



The Consultative Association of Guyanese Industry Ltd

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Chairman: Dr. Yesu Persaud, C.C.H. Consultant Adviser: Mr. Samuel J. Goolsarran

Report on the Activities of CAGI January – December 2014

1. New CAGI Members 2014

Demerara Harbour Bridge Corporation joined CAGI as a new member during the first quarter 2014. This brings our membership to 62 members.

2. CAGI Website: <http://www.cagi.org.gy>

The Website is up to date. New entries include CAGI Training Programme for 2014, and Report of CAGI Activities for 2013, CAGI 2014 Councillors and Officers, and new member company. The Webmaster is Mr. **David Goolsarran** who provides a pro bono service. The content is provided by the Consultant Adviser, Mr. Samuel J. Goolsarran.

3. Human Resource Managers' Meetings

During 2014, regular Meetings of Human Resource Managers/Officers were held on 28 January at GBTI Recreational Centre, Bel Air Park, Georgetown; 25 March at New GPC Inc. Board Room; Farm, EBD, 13 May at Demerara Bank Training Room, Diamond; 29 July at the Pegasus Hotel, Georgetown (sponsored by Wartsila Operations) – this meeting was addressed by Chairman, **Dr. Yesu Persaud** on his autobiography, *Reaching for the Stars*; 23 September at Bosai, Linden; and on 25

November at Banks DIH, Thirst Park, Georgetown – this meeting was addressed by Ms. Melcita Bovell, Technical Facilitator/Adviser, MOE on ***Preparing Students for the world of Work- Linking with the Private Sector.***

Apart from the regular matters, Mr. Samuel J. Goolsarran made presentations at different times at these meetings on ***Employment Relationship*** based on International Standards *in determining the existence and disguised forms of employment relationship, independent contractors, contract workers, contract of service, and contract for service*; discussed a case study on the ***Development of Conflicts into Disputes and industrial action***; DVD on ***Crisis Bargaining – approaches of negotiators, actors at different levels***; ***Industrial Relations Issues of Conciliation/Mediation, and Arbitration.***

4. Training Courses Delivered:

During the period of January – December 2014, the following training courses were successfully delivered:

For Several Companies:

- ***Promoting a Positive Image of the Enterprise*** – 34 participants, with Ms. Jannis London (Republic Bank) as resource person;
- ***Conducting Effective Staff Performance Appraisals*** – 43 participants, with Mr. Samuel J. Goolsarran (CAGI) as resource person;
- ***Administrative and Secretarial Skills*** – 18 participants, with Ms. Jannis London (Republic Bank) as resource person;
- ***Supervisory Management Development*** – 43 participants, with Mr. Samuel J. Goolsarran (CAGI) and Mr. Eion Oudkerk (GNSC) as resource persons;
- ***Occupational Safety and Health*** – 65 participants, with Mr. Samuel J. Goolsarran (CAGI) and Mr. Earl Morris (Guysuco) as resource persons;
- ***Inventory Management*** – 27 participants, with Ms. Winneth Blackman (Lands and Surveys Commission) as resource person;
- ***Leadership skills*** – 35 participants, with Mr. Taajnauth Jadunauth (retired CEO, METRO) as resource person;
- ***The National System of Industrial Relations*** – 19 participants, with Mr. Samuel J. Goolsarran (CAGI) as resource person

- ***How to be a successful Manager*** – 35 participants, with; Mr. Taajnauth Jadunauth (retired CEO, METRO) as resource person; and
- ***Financial Management for Non-Financial Manager*** – 33 participants, with Mr. Deodat Indar (Sterling Products Ltd.) as resource person.

Single Company Training

- ***Staff Performance Appraisals - GECOM*** – 16 participants, with Mr. Samuel J. Goolsarran (CAGI) as resource person;
- ***Staff Performance Appraisals – Beharry Group*** – 24 participants, with Mr. Samuel J. Goolsarran (CAGI) as resource person;
- ***Customer Services – Guyoil***– 18 participants (first group),with Ms. Winneth Blackman (Lands and Surveys Commission) as resource person; and
- ***Customer Services – Guyoil*** – 18 participants (second group), with Ms. Winneth Blackman (Lands and Surveys Commission) as resource person.

