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## **CPSA EXECUTIVE MEMBERS**

**2009 – 2010**

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- PRESIDENT** - Bro. Patrick Yarde  
*Guyana Public Service Union*
- 1ST VICE PRESIDENT** - Bro. Wayne Jones  
*Jamaica Civil Service Association*
- 2ND VICE PRESIDENT** - Bro. Paul Lewis  
*Montserrat Civil Service Association*
- GENERAL SECRETARY** - Bro. Thomas Letang  
*Dominica Public Service Union*
- ASST. GENERAL SECRETARY/  
TREASURER** - Bro. Joseph Peters  
*Dominica Public Service Union*
- BANKERS** - The National Bank of  
Dominica
- AUDITOR** - Bro. Steven La Rocque

**CARIBBEAN PUBLIC SERVICES ASSOCIATION  
40<sup>TH</sup> ANNUAL CONFERENCE  
GEORGETOWN, GUYANA  
JULY 11 - 17, 2010.**

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**PROGRAMME OF ACTIVITIES**

**THEME: "CELEBRATING 40 YEARS OF HISTORY, WORKING TOGETHER TO CONQUER  
CURRENT CHALLENGES."**

**SUNDAY JULY 11, 2010**

08:00 - 08:45 hrs	Hotel Pick-up
09:00 hrs	<b>Church Service – St. Andrew’s Kirk</b> Avenue of the Republic & Brickdam
11:00 hrs	<b>Brunch</b>
12:00 hrs	Return to Hotel (Except CPSA Executive)
12:30 - 14:00 hrs	<b>CPSA Executive Council Meeting</b>
14:00 hrs	Return to Hotel (CPSA Executive)
17:30 hrs	<b>Opening Ceremony</b> <b>National Cultural Centre – Home Stretch Avenue.</b> Feature Address by: His Excellency Samuel A. Hinds, Acting President of the Cooperative Republic of Guyana.
19:30 hrs	<b>Cocktail Reception</b> National Cultural Centre–Mandella Avenue, Georgetown
23:00 hrs	Transportation to Hotel

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**DAY I - MONDAY JULY 12, 2010**

**WOMEN/YOUTH FORUM**

08:00 hrs	Hotel Pick-up
08:30 hrs	Conference Registration <b>Guyana International Convention Centre (GICC)</b>
09:30 hrs	Joint Session for Women’s and Young Workers’ <b>Grand Coastal Inn</b>
<b>Please refer to Women’s and Young Workers’ Program for details</b>	
11:00 hrs	<b>BREAK (20 minutes)</b>
11:20 hrs	<b>COMMENCEMENT:</b> Separate sessions for Women’s and Young Workers

13:00 - 14:20 hrs                    **LUNCH**

14:30 hrs                                Continuation of separate sessions for Women and Young Workers

17:30 hrs                                **End of Day One:** Separate Session of Women's and Young Workers' Forums – **Grand Coastal Inn**

**MEN'S FORUM**

08:00 hrs                                Hotel Pick-up

08:30 hrs                                Conference Registration - **GICC**

09:00 hrs                                **COMMENCEMENT:** Men's Forum - **GICC**

**Please refer to Men's Program for details**

10:15 hrs                                **BREAK (15 minutes)**

10:30 hrs                                Sessions continue

12:30 - 14:00 hrs                    **LUNCH**

14:00 hrs                                Session Continue

17:30 hrs                                **End of Day One:** Men's Forum - **GICC**

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**DAY II – TUESDAY JULY 13, 2010**

08:30 hrs                                Hotel Pick-up

08:30hrs                                Conference Registration – **(All day)**

09:00 - 10:45 hrs                    Women, Youth & Men's Forum Continues Presentation/Discussion

10:45 hrs                                **BREAK (15 minutes)**

10:00 - 13:00 hrs                    Women, Youth & Men's Forum Continues Presentation/Discussion

13:00 - 14:00 hrs                    **LUNCH**

**Please note that the Women and Youth Forums may continue after lunch.**

**CPSA CONFERENCE BUSINESS SESSION COMMENCES**

14:00 – 14:30hrs                    Transportation from Grand Coastal Inn to GICC

**14:30 – 15:45 hrs                    - Seating of Delegates and Observers**

- Call to Order
- Prayers
- Ascertainment of Quorum
- Adoption of Agenda
- Excuses For Absence/Announcements
- Opening Remarks
- Approval Finance & Credentials Committee
- Approval Education & Training Committee
- Approval PSI Activities Committee
- Approval Standing Orders and Resolutions Committee
- Minutes of 39<sup>th</sup> Annual Conference
- Matters Arising from Minutes
- Correspondence

15:45 hrs

**BREAK (15 minutes)**

16:00 - 17:30 hrs

- Reports
  - (a) President
  - (b) General Secretary
  - (c) Audited Financial Statements

### **TUESDAY EVENING ACTIVITY July 13**

#### **GAMES NIGHT**

**Venue: Georgetown Cricket Club (GCC)**

### **DAY III WEDNESDAY July 14**

08:30 hrs

Hotel Pick-up

08:30 hrs

Conference Registration – **(All day)**

09:00 - 09:30 hrs

Seating of Delegates and Observers

Report of Finance and Credentials Committee

Preliminary Report of the Standing Orders & Resolutions Committees

09:30 - 10:00 hrs

**LECTURE:** Caribbean Best Practices in Public Service Political Directorate Interface. (**Bro. W. Jones – Jamaica**)

10:00 - 10:45 hrs

Discussion

10:45 hrs

**BREAK (15 minutes)**

11:00 - 12:30 hrs

Reports from Affiliates

- Anguilla Civil Service Association
- Antigua & Barbuda Public Service Association
- Bahamas Public Service Union
- National Union of Public Workers (Barbados)
- Belize Public Service Union
- Bermuda Public Service Union
- Dominica
- Grenada Public Worker's Union
- Guyana Local Government Officers Union

12:30 - 14:00 hrs

**LUNCH**

14:00 - 15:15 hrs

**PANEL DISCUSSION** - Celebrating Forty Years of History, working Together to Conquer Current Challenges.

- 15:15 - 15:30 hrs                    **BREAK (15 minutes)**
- 15:30 - 16:30 hrs                    Affiliates Reports Continue
- Guyana Public Service Union
  - Jamaica Association of Local Government Officers
  - Jamaica Civil Service Association
  - Montserrat Civil Service Association
  - St. Lucia Civil Service Association
- 14:00 – 15:00 hrs                    **Presentation:** Repositioning the Trade Union Movements to Enhance their Relevance and Effectiveness. **(Mr. Henry Charles, Regional Director, Commonwealth Youth Programme)**

**WEDNESDY EVENING ACTIVITY July 14**

**DUTCH AUCTION**

**Venue: Duke Lodge**

**Venue: Splashmin’s Resort**

**DAY IV THURSDAY July 15**

**THURSDAY EVENING ACTIVITY July 15**

**Activity 1**

**CLUB NIGHT**

**FUN DAY**

**Venue: The Loft Night Club**

**DAY V FRIDAY JULY 16**

- 08:30 hrs                                Hotel Pick-up
- 08:30 hrs                                Conference Registration
- 09:00 hrs                                Seating of Delegates and Observers
- 09:15 - 10:30 hrs                    **Presentation:** “CARICOM’s Role in the COP 16 United Nations Climate Change Conference, Cancun, Mexico, November-December 2010.”
- (Mr. Garfield Barnwell, Director, Sustainable Development, CARICOM)**
- 10:30 hrs                                **BREAK (15 minutes)**
- 10:45 - 13:00 hrs                    **Affiliates Reports Cont’d**
- St. Maarten – Windward Island Civil Service Union/Private Sector Union.
  - St. Vincent & the Grenadines Public Service Union
  - Trinidad & Tobago – National Union of Government & Federated Workers Union
  - Public Service Association of Trinidad & Tobago
  - Finance, Credentials Committee Final Report
  - Presentation of Budget 2010 – 2011
- 12:30 - 14:00 hrs                    **LUNCH**
- 16:30 – 17:30 hrs                    Presentation: Difficulties Public Servants Face for Desirable Health Care. WHY? **(Dr. C. Hanoman- Guyana)**
- General Discussion:** CPSA Host Country (Responsibilities and Obligations) for Annual Conference
- Report from Women’s
  - Report from Young Workers’
  - Report from Men’s Forum

- Report from Standing Orders and Resolution Committee
- Resolutions
- Venue and date of next Annual Conference
- Venue and date of next EXCO Meeting
- Handing over of Presidency
- Brief Remarks from Incoming President

17:00 hrs

**Closure - End of Conference**

**FRIDAY EVENING ACTIVITY July 16**

**AFTER CONFERENCE BACCHANAL**

**Venue: GPSU Members' Club**

**CARIBBEAN PUBLIC SERVICES ASSOCIATION**

**Minutes of the 39<sup>th</sup> Annual Conference of the Caribbean Public Services Association held over the PERIOD JULY 15 – 17, 2009 at the Grenada Trade Centre, Morne Rouge, Grand Anse, St. George's, Grenada.**

**AFFILIATES PRESENT:-**

- ❖ Bahamas Public Service Union
- ❖ Belize Public Service Union
- ❖ Bermuda Public Service Union
- ❖ Dominica Public Service Union
- ❖ Grenada Public Workers' Union
- ❖ Guyana Local Government Officers Union
- ❖ Guyana Public Service Union
- ❖ Jamaica Civil Service Association
- ❖ Jamaica Association of Local Government Officers
- ❖ Montserrat Public Service Union
- ❖ National Union of Public Workers (NUPW, Barbados)
- ❖ National Union of Government and Federated Workers Union (Trinidad & Tobago)
- ❖ St. Lucia Civil Service Association
- ❖ St. Vincent & the Grenadines Public Service Union
- ❖ Windward Islands Civil Servants Union/Private Sector Union (St. Maarten)

**ABSENT:-**

- ❖ Antigua & Barbuda Public Service Association
- ❖ Anguilla Civil Service Association

**CALL TO ORDER**

The Conference was called to order by Sis. Madonna Harford, President of the Caribbean Public Services Association (CPSA) on July 15, 2009 at 9:15 a.m.

