



**JAMAICA
COMMODITY
TRADING
COMPANY
LIMITED**

8 Ocean Boulevard,
Kingston Mall, Jamaica, W.I.



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Democracy At The Workplace

Here at JCTC democracy is alive and well. This was proven with the recent staging of elections for the position of Staff Association President and other members of the executive. The Staff Association, though not a fully fledged trade union, operates in much the same way as that kind of organization.

We at JCTC are proud of our democratic traditions and will continue to ensure that our electoral process is free and fair and able to stand up to the rigours of competitive elections.

Elections were conducted in two phases for members of the JCTC Staff Association Executive who will serve for a period of one year. On Friday, November 3, 1989 elections were held for the position of President, and on Tuesday, November 21, 1989 elections were held for the other positions on the Executive. These elected were:

President – Phillip Paulwell
Vice President – Ula Coke
Secretary – Sylvia Bogle
Treasurer – Noel Morgan
Sports Committee Chairman – Karie Russell
Entertainment Committee Chairman – Audley Nain.

Newsbasket congratulates the new members of the Staff Association Executive and takes a brief look at what they hope to achieve during their term in office.

PHILLIP PAULWELL
President, JCTC Staff Association,
1989-1990

Phillip Paulwell is a member of JCTC's Legal team. He received his LL.B. at the U.W.I. in 1986; and his legal education certificate from the Norman Manley Law School in September 1988. He was called to the bar as a practising attorney-at-law in November 1988.

Since joining JCTC in 1988, Phillip Paulwell has gained a reputation for getting involved in just about every area of company activities.



Last year, Phillip's interest in staff affairs became official. He was elected President of the JCTC Staff Association in November 1989.

In his high school days, Phillip had been active in student activities, serving as President of the Students' Council and as Head Boy at Excelsior. At the UWI, he was President of the Law Society and the Jamaica Association of Students at Cave Hill, Barbados.

So, Phillip is quite correct when he says that filling a leadership role is not strange to him. "I regard myself as the mouthpiece of others and as such I oftentimes play a representational role," he says.

For the rest of his term as President, Phillip will focus on increasing the level of staff morale. "My major focus will be to devise a plan for using company pension funds to provide mortgage facilities for staff. All of us want to own our home, he says, and achievement in this area will help staff to feel better about themselves and the Company.

"I believe that staff associations should concentrate on other things besides negotiating increases in salaries. They should spread their area of influence to cover staff training, codes of conduct, increased social interaction, participation in sporting competitions outside the company and other types of innovative benefits."

It seems Phillip plans to achieve big things

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(Continued from page 1)

for the staff. He received an overwhelming mandate from them and they too are expecting big things. We wish Phillip and the rest of his executive the very best.



**ULA COKE,
Vice-President,
JCTC Staff Association, 1989-1990**

Ula Coke joined the Company in December 1983 as Purchasing Officer. She is now Purchasing Controller in the Pharmaceutical Division.

Ula is heartened by the fact that staffers have put their trust in her and elected her, Vice-President of the Staff Association, especially as she is not really 'one of the crowd'.

In spite of her lack of participation in staff activities, however, she has a deep interest in and concern for the JCTC staff. She feels that, in voting for her, they must have recognised these characteristics.

Ula has pledged to do her best to achieve the Association's goals including an improvement in staff morale.

She hopes management will provide the sort of dynamic leadership that the wealth of young people in the Company need and she herself would like to play an active role in the development of the younger people in the Company.



**SYLVIA BOGLE
Secretary, JCTC Staff Association,
1989-1990**

Sylvia Bogle joined JCTC in 1974 as a Secretary to the Chief Economist. By 1977 she was promoted to the position of Senior Secre-

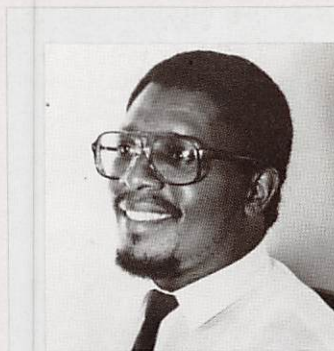
tary and in 1978, she was named Executive Secretary. Last year, she became Product Representative - Fertilizer.

Sylvia Bogle says that the position of Secretary is not one you inherit as a result of completing higher education. This is a position you must earn through hard work.

She feels both proud and humble at having been entrusted with the position of Secretary to the Staff Association. "The onus is on me not only to attend meetings and record decisions, but to be an active representative of those who have elected me."

As she sees it, her role is to play an integral part in matters that affect staff. "During my term in office I will endeavour to learn as much as possible about the circumstances affecting staff and try to improve morale all around."

