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# THE EXPANDING ROLE OF EMPLOYEE DEVELOPMENT

GUYSUCO as an employer of choice is continuing to expand the range of opportunities to employees. Through human resource management, the company successfully devised and implemented a strategy which monitors the rate of attrition while focusing on retaining skills to complement its efforts.

The Training and Development department has been critically fully involved in activities that will raise the profile of the Corporation and its employees. Recertification of our product and services by ISO 9000/2001 standards; acceding to ACCA Accreditation Management Training; and identification of High Potential employees were among the

high-points in the industry's observance of Education month this year.

Effective August of this year, the Corporation began to certify practical activities of Finance staff members who are members of the Association of Certified Chartered Accountants (ACCA) and qualify them for exemption from the continued development process. A similar plan for recognition of other staff members pursuing ACCA is currently being pursued and is likely to take effect shortly.

Management Training for the fourth batch of students began towards the end of September. Among the 19 potential Managers are eight Guyana

scholars who have just returned from studies in Mechanical and Electrical Engineering in Cuba. The others are graduates of the University of Guyana – from both Turkeyen and Tain campuses and will complete training in two years.

Training and Development Manager announced that those of the second cohort have been placed into their permanent positions while those of the third cohort have begun their in-plant training.

GUYSUCO employees can also benefit from the Assistance to Study Scheme, the scholarship programmes and Corporation-sponsored short courses.

# \$7M FOR BURSARY AWARDS THIS YEAR



WEST DEMERARA ESTATES' AWARDEES



EAST DEMERARA/ HEAD OFFICE AWARDEES

GUYSUCO, through its annual efforts allowed parents to embrace our national theme for Education month this year, "Education of the child: a parent and teacher obligation".

This year, seven million dollars has been allocated to the improvement and support of educational development among

the children of employees in the Corporation. The disbursement began in September when the 99 students who were successful at the Grade Six Assessment Examination reached the requirements under the Bursary Awards' Scheme received their award. Employees whose children were successful at the CSEC and CAPE will also be rewarded.

The Training, Education and Development Unit noted an increase in the number of persons applying to the Scheme. This year's cut-off mark was 478.

NAME OF ESTATE LOCATION	NUMBER OF APPLICANTS	NO OF BURSARIES AWARDED
Skeldon Estate	23	05
East Berbice Estate - Albion location	37	12
East Berbice Estate – Rose Hall	32	19
Blairmont Estate	22	12
East Demerara Estate	49	21
Wales Estate	13	09
Uitvlugt Estate	30	12
Head Office	11	09
<b>Total</b>		<b>99</b>

## MEET

# Shamwattie Monilall



SHAMWATTIE MONILALL

From the time Shamwattie Monilall joined the GUYSUCO family at Uitvlugt Estate, it revolutionized the story of her life.

In her recount of the events of the recent years prior to 2007 when she first came to sugar, the only happy moments she can recall were in her marriage and the birth of her daughter Rafena. For it was just one year after the young woman got married that she lost her husband to cancer and had to return to her family's home in Cornelia Ida to draw strength, support and direction for the inevitable adjustment to a new life.

In 2003, Shamwattie joined the working world as Clerk at Western Union before coming to the Corporation in 2007 as a temporary Bookkeeper and is happy to be counted among the workforce of the traditional industry.



"I am comfortable here at GUYSUCO. The staff members are co-operative, the hours are flexible and because it's close to home, I can get to spend more time with my daughter," Monilall said. When asked about challenges, the soft spoken 35 year-old acknowledged that currently she is managing with the rising cost of living but vows to remain in sugar doing all she can to ensure that life is comfortable for herself and daughter.

The performance of Shemwattie's daughter Rafena at this year's Grade Six Assessment has encouraged Shamwattie to stay the course. Her dedication is beginning to bear fruit her daughter is stepping up to show how much she appreciates the efforts of her mom.

The 11years-old Rafena is recorded as this year's top Bursary Awardee in GUYSUCO.

The 545 marks she earned at the examination also name her as the best performer for Region Three.

When asked about her initial reaction to hearing the news of being awarded a place at Queen's College, the former Leonora Primary School student admitted that although she was confident that she would have earned a place there, she respects and understands her mom's decision to send her to the Swarwatie Vidya Nikten Private own school in her community instead of the Georgetown-based institution.

"I would first like to thank my mom for the support she gives to me and my primary school teachers especially Ms Gopal and Sir Persaud for the work they did to prepare me for the examination," Rafena began, "I intend to continue working hard to prepare for studies in the area of medicine overseas."

# ENMORE PACKAGING PLANT

## AMONG MAIN FEATURES FOR AGRICULTURE MONTH

**T**he signing of the contract to realize the Enmore packaging facility- Project Gold - is listed as the Corporation's main feature for Agriculture month.

Surendra Engineering Corporation won the contract and when this comes on stream it will serve as a complement to the Blairmont Estate which has been shouldering the responsibility of meeting the growing demand for high quality packaged sugar in overseas and local markets The US\$12M project will involve the expansion and modification of the existing factory and the installation of the packaging facility.

Other activities assigned to the Corporation for Agriculture month are a Research Conference on October 13, 14 where GUYSUCO's Agriculture Research Centre will represent the Corporation delivering

presentations in climate change, biological control of pests, advances in field mechanisation. The co-generation component of the new Skeldon factory will be the main thrust of the Agriculture Research Director's address at the Agro-Energy Presentations on October 29. Visitors to the Corporation's booth for World Food Day will be updated on progress of the new factory's construction and the anticipated benefits to be derived.

The Corporation is to participate in the launching of activities for Agriculture month which begins with the opening of a Packaging Plant at Parika on October 1. On October 25, Blairmont Estate staff will showcase the Corporation's advances in value added production at West Berbice Nite at Bath centre ground.



**SAFETY  
CORNER**

## GUYSUCO HIV/AIDS PREVENTION CARE AND TREATMENT PROGRAMME MOVES INTO TOP GEAR



Since the launch of the Corporation's HIV/AIDS Policy in 2003 there have been heightened activities following to ensure that all employees and workers are fully informed about the prevention, care and treatment of HIV/AIDS.

Four years later, the Corporation's plan received a further boost in its drive with the acquisition of ten television sets and DVD players from the Ministry of Health. This came as demonstration of support for being the largest single employer and for having the age-group that is most likely to become infected with the HIV/AIDS virus.

Coordinator, Mr. Patrick Mentore of the Health Sector Development Unit within the Ministry of Health lauded the Corporation's efforts and informed that the acquisition comes as a result of the World Bank funded project.

"We (the Ministry) are pleased with the rate of progress GUYSUCO is making in the area of promoting healthy lifestyles and will continue to provide assistance where necessary to aid the company's efforts in this regard," he observed.

Human Resources Director Mr. Jairam Petam expressed gratitude to the Ministry and pledged that the Corporation will make full use of the equipment as it steps up the pace in the information sharing on HIV/AIDS.

Company Health and Safety Officer Mr. Earl Morris informed that the video equipment will allow visitors to the staff club and dispensaries to witness and become involved in the Company's progress activities in health promotion.