**1. ASCERTAINMENT OF QUORUM**

Sis. Madonna Harford, President, enquired of Bro. Thomas Letang, General Secretary, whether there was a quorum.

Bro. Letang indicated that fourteen (14) affiliates were seated at the Conference. However, three (3) affiliates were absent, namely; Antigua & Barbuda Public Service Association, Guyana Local Government Officers Union and Anguilla Civil Service Association.

## 2. **PRAYERS**

Affiliates were led in prayers by Bro. Mervin Anthony (DPSU)

Sis. Madonna Harford, President, asked Bro. James Lambert (NUGFW -T & T) to lead in the **UNION SONG "Hold the Fort"**.

## 3. **ADOPTION OF AGENDA**

The agenda was adopted on a motion proposed by Bro. James Lambert (NUGFW -T & T) and seconded by Bro. John Curtis (BPSU). The motion was carried.

Sis. Madonna Harford enquired of Bro. Thomas Letang, General Secretary, whether there were any excuses for absences.

Bro. Thomas Letang, General Secretary, stated there was no formal indication from affiliates not present.

Sis. Harford welcomed all delegates and observers to the 39<sup>th</sup> Annual Conference of the Caribbean Public Services Association.

Sis. Harford indicated that the Credentials Committee held a meeting that said morning and Sis. Willoughby-Sanchez, Chair of that Committee, would present the initial report.

Sis. Willoughby- Sanchez indicated that all affiliates were properly seated and a written report would be submitted shortly.

## 4. **APPOINTMENT OF COMMITTEES**

The following Conference Committees were recommended to Conference by the Executive Committee during a meeting held on July 12<sup>th</sup>, 2009.

### (a) **TRAINING & EDUCATION COMMITTEE**

- Bro. Walter Maloney, (*NUPW, Barbados*) (*Chairman*)
- Bro. Denis English
- Sis. Denise Henry, JCSA
- Sis. Joy Bartlett, NUGFW

- Bro. Thomas Letang asked for the nomination of another member on the Training and Education Committee.

- Sis. Willoughby- Sanchez asked whether a young worker and a woman were sitting on each committee.

- Bro. Letang replied in the affirmative.

- Bro. James Lambert (NUGFW -T & T) recommended Sis. Kerry Ann Heath, a young worker, to be included on that committee.

### (b) **FINANCE & CREDENTIALS COMMITTEE**

- Sis. Jacqueline Willoughby-Sanchez (*Belize PSU*) (*Chairman*)
- Bro. Joseph Peters, (*Dominica PSU*) (*Treasurer*)
- Bro. Thomas Letang (*Dominica PSU*) (*CPSA General Secretary*)
- Sis. Juliette Greene-Blijden (*WICSU/PSU St. Maarten*)
- Bro. Patrick Yarde (*Guyana PSU*)
- Bro. Armell Thomas (*Bermuda PSU*)
- Bro. John Pinder (*Bahamas PSU*)
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### (c) **RESOLUTIONS & STANDING ORDERS COMMITTEE**

- Sis. Jacqueline Willoughby-Sanchez (*Belize PSU*)
- Bro. James Lambert (NUGFW *Trinidad & Tobago*)
- Bro. Adrian Francis (*Grenada PWU*)
- Sis. Sonia Campbell (*Jamaica CSA*)
- Bro. Jason Haywood (*Bermuda PSU*)
- Sis. Kandia Bascombe (*Grenada, PWU*)

### (d) **PUBLIC SERVICE INTERNATIONAL COMMITTEE**

- Bro. Wayne Jones (Jamaica CSA)
- Sis. Tricia Teka (*Guyana PSU*)
- Bro. Paul Lewis (*Montserrat PSU*)
- Bro. Emanus Alfred (*St. Lucia CSA*)
- Sis. Lydia Francis (*Grenada PWU*)
- Bro. Mervin Anthony (*Dominica PSU*)
- Sis. Samantha Fedee (*Guyana PSU*)

Sis. Madonna Harford, President, indicated that Bros. Richard Greene (NUPW - Barbados) and Jermaine Hermanstyne (Guyana PSU) were also recommended as members of the Resolutions & Standing Orders and the Finance & Credentials Committees, respectively.

On a motion proposed by Bro. James Lambert (NUGFW -T & T) and seconded by Bro. Walter Maloney (NUPW- B'dos) the Committees were accepted unanimously.

## 5. **MINUTES OF THE 38<sup>TH</sup> ANNUAL CONFERENCE**

### (a) **ADOPTION OF MINUTES**

The Minutes of the 38<sup>th</sup> Annual Conference were adopted and taken as read on a motion proposed by Bro. John Pinder, (Bahamas PSU) and seconded by Sis. Sonia Campbell, (Jamaica CSA). The motion was carried unanimously.

### (b) **AMENDMENTS TO THE MINUTES**

Page 2 - Education Committee, **delete 'JAG'** and insert 'Errol Mowatt, JALGO'

'Resolutions and Standing Orders Committee' delete 'Thomplinson' and insert 'Tomlinson'.

Page 5 - Matters Arising 6 (b), delete "Finball Brown" and insert "Fimbar Grant."

Page 6 - **Revenue Authority Committee**, last paragraph, last line; include "an" before the word "Appendix "

Page 13 - **Resolution # 4 - Good Governance**, last paragraph, delete "not going to fight" and insert "not desirous of a confrontation with the government."

After government, delete "but" and insert "and would strive.

### (c) **CONFIRMATION OF MINUTES**

The Minutes of the 38<sup>th</sup> Annual Conference were confirmed as amended on a motion proposed by Bro. John Curtis, (Bahamas PSU) and seconded by Sis Joy Bartlett (NUGFW - T & T).The motion was carried unanimously.

## 6. **MATTERS ARISING**

### **REQUEST FOR ASSISTANCE – TURKS & CAICOS ISLAND**

Bro. Armell Thomas (Bermuda PSU) reported that the Turks & Caicos would like members' support since it could help to galvanize their union in light of what was taking place. Bro. Thomas also reported that there was no contact with Cayman Islands.

It was stated that there had been some communication with the group; however, they were still struggling to get things together. Bro Thomas of Bermuda is continuing discussions with Bro Finball Grant of that Association.

### **EDUCATION & TRAINING**

Bro. Denis Clarke (NUPW, B'dos) suggested that CPSA, as a body, should try to obtain funding from institutions outside PSI for education and training and CPSA should present a programme of training to access funding.

Bro. Wayne Jones (Jamaica CSA) supported Bro. Clarke's suggestion.

### **RESOLUTIONS**

Bro. Lambert (NUGFW - T& T) enquired of the Resolutions that were sent to various governments.

Bro. Letang, General Secretary, stated that he received responses only from Barbados and St. Lucia indicating that the matter would be addressed.

a) **2007 Conference - Resolution**

Bro Letang reported that though letters have been sent to all affiliate governments all we received from them were acknowledgements from two governments. It was further suggested that a follow letter be sent to enquire, whether anything has been done on the issue of:

- Revenue authorities' formulation (It was further suggested that we should spend some time to study these authorities that seem to be coming to each of the different island. Jamaica being the most recent).
- The resolution stating that the government of Belize should pay court cost for the unions was not followed up.
- Resolution on the matter of the Bermuda Trade Union congress being sent to CCL was done. However, according to Bermuda PSU not much have changed and the Bermuda Industrial Union still given the option over the Congress.

**REVENUE AUTHORITY COMMITTEE**

Bro. Clarke (NUPW, B'dos) mentioned that he was aware that Jamaica was in the forefront in setting up Revenue Authorities in its public service and was concerned that CPSA had not investigated the benefits of such authorities. He believed there could be lessons to be learnt from the Jamaican and Canadian situations.

Bro. Wayne Jones (Jamaica CSA) agreed with Bro. Clarke and advised that some years ago when the St. Lucia Civil Service Association was faced with impending setting up of revenue authorities in that country, through PSI, he went to St. Lucia and shared experiences with them while other colleagues went to Guyana.

Bro. Christopher Streete (NUGFW - T & T) indicated that legislation was on the drawing board to establish a Trinidad & Tobago Revenue Authority with intentions to merge Customs and Excise Department with the Board of Inland Revenue to have a single Revenue Collection Authority. He wanted Conference to take note of what was happening.

Bro. Patrick Yarde, (Guyana PSU) shared the view that these Revenue Authorities were serious issues and there was an attempt to modify the whole system of public services. Bro. Yarde advised that outside of the meeting they could share information with heads of unions that had similar concerns.

Bro. James Lambert (NUGFW -T & T) stated that PSA -T & T and NUGFW –T& T would not sit idly by and allow same to take place and would welcome any advice from Heads.

**BAD DEBT**

Bro. James Lambert (NUGFW - T & T) made mention of the bad debt due to the withdrawal of PSA - T & T from CPSA.

Bro. Joseph Peters, Treasurer, DPSU, commented on the bad debt concerning PSA –T&T of EC\$55,500 which represented a backlog of dues not paid over a number of years and owed to CPSA.

**WITHDRAWAL OF MEMBERSHIP**

Sis Jacqueline Willoughby-Sanchez (Belize PSU) stated that in Dominica last year mention was made that PSA T&T should be removed from the books and she was not sure that it was proper to say that PSA T& T was indebted to CPSA.

Bro. Yarde (Guyana PSU) endorsed Sis Willoughby-Sanchez's comments. He said the union had withdrawn but CPSA did not recognize the withdrawal and continued to charge affiliation fees.

Bro. Wayne Jones (Jamaica CSA) said back in the Anguilla Conference, Trinidad & Tobago PSA – T & T withdrew its membership from CPSA and dues were continued to be recorded since the hope was to retain the union in the family. He suggested that it should be taken off the records.

Sis. Harford, President, indicated that a Motion should come from the floor.

