<u>16,516,566</u>
Balance - end of year	<u>19,120,483</u>	<u>17,920,483</u>
<u>Amortisation</u>		
Balance - beginning of year	13,435,488	12,031,571
Amortisation for the year	<u>1,200,000</u>	<u>1,403,917</u>
Balance - end of year	<u>14,635,488</u>	<u>13,435,488</u>
<u>Net balance deferred</u>		
Beginning of year	<u>4,484,995</u>	<u>4,484,995</u>
End of year	<u>\$ 4,484,995</u>	<u>\$ 4,484,995</u>

NATIONAL CONSERVATION COMMISSION

Notes to the financial statements (cont'd)
For the year ended 31st March, 2008

NOTE 7. COMMITMENTS AND CONTINGENCIES

The Commission was involved in legal claims at the balance sheet date. The ultimate outcome of these claims was not determinable at the time of issue of these financial statements. No provision for these claims has been recorded in the financial statements. The final costs will be charged to income in the period in which they are finally determined.

NATIONAL CONSERVATION COMMISSION

ADDITIONAL INFORMATION TO THE FINANCIAL STATEMENTS

For the year ended 31st March, 2008

NATIONAL CONSERVATION COMMISSION

Index to additional information For the year ended 31st March, 2008

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J. RICHARD A. LYNCH & CO.

CHARTERED ACCOUNTANTS

J. Richard A. Lynch F.C.C.A.

Tel: (246) 424-0920
Fax: (246) 424-4965

Additional comments of auditors

To the Government and members of the National Conservation Commission

The accompanying pages 2 - 10 are presented as additional information only. In this respect, they do not form part of the financial statements of the National Conservation Commission for the year ended March 31, 2008, and hence are excluded from the opinion expressed in our report to the Government and Members of the Commission on such financial statements. The information in these pages has been subject to audit procedures only to the extent necessary to express an opinion on the Commission.

In our opinion, the information in these pages is fairly presented in all respects material to those financial statements.

ORIGINAL SIGNED BY
J. RICHARD A. LYNCH & CO.

October 08, 2013

E-Mail: fssl@caribsurf.com

Lynart House, Cnr 3rd Avenue, Green Hill, St. Michael, Barbados, W.I.

NATIONAL CONSERVATION COMMISSION
Detailed statement of operations
For the year ended March 31st, 2008

	2008	2007
	\$	\$
Income		
Government grant - recurrent	31,696,964	25,118,182
Other income (Page 4)	<u>3,038,973</u>	<u>3,247,867</u>
	<u>34,735,937</u>	<u>28,366,049</u>
Expenditure		
Administrative expenses (Page 5)	5,266,733	4,447,321
Operating expenses		
General (Page 6)	609,641	689,066
Facilities (Page 7)	<u>6,286,294</u>	<u>5,304,095</u>
	<u>12,162,668</u>	<u>10,440,482</u>
Surplus/(Deficit) before commercial activities	22,573,269	17,925,567
Commercial Activities		
Marine Museum (Page 8)	232,817	260,229
Parks, beaches and open areas (Page 9)	21,447,170	19,667,233
Nursery (Page 10)	509,929	432,384
Amortisation of capital grants	<u>1,200,000</u>	<u>1,403,917</u>
Surplus /(deficit) for the year	<u><u>1,583,353</u></u>	<u><u>(1,020,362)</u></u>

National Conservation Commission
Details of Other Income
For the year ended March 31st, 2008

	2008	2007
	\$	\$
Facilities		
Bathsheba	2,400	6,000
Entrance fees	-	120
Errol Barrow Library	1,200	1,200
Farley Hill restaurant	1,000	1,381
Farley Hill	41,922	42,610
H/town restaurant	48,000	48,000
Marine museum	31,870	29,844
	<u>126,392</u>	<u>129,155</u>
Other		
Commercial projects	1,868,335	2,415,255
Donations	1,200	5,288
Licence fees	4,380	5,973
Miscellaneous	142,356	21,042
Rental of beach space	71,627	54,166
Rental of equipment	16,349	16,464
Rental of park	158,094	99,272
Sale of assets	28,064	-
Sale of landscape items	27,171	14,559
Sale of plants	442,995	354,027
Sale of sod grass	72,410	61,769
Souvenirs	74,233	67,626
Transportation fees	5,367	3,271
	<u>2,912,581</u>	<u>3,118,712</u>
	<u><u>3,038,973</u></u>	<u><u>3,247,867</u></u>

NATIONAL CONSERVATION COMMISSION
Statement of administrative expenses
For the year ended March 31st, 2008

