

# THE PIONEER



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## NEC welcomes new Energy Minister

*Happy Independence & Republic Day T&T*

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## EDITORIAL

**A**t the very first Independence celebration in August 1962 the nation was presented with three official watchwords, “Discipline, Production and Tolerance”. These words have served over the years to guide citizens in their daily lives and today as we celebrate our 49th year of independence, they remain just as relevant.

Discipline reminds us that it is only through consistent effort and dedication that we will achieve our goals. There is no longer any colonial master to turn to for solutions and while we can certainly seek international support, the real work of nation-building is in our hands. To successfully meet the challenges of national development, discipline at both the individual and community levels has to be the cornerstone.

Production is equally important since it is the foundation for our economic independence. The local energy sector, in which NEC plays a key role, has provided the foundation for an economy that continues to be resilient even in the face of global economic challenges. Much of this is due to the productivity of the employees in the sector,

including the hard-working members of the NEC family.

Tolerance can be likened to the glue that holds a society together, especially in a multi-ethnic and multi-cultural nation such as ours. The virtue of tolerance does not mean just mere acceptance of our fellow citizens, it implies a willingness to listen and to consult with each other. The future of Trinidad and Tobago depends to a large extent on our ability to build it by working together.

As we celebrate the 49th Independence of our nation it is a good time to reflect on our many achievements, both as employees and as citizens. State enterprises have played a major role in the development of Trinidad and Tobago and are an important symbol of our independence. Since 1979 NEC has been in the forefront of establishing the energy sector that exists today. We can all be proud of this, but we must now commit ourselves to working even harder in the months and years ahead. Mindful of our national watchwords and our past achievements, citizens can proceed confidently into the future “with boundless faith in our destiny”.

### WORDS TO LIVE BY

*“This is a time for patriots. This is a time for us to demonstrate to the world that Trinidad and Tobago will never succumb to those that seek to destroy our hard fought democracy. We cherish the Red, White and Black symbol of freedom that identifies Trinidad and Tobago.”*

From Independence Day Address by The Honourable Kamla Persad-Bissessar,  
Prime Minister of the Republic of Trinidad and Tobago  
August 31, 2011

# NEC Welcomes Our New Minister

In June this year, Senator the Honourable Kevin Ramnarine was appointed Minister of Energy and Energy Affairs in the Government of Trinidad and Tobago. Senator Ramnarine brings considerable expertise to the job, having worked in the energy sector for several years.

The youthful Energy Minister began his career in the energy sector at the Energy Chamber (formerly the South Trinidad Chamber of Industry and Commerce) where he held the position of Senior Energy Research Specialist. While at the Energy Chamber he worked closely on a number of critical energy issues including fiscal reform, local content, downstream development, natural gas reserves and strengthening of the local energy services sector.

Minister Ramnarine also worked with BGTT as the lead economist for the East Coast Marine Area. During his stint with one of the leading multinationals he was integrally involved in a range of key areas such as production sharing contracts, natural gas pricing, project economics, production optimization and business planning.

The new Energy Minister is a



*The Honourable Kevin Ramnarine,  
Minister of Energy and Energy Affairs*

graduate of the University of the West Indies where he obtained a BSc degree in Chemistry as well as a MSc degree in Petroleum Engineering. He also holds a post-graduate International MBA from the Arthur Lok Jack Graduate School of Business. He subsequently developed the Energy Management Elective for this institute and also served as a lecturer for the course 'Overview of the Oil and Gas Industry'. In addition, Senator Ramnarine has conducted valuable research on the Trinidad and Tobago energy sector and has written on

several important topics including "The Political Economy of Oil and Gas in Trinidad and Tobago" and "The Emergence of the Gas Economy in Trinidad and Tobago."

In a recent speech at Cara Suites, Minister Ramnarine provided an insight into his approach to his task. He told an audience of senior personnel from the energy sector that, "I will be a Minister of Energy and Energy Affairs who listens carefully to the sector and its stakeholders." He added that "the nature of the global energy business requires us to be flexible. In this world there are no closed cases and no scenario is black and white. In business there are shades of grey. The door is not closed on anything. We will not be inflexible and impractical. As I said before, we cannot as a country afford business as usual. The world has changed and we must evolve quickly or be left behind."

The Board of Directors, management and employees of NEC congratulate the Honourable Kevin Ramnarine on his appointment and extend best wishes for success in the months and years ahead.

## T&T, Ghana Partnering Beyond Energy

Since 2007 Trinidad and Tobago has been building relationships with countries in East and West Africa in the area of hydrocarbon-related development. The relationship with Ghana is now being extended beyond oil and gas, into port and harbour operations.