A motion was proposed by Sis. Joy Bartlett (NUGFW -T & T) and seconded by Sis Juliette Greene-Blijden (WICSU/PSU).

Bro. Kendash, ( NUPWU, Barbados) said that if we were to take what Bro. Jones said to move a motion to write off \$55,500 from the books, it would be incorrect. He said we needed to go back to the point when the organization withdrew and write off that amount only.

Sis. Harford, President, enquired of the General Secretary whether PSA - T&T had given notice that it was withdrawing from CPSA.

The General Secretary indicated that it had done so and that PSA T&T said it would not be interested in participating in CPSA until CPSA could show what benefits were in there for them.

Sis. Harford, President, asked the General Secretary whether it was in writing since the Constitution stated fourteen (14) days notice in writing.

Bro. Letang, General Secretary, said that he had no idea or record whether PSA T&T wrote to withdraw officially.

Bro. Wayne Jones (Jamaica CSA) stated categorically that there was exchange of correspondence between PSA T & T, and the Secretariat of the CPSA, that it was withdrawing from the membership of CPSA. Visits to Trinidad were used to initiate some effort and PSA T & T took the decision that it would withdraw and would stand by its decision. He was of the view that it was done according to the Constitution.

Bro. Patrick Yarde concurred with everything Bro. Jones stated and said that a decision was taken at an Executive Meeting of the PSA T&T to withdraw.

Bro. Walter Maloney (NUPW - Barbados) made an observation that some brothers and sisters were not aware of what was being discussed.

Bro. Wayne Jones (Jamaica CSA) stated that members around the table were representing affiliates and all affiliates were fully aware of the issues that led to the situation.

The Motion was carried unanimously.

Sis Sonia Campbell (Jamaica CSA) noted that paragraph 3 of the leaflet that was circulated stated that US\$2,000 was made from the Dutch Auction in Bermuda and on page 7 under bad debt she wanted to know whether the union that left the unpaid hotel bill settled the matter.

Bro. Armell Thomas (Bermuda PSU) said that they paid the outstanding Dutch Auction takings back to CPSA.

Bro. Thomas Letang, General Secretary, stated that US\$2,000 was paid in Bermuda which pertained to the Dutch auction but regarding the affiliate and the hotel there was no information on that matter.

Bro. Letang, General Secretary, was asked about the Resolution that the Bermuda Public Service Union asked to be sent to the Caribbean Congress of Labour. Bro. Letang stated that according to the minutes, Bro. Mervin Anthony (Dominica PSU) queried whether Bro. Patrick Yarde had drafted the Resolution recommended by the Bermuda Public Service Union. Bro. Yarde did not indicate that the resolution was drafted and he said the position remained the same.

Bro. Armell Thomas, (Bermuda PSU) mentioned that he had concerns about the Trade Union Congress in Bermuda and that a report was sent and they were looking forward for support from CPSA.

Bro. Patrick Yarde (Guyana PSU) recalled that at the Conference, Bermuda indicated it would wish recognition for Bermuda National Organization at the CCL. At the moment, both the Bermuda Industrial Workers' Union and CPSA enjoy recognition of some sort. He said documentation was requested in order to propose a draft indicating to forego individual recognition of CCL in favour of the Bermuda National Organization.

Bro. Armell Thomas, (Bermuda PSU) said they were not looking for recognition for individuals, but for the TUC and he would still like to have a Resolution on the matter.

Sis. Harford, President, recommended that some official correspondence between the CCL and the Union must be communicated to the CPSA so the matter could be followed up.

Sis. Jacqueline Willoughby-Sanchez (Belize PSU) indicated that the Finance & Credentials Committee was asked to look into the matter of the outstanding hotel bill and everything had been settled.

Sis. Sonia Campbell (Jamaica CSA) stated that regarding Page 10 of the Finance & Credentials Committee report, she was not sure what was meant because accounting principles required that if you received a donation you had to bring it to books as well as the expenses.

Bro. Letang, General Secretary, said that was a transaction that was entered in CPSA'S Account in error. It had nothing to do with CPSA. It had to do with the President of the Dominica PSU attending a conference and DPSU paying for his attendance and as such same had to be removed from the books.

Bro. James Lambert (NUGFW Trinidad & Tobago) observed that there were repetitions of matters discussed before. He said it should not be Trinidad NUGFW, because he had observers from Tobago who felt slighted. It should be NUGFW - Trinidad & Tobago.

Bro. James Lambert (NUGFW - T & T) referred to Page 11-Other Recommendations Made - " the CPSA should have an independent office and that there should be a marketing drive to get other unions interested in being affiliated to CPSA." Bro. Lambert enquired whether there were any further developments.

Bro. Letang, General Secretary, said visits were made to St. Kitts, Turks & Caicos and the Cayman Islands. He said in his opinion, the Conference was very critical and should be used to market potential affiliates. Moreover, there was a need to come up with concrete ideas, plans and programmes to sell the CPSA.

Bro. Lambert (NUGFW -T & T) supported the statement made by Bro. Letang, General Secretary. He said in his view one year was insufficient for the Presidency and more emphasis and efforts ought to be made by the committees that have been appointed in order to carry CPSA forward.

Bro. Jones (Jamaica CSA) agreed with both Bro. Thomas and Bro. Lambert, but said we must recognize that at the heart of the problem was the structure in which we operate. He added that the committees were Conference Committees and they ought to await ratification before beginning to work. Bro. Jones made the point that we need to look at the systems and structures of CPSA and determine how to make the system more effective and functional.

Sis. Harford, President, reminded affiliates that the only committee the Conference endorsed as a Standing Committee of the CPSA between Conferences was the Education & Training Committee and that all other committees would fail to exist at the end of Conference.

A Motion was proposed by Bro. Lambert (NUGFW -T & T) and seconded by Sis. Greene (WISCU – St. Maarten) that the Education & Training Committee be given the opportunity to work between Conferences for the purpose of carrying out the work of the CPSA including marketing.

Bro. Armell Thomas (Bermuda PSU) supported Bro. Lambert on his suggestion and stated that we needed to make some amendments to the Constitution.

Sis. Harford, President, stated there was a Constitution Committee which should look at the Constitution and make recommendations.

Bro. Maloney, (NUPW - Barbados) said an Educational Framework was brought to the organization to push the education policies further and he had presented a paper and no union, up to now, except Dominica, had responded. He indicated that the talk was there but he was not seeing anything concrete or written down as to the direction the unions wanted to go.

Bro. Jones (Jamaica CSA) supported Bro. Maloney's comments and said that the Motion on the floor must take into consideration financing for the Education & Training Committee to remain alive between Conferences.

Sis Willoughby-Sanchez (Belize PSU) indicated that there were discussions and members were aware of the problems including, poor membership, lack of attendance at meetings and inadequate resources. She felt it

was time that the Education and Training Committee bring to the floor a plan with proposals to move CPSA forward.

Bro. Letang, General Secretary, commented that as far as his union was concerned, he wrote to Barbados concerning his union's interest and the specific areas. He reminded Barbados that Dominica had expressed an interest and he received no response. Affiliates were identified at one of our CPSA Conferences to undertake certain projects, for example: Education, Barbados was identified. Moreover, he said the problem was recognized a few years ago to prepare projects but nothing much came out of it.

The Motion was carried unanimously.

Bro. Thomas (Bermuda PSU) suggested that the Motion just passed pertaining to the Education and Training Committee be given Terms of Reference and a time period.

Sis. Harford, President, indicated that Terms of Reference were already developed at a previous Conference for that Committee.

Bro. Yarde (Guyana PSU) enquired of the General Secretary the action taken on the Resolution on Good Governance.

Bro. Letang, General Secretary, said all resolutions were submitted to the respective governments and no responses were received. However, he said the resolutions would be resubmitted and affiliates would receive copies so they could follow up.

Bro. Maloney (NUPW – B'dos) asked the General Secretary whether any information or notices of any matter were received from respective countries.

Bro. Letang, General Secretary, replied that there were no responses to information sent to affiliates.

Sis. Willoughby-Sanchez (Belize PSU) was in agreement with Bro. Letang and said that it was on the BBC that she learnt about a strike in St. Lucia.

Bro. Willan Thompson (Grenada PWU) requested a few minutes to make mention of the book written by Bro. Richard Duncan who was one of Conference presenters on the topic, "Financial Management". Bro. Duncan made a donation to the Public Workers' Union, of 75 copies of the said book "Walking the Straight and Narrow" and the proceeds will go towards the PWU Scholarship Fund.

Sis. Harford advised that every public officer should acquire a copy of the book since Bro Richard Duncan was victimized as a young professional in the public service when he was forced to retire after a regime change.

Bro. Maloney urged members to purchase a copy of the book because it showed the weaknesses in administrative law in some countries and what politicians in power can do.

At 11:20 a.m. Conference took a morning break and resumed at 12:05 p.m.

## **7. CORRESPONDENCE**

Conference was informed that a list of correspondence was sent or received from affiliates and every delegation would receive a copy of the correspondence listing.

## **8. PRESIDENT'S REPORT**

Sis. Madonna Harford, President, presented the report which formed part of the Conference document

The President highlighted activities undertaken during the past year including two meetings of the CPSA Executive Council, dissemination of three editions of the CPSA Newsletter, the President's New Year Message, meeting with the Executive of Anguilla Civil Service Association, and the President's May Day Message.

The President stressed the issue of communication which continued to be a major problem affecting the CPSA. She emphasized the importance for affiliates to respond to correspondence on a timely manner from the CPSA Secretariat thus making the work of the President and General Secretary easier.

The President expressed appreciation to all affiliates and placed on record special thanks to Bro. Letang, General Secretary, for his support during her presidency.

On a Motion proposed by Bro. Orin Simmons (BPSU) and seconded by Bro. John Pinder (Bahamas PSU), the President's Report was unanimously accepted.

**9. GENERAL SECRETARY'S REPORT**

Bro. Thomas Letang, General Secretary, presented the report which formed part of the Conference document.

