

**THE SUGAR INDUSTRY  
LABOUR WELFARE FUND  
COMMITTEE**

**ANNUAL  
REPORT 2014**

## COMMITTEE INFORMATION

<b>REGISTERED OFFICE:</b>	87 Duke & Barrack Street Kingston, Georgetown Guyana
<b>AUDITOR:</b>	The Auditor General Audit Office of Guyana 63 High Street Kingston Georgetown Guyana South America
<b>ATTORNEYS-AT-LAW:</b>	Messrs. Cameron & Shepherd Attorneys-at-Law Lot 2 Avenue of the Republic Georgetown
<b>BANKERS:</b>	Bank of Guyana Avenue of the Republic Georgetown Guyana

## **SILWFC'S MANDATE**

The Sugar Industry Labour Welfare Fund Committee was established by law in 1947 to provide for the improvement of social and public health conditions among workers in the Sugar Industry, with special reference to housing, sanitation and potable water supply and recreational facilities.

### **PRINCIPAL ACTIVITIES**

The Principal activities of the organization are focused on the improvement of housing, roads and the social and public health conditions of Sugar Workers. The organization has also been significantly involved in house lot allocation, conveying Titles, issuing interest free loans and giving Water Subsidies to sugar workers who have met the qualifying requirements.

In accordance **with Regulation 10** of The Sugar Industry Labour Welfare Fund Regulations made under The Sugar Industry Special Funds Act Chapter 69:03, the members of the Committee appointed by the Honourable Minister of Labour to administer the Sugar Industry Labour Welfare Fund, take the honour of submitting the report on the administration of the Fund for the year 2014.

## **(1) MEMBERS OF THE COMMITTEE**

At the beginning of the year, the Committee comprised of two Public Officers, three Trade Union Representatives, three Representatives from the Guyana Sugar Corporation and one Representative from the Cane Farmers Association.

Ms. Deolatchmee Ramotar	-	Chairperson	}	Public Officers
Mr. Charles Ogle	-	Member		
Mr. Carvil Duncan	-	Member	}	Trade Union Representatives
Mr. Kenneth Joseph	-	Member		
Mr. Rooplall Persaud	-	Member		
Mr. Paul Bhim	-	Member	}	GuySuCo Representatives
Mr. Jairam Petam	-	Member		
Mr. Rishi Sookram	-	Member		
Mr. Paul Cheong	-	Member		Cane Farmers Association Representative

During the year 2014 the following meetings were held:-

- **Seven (7)** Main Committee Meetings
- **Two (2)** Housing Sub Committee Meetings
- **Two (2)** Finance Sub Committee Meetings
- **Two (2)** Tender Board Committee Meetings

### **STAFF:**

At the commencement of 2014 the staff of the Committee comprised of:

- ❖ Administrative Manager (ag)
- ❖ Accountant (1)
- ❖ Confidential Secretary (1)
- ❖ Building Inspectors (2)
- ❖ Senior Clerks (3)
- ❖ Typist/Clerk Grade I (2)
- ❖ Typist/Clerk Grade II (1)
- ❖ Accounts Clerk
- ❖ Driver (1)
- ❖ Office Assistant (1)
- ❖ Cleaner (1)

**(2) JOB EVALUATION**

A job evaluation exercise was done in the year 2014. An average pay to the employees was twelve percent. Two percent for each completed year of service in the current position up to a maximum of ten years.

**(3) PROMOTION**

The Confidential Secretary was promoted as the Principal Assistant Secretary with effect from December 1, 2014.

**(4) FINANCIAL STRUCTURE**

As at 31 December 2014, Net Surplus was \$14,355,491 (fourteen million, three hundred and fifty five thousand, four hundred and ninety one dollars).

**(5) WAGES AND SALARIES**

The Guyana Agricultural and General Workers Union (GAWU) remains the sole bargaining agent for the employees at SILWFC. In 2014 the employees received an increase of **two (2) percent** across the Board.

**(6) INCREASE IN REPAIR AND EXTENSION LOAN**

On February 21, 2014 the Board took a decision to increase the Repair and Extension Loan from \$200,000 to \$500,000 with a repayment rate of \$2,500 weekly effective March, 2014.

**(7) BURSARY AWARDS FOR CHILDREN OF THE SUGAR INDUSTRY LABOUR WELFARE FUND COMMITTEE (SILWFC) EMPLOYEES**

The Committee has awarded four bursary awards to children of The Sugar Industry Labour Welfare Fund Committee employees at a tune of \$33,000.

**(8) BURSARY AWARD FOR CHILDREN OF SUGAR WORKERS**

On May 30, 2013, it was decided that SILWFC award two (2) bursaries for children of sugar workers one each from Berbice and Demerara for a **four (4)** years period.