On 3 August 2011, NEC hosted a visit by the Ghana Ports and Harbours Authority (GPHA) who were in Trinidad for a week-long study tour of local marine facilities. The eight-member delegation was headed by the Honourable Alhaji Abukari Sumani, Chairman of GPHA and MP for Tamale North, Ghana.

Mr. Sumani explained that GPHA's objectives were to learn from Trinidad and 100 plus years of experience in the oil and gas industry, with special emphasis on the areas of technology development and applications of natural gas for the improvement of citizens' everyday lives. The Ghana Ports and Harbours Authority plans to modernize its ports and harbours in order to bolster trade in Ghana. Mr. Sumani indicated that

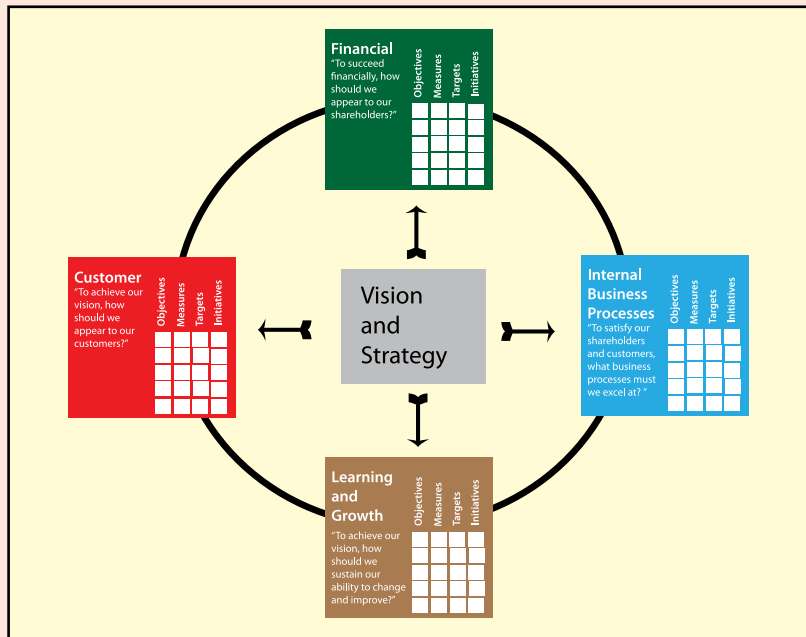
GPHA would be embarking on a computerization drive for its ports, similar to what has been accomplished at the Port of Port of Spain.

The delegation was taken to La Brea Industrial Development Company Limited (LABIDCO) where they viewed the Brighton Dock and Fabrication Yard Facility. They then boarded the *NEC Majestic* at LABIDCO's Berth 1 for a marine tour of Trinidad's western coastline. The visitors were particularly pleased at having this opportunity as they are in the process of procuring a similar marine vessel for their organization.

From the tug, the group had a clear view of marine structures at San Fernando, Pointe-à-Pierre and Point Lisas. They were particularly interested in the coexistence of the energy port and petrochemical terminals alongside the general cargo port in Point Lisas, as GPHA is currently developing its first energy port. The day ended with presentations and discussions on NEC's and NGC's operations. Matters such as infrastructure requirements, the structure of the maritime industry, as well as the relationship among state energy organizations were examined.

# Balanced Scorecard FAQ

*NEC has adopted the Balanced Scorecard as one of the tools to be used in the strategic planning process. In this issue, we answer some of the questions posed by employees about the Balanced Scorecard.*



## What is the Balanced Scorecard ?

The Balanced Scorecard is a framework that helps organisations translate strategy into operational objectives that drive both behaviour and performance. The scorecard converts strategy into an integrated system defined across four business perspectives:

- Financial
  - Customer
  - Internal
  - Learning & Growth
- } **That the organization delivers**  
} **That the organization does**

These four perspectives capture the idea of “Balance” in the Balanced Scorecard by focusing not only on the results of the company’s efforts (e.g. financial results), but also on the customer, internal and learning and growth activities that drive financial success.

## What is the main difference between the Corporate Scorecard and the Departmental Scorecard?

The Corporate Scorecard defines the overall strategic priorities for the organisation aimed at achieving the company’s vision. The Department’s Scorecard defines the priorities which are consistent with the corporate strategic agenda. The process begins with communicating the Corporate Scorecard to each department and aligning the department’s strategy and activities to the corporate vision.

## What are Personal Scorecards – Individual Performance Contracts (IPCs)?

IPCs help create the line of sight from the strategy, and

what employees do everyday. With this line of sight, employees can answer the question, “How do I support the strategy?” The IPCs provide an opportunity to describe how you will perform in a given time period. IPCs are a key element to making strategy everyone’s job.