The General Secretary stated that he was not satisfied that affiliates had taken advantage of the opportunity through the CPSA Newsletter to communicate with each other. He stressed the importance that as leaders we were entrusted with the responsibility to speak on behalf of public officers. Leaders could not continue to be just executive members they must become Trade Unionists.

He said CPSA, for the first time prepared an Annual Budget and established two separate committees to draft a Strategic Plan and a Training Programme for CPSA

He said as CPSA we should applaud ourselves since we have people among us capable to serve as facilitators for our Conferences since previously we had to get people from outside the organization.

The General Secretary thanked the President for her hard work and support and expressed his gratitude to the Dominica Public Service Union.

On a Motion proposed by Bro. Armell Thomas (Bermuda PSU) and seconded by Bro. James Lambert, (NUGFW – T & T), the General Secretary's Report was unanimously accepted.

**10. AUDITED FINANCIAL REPORT**

Bro. Joseph Peters, Treasurer, CPSA, presented the Audited Financial Statement which formed part of the Conference booklet.

The Treasurer highlighted the following:

Page 4, \$73,592.24 might not give the true picture of Accounts Receivable since the Auditor did not have the full information.

Under Accounts Payable, Secretariat fees of \$15720.10 owed to Grenada - a decision should be taken to write that debt off;

Audit Fees of \$800.15 owed to the Auditor in Grenada - there was no record that fee was paid.

Subscription Paid in Advance, Page 5, No. 5, the Auditor had some problem with that part of the financial statement where 20% of the fees would go towards a Disaster Fund instead of that clause "subscription paid in advance."

The Auditor was not sure that \$70,897.20 subscription to be paid to CPSA for the year on Page 8 the actual payment that was made was \$54,022.70

Under Other, \$373.80, the Auditor could not account for that amount - there was no record who paid that amount.

Page 3, made mention of a pre-conference meeting, and under 2009 there was 0 balances; but on Page 8, pre-conference meeting was \$7,592.15;

Under payments, second line, she noticed \$16.39 and was concerned why it would appear there when subscriptions and invoices were sent by the Secretariat.

Under Accounts Payable, Page 4, the Audit Fee of \$815 and on Page 3, it was again reflected for \$1,000.

Page 6, Subscription that was supposed to be received being \$70,897.20; Page 8, under Receipts \$54,022.70 and enquired whether anybody was being dishonest to the F&C Committee.

The Treasurer said \$70,000 for subscription was what he was supposed to receive and there were affiliates who made payment after the 31<sup>st</sup> of March 2009.

Bro. Thomas Letang said in the case of Bahamas they did not get a cent but the last time Bahamas paid it was for two and a half years in advance.

The Treasurer said the \$16.94 was the difference in the exchange.

Sis Willoughby-Sanchez highlighted the recommendations that the accounts must be properly put together and a proper ledger accompanied by a receipt and voucher system be implemented, quarterly statements and annual budget inclusive of Conference cost, be paid in a timely manner and membership be declared annually.

The Treasurer said the ledger was taken care of and the budget was presented at the EXCO meeting in February to the Executive and it will be presented today to Conference.

Sis. Sonia Campbell (Jamaica CSA) said on the statement of income and expenditure of \$1,000 there was no amount outstanding for 2008, Page 3. On page 8, paid cash of \$2,000 and asked what accounts for the difference.

The Treasurer said it was paid after the 31<sup>st</sup> March.

**CARIBBEAN PUBLIC SERVICE ASSOCIATION  
ESTIMATED BUDGETED FOR 2009 – 2010**

		<b>PROJECTED</b>	<b>2009</b>	<b>2008</b>	<b>2007</b>
<b>INCOME</b>					
Membership Subscription	1	44,800.00	61,897.20	67,897.20	42,831.00
Auction Sale		1,500.00		2,000.00	1,275.00
Other Fund Raising Activities (Efforts of Individual Affiliates)	2	5,000.00			
Grant	3	4,000.00			
<b>TOTAL INCOME</b>		<b>55,300.00</b>	<b>61,897.20</b>	<b>69,897.20</b>	<b>44,106.00</b>
<b>EXPENDITURE</b>					
Secretariat/ Administrative Cost	4	3,000.00		800.00	
Pre Conference Travel	5				5,399.00
a. SUBRAC/EXCO		30,000.00	7,592.15	5,789.04	3,548.05
b. Pre Conference Meeting					10,697.13
Assistance to General Conference		30,000.00	34,967.96	38,152.41	13,699.50
Audit Fees		1,500.00	1,000.00	2,000.00	799.00
Education and Training (Affiliates)		5,000.00			
<b>TOTAL EXPENSES</b>		<b>69,500.00</b>	<b>43,560.11</b>	<b>46,741.45</b>	<b>34,142.68</b>
<b>RETAINED EARNINGS/BUDGET</b>		<b><u>-14,200</u></b>	<b><u>18,337.09</u></b>	<b><u>23,155.75</u></b>	<b><u>9,63.32</u></b>

DEFICIT					
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1. Membership must be properly declared by Affiliates annually to get a true figure. Should form a part of the report at conference. A format will be provided.
2. During the year each affiliate will be responsible to embark on funding raising activities in their respect country and from that make contribution to CPSA.
3. Pledges made at conference by Dominica and Bermuda
4. The cost of administration operation inclusive to telephone, resources and supervisory fees for the operations of the secretariat (note well Dominica was operating for free)
5. Condensing SUBRAC/EXCO and Conference cost for General Secretary, Young Worker and Women Representative where applicable. Note, that a new line item would now represent these interests.

**Recommendation**

1. Members of the F & C Committee to travel to the relevant country to correct the finances
2. That an account should be opened and the amount of the disaster be transferred
- a) That CPSA correspond with government on the matter of the transfer of the Comptroller of Customs.

Bro. Thomas Letang said that should be corrected to establish the Disaster Fund since the Auditor was not sure what the true membership was. For the past ten years they have been asking affiliates to declare their true membership and this was not done.

Sis Campbell suggested that when invoices are sent out for payment, dues should be separated from the Disaster Fund. On page 6, delete 'Jamaica PSU' and insert 'Jamaica CSA'.

The same amount of assets was under National Bank of Dominica as well as under National Commercial Bank.

Bro. Letang explained that the name was recently changed to the National Bank of Dominica.

On a Motion proposed by Bro. Wayne St. A. Jones (Jamaica CSA) and seconded by Sis. Sonia Campbell, the Audited Financial Report was unanimously approved.

Conference adjourned for lunch at 1:15 p.m. and resumed at 2:30 p.m.

Bro. Walter Maloney requested a few minutes to comment on the EPA. He said that CARICOM signed on to EPA and he did not get the impression that a lot of people understood what EPA was about. He noted that there was a golden opportunity over the last three years to voice concerns before the agreement was signed.

Bro. Wayne Jones said there were a number of initiatives and alliances that were on the way to facilitate civil society participation. Firstly, he said CPSA should be registered as a civil society regional organization, since it did not have the resources for mounting campaigns in dealing with these trade negotiations.

Sis Madonna Harford, President, agreed that we all should show more interest in these trade negotiations and should be more proactive since our CARICOM governments were going ahead with the Canada / Caricom Trade negotiations and hoped that we would be more involved.

**11 PANEL DISCUSSION ON THE THEME**  
**Panel Discussions**

Based on the theme of the conference different affiliates presented from their perspective.

- Bro James Lambert, President NGFW, Trinidad & Tobago, went through the genesis of the crisis and concluded saying, "the belief in globalization and in TINA which stands for there is no alternative, is a belief that must be swept aside by our faith and confidence in the future." He urges that Unions are alive and well

and can face the insurmountable challenges and even change the course of history so long as we maintain the attitude of Yes we can!

- Sis Jacqueline Willoughby-Sanchez addressed it from the perspective of the Unions and stated that the following can be done:
  - Build activism and reaffirming the important role of unions
  - Strengthen solidarity roots (home and abroad)
  - Build alliances with community
  - Raising awareness
  - Governance and participation
  - Agitate for Fiscal discipline highlighting proper accountability (1950)
  - Human Resource Development (Equity, migration, young worker, gender, etc.)
  - Strengthening capacities of social dialogue
- Sis Kandia BasCombe, Young Worker, Grenada Public Workers Union, presented from their perspective. The following are the some of the challenges faced:
  - Access to higher education
  - Downsizing (loss of jobs)
  - Increase in precarious jobs
  - No hope in saving
  - Limited opportunities, especially for young people
  - Increased crime and violence
  - Loss of job incentives
  - Reduced remittances to countries

She ended the with the following recommendations to meet the challenge:

- Invest in skills training. E.g. Sewing, Cooking, Floral designs.
- Farming. Grow what you eat and eat what you grow (make the slogan practical).
- Be innovative. Create jobs, become entrepreneurs – (but to sell to whom?)
- Re-prioritize. Spend on needs not wants.
- Risk management. Think carefully and do proper research before you invest

The second set of discussion were brought in the afternoon and focused on the Effects of the global crisis on small island states. Presentation was done by Bro Wayne Jones and Bro Letang. They both highlighted the fact that there are high job losses, trade, closing of industries as well as a major hit on the tourism industry.

On the 16<sup>th</sup> the discussions surrounded Response of Caribbean Public Sector Union to the global economic crisis.” Presentations were done by Bro John Pinder, Bahamas, Bro Armel Thomas, Bermuda and Sis Sandra Massiah, PSI Sub-regional secretary. The entire panelist cited the reasons for the crisis as one of greed but recognized that the Caribbean was a part of the global village that will become affected and it is that light we are to respond as an integrated body. They then urged us to look carefully at the issue of integration as that would be one of the ways we may be able to coop.

The afternoon session of that same day saw responses to Strategies for confronting the global economical and financial crises. Presenters included, Bro Oliver Joseph, a Permanent Secretary and member of Grenada PSU; Sis Lucia Andall, Grenada Credit Union and Bro Paul Lewis from Montserrat.

The evening ended with a boat cruise.