Sylvia hopes to encourage staff to be more assertive. In the world of today, she says, we all need to be able to speak freely and express our views instead of blindly following decisions which will affect us adversely.



**NOEL MORGAN,
Treasurer, JCTC Staff Association,
1989-1990**

Noel Morgan joined JCTC in 1988. He has a B.Sc. (Honours) in accounting and has pursued a number of management courses. He is about to complete Level 2 of the ACCA exam.

Noel hopes to ensure that the system of Staff Association accounting is properly put in place and effectively managed so that staffers can have confidence that their funds are being used wisely.

As Treasurer, it means that he will be on the negotiating team for salary increases. He has had some experience in this area on the Mona Campus Staff Association, so he believes he will make a good contribution here.

"I am happy to have this post because it gives me the opportunity to meet with staff

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K.I.W. WAREHOUSE

Working There Can Be Hectic

by Karie Russell

From time to time, the government-owned Jamaica Commodity Trading Company engages itself in barter trading agreements. One such trading agreement took place when Jamaica traded bauxite for Yugoslavian hardware materials.

JCTC was given the role of pricing the goods (at a subsidised rate) and selling these to the public.

With this added responsibility the JCTC had to locate a warehouse to store and deliver all these commodities which included, for example, chipboard, blockboard, masonite (plain and perforated), wall tiles, cement, plyboard and kitchen sinks.

In 1985, the JCTC leased as their warehouse a section of the K.I.W. Hardware Limited Complex located at 138 Spanish Town Road.



Pete Smith.

Pete Smith is the Supervisor of this warehouse. He listed his main duties as:

- (1) ensuring that customers get the goods they have paid for, after they're presented with the relevant documents (orders) issued from the JCTC's head office;
- (2) providing a regular stock inventory of hardware materials, zinc, rejected and damaged lumber.

Mr. Smith supervises a staff of 16 casual employees. He finds the job challenging, because, "I have to deal with all types of people (customers) and even my own co-workers who at times make the job hectic." He went on to add that there is 'hardly any time to

be bored, but regrets that the location of the place is so isolated. Because of this, he and the others sometimes tend to feel locked off from the outside world, and they're not even aware of what's taking place at the head office. He admits that the radio system and telephone help, but at times, "They both prove ineffective in communicating urgent and sometimes sensitive information to my supervisors at the office."

The hardworking casual staff at the KIW warehouse also played an integral role in putting the nation back on its feet after the destruction caused by Hurricane Gilbert. This warehouse housed and delivered a vast amount of hurricane relief items.

The views and opinions of a few of the staff members of the warehouse are expressed below.



Warren McKenzie,
Lumber Clerk

"I'm a lumber marker and I help to deliver lumber and other goods. I've been employed with the Company for 7-8 years and I have a lot of experience on and off the wharves. I know lumber very well (size and length). I love my job and I wouldn't change it for anything. If I did I would have to be going into my own business and it would have to be in lumber."

Glenford Ricardo Campbell,
Lumber Clerk

"I've only been employed with the Company for one year and a few months. I like the job; as a matter of fact, I love to work, it comes in like a hobby to me. I also love maths and since the job



"Accuracy is vital. Let's get it right."
Glen Campbell

entails a lot of this, it makes the job fulfilling. I respect the Company and my co-workers and we live as a family even though we sometimes have conflicts ... but that's life."



Delroy Shirley takes the inventory.

Delroy Shirley,
Lumber Clerk

"I find the job ok ... I come expecting to do a day's work. I'd however like to see the staff at the office give us more credit, because we do a lot of hard work out here, under adverse conditions. They don't really know the conditions under which we work. I think a tour should be arranged so that they can see the day-to-day operations of what we do out here ..."

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We'll Meet Again Next Christmas - If Not Before

There was no doubt about it. The festoons of coloured balloons drifting across the pool, the bright lights, the music and moreover, the delicious food adorning the table - all these spoke of happy times.

Yes, the Courtleigh, which was becoming the traditional spot for the JCTC Christmas parties, was well prepared for the occasion.

This year, though, there was a slight difference. As we all knew, Managing Director Andree Nembhard had demitted office and the Christmas Party would double as a fond farewell from the Company. Phillip Paulwell, still a little heady following his election as Staff Association President, chaired the evening's proceedings.

As JCTC Chairman Douglas Folkes put it, we would be taking a few moments out to say good-bye to 'a lady so special to JCTC'. After describing Mrs. Nembhard's rise up the corporate ladder, Mr. Folkes said that after meeting her it took him only a short time to understand why she had moved so quickly to such high levels.