5. CEO Breakfast Forum:

Two breakfast fora were held during the year 2014:

- 23 April 2014 at the Pegasus Hotel, His Excellency Brent Hardt, US Ambassador to Guyana addressed some 54 persons on matters of US-Guyana Interests;
- On 12 September 2014 at the Regency Hotel, Dr. Yesu Persaud addressed some 42 persons on his autobiographical book- *Reaching for the Stars*.

6. Business Dinner

CAGI 2014 business dinner was held at the Pegasus Hotel on 11 December; 175 persons attended. Dr. Kusha Haraksingh, Dean of the Faculty of Law, UWI, St Augustine, Trinidad, and Chairman of CARICOM Competition Commission was the feature speaker addressing the subject – ***The Regulation of Business, and the Business of Regulation***

7. Advisory and Technical Work of the Consultant Adviser:

Technical Support and Advisory Services were provided, on request, to member companies and the private sector enterprises in general on:

- Negotiations on terms and conditions for collective labour agreements,

- Disciplinary matters including dismissals and redundancies,
- Consultations on negotiation strategies and preparation for negotiations,
- Remuneration packages including minimum wages, and
- Interpretation and implementation of the new *minimum wage and working hours order which came into force on 1 July 2013*. A Guidance Note on the application of the Order was issued to the private sector by the consultant Adviser.

8. Representation on National Bodies:

CAGI's current representatives maintain on an on-going basis, representation of Employers' interests and perspectives at the various regular and special meetings on the following national bodies:

- i) **Private Sector Commission** – Samuel J. Goolsarran (CAGI)
- ii) **National Tripartite Committee, MOL** – Samuel J. Goolsarran(CAGI), Bibi S. Ramchan (CAGI), Jairam Pitam (Guysuco), Fay Bispham (Massy), Teckla Gonsalves (Banks DIH), and Taajnauth Jadunauth (METRO)
- iii) **Trade Union Recognition and Certification Board** – Samuel J. Goolsarran (CAGI), Taajnauth Jadunauth (METRO), Fay Bispham (Massy)
- iv) **National Insurance Scheme Appeals Tribunal for Demerara** – Samuel J. Goolsarran.
- v) **At Conciliation/mediation/Arbitration meetings**, on request of member Companies - Samuel J. Goolsarran
- vi) **National Insurance Board** – Maurice Solomon (Maurice Solomon and Company).
- vii) **University of Guyana Council, and its Appointments, and Finance and General Purpose Committees** – Samuel J. Goolsarran
- viii) **University of Guyana Steering Committee on its Science and Technology Support Project** – Samuel J. Goolsaran.
- ix) **National Advisory Committee on External Trade Negotiations**, (including labour standards (**NACEN**) - Samuel J. Goolsarran.
- x) **National Commission for the Elderly** – Samuel J. Goolsarran, Chairman
- xi) **National Advisory Committee on OSH** – Bibi S. Ramchan

9. Staff Development:

Ms. Bibi S. Ramchan, CAGI, and Mr. Quentin Campion participated in CAGI's *Administrative and Secretarial Skills Course* on 27 February 2014.

Ms. Ramchan also participated in the Annual general meeting of the PSC, and attended five dinner and award events of the GMSA and GCCI. She further participated in the Millennium Development Goals (UN) and TVET on National and Regional Vocational Qualifications (MOE)

10. Financial Audit Statement for 2013:

The Financial Statements for the year 2013 was completed at the end of March 2013 by PKF, Barcellos, Narine & Company, Chartered Accountants.

The report was approved by Council.

11. Appreciation

I wish to place on record my appreciation and grateful thanks to the Chairman and Councillors for their continuing valuable guidance and support, to CEO's and HR Practitioners of Member Companies for useful interactions on employment relations and HR issues, and to the two CAGI staff persons for necessary office and administrative support.

Samuel Jerry Goolsarran,
Consultant Adviser (EX. Dir.)
CAGI.
2 January 2015