## **1. “CARIBBEAN PUBLIC WORKERS MEETING THE CHALLENGES OF THE GLOBAL ECONOMIC CRISIS”**

**PRESENTERS:** Sis Jacqueline Willoughby-Sanchez, President, Belize PSU, Bro. James Lambert, President NUGFW- T & T and Sis. Kandia Bascombe, Chair PWU Women’s Committee.

Moderator: Bro. Dennis Clarke, NUPW Barbados

## **2. Plenary Session: “EFFECTS OF THE GLOBAL ECONOMIC CRISIS ON SMALL ISLAND STATES”**

**PRESENTERS:** Bro. Thomas Letang, General Secretary, Bro. Wayne Jones, President, Jamaica Civil Service Association and Mr. Timothy Antoine, Permanent Secretary/Ministry of Finance, Grenada.

Chair: Bro. Mervin Anthony, President, DPSU

All presenters were requested to submit copies of their presentations to the Secretariat.

The President, Sis. Madonna Harford thanked the presenters for their informative and enlightening presentations which provoked a high level of discussions among affiliates.

The adjournment was moved by Bro. John Pinder, BPSU and seconded by Bro. Mervin D. Anthony, Dominica PSU.

***Conference resumed at 9:20 a.m. on 16<sup>th</sup> July, 2009. A quorum was ascertained by the General Secretary Bro. Thomas Letang.***

The President, Sis Harford, welcomed everyone and expressed the hope that all would have had a very good night rest following the workout from the Rhum Runner Cruise.

The President then called on Sis. Willoughby-Sanchez (Belize PSU) to present the report of the Finance and Credentials Committee.

Sis. Sanchez indicated that she was not yet ready to present the report.

The President then enquired of Bro. James Lambert (NUGFW T&T) whether he was in a position to present a Preliminary Report of the Standing Orders and Resolutions Committee or whether he had received any Resolutions.

Bro. Lambert stated that he inquired of the General Secretary whether there were any Resolutions and he informed him that there was none.

The President indicated to Bro Lambert that as Chairman of the Committee he should convene a meeting of the said Committee.

Bro. Lambert asked that he be furnished with the names of the Members of the Committee.

The President listed the following Members serving on the Resolutions and Standing Orders Committee:

- Bro. James Lambert, Chairman (Trinidad & Tobago, NUGFW)
- Sis. Jacqueline Willoughby-Sanchez (Belize PSU),
- Bro. Richard Greene
- Sis. Sonia Campbell (Jamaica CSA)
- Bro. Jason Haywood (Bermuda, PSU)
- Bro. Adrian Francis (Grenada PWU)
- Sis. Kandia Bascombe (Grenada PWU)

## **12. AFFILIATES REPORT**

### **(a) BAHAMAS PUBLIC SERVICE UNION**

The report was presented by Bro. John Curtis.

On a motion proposed by Bro. Walter Maloney (NUPW, Barbados) and seconded by Bro. James Lambert (NUGFW, Trinidad & Tobago) the report was adopted.

### **(b) NATIONAL UNION OF PUBLIC WORKERS (NUPW**

#### **BARBADOS)**

The report was presented by Bro. Dennis Clarke.

On a motion proposed by Bro. Paul Lewis (Montserrat CSA) and seconded by Sis. Sonia Campbell (Jamaica CSA) the report was adopted.

(c) **BELIZE PUBLIC SERVICE UNION**

The report was presented by Sis. Jacqueline Willoughby-Sanchez.

On a motion proposed by Sis. Jillian Primus (St. Vincent PSU) and seconded by Bro. John Pinder (Bahamas PSU) the report was adopted.

(d) **BERMUDA PUBLIC SERVICE UNION**

The report was presented by Bro. Armell Thomas.

On a motion proposed by Bro. Walter Maloney (NUPW, Barbados) and seconded by Sis. Juliette Greene-Blijden (Windward Islands CSU/PSU) the report was adopted.

(e) **DOMINICA PUBLIC SERVICE UNION**

The report was presented by Bro. Thomas Letang.

On a motion proposed by Bro. Christopher Streete (NUGFW Trinidad & Tobago) and seconded by Sis. Jacqueline Willoughby-Sanchez (Belize PSU), the report was adopted.

Conference took a break at 11:25 am and resumed at 12:05 p.m. with a quorum being ascertained.

(f) **GRENADA PUBLIC WORKERS' UNION**

The report was presented by Bro. Winston Thomas.

On a motion proposed by Sis. Juliette Greene-Blijden, (WICSU/PSU, St. Maarten) and seconded by Sis. Gillian Primus (St. Vincent & the Grenadines PSU) the report was adopted.

(g) **GUYANA PUBLIC SERVICE UNION**

The report was presented by Bro. Patrick Yarde.

On a motion proposed by Sis. Jacqueline Willoughby-Sanchez (Belize PSU) and seconded by Bro. Dennis Clarke (NUPW, Barbados) the report was adopted.

Conference adjourned for lunch at 1:30p.m. and resumed at 2:30p.m. with a quorum being ascertained.

11. **Plenary Session**

1. "Response of Caribbean Public Sector Unions to the Global Economic Crisis."

Presenters: Bro. John Pinder, Bahamas PSU, Bro. Armell Thomas, Bermuda PSU and Sis. Sandra Massiah, PSI Sub-regional Secretary

Chair: Sis. Gillian Primus, St. Vincent and the Grenadians CSA  
All presenters were asked to submit copies of their presentations to the Secretariat.

2. **STRATEGIES FOR CONFRONTING THE GLOBAL ECONOMIC AND FINANCIAL CRISIS"**

**Presenters: Bro. Oliver Joseph, Permanent Secretary/Foreign Trade Grenada, Sis Lucia Andall, General Manager, Grenada Public Service Co-operative Credit Union, Bro. Paul Lewis, Montserrat CSA**

Chair: Sis. Juliette Greene-Blijden (Windward Islands CSU/PSU)

All presenters were asked to submit copies of their present to the Secretariat.

Sis. Madonna Harford (President CPSA) announced that there was a GIS officer with the Barbados Delegation, Bro. Kenneth Dash (NUPW – Barbados) who had followed Karani James, the young sixteen (16) year old from Grenada who won two gold medals in Italy. He was asking that every

member make a donation which would be presented to young James the following afternoon as a CPSA body. Sis. Harford asked all Heads of Delegations to co-ordinate the contributions from their members.

A Motion for the adjournment was moved by Bro. James Lambert (NUGFW T& T) and seconded by Bro. Walter Maloney (NUPW, Barbados).

**Conference was adjourned at 5:25 p.m.**

**Conference resumed at 9:20 a.m. on July 17<sup>th</sup> 2009. A quorum was ascertained by the General Secretary.**

**12. AFFILIATES REPORTS (continued)**

**(h) JAMAICA CIVIL SERVICE ASSOCIATION**

The report was presented by Bro. Wayne Jones.

On a motion proposed by Bro. Walter Maloney (NUPW, Barbados) and seconded by Bro. Armell Thomas (Bermuda PSU) the report was adopted.

**(i) JAMAICA ASSOCIATION OF LOCAL GOVERNMENT OFFICERS**

Bro. Wayne Jones (Jamaica CSA) indicated that JALGO's written report would be circulated shortly since they had some challenges having the report completed.

**(j) MONTSERRAT PUBLIC SERVICE UNION**

The report was presented by Bro. Paul Lewis.

On a motion proposed by Bro. James Lambert (NUGFW Trinidad & Tobago) and seconded by Bro. John Curtis (Bahamas PSU) the report was adopted.

**(k) ST. LUCIA CIVIL SERVICE ASSOCIATION**

The report was presented by Bro. Wilfred Pierre.

Arising from the report presented, a decision was taken by Conference to adopt a Resolution regarding the transfer of the Comptroller of Customs in St. Lucia. The motion was moved by Bro. Dennis Clarke (NUPW, Barbados) and seconded by Sis. Jullian Primus (St. Vincent PSU).

On a motion proposed by Bro. John Pinder (Bahamas, PSU) and seconded by Bro. James Lambert (Trinidad & Tobago, NUGFW) the report was adopted.

***Conference adjourned for break at 11:30 a.m. and resumed at 12:00 noon with a quorum being ascertained.***

**(l) WINDWARD ISLANDS CIVIL SERVICE UNION/ Private Sector Union**

The report was presented by Sis Juliette Greene-Blijden.

On a motion proposed by Bro. Walter Maloney (Barbados, NUPW) and seconded by Bro. Christopher Streete (NUGFW Trinidad & Tobago) the report was adopted.

**(M) ST. VINCENT & THE GRENADINES PUBLIC SERVICE UNION**

The report was presented by Sis Jillian Primus.

On a motion proposed by Bro. James Lambert (NUGFW Trinidad & Tobago) and seconded by Bro. Mervin Anthony, (Dominica PSU) the report was adopted.

**(N) NATIONAL UNION OF GOVERNMENT & FEDERATED**

**WORKERS UNION (TRINIDAD & TOBAGO)**

The report was presented by Bro. Christopher Streete.

On a motion proposed by Bro. Walter Maloney (Barbados NUPW) and seconded by Bro. Wilfred Pierre, (St. Lucia CSA) the report was adopted.

13. **STANDING ORDERS & RESOLUTIONS COMMITTEE REPORT**

**RESOLUTION # 1 – MONETARY CONTRIBUTION PRINCIPAL GBSS**

The Resolution stood in the name of Bro. Walter Maloney (NUPW, Barbados)

The motion was proposed by Bro. Walter Maloney (NUPW, Barbados) and seconded by Bro. John Curtis (Bahamas Public Service Union). The resolution was carried.

**RESOLUTION # 2 - ANNUAL SUBSCRIPTION**

The Resolution stood in the name of the Secretariat of the CPSA.

The motion was proposed by the Secretariat of the CPSA and seconded by St. Lucia. The resolution was carried.