JCTC's Chairman Douglas Folkes has words of praise for Mrs. Nembhard.

Citing her excellent leadership qualities he pledged to staffers that they would be hearing much more about her as the years went by.

He added that Mrs. Nembhard was a total person in terms of her concern for the welfare of staff. Moreover, she was a dedicated and selfless person.

Acting Managing Director Michael Martin also commended Mrs. Nembhard highly. He spoke



Acting Managing Director Michael Martin has kind words for Andree.

of her reserves of energy which were called in to play after Hurricane Gilbert. "The difficulties involved in the task of ensuring adequate supplies of food and building materials are still unrecognized by many outside of JCTC," Mr. Martin said.

Like Mr. Folkes, he took the opportunity to describe some of her finer qualities, mentioning her adeptness at following up on projects, her spirit of warmth, caring and sharing and her relations with staff.

From Mrs. Nembhard . . . A SPECIAL FAREWELL TO STAFF

by Paul Ferguson



From as early as three weeks before, the rumour was out in the corridors, in the passages . . . that our beloved and charming Managing Director, Mrs. Andree Nembhard, was leaving. And, as is customary with rumours of this nature, the reasons given for her departure were wide and varied.

All the speculation came to an end when on Thursday, November 30, 1989 the Managing Director herself, in a general staff meeting, announced that she would be resigning with effect from February 1990, but that this

was her final day.

In the farewell address, she was both current and reflective. She made reference to the fact that the Company was receiving some bad publicity in the news media but encouraged the staff with the thought that the way to deal with this was through increased productivity and improved performance.

Recounting the time spent with the Company, she emphasized how much her experience was broadened by her work with the Board, and that the multi-faceted nature of





The JCTC choir's first public performance. Keep it up, folks!



Farouk Abdul-Majeed presents the Company's gift.

Then came the big moment when Andree was presented with her farewell gift – a painting by one of Jamaica's eminent artists, George Rodney.

In making the presentation, Farouk Abdul-Majeed suggested that in her new pursuits, she should see JCTC as part of the ladder that she continues to climb and not as a place she has departed from.

The special guest was the next speaker. She mentioned her sadness at leaving and said that

perhaps next year she would happen to come by the Courleigh at about the same time of year to hear the songs and partake of the camaraderie.

Delving into the past, she said that JCTC was fashioned in 1974 when the circumstances of the day dictated the formation of an organization of its kind. These circumstances have changed with the passing of time and during the 90s it would be necessary to get back to the drawing board to make the organization more relevant to changing times.

It was her view that for a country like Jamaica to improve its economic performance it would be necessary for it to get more fully involved in exporting.

"Saying good-bye is difficult," she said. "We have become a family. We have worked, quarrelled and exchanged notes. Long hours of work have been made easier by camaraderie."

Mrs. Nembhard closed on the note of her favourite theme – the human factor. She exhorted all to adopt a principled approach in life because 'you have one person to live with'.

With that highly loaded phrase, Mrs. Nembhard said that it was time to stop talking and enjoy some of that tempting food on display nearby.

We cannot forget to mention, however, that prior to the good-bye ceremony, the newly formed JCTC choir rendered an assortment of traditional and local carols. They sounded very good.

Members of the choir were: Audley Nain, Michael Ranger, Vernon Bowie, Noel Morgan, Sybert Chang, Andrea Thomas, Sylvia Bogle, Flo Wilson, Yvonne Headley, Jasinta Lumley, Nadine Walker, Marie Stewart, Sharon Clarke, Suzette Hinds, Shurnett Purcell and Jennifer Lewin.

the Company had left her richer as a result of the experience there.

She emphasized also that the personalities with whom she had associated had enriched her experience and she was confident that the talent that was here puts the Company in good stead for the new decade.

In replying, on behalf of the staff, Mr. Phillip Paulwell, newly appointed President of the Staff Association, said he had found in Mrs. Nembhard a person who encouraged open dialogue and one who at all times had the welfare of the staff members at heart.

A very small token from the staff was presented to Mrs.

Nembhard by Phillip.

Newsbasket would like to thank Mrs. Nembhard for serving the Company as well as

she did over these last seven years and to wish for her God's richest blessings for all her future endeavours.

'T WAS AN EVENING TO REMEMBER:



"It's good to be here," Ron Fettig (right) seems to be saying to Ian Cross.



The animated voices and laughter of some 300 friends, acquaintances and co-workers filled the air. It was JCTC's 1989 cocktail party, one of the big events of the Christmas season. It was a moment to remember which spilled over into a night of extremely great fun. The pictures capture the mood of the evening.

