

7. CAPACITY BUILDING

Capacity building for the Commission involves the development of the court's human and other resources to better enable the institution to discharge its mandate. New Members of the Commission and members of staff are trained to ensure they have the core skills needed for their respective posts. The Commission also provides and otherwise facilitates opportunities for Members and staff to continue to update their skills and training in relevant areas of law, the environmental sciences and court administration. This includes training opportunities as well as attendance at relevant conferences and symposia. In pursuit of this strategy the Members and staff of the Commission have undergone training and participated in conferences and seminars as outlined below.

7.1 Training

7.1.1 Training of Members of the Commission

Training for the Members of the Commission focuses primarily on strengthening their skills in relation to their responsibilities as adjudicators and mediators. In this regard training encompasses legal, scientific and technical issues with which the court may be faced as well as techniques and methodologies relevant to judicial decision making, judicial writing and alternative dispute resolution. In addition training for the Chairman encompasses her responsibilities in terms of strategic direction for the administration of the court.

Over the last year, the training undertaken by the Members of the Commission was as follows:

NAME OF COURSE/ SUBJECT MATTER	TRAINING PROVIDER	ATTENDEES	PERIOD
Teaching Negotiation in the Organization	Harvard Law School, Cambridge, Massachusetts	Her Honour Sandra Paul, Chairman	May 10 - 12, 2006
Fellowship - International and Comparative Environmental Law	United Nations Institute for Training and Research, Budapest, Hungary	Her Honour Sandra Paul, Chairman	July 17 - August 4, 2006

7.1.2 Training of Administrative Staff

Training for Members of the administrative staff is related to the different duties of the respective individual, whether these be administrative, human resource, financial or court related work. Two focal points of training for staff in 2006 were:

- Basic training in oral and written Spanish; and
- Basic first aid as a component of the Commission's Occupational Safety and Health Strategy.



Registrar and staff undergoing training in Basic First Aid

Training undertaken by the staff during the last year was as follows:

NAME OF COURSE/ SUBJECT MATTER	TRAINING PROVIDER	ATTENDEES	PERIOD
Law Reporting Techniques	Caribbean Court of Justice	Mr. Clyde Pryce, Librarian	January 16 - 21, 2006
Microsoft Word (Introduction/ Intermediate)	National Information Systems Centre	<ul style="list-style-type: none"> • Ms. Julie Ramdial, Clerk Stenographer I; • Ms. Haydee Noel, Bailiff I (Ag.) 	February 6 - 7, 2006
Basic Spanish		<ul style="list-style-type: none"> • Ms. Neisha Jaimungal - Carrera, Clerk Stenographer II • Ms. Fatima Ali, Verbatim Reporter I (Ag.) • Mr. Clyde Pryce, Librarian • Ms. Haydee Noel, Bailiff I (Ag.) • Ms. Lorna Mc Clean, Office Attendant; • Ms. Malaika Hosein, On-the-Job Trainee; • Ms. Hassina Gaffar, Verbatim Reporter I (Ag.); • Ms. Arlene Dann, Verbatim Reporter I (Ag.); • Mr. Roland Sukhai, Bailiff I • Ms. Julie Ramdial, Clerk Stenographer I; • Ms. Gemma Foote, Telephone Operator/Receptionist; • Mr. Joel Rennie, Clerk I 	

NAME OF COURSE/ SUBJECT MATTER	TRAINING PROVIDER	ATTENDEES	PERIOD
Basic First Aid	Trinidad and Tobago Red Cross Society	<ul style="list-style-type: none"> • Ms. Julie Ramdial, Clerk Stenographer I • Ms. Fatima Ali, Verbatim Reporter I (Ag.) • Mr. Clyde Pryce, Librarian • Ms. Haydee Noel, Bailiff I (Ag.) • Mr. Sookbir Ramsumair, Chauffeur/Messenger • Mr. Clive Adams, Orderly • Mr. Kwesi Jackson, On-the-Job Trainee • Mr. Andrew Dalip, Jr., Registrar • Ms. Hassina Gaffar, Verbatim Reporter I (Ag.) • Ms. Arlene Dann, Verbatim Reporter I (Ag.) • Mr. Roland Sukhai, Bailiff I • Ms. Neisha Jaimungal-Carrera, Clerk Stenographer II • Ms. Gemma Foote, Telephone Operator/Receptionist • Mr. Vishal Sagram, Clerk II (Ag.) • Mr. Joel Rennie, Clerk I 	
Emotional Intelligence: Enhancing the Skills of the HR Practitioner		Mr. Andrew Dalip, Jr., Registrar	September 28 - 29, 2006
Advanced Computer Literacy	YTEPP	<ul style="list-style-type: none"> • Ms. Hassina Gaffar, Verbatim Reporter I (Ag.) • Ms. Arlene Dann, Verbatim Reporter I (Ag.) 	June 8 - July 17, 2006