## Are there other organizations that use this tool? Please give examples – local and foreign?

According to the Balanced Scorecard Institute, some examples of international companies across all industries, which have adopted the balanced scorecard include:

- Du Pont-Manufacturing
- Exxon Mobil – Energy
- Caterpillar Inc. – Manufacturing
- General Electric – Manufacturing
- Ingersoll-Rand – Manufacturing
- UPS – Shipping
- Verizon – Telecommunications
- IBM – Information Technology
- Siemens – Manufacturing
- Honeywell – Manufacturing
- British Telecommunications Worldwide – Telecommunications
- AT&T – Telecommunications
- Daimler Chrysler – Manufacturing
- Pfizer – Pharmaceuticals

Locally, some companies, which have adopted the Balanced Scorecard include:

- Unit Trust Corporation
- Atlantic LNG
- RBC Royal Bank (Trinidad and Tobago) Limited
- Pt. Lisas Nitrogen Limited
- Ernst and Young Caribbean

# Melamine Profile Booklet Launched



On Friday, 10 June 2011 Carolyn Seepersad Bachan, then Minister of Energy and Energy Affairs, formally launched a booklet entitled, *Profiles for Derivative Melamine Manufacturing Business Opportunities* at the Hyatt Regency Trinidad, Port of Spain. The booklet, which was produced by NEC, represents an important step towards the advancement of downstream energy-based manufacturing industries in Trinidad and Tobago.

Melamine has been selected for immediate development because the compound is readily available locally from Methanol Holdings (Trinidad) Limited (MHTL), who has committed to meeting the demand of manufacturers. In November 2010, the Ministry of Energy and Energy Affairs in conjunction with NEC and MHTL hosted a conference entitled, *Downstream Development: Maximizing Melamine*, which attracted more than 250 participants from the business community, including manufacturers, financial services and entrepreneurs. Based on feedback from the conference, NEC has compiled melamine product profiles in the booklet.

The booklet consists of profiles for six melamine derivative products – melamine moulding compounds, dinnerware, adhesives, coatings, laminates and plasticizers. These products can all be manufactured immediately in Trinidad and Tobago. For each product, market data, capital expenditure and equipment requirements, as well as information on the suppliers of relevant technologies, has been provided.

In her feature address, the former Minister of Energy and Energy Affairs stated that the launch of the profiles, "... heralds the results of a focused and determined programme of strategy-building and implementation, based on not only the need to revive energy, but also to deliver the enabling environment for greater local ownership and partnership in the development of our natural gas."

She explained that since energy has now been linked

to manufacturing, the Government has been able to deliver "... more ownership of our natural resources into more hands, with more participation and more benefit to more people locally." She informed the gathering that the ceiling on manufacturing has been shattered, paving the way for local manufacturers to further strengthen their leadership position in the region.

Former Minister Seepersad-Bachan shared the Government's plan to develop similar downstream manufacturing models in plastics and pharmaceuticals. This would be achieved through the application of the Government's Evaluation Framework in the evaluation of proposals expected to ensue from the current requests for proposals for the Methanol to Olefins Project.

The Minister had high praise for Mr. Andrew Jupiter, President of NEC, and his team, who coordinated the production of the booklet. She also gave special thanks to MHTL, the Bankers' Association of Trinidad and Tobago, The Energy Chamber of Trinidad and Tobago, the Trinidad and Tobago Chamber of Industry and Commerce and the Trinidad and Tobago Manufacturers' Association. The Minister presented these organizations with copies of the booklet.

The launch was attended by members of the business community and investors, who all received copies of the booklet. In the coming months the profiles will form an integral part of NEC's strategy for marketing business opportunities in melamine downstream production to local and foreign investors.

NEC would like to thank Dr. Vernon Paltoo and Mr. Daren Ragoonanan, who worked tirelessly to develop the profiles ahead of schedule and within budget. Special thanks also to Ms. Wendy Seow and the team that delivered a well-organized and professional launch event. You continue to demonstrate the tremendous potential resident within the NEC family.



# Wellness and the Working Man

It is the aim of every human being to be in good health and to enjoy total wellness.

## What is Wellness?

Wellness is a positive approach to living – an approach which allows the individual to enjoy a balanced and well-rounded life. It is not the mere absence of illness but the ability to create and maintain harmony with what are termed the four dimensions of wellness – physical needs, psychological needs, spiritual needs and social needs.

Your lifestyle determines the level of wellness you enjoy and thus it is important that you take charge of your daily life and set healthy lifestyle goals. The choices you make have a tremendous influence on your health and wellness. Consistent self-care influences your well-being.