**RESOLUTION # 3 – CARIBBEAN PUBLIC SERVICE ASSOCIATION**

The Resolution stood in the name of Sis Jacqueline Willoughby- Sanchez, (Belize Public Service Union)

On a motion proposed by Sis Willoughby – Sanchez (Belize PSU) and seconded by Bro. Walter Maloney (NUPW- Barbados) the resolution was carried.

**RESOLUTION # 4 – REINSTATEMENT OF Public Officers PENSION GRENADA**

The Resolution stood in the name of the Grenada Public Workers' Union.

The motion was proposed by the Grenada Public Workers' Union and seconded by Bro. Clarke, (NUPW - Barbados). The resolution as amended was carried.

**RESOLUTION # 5 - CUBA, HAITI, TURKS & CAICOS AFFILIATION**

The Resolution stood in the name of Bro. John Curtis (Bahamas, PSU).

On a motion proposed by Bro. John Curtis (Bahamas, PSU) and seconded by Sis. Joy Bartlett, (NUGFW Trinidad & Tobago) the resolution was carried.

**RESOLUTION # 6 – TASK FORCE & PENSIONS**

The Resolution stood in the name of Bro. John Curtis (Bahamas, PSU).

On a motion was proposed by Bro. John Curtis (Bahamas, PSU) and seconded by Sis Jillian Primus, (St. Vincent & the Grenadines, PSU) the resolution was carried.

**Members of the Task Force Committee:** Bahamas PSU, Jamaica CSA, NUPW Barbados, National Union of Government and Federated Workers, Trinidad & Tobago and St. Vincent & the Grenadines PSU. The resolution was carried.

Bro. William Reed (WICSU/PSU) voted against the resolution.

**RESOLUTION # 7 – SECRETARIAT FEES OWED TO GRENADA PWU**

The Resolution stood in the name of the Secretariat of CPSA.

The motion was proposed by the Secretariat of CPSA and seconded by NUPW Barbados. The resolution was carried.

**RESOLUTION # 8 – PRESENTATION & APPROVAL OF BUDGET**

The Resolution stood in the name of the Secretariat of the CPSA and was deferred until all affiliates had copies of the budget.

## **RESOLUTION # 9 – CPSA PROGRAMME & PROJECT DEVELOPMENT**

The Resolution stood in the name of the Secretariat of the CPSA.

On a motion proposed by the Secretariat of the CPSA and seconded by Sis. Gillian Primus (St. Vincent Public Service Union) the resolution was carried.

***Conference adjourned for lunch at 1:15p.m. and resumed at 2:20p.m. with a quorum being ascertained by the General Secretary.***

### ***Election of General Secretary***

Sis. Madonna Harford (CPSA President) introduced the Treasurer of the Grenada Trades' Union Council and President of the Commercial and Industrial Workers' Union, Bro. Elliot Bishop who was invited to oversee the elections for the post of General Secretary of the Caribbean Public Service Association.

A Motion for the election of the post of General Secretary was moved by Bro. Dennis Clarke (NUPW, Barbados) and seconded by Bro. Walter Maloney (NUPW, Barbados).

The President called on Sis. Jacqueline Willoughby-Sanchez (Belize PSU), Chair of the Finance and Credentials Committee to ascertain whether the meeting was quorate. Sis Willoughby -Sanchez stated that all delegates were properly seated.

Bro. James Lambert (NUGFW Trinidad & Tobago) nominated Bro. Thomas Letang (Dominica PSU) for the Post of General Secretary and seconded by Bro. Walter Maloney (NUPW, Barbados). Nomination was closed by Bro. John Pinder (Bahamas, PSU) and seconded by Bro. Walter Maloney (NUPW, Barbados).

All fourteen (14) affiliates voted unanimously Bro. Thomas Letang (Dominica PSU) as General Secretary, CPSA.

The Returning Officer, Bro. Elliot Bishop, thanked affiliates for allowing him to carry out the exercise and wished them all the best for the remainder of the Conference.

Bro. Thomas Letang, re-elected General Secretary, CPSA, recommended Bro. Joseph Peters (Dominica PSU) for the post of Treasurer/Assistant Secretary, CPSA.

The President congratulated the General Secretary, Bro. Thomas Letang on his re- election and wished him a successful term of office and encouraged him to continue to give of his best to the CPSA and all public Sector workers of our region.

## **RESOLUTIONS CONTINUED**

### **RESOLUTION # 10 – ADOPTION OF CPSA BUDGET**

A motion was proposed by Bro. Paul Lewis (Montserrat - CSA) for the adoption of CPSA's budget and seconded by Bro. Christopher Streete (NUGFW Trinidad & Tobago).

Discussion ensued as to whether it was really the role of the Finance and Credential Committee to correct the finances or if that was the role of the Auditor.

There were concerns raised as to who should finance the travel of the members selected to audit the finances, whether it should be CPSA or the affiliates chosen.

At that point Bro. Armell Thomas (Bermuda PSU) reiterated his pledge that he would finance the auditor to attend CPSA Conference whenever it is held for a period of two (2) years. The sum would be US\$1000.

A motion was proposed by Sis. Jacqueline Willoughby-Sanchez (Belize PSU) and seconded by Bro. John Pinder for each affiliate to hold a fundraiser for clearing off the budget deficit. The motion was carried.

A Motion was proposed for the budget to be accepted by Conference by Bro. Walter Maloney (NUPW, Barbados) and seconded by Bro. Armell Thomas (Bermuda PSU).

## **RESOLUTION # 11 – COMPTROLLER OF CUSTOMS, ST. LUCIA**

Bro. James Lambert (NUGFW T&T) read a resolution from St. Lucia CSA in relation to the transfer of the Comptroller of Customs to the Ministry of Trade. The motion was moved by St. Lucia CSA and seconded by Bro. Dennis Clarke (NUPW, Barbados). The resolution was carried.

#### **14. REPORTS**

##### **(a) WOMEN'S REPORT**

Sis. Lydia Francis (Grenada, PWU) presented the CPSA Women's Committee report.

She listed the following persons elected for the next triennium as follows:

Secretary	-	Sonia Campbell (JCSA)
Assistant Secretary/Treasurer	-	J Bartlett (NUGFW -T&T)
Communications Officer	-	Sis. J. Sanchez (Belize PSU)

A motion for the report to be adopted was moved by Bro. Dennis Clarke (NUPW, Barbados) and seconded by Sis. Jillian Primus (St. Vincent PSU).

##### **Resolutions from the Men's Forum**

##### **Resolution # 12 – Sexual Harassment and Gender Equality**

The resolution was read by Bro. James Lambert (NUGFW- T & T) was moved by the men's group and seconded by Bro. Walter Maloney (NUPW, Barbados). The resolution was carried.

##### **Resolution # 13 – THE YOUNG PEOPLE OF THE CARIBBEAN**

The resolution which stood in the name of the Men's Group was seconded by Bro. John Pinder (Bahamas, PSU). The resolution was carried.

##### **Resolution # 14 - Men's Forum to become an established Feature of the Annual CPSA Conference**

The resolution was read by Bro. James Lambert (NUGFW -T & T) for the men's forum to become an established feature at the Annual CPSA Conference. The resolution was moved by the Men's Group and seconded by Sis. Juliette Greene-Blijden (Windward Islands CSU/PSU).

The motion was put to a vote and ten affiliates voted in favour. The resolution was carried.

##### **(b) REPORT OF MEN'S FORUM**

Dr. Winston Thomas (Grenada PWU) presented a report of the Men's Forum.

The report was adopted on a motion proposed by Bro. Armell Thomas (Bermuda PSU) and seconded by John Pinder (Bahamas PSU).The motion was carried.

##### **(c) REPORT FROM YOUNG WORKERS**

Bro. Germaine Hermanstyne presented a report on behalf of the young workers.

He informed the Conference that Bro. Jason Haywood (Bermuda PSU) was the new Secretary of the Young Workers Arm, while, Bro. Alfred (St. Lucia CSA) was elected Assistant Secretary.

On a motion moved by Bro. Armell Thomas (Bermuda PSU) and seconded by Bro. John Pinder (Bahamas, PSU) the Young Workers report was adopted.

#### **15. VENUE AND DATE FOR THE NEXT ANNUAL CONFERENCE**

The President, Sis. Madonna Harford informed that the next annual conference would be held in Guyana in 2010.

She then enquired of Bro. Patrick Yarde (Guyana PSU) the proposed dates for the next conference.

He stated that his union was considering the last week in July 24<sup>th</sup> to 31<sup>st</sup>.

Most affiliates stated that would be their carnival period.

Bro. Yarde then proposed the dates of 11<sup>th</sup> -17<sup>th</sup> and stated that he would refer the dates to his Executive Council and would confirm within one (1) month.

**16. DATE AND VENUE FOR EXECUTIVE COMMITTEE MEETING**

The General Secretary, Bro. Thomas Letang supported by Bro. Walter Maloney (NUPW, Barbados) recommended that the meeting be held in Antigua since the affiliate was absent from the last Executive Committee Meeting and CPSA Conference and it might be an indication that assistance was needed.

After discussion on possible dates for the next EXCO Meeting, the 17 & 18, November, 2009 was proposed.

It was decided that if Antigua was unable to host then the next country would be Bahamas.

**17. HANDOVER OF PRESIDENCY**

The President, Sis. Madonna Harford officially handed over the Presidency of the Caribbean Public Services Association to Bro. Patrick Yarde (Guyana PSU) and wished him every success during his tenure.

Bro. Yarde, after taking over as the new President, thanked Sis. Harford for doing an excellent job during the most trying times. He also expressed appreciation to her Executive Council and members of her union who assisted in making the 2009 Conference a success.

Bro. Yarde stated that affiliates needed to look at how to strategize to give Governments within the region to respect the unions. He further stated that one of the first things he was going to do when he got home was to meet with the Secretary General, CARICOM or have a discourse as to how we could enhance our relationship.