What a beautiful evening. Left to right with dazzling eyes are Byron Thompson of Seprod, Mrs. Ivorine Thompson and Claude Stewart – Jamaica Broilers.

As the years go by . . .

At the beginning of each year most of us make resolutions but few of us keep them. So this year, **Newsbasket** asked some members of staff not only the question, "What are your goals?" but also, "How do you plan to achieve them?" Here are their responses.

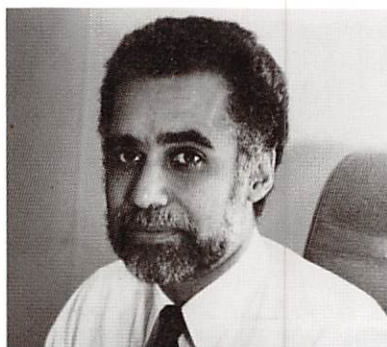
Michael Martin,
Acting Managing Director

The year 1990 signals not only the beginning of a new century but the dawning of a new era . . . an era embodying a world changing in ways never thought of even a year ago. The new European scene and the expected reaction of the western world will intensify pressures on an already bruised and limping Third World.

This new world, despite Jamaica's currently strained economic circumstances, should be regarded as opening opportunities of immense proportions – a challenge to which all JCTC staff and indeed all Jamaicans must respond with urgency.

In this, the responsibilities of staff will be as difficult as before, perhaps even more trying. On-the-job performance has so far been of a good standard but both management and staff will have to exercise more imagination if we are to deal with changes of the coming decade and the challenges that lie ahead.

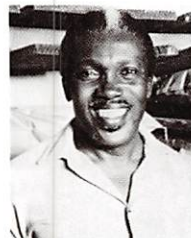
We need also to bear in mind that we are members of the JCTC family and very importantly, we must keep the communication lines open. Communication – the exchange of ideas and perceptions – plays a vital role in



Michael Martin.



Tyrone Marriott.



Sydney Broderick.



Anastasia Forbes.
successful organizations.



Joy Spalding.

On the matter of communication, the new Staff Association promises to be vital and energetic. With the opportunities for dialogue and expression of views offered by the new administration, we should take this opportunity to use positive and constructive communication methods within the organization.

I hope all staffers will apply themselves this year with renewed vigour.

Tyrone Marriott,
**Personnel & Office
Management**

"I try to be a better person each year. I always make that resolution at the beginning of each year. I still want to obtain a car but in these days that is very difficult. I have therefore resolved to move closer towards getting a car by saving whatever I can.

"Another goal that I have is to perform better at the workplace. We all need to improve on our jobs. I hope to liaise

with more staff in general. Sometimes asking a simple question could make the difference between a hitch and smooth flowing.

"Many of us in the Company do not try to find out all the details of the Company's operations. That's one thing we should do.

"Understanding the Company is a great help to us in doing our jobs. If employees do not have a thorough knowledge of the Company's operations they should try to learn. This is conducive to the smooth operations of the Company."

Sydney Broderick,
Marketing

"The only way I can achieve my goals is by working harder towards them. I guess our goals get stiffer each year so I have to work a little harder to achieve them.

At the moment I am attending a supervisory management course at Institute of Management and Production and I intend to put everything into it. Each new year brings more maturity and I will be putting my best foot forward in 1990."

Anastasia Forbes,
Motor Vehicles

"I hope to carry out all the duties associated with my new post-Assistant Manager/Purchaser in the Motor Vehicles Department – as best as I can. I will face and deal with all the challenges with an air of dedication and professionalism."

Joy Spalding,
Data Processing

"I would like to spend more time in horticulture because that's what I really like.

"I would like to see JCTC adopt a very needy primary school. This would alleviate some of the social economic problems.

"I hope 1990 will be a better year for everybody and the only way we can achieve this is if we pull together to make the Company succeed."

INTERNAL AUDIT

by Phillip Paulwell

The Internal Audit Department was ushered into existence as a full-fledged independent entity in 1980, as part of the JCTC family. Though its profile in comparison to other departments might seem low-keyed, one can't help but notice its eyes roving over the entire operations of the Company. And so, while it functions behind the scenes, its effectiveness can be attested to by most of us in JCTC who at one time or another come within its watchful eyes.

The department functions basically as the "eyes" and "ears" of management. It seeks to ensure that all our activities are above board and are properly executed. It tries to guarantee that all the features of sound and proper management are maintained. It has assisted in instituting effective control mechanisms, and also in devising methods and systems of improving the company's efficiency.

The department is also responsible for maintaining adherence to the Company's policies and for due recognition to be given to the principles of accountability and fairplay.