## Some Health Tips

- Start your day with a positive outlook. The brain is the engine room for the body. What you think affects the way you behave/react, and your reactions affect the way your body operates. Think about it!
- Have your meals on time and in appropriate portions. As the saying goes, “have breakfast as a king; lunch like a prince and dinner like a pauper”.
- Have your daily intake of water. There is a lot of advice as to how much water an individual should have a day. Many wellness writers believe in the eight glasses a day rule.

- “An apple a day keeps the doctor away”. This statement is so true. Having daily intakes of fruit is advised. Fruits hydrate the body and are made up of 90-95% water. They are also a good form of fibre and contain carbohydrates.
- Get enough rest. Adults can survive on at least six hours of sleep.

## Finding Balance

Many would agree that it can be overwhelming trying to juggle life and work and still be able to enjoy some form of exercise. The truth is, it may be easier than you think. The key is proper time management. Try preparing for tomorrow’s activities the evening before.

## NEC’s Approach

In appreciating the need to have a healthy workforce, the Wellness Committee has introduced activities geared toward encouraging employees to take up the challenge of developing better lifestyles. Some of the activities include wellness testing, dance, aerobics and spin classes. There is also a well-equipped gym manned by professional instructors. For more information about these activities you can log on to [janus.ngc.corp/wellness/Pages/default.aspx](http://janus.ngc.corp/wellness/Pages/default.aspx)

Remember, your health is your responsibility. Good nutrition, proper weight control, exercise and the controlling of risk factors such as smoking, alcohol and drug abuse are essential to your wellness.



## A look at Nuclear Power

Nuclear power is the use of sustained nuclear fission to generate heat and do useful work. Nuclear power plants provide about 6% of the world's energy and 13-14% of the world's electricity.

There are many well known benefits of nuclear power:

- It produces cleaner energy because it does not result in emissions of poisonous gases such as nitrogen dioxide and carbon dioxide.
- When compared to fossil fuel waste, the quantity of waste generated from nuclear power is small.
- It is reliable because nuclear reactors have life cycles of 40 years or more.

Although the use of nuclear power has many benefits, organizations such as Greenpeace International and Nuclear Information and Resource Service contend that it poses many threats to people and the environment.

According to Professor Bernard L. Cohen at the University of Pittsburgh, these threats may include, but are not limited to:

- Ionizing Radiation – leading to biological cell damage, cancer and genetic diseases.
- Radioactive Waste – spent fuel is converted to rock-like form and emplaced in the natural habitat. A rock in this environment can stay as long as one billion years. This may have a negative effect on future populations, flora and fauna.

- Reactor Accidents – risks from reactor accidents are estimated by the science of probabilistic risk analysis (PRA). The typical PRA estimates that there would be an average of 400 deaths in any reactor accident/meltdown. Subsequent to a nuclear meltdown, very high radiation doses can destroy body functions and lead to death within 60 days. To date, the largest number of deaths was in an air pollution incident (London, 1952) where there were 3,500 deaths in one week.
- Additional dangers include the transport, storage and processing of radioactive waste; the risk of nuclear weapons proliferation; and terrorism.

# What does Independence



**CRESCENTA PLACIDE**

To me independence translates to the autonomy of a country, a state or a nation. Trinidad and Tobago gained independence in the year 1962. We are now 49 independent years old.

It is my view that if it was not for our independent state many of the institutions we know now may not have existed.

For example, National Energy Corporation of Trinidad and Tobago and The National Gas Company of Trinidad and Tobago at which we are all employed.

In light of this, I am indeed grateful and appreciative of this milestone that our country has achieved.

We as a people are the sole owners and directors of our country and as such every citizen has an opportunity to assist with the decisions made, which in turn affects us all.

So we must therefore be wise.



**VERNON PALTOO, PhD**

Independence is empowerment of the people to determine your own destiny. It means that I along with the every other citizen have the ability to learn from the past, influence the present and create a future for which our children would be thankful.



**NATALIE JOSEPH**

Independence is being able to chart a sustainable course with an awareness of interdependence, for the benefit of all.

It means that in a dynamic self, relationship and world, leading others through ownership, intelligence, innovation and alliances for the common good of all.

That is independence.

Graduate beyond, unite with another, share power with another, yield sufficiently to another to work together as a team. To realize this represents a greater level of maturity within one that overcomes psychological impairments. That is the independence in interdependence.

“The chain is as strong as its weakest link.”