**(a) POST OF 1<sup>st</sup> Vice President - Bro. Wayne Jones (Jamaica CSA).**

**(b) POST OF 2<sup>nd</sup> Vice President – Bro. Paul Lewis – Montserrat CSA.**

**18. ANY OTHER BUSINESS**

Bro. Wilfred Pierre, St. Lucia CSA made some suggestions as to how he would like to see CPSA conference progress including having a Conference aboard a cruise ship.

A Motion for the termination of conference was moved by Bro. Walter Maloney (NUPW - Barbados) and seconded by Bro. Armell Thomas (Bermuda PSU).

**19. CONCLUSION**

There being no further business Conference ended at 6:45 p.m.

.....  
THOMAS LETANG  
GENERAL SECRETARY

.....  
Madonna Harford  
PRESIDENT

Dated this .....

**Decisions from CPSA 2009**

No	Decision	Who is responsible	Progress	remarks
1	Try to obtain funding from institutions outside PSI for education and training and CPSA should present a programme of training to access funding.			
2	Sharing of information on the matter of the Revenue Authority			
3	Plans and programmes to sell CPSA to make other union interested.			
4	Resubmission of resolutions to the governments of respective affiliates	General Secretary		
5	<p>b) That all affiliates properly declare their membership to the Association before the next EXCO meeting.</p> <p>c) That CPSA approach CARICOM Heads of government to acquire observer status.</p> <p>d) That CPSA admonish CCL and the heads of government to safeguard matters of spiritual and moral nature on television</p> <p>e) That CPSA makes the Men into a standing committee</p> <p>f) That CPSA recommend that countries return gender mainstreaming as a strategy into trade unions in the Caribbean</p> <p>g) That CPSA develop a task force to deal with affiliates issues</p> <p>h) That CPSA writes off the debt to Grenada PWU</p> <p>i) That CPSA writes off the debt of Trinidad &amp; Tobago PSA</p> <p>j) That CPSA standing committees responsible for project development operates between conference</p> <p>k) That CPSA engage the Grenadian government to restore the pensions act, allowing Public Servants to earn their define pension</p> <p>That CPSA approves the Budget 2009/2010</p>			

## **CPSA – PRESIDENT’S REPORT July 2009 – July 2010**

At the 39th Annual Conference in Grenada July 12 -17, 2009 it was decided that the 1st Executive Council Meeting be held in Antigua on November 17 and 18, 2009, and if that affiliate was unable to host the meeting, it should be held in the Bahamas. The meeting was not held.

My Union was extended an invitation to attend a Regional Conference on "Treatment of Labour in International Trade Agreements" from 28-29 January 2010, at the Grand Barbados Resort, Barbados. This Conference was sponsored by The Caribbean Policy Development Centre in collaboration with The Government of Canada. After we indicated an interest to attend on a document forwarded to the Union I noticed that the General Secretary would be participating at the Conference and I eventually met him in Barbados. I requested a meeting with him to discuss a proposed date for the CPSA EXCO Meeting. March 4-5, 2010 was proposed and agreed on for the meeting to be held in Trinidad & Tobago.

I was subsequently informed by the General Secretary that the St. Marteen Affiliate requested, for economic considerations, that we reschedule the meeting to piggy back on SUBRAC, which was scheduled for March 16-17, 2010. This I concurred with and a meeting was scheduled to be held in Antigua on March 18, 2010, after the SUBRAC Meeting. The Meeting was held on the evening of March 17, 2010, instead.

I was contacted by the Public Service Association of Trinidad and Tobago for information and advice to be considered by that Union in its struggle to represent its members against any injustices resulting for the setting up of a Revenue Authority in that country, the matter was before the parliament of Trinidad and Tobago. This information was provided to them.

As President of the Caribbean Public Services Association I was invited to submit an article by the General Secretary to be published in a CPSA Newsletter which I did. I was subsequently advised that the response to this request from Affiliates was limited. The idea was subsequently abandoned.

In Guyana, in my capacity as President/Chief Executive Officer of the Guyana Public Service Union, I was invited to meet with members of the Canadian delegation responsible for the negotiations for the Canada-Caricom Trade and Development treaty at the Canadian High Commission. The meeting was held on Thursday April 29, 2010 at the Canadian High Commission with the following officers:

	<u>Name</u>		<u>Designation</u>
1.	Mr. David Plunkett	-	Chief Negotiator for Trade & Development
2.	Mr. Stuart Palmer	-	Senior Policy Advisor
3.	Ms Nicole Johnson	-	Trade Commissioner

At the conclusion of the discussions I acquainted the Canadian team of the upcoming 40th CPSA Conference and enquired if they had an interest in addressing the Conference on "CARICOM/CANADA Trade and Development Treaty and its Benefits/Implications for workers, specifically Public Servants". An invitation was also extended to the CARICOM Secretariat to present their perspective on the topic. The matter was listed as an item on the programme. Since a response was not forthcoming by the extended deadline we changed the topic in consultation with CARICOM and a new topic was suggested by CARICOM which was incorporated on the programme "CARICOM's Role in the COP 16th United Nations Climate Change Conference, Cancun, Mexico, November - December 2010". On July 7, 2010, I received a call from Canada from the Canadian Officials and a subsequent email enquiring about the possibility of the presentation of the Canadian/Caricom Trade and Development Treaty..

Attempts to arrange for the presentations did not bear fruit because of time constraints.

Though my period as the President was uneventful, not active and as effective as I would have desired, I recognized what could be achieved if the full potential of the Association is utilized and mobilized. Then we have at our disposal the means of achieving, as a wonderful collective force of labour ends which many previously regarded as both unimaginable and unachievable. We should therefore at all times strive to take the Association to greater heights and achievements.

**Long live CPSA**

**PATRICK YARDE**

## **CPSA - GENERAL SECRETARY'S REPORT**

Last year's conference held in Grenada was under the theme "Caribbean Public Workers Meeting the Challenges of the Global Economic Crisis". Fifteen affiliates were represented; conference activities were well organized and coordinated. The Grenada Public Workers' Union need to be applauded for its efforts.

During this reporting period, the Secretariat reviewed the decisions which were taken last year and as far as possible has sought to have them implemented.

Follow up letters were sent to all affiliates who promised to undertake activities. These included making information available to others and preparation of training project. As usual, the responses have not been encouraging.

Among the resolutions which were tabled and adopted at last conference and on which action has been taken by the Secretariat are those relating to the Reinstatement of public Officers Pension in Grenada and Secretariat fees owed to Grenada.

Being concerned about the discussions which took place at last year's conference relating to the financial statements, the services of a new audit firm was engaged. The selection was based on the favourable testimonials of a few business entities as well as the experience the Dominica Public Service Union has had in dealing with that particular client over the past twelve (12) years. The Secretariat intended to circulate the financial statement and auditor's report in advance of this conference to allow feedback from affiliates.

The intention was to ensure the presentation of a more detailed and explicit statement at conference, and to also minimize the negative impression that those who are attending conference for the first time usually have, as a result of the way in which "seasoned" participants conduct themselves when expressing concerns or seeking clarification..

A similar approach has been taken with regard to the minutes which are circulated for perusal prior to conference.

During the reporting period, a few affiliates held annual or biennial conferences resulting to some changes on their Executive Committee. Among the affiliates were the Dominica Public Service Union, the St. Vincent Public Service Union and Grenada Public Workers' Union. The annual conference of the St. Vincent Public Service Union was attended by the General Secretary of the CPSA. Except for the Dominica Public Service Union, no affiliate reported any industrial action to the CPSA Secretariat.

The Grenada Public Workers Union officially opened its new headquarters. The opening ceremony was impressive. CPSA was represented by the General Secretary who addressed the function.

PSI SUBRAC meeting was held in Antigua from March 15<sup>th</sup> to 17<sup>th</sup> 2010. Most of CPSA affiliates who are also affiliated to PSI were represented.

The General Secretary and Bro Andrew Garnette were part of a five member PSI delegate to Haiti. As a result of that visit, PSI now has an affiliate in that sister island.

The CCL invited the General Secretary to represent that organization at CARICOM/CANADA Trade Agreement Forum in Barbados from January 28-29, 2010. His input was provided in the preparation of a Labour position on the proposed trade agreement.

The Secretariat has written to the Public Service Association of Trinidad and Tobago inviting it to consider returning to the CPSA. Also the Virgin Island Civil Service Association was sent information about the CPSA and has been invited to attend conference as an observer with the intention that it will eventually become a member.

Bro John Pinder promised to liaise with the Turks & Caicos Union on the matter of possible membership.

Only two affiliates have responded to the Secretariat's request for information on the size of their membership.

The response to the request for articles for the newsletter has been nil.

**THOMAS LETANG**  
**GENERAL SECRETARY**

**Roy E. Shillingford**  
**CHARTERED ACCOUNTANT**

48 INDEPENDENCE SRTEET

**Roseau**

**Commonwealth of Dominica**

Tel. 767-61-24555/ Fax.767-44-80636

E-mail:dataplusservices2008@gmail.com

TO THE AFFILIATES

Caribbean Public Services Association

CNR Valley Road & Winsor Lane

Roseau,

COMMONWEALTH OF DOMINICA

**AUDITOR'S REPORT**

**Report on Financial Statements**

I have audited the accompanying financial statements of the Caribbean Public Services Association which comprises the balance sheet as at March 31, 2010 and the related statements of income and expenditure for the year then ended and a summary of significant accounting policies and other explanatory notes.

**Management Responsibility**

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

**Auditor's Responsibility**

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with International Standards on Auditing. Those standards require that I 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 judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessment, 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 evaluating 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. I believe that the audit evidence I have obtained is sufficient to provide a basis for my opinion.