	2008	2007
	\$	\$
Recurrent		
Advertising	12,623	48,582
Audit and accounting fees	15,000	15,000
Bad debts	-	119,608
Bank charges and interest	4,057	4,534
Board members' fees	23,310	36,598
Ceremonial/special events	55,638	39,623
Conferences/seminars	4,285	5,307
Contingencies	19,865	17,110
Depreciation - furniture and equipment	20,186	61,983
Depreciation - motor vehicle	158,443	185,800
Depreciation - plant and machinery	10,780	-
Discount	3,461	-
Electricity	8,044	885
Entertainment	4,852	28,920
Fuel	310	871
Insurance	221,647	181,366
Medicals	16,854	20,100
National insurance.	161,993	131,944
Pensions and gratuity	1,868,047	1,394,792
Printing	11,659	3,065
Rental - equipment	2,732	1,623
Repairs and maintenance - equipment	40,404	40,704
Repairs and maintenance - vehicles	2,976	886
Salaries and overtime fees	2,110,499	1,733,317
Stationery and office supplies	67,185	13,094
Subscriptions and donations	19,380	3,833
Supplies and materials	1,355	1,300
Telephone	84,876	74,711
Tools	45,331	-
Training	16,462	20,864
Travel	114,625	115,900
Uniforms	73,138	96,317
Water	3,282	3,469
	<u>5,203,299</u>	<u>4,405,106</u>
Non-recurrent		
Professional fees	<u>63,371</u>	<u>29,654</u>
	5,266,670	4,434,760
Capital expenditure	<u>63</u>	<u>12,561</u>
Total expenditure	<u><u>5,266,733</u></u>	<u><u>4,447,321</u></u>

NATIONAL CONSERVATION COMMISSION
Statement of operating expenses - General
For the year ended March 31st, 2008

	2008	2007
	\$	\$
Advertising	1,450	8,626
Ceremonial/special events	-	(149)
Depreciation - furniture and equipment	1,953	4,123
Depreciation - plant and machinery	809	4,055
Discounts	4,116	3,849
Equipment rental	11,460	(7,355)
Maintenance	4,563	714
Motor vehicle expenses	(106)	-
National insurance	295,594	262,136
Plants and fertilizers	61,980	162,686
Printing	36	30
Rental - chemical toilet	23,138	14,980
Repairs and maintenance	2,187	6,199
Salaries, wages and overtime fee	16,635	38,629
Shorts and (overs)	200	(37)
Supplies and materials	115,998	160,391
Telephone	547	372
Tools	26,703	3,144
Travel	40,091	25,109
Uniforms	2,287	1,090
Water	-	474
	<u>609,641</u>	<u>689,066</u>

NATIONAL CONSERVATION COMMISSION
Statement of expenditure-Parks, beaches and open areas
For the year ended March 31st, 2008

	2008	2007
	\$	\$
Advertising	1,869	1,197
Burial of dead animals	304	279
Ceremonial/special events	2,538	2,136
Conferences/seminars	-	8,882
Contingencies	10,832	9,910
Depreciation - furniture and equipment	36,681	96,731
Depreciation - plant and machinery	23,822	27,826
Electricity	181,165	152,033
First aid supplies	5,048	6,322
Fuel	170,432	175,886
Maintenance - building	331,934	408,232
National insurance	1,621,935	1,308,868
Plants/garden supplies	11,308	3,189
Printing	16,776	28,737
Professional fees	(4,333)	9,142
Rental - chemical toilet	63,090	77,345
Rental equipment	84,345	203,642
Repairs and maintenance - equipment	187,988	199,681
Repairs and maintenance - vehicles	158,823	190,255
Salaries and wages	17,284,646	14,494,242
Souvenirs-Farley Hill	12,104	20,620
Stationery/office supplies	87,436	78,199
Supplies and materials	279,221	231,124
Telephone	22,956	29,504
Toilet requisites	40,474	43,282
Tools	-	31,880
Training	4,752	28,134
Travel	267,453	242,097
Uniforms	57,569	56,535
Water	125,032	111,763
Total expenditure	<u>21,086,200</u>	<u>18,277,673</u>
Capital expenditure	<u>360,970</u>	<u>1,389,560</u>
	<u><u>21,447,170</u></u>	<u><u>19,667,233</u></u>

NATIONAL CONSERVATION COMMISSION
Statement of expenditure-Nursery
For the year ended March 31st, 2008

	2008	2007
	\$	\$
Advertising	12,504	-
Depreciation - furniture and equipment	8,920	10,363
Discount	37,241	38,446
Electricity	12,981	10,859
Maintenance - building	12,881	6,804
National insurance	69,002	61,046
Plants/garden supplies	133,280	107,864
Printing	7,965	45
Rental - equipment	4,238	1,950
Repairs and maintenance - equipment	11,711	4,196
Salaries and wages	71,909	63,846
Stationery and office supplies	401	354
Supplies and materials	64,203	77,423
Telephone	442	372
Tools	63	643
Training	10,047	1,750
Travel	50,885	45,317
Uniforms	1,256	1,151
Total expenditure	<u>509,929</u>	<u>432,384</u>

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