**CHARLINE NOEL**

There are many things we take for granted and our liberties are some of them. Freedom to vote, the ability to have a voice and stand up proudly to say “this is who I am”. These are privileges that even today, many do not have. As a small island we have many accomplishments. We compete with the “giants” of this world, even the universe; ask Ms. Wendy Fitzwilliam. Our Red, White and Black; the pride of seeing “you” on the world stage, sometimes is unexplainable... that’s what independence means to me...



**WENDY SEOW**

To me independence is the right to govern oneself. It means that the individual decides the direction of his/her own destiny. However, the authority to decide for oneself goes hand in hand with the responsibility to make wise decisions.

On a national level, independence means that where we go as a nation is the sum total of all our individual choices. In order to preserve our independence, we the people must determine to remain engaged and involved in the process of self governance.



# ence mean to me?



## DAREN RAGOONANAN

Independence means different things to different people. If you are a challenged person, independence may mean being able to look after yourself without having to rely on someone to assist you.

If you are a teenager, independence may mean being able to get your driver's licence, buy your own car and live in your own apartment.

If you are an elderly person, it may mean being able to live in your own house without needing someone to do the housework and cook the meals.

To me, Independence means not needing to rely on anyone else!



## LEOLA LE GENDRE

Independence to me means that I am disciplined, tolerant and productive. I aspire to plant my feet firmly on the ground and have a vision that continuously and positively guides me towards the growth and enhancement of my fellow man by and through my respectful actions.

Love of God and country energizes and fires my ability to tolerate and collaborate with others for the greater good. Moral principles should always motivate my daily undertakings, and the unyielding belief that it could not happen without me doing my duty.

I am in stride with the fire, water, air and earth from which my God-given strength, energy and vitality is derived. And I use it wisely.



## SHIVA BACHOON

Independence equals freedom.

Freedom to choose any political affiliation;

Freedom to pursue any legal business venture;

Freedom to work towards any career path;

Freedom to live within the constitution of our beloved T&T.



## CAMILLA ARJOONSINGH

As a country independence means exemption from reliance on or control by another country or state. In essence the country is accountable for its self-government.

For me as an individual it is the freedom to make my own choices, support (financial or otherwise) those choices and be responsible for the consequences (positive or negative) of those choices.



## MARCIA MAYNARD

Independence for me represents freedom – freedom to choose; freedom to decide a future, chart a course; freedom to not be classified by differences, but celebrated for uniqueness;

Freedom to sing, to praise, to laugh, to dance to the music of our hearts; and to love first ourselves, our families, our communities and our country.

For it is when we are no longer able to change our situations that we are challenged to change ourselves and become free.

Become independent.



## DENISE CYRUS

Independence for me means freedom. It is an opportunity to enjoy freedom of worship and freedom of speech.

In comparison to other countries where the citizens are unable to enjoy these opportunities because of leaders who dictate what they can and cannot have, or what they can and cannot do, I consider our independence to be a great blessing. On Independence Day I always look forward to viewing fireworks.



## ENGINEERING DESIGN AND CONSTRUCTION (EDC)



## Building for our Energy Future

NEC has been mandated by the Government to identify and develop new industrial estates and deep water port facilities. The Engineering Design and Construction department (EDC) carries out an integral function in NEC's delivery of this mandate.

The EDC is headed by the manager who is responsible for 16 staff members with several years of professional experience. All members of this team are dedicated to their duties, ensuring that NEC's interests are protected.

In line with Government's mandate, the EDC develops new and maintains existing projects throughout Trinidad and Tobago. These projects add value by creating strategic national assets in the marine, energy and infrastructure sectors. Our efforts span the full spectrum of procurement, design, project implementation and supervision of publicly funded projects. Some of these projects include the Galeota Port facility, Savonetta Pier facility, and the Point Lisas South and East Industrial Estate.

The EDC project management team is able to utilize its resources to manage capital intensive and technologically innovative projects to deliver high-quality results. The department also maintains close working relationships with different statutory bodies and authorities in order to achieve optimal results

*As a critical part of NEC, the EDC adheres to the company's core values and is happy to support NEC's vision and mission. The EDC is also proud to serve NEC, which has entrusted this team to manage significant projects that will support the expansion of the energy sector...*

for our stakeholders, who include Government, local and international investors, consultants and contractors.

EDC is characterized by proactive stakeholder engagement to ensure sustainability and environmental compliance. As a critical part of NEC, the EDC adheres to the company's core values and is happy to support NEC's vision and mission. The EDC is also proud to serve NEC, which has entrusted this team to manage significant projects that will support the expansion of the energy sector and advance the nation's goals in developing our natural resources.