**Opinion**

I was unable to determine whether the fees charged for the year under review was adequate as the fees are based on membership of affiliates and that information was not made available. I was also unable to confirm certain unpaid balances on dues as well the origin of a deposit of \$2,987.72 of June 30, 2009. Except for the effect of the above, these financial statements present fairly, in all material respects, the financial position of Caribbean Public Services Association as at March 31, 2010 and the results of its financial performance for the year then ended in accordance with International Financial Reporting Standards

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Roy E. Shillingford  
June 30, 2010

>-1-<

**CARIBBEAN PUBLIC SERVICES ASSOCIATION  
BALANCE SHEET  
AS AT 31 MARCH 2010**

	NOTES	2010	2009 \$	\$
<b>ASSETS</b>				
Cash at Bank	3	15,583	19,285	
Accounts Receivable	4		<u>25,504</u>	<u>73,592</u>
<b>TOTAL ASSETS</b>			<b><u>41,087</u></b>	<b><u>92,877</u></b>
<b>LIABILITIES</b>				
Accounts Payable	5		3,080	17,300
Subscriptions in Advance	6		<u>6,531</u>	<u>11,477</u>
<b>TOTAL LIABILITIES</b>			<u>9,611</u>	<u>28,777</u>
<b>FUND BALANCE</b>	7		<u>31,476</u>	<u>64,100</u>
<b>TOTAL LIABILITIES AND FUND BALANCE</b>			<b><u>41,087</u></b>	<b><u>92,877</u></b>

Approved on behalf of the executive

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**Treasurer**

**The accompanying notes form an integral part of the financial statements.**

>-2-<

<b>INCOME</b>	<b>NOTES</b>	<b>2010 \$</b>	<b>2009 \$</b>
Subscriptions	8	46,658	70,897
Disaster Fund	9	9,332	-
Auction		1,149	6,868
Donation		668	-
Other		-	373
		<u>57,807</u>	<u>78,138</u>
		=====	=====

**EXPENDITURE**

Annual Conference	10	35,797	34,968
Bank Charges		38	5
Audit fees		1,500	1,000
Computer/ Servicing		-	1,389
SUBRAC & Exco Meetings	11	11,664	7,593
Office Expenses		18	-
		-----	-----
Total Expenditure		<b>49,017</b>	<b>44,955</b>
		-----	-----
Surplus BEFORE THE FOLLOWING		<b>8,790</b>	<b>33,183</b>
		-----	-----
Fees written Off	12	(39,780)	-
		-----	-----
<b>(Deficit) Surplus for year</b>		<b>\$ (30,990)</b>	<b>\$ 33,183</b>
		=====	=====

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

>-3-<

2010	2009
\$	\$

**CASH FLOWS FROM OPERATING ACTIVITIES**

<b>Surplus for period</b>	<b>(30,990)</b>	<b>33,183</b>
---------------------------	-----------------	---------------

Adjustments to reconcile net surplus to net cash provided by operating activities

Prior period adjustment	(1,634)	-
(Increase) Decrease In:		
Accounts Receivable	48,088	(10,552)
Increase (Decrease)In:		
Accounts Payable	(14,220)	( 1,000)
Subscription in Advance	<u>( 4,946)</u>	<u>( 6,322)</u>

**NET CASH PROVIDED (USED)**

<b>BY OPERATING ACTIVITIES</b>	<b><u>(3,702)</u></b>	<b><u>15,309</u></b>
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<b>NET (DECREASE) INCREASE IN CASH</b>	<b>(3,702)</b>	<b>15,309</b>
--	----------------	---------------

<b>CASH AT BEGINNING OF YEAR</b>	<b><u>19,285</u></b>	<b><u>3,976</u></b>
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<b>CASH AT END OF YEAR</b>	<b><u>15,583</u></b>	<b><u>19,285</u></b>
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The accompanying notes form an integral part of the financial statements.

>-4-<

## 1. NATURE OF BUSINESS

Caribbean Public Services Association was established on 3rd October 1970 in Bridgetown, Barbados. The Supreme Authority of the Association is vested in a conference. The organization is non profitable with members' subscription being its major revenue generator.

### PRINCIPAL OBJECTIVES

Among the aim and objectives of the Association are to:

- (i) Promote and encourage closer unity among Public Service Organizations.
- (ii) To collate technical and other assistance to member organizations.
- (iii) To provide technical and other assistance to member organizations in respect of their efforts to protect the rights and privileges of members.
- (iv) To serve as a central or coordinating agency for discussion with regional institutions and organizations with which the respective Governments in the area are associated.
- (v) To serve as a central or coordinating agency for contact or affiliation with international agencies or organizations.

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## 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The principal accounting policies applied in the preparation of these financial statements are set out below.

### (a) Basis of Preparation

These financial statements are prepared in accordance with International Accounting Financial Reporting Standards (IFRS). The financial statements are prepared under the historical cost convention as modified by the revaluation of land and buildings.

### (b) Estimates

The preparation of the financial statements in conformity with IFRS requires the use of estimates and assumptions that affect the reported amounts of the assets and liabilities and disclosures of contingent assets and liabilities at the date of the financial statements and the reported amount of revenues and expenses during the reporting period. Although these estimates are based on management's best knowledge of current events and actions, actual results ultimately may differ from those estimates.

### (c) Cash and Cash Equivalents

For the purpose of the cash flow statements, cash and cash equivalents comprise balances with less than three months maturity from the date of acquisition.

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<b>3. CASH AT BANK</b>	<b>2010</b>	<b>2009</b>
This is made up as follows:		
Republic Bank (Grenada Limited)	13	13
National Bank of Dominica	<u>15,570</u>	<u>19,272</u>
	<b>15,583</b>	<b>19,285</b>
	=====	=====

<b>4. ACCOUNTS RECEIVABLE</b>	<b>2010</b>	<b>2009</b>
Subscription:		
Trinidad & Tobago -P.S.U.	-	<b>55,500</b>
Trinidad & Tobago –N.U.G.F.W.	9,000	9,000
Guyana P.S.U	-	737
Bermuda	3,769	3,801
Guyana Local Govt.	1,352	902
Antigua	28	20
Anguilla	1,345	895
Belize	-	16
St. Lucia	1,428	1,614
Dominica	1,327	952
Bahamas P.S.U.	1,851	-
Jamaica – A L G O	<u>5,404</u>	<u>154</u>
	<b>25,504</b>	<b>73,592</b>
	=====	=====

<b>5. ACCOUNTS PAYABLE</b>	<b>2010</b>	<b>2009</b>
Secretariat fees (supervisory fee)	-	15,720
Audit fees	2,300	800
Computer Servicing	<u>780</u>	<u>780</u>
	<b>3,080</b>	<b>17,300</b>
	=====	=====

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<b>6. SUBSCRIPTION PAID IN ADVANCE BY:</b>	<b>2010</b>	<b>2009</b>
Bahamas	-	4,200
Jamaica – C S A	2,297	3,790
WICSU	1,685	2,600
Barbados	1,085	887
Belize – PSU	951	-
Guyana – PSU	113	-
St. Vincent & the Grenadines P.S.U.	<u>400</u>	<u>-</u>
	<b>6,531</b>	<b>11,477</b>

<b>7. <u>FUND BALANCE</u></b>	<b>2010</b>	<b>2009</b>
Opening equity as previously stated	64,100	30,916
Prior year Adjustment	<u>(1,634)</u>	—
	62,466	30,917
(Deficit) Surplus for the year	<u>(30,990)</u>	<u>33,183</u>
Closing Equity	<b>31,476</b>	<b>64,100</b>
	=====	=====

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#### **8. SUBSCRIPTION**

Subscription for the financial year ended 31 March 2010 with comparative figures as follows:

	<b>2010</b>	<b>2009</b>
Anguilla	375	450
Antigua	456	547
Bahamas	5,042	6,000
Barbados	7,500	9,000
Bermuda	3,114	3,750
Belize	468	1,500
Dominica	1,875	2,250
Grenada	2,500	3,000
Guyana Local Gov't.	375	450
Guyana P.S.U.	1,815	1,950
Jamaica - CSA	7,500	9,000
Jamaica – ALGO	4,375	10,500
Montserrat	375	450
St. Lucia	1,500	1,800
St. Vincent	1,125	1,350
Trinidad & Tobago – P.S.A.	-	9,000
Trinidad & Tobago – N.U.G.F.W	7,500	9,000
WICSU	<u>763</u>	<u>900</u>
	<b>46,658</b>	<b>70,897</b>
	=====	=====

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## 9. DISASTER FUND

Subscriptions towards a disaster fund for the financial year ended 31 March 2010, made up of 20% of Subscription fees is as follows:

	<b>2010</b>
Anguilla	75
Antigua	91
Bahamas	1,008
Barbados	1,500
Bermuda	623
Belize	94
Dominica	375
Grenada	500
Guyana Local Gov't.	75
Guyana P.S.U.	363
Jamaica - CSA	1,500
Jamaica – ALGO	875
Montserrat	75
St. Lucia	300
St. Vincent	225
Trinidad & Tobago – N.U.G.F.W	1,500
Windward Island	<u>153</u>
	<b><u>9,332</u></b>
	=====

## 10. ANNUAL CONFERENCE

The operating cost of hosting the Annual Conference in Grenada.

Registration Fees	<u>\$14,900</u>
Allowances:	18,232
Expenditure and Refund of fees	<u>32,465</u>
Expenditure	<u>50,697</u>
<b>TOTAL COST OF CONFERENCE</b>	<b><u>\$35,797</u></b>
	=====

>-10-<

### MEETINGS

**This comprises of the following:**

Exco Meetings	2,353
SUBRAC Meetings	5,619
Other Meeting (Grenada)	<u>3,692</u>
	<b><u>11,664</u></b>

Other Meeting (Grenada) – Official travel of General Secretary to Grenada for opening of Conference Center.

**11. FEES WRITTEN OFF**

**Accounts Receivable:** Trinidad & Tobago P.S.U. (55,500)

**Accounts Payable:** Secretariat fees 15,720

**TOTAL WRITTEN OFF** **(39,780)**

The decision was made during the Annual Conference in Grenada to have these debts written off.

**12. PRIOR PERIOD ADJUSTMENT**

**13.** This represents prior year adjustments to conference expenses and audit fees unaccounted for in the previous year financial statement.

**14. PRIOR YEAR FINANCIAL STATEMENTS**

The prior year financial statements were audited by another independent auditor.

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