7.2 Conferences and Symposia Attended and Speeches and Presentations Made

7.2.1 Conferences and Symposia Attended

Members and staff of the Commission are afforded opportunities to attend conferences and symposia which are relevant to the work of the Commission. These events also provide an opportunity for the Commission to remain en courant with the latest developments in the various fields related to the jurisdiction of the Commission and court administration as well as to establish and maintain valuable linkages with contemporaries locally and in other jurisdictions. In 2006 the Commission was represented at the following conferences and symposia by the corresponding Members and officers:

- At the invitation of the Chief Justice of Belize the Chairman presented a paper titled “The Legal Tools for Controlling Utilization of the Environment, the role of the Judiciary” at the 7th Annual Bar and Bench Summit, “Sustainable Development: Challenges for Environmental Law” held at the Radisson Fort George Hotel and Marina in Belize on January 20, 2006.
- The Chairman was invited to deliver the feature address titled “Review of the Implications of the Declaration of the Buccoo/Bon Accord Lagoon Complex as a Ramsar Site,” at a seminar on



Policy and Legal Instruments Governing the Buccoo Reef Marine Park, Tobago on February 3, 2006.

- The Chairman was invited to deliver a paper titled “The Environment and Crime in Trinidad and Tobago” at the 4th International Conference on Crime and Justice in the Caribbean held at the St. Augustine Campus of the University of the West Indies during the period February 8 - 11, 2006. Her Honour Ann Marie Sirju, Member also attended this conference.
- Mr. Clyde Pryce, Librarian represented the Commission at the 21st Annual Conference of the Caribbean Association of Law Libraries held at the National Library, Port of Spain during the period July 3 - 6, 2006.

7.2.2 Speeches and Presentations Made

The officers of the Commission continue to receive invitations to speak at different forums on matters relating to environmental law and the jurisdiction of the court. This has proven to be a useful mechanism for public education with respect to the court and for developing closer ties with counterpart organizations locally, regionally and internationally.

Within the period under review the Chairman delivered several other speeches and presentations including:

- To the Port of Spain City Corporation at City Hall on April 3, 2006;
- To the CARICOM Trade Support Programme and the Secretariat for the Implementation of Spanish at the latter’s offices on April 25, 2006;
- To the Trinidad and Tobago Zoological Society at the Emperor Valley Zoo on May 18, 2006;
- To the Global Learning and Observations to Benefit the Environment (GLOBE) Teacher Training Workshop at PETROTRIN Learning Resource Centre, Pt. Lisas on December 13, 2006;
- To the Global Learning and Observations to Benefit the Environment (GLOBE) Teacher Training Workshop at Hillview College on December 15, 2006;



Chairman delivering a presentation at the GLOBE Teacher Training Workshop

7.3 Infrastructure

In 2006, with a view to achieving its objectives, the Commission continued to employ its strategy of “utilising the best available technology not entailing excessive cost, and keeping abreast with current trends in court technology and the administration of justice, so as to expedite the hearing of matters.” In this regard information technology has been identified as a key tool for the more efficient discharge of the court’s core functions as well as a user friendly platform for enhanced public access.

A significant step being taken by the Commission with respect to information technology is the networking of its computer assets. This project, a hybrid wireless and cabling network, was commenced in 2006 and is being approached in two phases in accordance with the availability of funding. With the assistance and approval of the National Information Systems Centre (NISC) a supplier of hardware for Phase 1 was selected and work commenced in the fourth quarter of 2006. Phase 1 included the supply and installation of cabling, wireless access points and Ethernet switch and was completed by December 31, 2006. Phase 2, which includes the installation and configuration of a server, power supplies, UPS and firewall appliance is scheduled to commence early in 2007. The Commission will again be working closely with the NISC to bring this project to a successful close.

When completed the network will allow for easy file sharing and more efficient utilization of information technology resources. The network will also extend to the courtroom of the Commission allowing, for example, easy access by Members of the Commission and court support staff to electronic files needed during hearings, as well as internet access where appropriate to maximize use of Westlaw and other online resources. Such internet access may also be made available to litigants and their attorneys-at-law where appropriate, to facilitate full ventilation of their respective positions and expeditious hearing of matters.

The computer network will provide the foundation for the further utilisation of information technology resources by the Commission. Some applications under consideration include:

- Court reporting solutions to replace the current system of notes being taken by hand by Verbatim Reporters. Options under consideration are:
- A full digital audio court recording system; or
- Computer aided transcription supported by digital audio and video recording; and
- Utilizing the network for video linking of the court room to the conference room so as to facilitate public viewing of matters where the public gallery is full;

7.4 General Administration

Within the period under review the court was able to bring a conclusion to two longstanding issues with respect to security and janitorial services. In this regard contracts were awarded for the provision of these services to the Commission. As a result the contractual services of the temporary janitor and night watchman were not renewed after the expiry of their respective contracts.