# Congratulations Energy Vanguards!

National Energy Corporation's dragon boat team, the Energy Vanguards, made an admirable first showing at the Guardian Holdings Limited Independence Charity Dragon Boat Regatta on Sunday, 28 August 2011. Dressed in the company colours of red, white and black the team rowed a personal best of 52 seconds in their first competitive race.

While the team did not advance to the final round, NEC won the Good Will Challenge Trophy for the team that demonstrated the true essence of charity. The team donated \$1,000 and grocery items to the competition's charity of choice, the Credo Foundation. Along with the trophy each team member received a token "Paddle of Charity" as part of their prize.

Congratulations to team captain Ms. Favel Holloway, coach Mr. Shane Boodoosingh and the team members for all their hard work and effort.

Team members include: Lianne Moy Hing, Faraz Abdool, Charnelle Noel, Ruthger Fraser, Shaleni



*The Energy Vanguards are all smiles at the CHL Independence Charity Dragon Boat Regatta.*

Gopie, Simone Manphool, Marissa Padarath, Avionne Cowie, Melina Gonzales, Akil Andrews, Khalil Hosein, Jerome Mc Eachnie, Mikhail Gangadeen, Tsahi Baxter, Kelly Ganpat, Jevon Redhead, Khevan Joseph, Samuel Ramsoondar, Renee Layne, Robin Stanislaus, Khalid Simon, Adanna Galera, Matthew Kangal and Leola Le Gendre.

## 'Analyzers' champs in All Fours Competition 2011

There were highs, lows and hang jacks aplenty at NEC when 22 teams from NEC and NGC met for a friendly all fours competition. At the end of the intense tournament, The Analyzers (Charlene Suchit and Kavita Balgobin) emerged All Fours Champs 2011.

The excitement in the atmosphere was tangible from the very start and the fun kept going for more than three hours.

Teams drew for positions in four groups and each team played all other teams in the group. Group winners then played in the semi-final round with the top two teams meeting in the finals, which took a best-out-of-three format.

After systematically beating a field of experienced players, the ladies of the Analyzers took home the first prize of \$500 as well as the trophy. Second place went to Shut Yuh Mouth (Edric Connor and Khalid Simon), while Cold Breeze 2 (Colin Fortune and Eldon St. Rose) took third. Special prizes were



**Winners Row:** (from left) Edric Connor, Khalid Simon, Eldon St. Rose, Charlene Suchit, Kavita Balgobin and Colin Fortune.

also awarded to the team that had the most hang jacks and the team that won their game by the widest margin.

NEC President Andrew Jupiter (who competed but unfortunately did not make it to the finals this time) congratulated all the participants, especially the champs. He also thanked the committee responsible

for coordinating the event, which was deemed a resounding success by participants.

Rumour has it that a rematch might be in the works in the near future.

In the meantime, it is advisable that potential competitors keep sharpening their skills!

# Meet the NEC T(H)UGS

When we speak about NEC tugs, we are usually referring to the company's high-powered marine vessels. However, there is a group of young men going by the name of NEC T(H)UGS, who are fast becoming a power house in their own right. *The Pioneer* chatted with two members of the team to get to know these football ambassadors a little better.

## KIEGAN BHARAT – CAPTAIN

### What position do you play on the team?

I play in the midfield.

### Who is your favourite football player?

Wesley Sneijder (Dutch International)

### What's your favourite team?

Inter Milan (What, not NEC T(H)UGS?)

### How long have the NEC T(H)UGS been in existence?

The T(H)UGS have been in existence since 2007 when we played our first NGC Interdepartmental Football Tournament (IDFL).

### Who are the team members of the NEC T(H)UGS?

The team comprises persons from various departments throughout the organization. However, new players comprise about 75% of the team.

### What are some of the events that the team has taken part in and what are some of the upcoming events?

2007: We participated in our first NGC IDFL. We were also the champions!

2008: Participation in NGC's IDFL.

2009/10: SIS Interdepartmental League, Bragging Rights, BG Football Competition

2011: Bragging Rights, NGC IDFL, SIS Interdepartmental League.

### Is the team prepared for the upcoming 2011 events?

The team is in an "ok" position with respect to the training sessions. Once there is a proper schedule for team members we will be more prepared.

### How's the relationship between team members of NEC T(H)UGS?

The communication between teammates and the structure of the team is good and acceptable.

### What about team spirit within the group?

The team is very confident when taking part in competitions and we encourage and support each other. There is no conflict among players.

### What are your expectations for the 2011 season?

So far for this year the team has unfortunately lost the Bragging Rights Tournament. However, we are optimistic about winning the NGC IDFL. The team's main goal for this season is to move past the quarter finals and win the SIS Interdepartmental League.