Its day-to-day functions include the verification of assets by independently checking existing stock and inventory, bank reconciliations, constant observation of our tender process, and ensuring proper and accurate purchasing, marketing and accounting operations. It also investigates matters which are potentially harmful to the company's interests.

As an adjunct to the M.D.'s Division, Internal Audit interfaces with every department in the Company. It also maintains a strong link with our external auditors and plays a leading role on the Company's audit committee.

Mr. Joe Wilks is our chief inter-

nal auditor (a.k.a. C.I.A.) and the head of the department. He prides his department with being totally independent in its assessments and recommendations. Mr. Wilks and his staff are firmly committed to the JCTC concept; and in Mr. Wilks' own words, "I am a people person and I see the role of the Com-



Jennifer Lewin and Victor Weir of the Audit Department.



Joe Wilks, Chief Internal Auditor.

pany in stabilizing basic food prices as protecting those in our society who are least able to protect themselves."

Other staff members are:

Victor Weir
- Senior Internal Auditor
Sybert Chang
- Internal Auditor
Roderick Barham

- Assistant Internal Auditor
Jennifer Lewin
- Secretary

The Department is a closely knit unit and each member feels that he is making a particular contribution. **Newsbasket** wishes them continued success.

AFTER 8 YEARS CAROLE SAYS GOOD-BYE.



LISTENING TO KIND WORDS: Obviously pleased with the kind words being said of her Carole is here a picture of elegance and charm as she awaits her turn to respond to her many colleagues who bade her goodbye.



WE HOPE YOU LIKE IT! Flo presents Carole with gifts from the Company.

HAPPENINGS

WELCOME BACK

Welcome back to the following members of staff who were on vacation during the latter part of 1989. **Newsbasket** wishes all its readers all the very best for 1990 and pleasant memories of 1989.

FINANCE

Blondell Henry
Andrea Senior
Sandra Hill
Maxine Burnett
Dwight McGregor

MANAGING DIRECTOR'S

Apryl Townsend
Jasinta Lumley
Hubert Wilks

PHARMACEUTICALS

Ouida Douet
Maureen Small

PERSONNEL/OFFICE MANAGEMENT

Cynthia Williamson
Peter Richards
Gloria Brown
Sonia Morrison
Evelyn Carty
Sharon Clarke
Yvonne Headley

MARKETING

Sandra Lee
Lavon Richards
Nigel Gordon-Somers
Clive Brown
Pedro Lattery
Faith Newby

WELCOME ABOARD

Braxton Henry – Marketing
Angella Smith – Marketing
Karen Scott – Pharmaceuticals

MARRIAGES

Congratulations to Marcia Sarju now Brown.

REGRETS

Sincere condolences to Farouk Abdul-Majeed who lost his father in December.

RESIGNATIONS

Best wishes for the future to the following members of staff who resigned recently.

MOTOR VEHICLES

David Ferguson

PERSONNEL/OFFICE MANAGEMENT

Derrick Lynch

FINANCE

Nigel Ferguson

MANAGING DIRECTOR'S

Carole Walcott

VISITS FROM THE STORK

Congratulations to Sophia Gooden who had twin boys in December 1989.

DEMOCRACY AT THE WORKPLACE

(Continued from page 2)

at different levels. The spin-offs from this is that they now confide in me their expectations from the Staff Association. I can then put these across to the executive who will take them to management."



KARIE RUSSELL, Sports Coordinator, JCTC Staff Association, 1989-1990

Karie Russell joined JCTC in 1980 and has been a Collections Officer for just over one year. Previously, he held the positions of Supply Officer and Product Officer in the lumber department.

Karie would like to see a more vibrant staff which is actively involved in sports activities. By this, he means staff should stop taking a back seat but actually participate. He plans to start more inter-departmental activities which will bring everyone more closely together.

Karie has represented JCTC in sports on many occasions and has helped to organize JCTC's input in Business House athletics.



AUDLEY NAIN, Entertainment Chairman, JCTC Staff Association, 1989-1990

Audley has been employed with the Jamaica Commodity Trading Company (then J.N.H.) since 1977. He has throughout the years given valuable service to the Company in various ways, for example, the planning and organizing of the annual Marketing fund-raising Christmas party.

His vast knowledge and experience in this area was thus one of the criteria for his being elected Entertainment Chairman on the JCTC's Staff Association.

Audley hopes to provide 'top class' entertainment packages for the staff this year and thinks this will hope to generate a feeling of oneness and unity within the JCTC family. He also hopes that "all staff members will get involved and not take a back seat in whatever activity or function is planned".