### Should there be more participation in the football league?

It is the opinion of the team members that there should be greater support and participation from staff members to encourage the team in these competitions. This would also encourage more mingling, socializing and communication among employees.



## KHEVAN JOSEPH

### Q. What position do you play on the team?

A. I play in the midfield.

### Who is your favourite football player?

Xavier Hernandez (Spanish International)

### What's your favourite team?

Barcelona (Again, not NEC T(H)UGS?)

### How long have you been playing with the NEC T(H)UGS?

I began playing with the team last year for the last two games of the season. However, the 2011 NGC IDFL will be the first full tournament for me. I can't wait to create an impact!

### What do you like most about the NEC T(H)UGS?

I appreciate the fact that members of staff can come together and take part in activities after working hours and communicate with each other outside of the work environment.

### What do you like least about the NEC T(H)UGS?

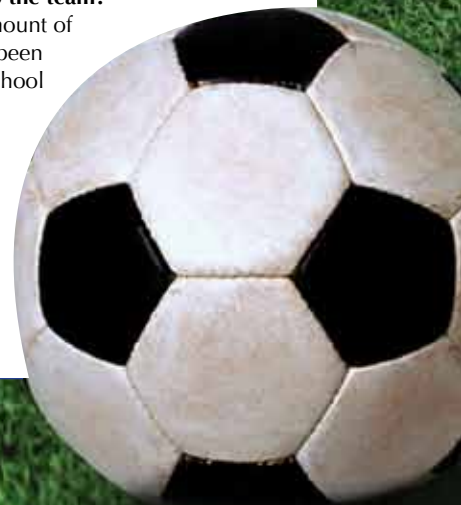
There should be a greater number of supporters during games and encouragement for practice sessions.

### How do you plan to contribute to the team?

I think that I have a fairly good amount of knowledge about football. I have been playing the game since primary school and hope to pass whatever knowledge I can to my fellow teammates.

### What are you looking forward to with the NEC T(H)UGS?

I am very excited to play with the team in the upcoming competitions and hope to win all the tournaments in which we participate.



# Collaborating for Community and Culture

## NEC/La Brea Police Youth Club Support Sri Devi Dance Camp

In collaboration with the La Brea Police Youth Club, the Sri Devi Dance Group recently held its 4th Annual Vacation Dance Camp at the group's studio in Vessigny Village, La Brea. Under the expert supervision of its leader and director, Mrs. Ria Soodeen-Bachan, the two week Camp catered to children from ages 4 to 17. During this time, the children were exposed to five different dance styles:

- Ballroom
- Latin
- Indian
- African
- Hip Hop

NEC seized the opportunity to assist with this programme as part of its commitment to youth development and the promotion of culture at the community level. The two weeks of training culminated with a community dance concert which was held on Friday, 19 August at the Brighton Sports Club at Pint D'Or, La Brea.

The Energy Sector Corporate Social Responsibility (CSR) Coordinating Task Force has identified several police youth clubs throughout south Trinidad as a vehicle for youth development. One such area, La Brea, also happens to be a main fenceline community for NEC.

More than 25 youths showcased their new skills in all of the dance styles. The concert – which was attended by parents, representatives of corporate sponsors and community groups – was a huge success. Children



Reay Greaves, Community Liaison Officer (right), receives certificate of appreciation on behalf of NEC from Ria Soodeen-Bachan.

as young as four years old took to the stage, fearlessly performing in front of an audience of approximately 60 people.

A proud Mrs. Soodeen-Bachan gave special thanks to NEC, Petrotrin, NGC and the Energy Sector CSR Coordinating Task Force. She also thanked the La Brea Police Youth Club for working with her group in staging the dance camp.

Beaming parents and tutors expressed how proud they were of the children, who they described as "disciplined and willing to learn."

In July this year the Sri Devi Dance Group performed at the launch of the Siparia Police Youth Club, which was attended by the Honourable Prime Minister Kamla Persad-Bissessar. The La Brea arm of the Police Youth Club has pledged to continue working with Mrs. Ria Soodeen-Bachan and all members of the Sri Devi Dance Group for the advancement of youth and culture in the area.



## ENERGY SECTOR CSR COORDINATING TASK FORCE

## Towards Social Entrepreneurship

In the book *Social Entrepreneurship: New Models for Sustainable Change* one of the contributors notes that “companies worldwide are facing a combination of push and pull factors that propel them towards more robust forms of CSR (corporate social responsibility)”. This is attributed to “changing expectations by the public at large and key stakeholder groups such as consumers, employees and communities”. The public is now demanding “a much more active role for companies in resolving social problems beyond their traditional role of providing goods and services”.

The document continues, “companies need to find a process to respond to this challenge and move their social initiatives to a higher level. CSE (corporate social entrepreneurship) is that process”. This theory is applicable to both private and public sectors but it is likely that much more will be expected from those corporations that are nationally owned.

There are several different definitions of CSE depending on the bias of the interpreter but there is consensus that it is primarily about “mobilizing internal and external resources in order to generate social value”. In a local context it would mean combining the internal resources of the company with the external resources within the community.

According to Dr. Alex Nicholls, an expert in the field, there are two key components of social entrepreneurship. The first is “a prime strategic focus on social impact.” The second is “an innovative approach to achieving the mission.” These two factors are particularly relevant for companies operating in Trinidad and Tobago, since significant funds are allocated on an annual basis towards corporate community relations. It is even more important in the energy sector, which often operates in close proximity to several communities and has always sought to enhance the relationship between company and community.

Continuous assessment of the social impact of the various initiatives is essential in order to ensure that the objectives are being achieved. This will also allow for changes in strategy (although a complex bureaucracy can make such modifications difficult). The innovation factor however is perhaps the more important aspect, especially in terms of community development in “fenceline” communities.

The socio-economic history of the region suggests that there is considerable scope for innovative community development programmes, especially at the youth level. Many of the activities of the pioneer oil companies generated high levels of social capital, and while it has depleted over the years, the basic foundation is still in



place. This is reflected in the numerous community-based organizations that can still be found throughout the region, although many are less effective than in previous years. The challenge therefore is to use the existing social capital to achieve sustainable community development and to do so by working in close collaboration with the communities.

In 2007, the Energy Chamber produced a report in collaboration with the UNDP entitled *Mapping Corporate Social Responsibility in Trinidad and Tobago*. It is a valuable piece of research with some important findings, including a conclusion that there was “little evidence of strategic programme development and many programmes and projects are funded on an ad-hoc basis, resulting in a lack of sustainability and alignment with the companies’ business objectives”.

The concept of corporate social entrepreneurship provides the framework for developing more sustainable CSR programmes which are in keeping with good business practices. Unfortunately these programmes tend to have a long-term focus and may not provide the immediate public relations mileage that is often needed to justify the expenditure.

The Energy Sector CSR Coordinating Task Force has adopted the theme “Partnering with our Communities” as a guide to developing and implementing CSR programmes. There are two key elements in this thrust. The first is the institutional strengthening of credible community based organizations and the second is capacity building with regard to the persons leading these organizations. Success can only be achieved through sustained effort over the medium to long term.



*Small contractors attend NEC-NEDCO tendering workshops.*

## Stimulating Micro-economies through Training



*Contractor receives certificate of completion from NEDCO.*

For many small contractors the tendering process can be confusing and difficult to navigate. The realms of paperwork, coupled with stringent deadlines, often leave small contractors failing to meet tender requirements; while larger and more knowledgeable contractors often win the bidding wars.

After receiving several incomplete tender packages from small contractors in its fenceline communities, NEC partnered with the National Entrepreneurship Development Company Ltd (NEDCO) to provide free training to small contractors in these communities in an effort to promote institutional strengthening and capacity building.

NEC also partnered with the National Energy Skills Centre (NESC) as they presented information on NESC's Work Force Assessment Centers. These facilities cater to the needs of uncertified individuals who have acquired a certain level of knowledge and skill through work and life experiences. It allows for them to be certified.

The sessions, hosted by veteran procurement specialist Sandra Barrat, began on Tuesday, 7 June 2011 in Guayaguayare. The response was so overwhelmingly positive that another session was held in Guayaguayare on Friday, 17 June 2011. Two more sessions were held in La Brea on Wednesday, 22 June 2011 and on Friday, 24 June 2011.

NEC in its commitment to stimulating the micro-economies of its partner communities, intends to continue providing relevant training to these communities.

# Giving to SEA graduates in our communities



*Milton Presbyterian School*

Attending high school can be intimidating for students and their parents. The additional financial strain along with a new school environment, new teachers and new courses, can all be extremely overwhelming. But for some families in NEC's fenceline communities of Couva, Guayaguayare and La Brea, school supplies for the new school year are no longer a concern.

In recognition of the academic achievement of graduating Secondary Entrance Assessment (SEA) students in these areas, and in continued support of their education, NEC donated school supplies – including school bags, notebooks, copybooks and pens – to 20 students of the Milton Presbyterian School in Couva, five students of the Mayaro Guayaguayare Community School in Guayaguayare and 20 students in the La Brea community. NEC recognizes that supporting education today is critical to the success of NEC and the Trinidad and Tobago of tomorrow.



*Mayaro Guayaguayare Community School*



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