**FIRST YEAR STUDENTS**

<b>NAME OF PARENTS</b>	<b>NAME OF CHILDREN</b>	<b>PASS MARKS</b>	<b>AMOUNT \$</b>
Haeman Ragbeer	Ramona Ragbeer	502 93%	10,800
Feroze Khan	Farideen Khan	495 92%	10,800

**SECOND YEAR STUDENTS**

<b>NAME OF PARENTS</b>	<b>NAME OF CHILDREN</b>	<b>PASS MARKS</b>	<b>AMOUNT \$</b>
Sievpaul Tajpaul	Ravindra Tajepaul	60%	11,000
Sabrina P. Simmons	Roshanna Agard	77%	11,000

**(9) BURSARY AWARD FOR CHILDREN OF SILWFC EMPLOYEES**

<b>REF.</b>	<b>NAME OF PARENT (SILWFC EMPLOYEES)</b>	<b>NAME OF CHILD</b>	<b>YEAR OF BURSARY</b>	<b>AMOUNT \$</b>
1.	Amla Persaud	Vivekananda Odit	3 <sup>rd</sup> year	11,000
2.	Chetram Singh	Devika Singh	5 <sup>th</sup> year	13,000
3.	Deonarine Geer	Rebecca Geer	4 <sup>th</sup> year	12,000
4.	Raywattie Persaud	Naiomi Persaud	1 <sup>st</sup> year	10,800



Committee Members, Management and children of Sugar Workers and children of SILWFC employees

A total of \$90,400 was paid toward Bursary awards.

**(10) SCHOLARSHIP AWARD**

On July 16, 2013, it was decided that SILWFC partner with GuySuCo in granting scholarship to two (2) of GuySuCo's Cadets annually. It is one method of binding them to serve the corporation on the completion of their studies, since the scope of employment is limited at SILWFC and their skills would be utilized to the maximum by GuySuCo which will help GuySuCo to perform better in the future and that SILWFC also will be benefitted because SILWFC's operation is dependent on the production of sugar. The cadets will be bond to GuySuCo.

It was also agreed that GuySuCo pay the cadets their salaries, since they are bona-fide employees of GuySuCo and the areas of study **must** be relevant to the operation of GuySuCo and The Sugar Industry Labour Welfare Fund Committee (SILWFC) pays for the scholarship package i.e **Tuition Fee and Book allowance**.

The awards cover tuition fee and book allowance per cadets.

**FIRST AND SECOND YEAR CADETS (2013 AND 2014).**

**FIRST YEAR**

<b>NAME OF CADETS</b>	<b>TUITION FEE</b> \$	<b>BOOK ALLOWANCE</b> \$	<b>AMOUNT</b> \$
Reynold Allen	99,873	40,000	139,873
Adrien Singh	144,762	40,000	184,762
		<b>TOTAL</b>	<b>324,635</b>

## SECOND YEAR

NAME OF CADETS	TUITION FEE \$	BOOK ALLOWANCE \$	AMOUNT \$
Joel Patterson	151,667	40,000	191,667
Mohamed Razack	121,822	40,000	161,822
		<b>TOTAL</b>	<b>353,489</b>

SILWFC reimbursed the Guyana Sugar Corporation the sum of **678,124** for tuition fee and book allowance for the year 2014

### **(11) STAFF PARTY**

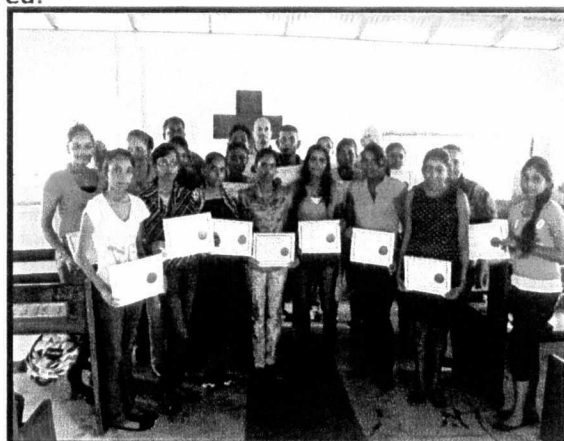
The Annual Christmas was held at **Water Chris Hotel** at a tune of **\$408,693**

### **(12) SOCIAL ISSUES AT BLACK BUSH POLDER**

A two days' Trainers Workshop was held at Mibicuri Baptise church, Black Bush Polder to address social issues affecting the area.

The following topic was discussed:-

- Self esteem
- Conflict management
- Suicide prevention
- Alcoholism/Substance Abuse
- Child Labour
- Domestic Violence
- School Dropout
- Value of Good Parenting



The participants of the workshop requested for another training session on the safe use of chemical.

The workshop was a successful one and the participants requested that these types of workshop should be continued in the community, so that people can be educated and all the social ills can be eliminated.



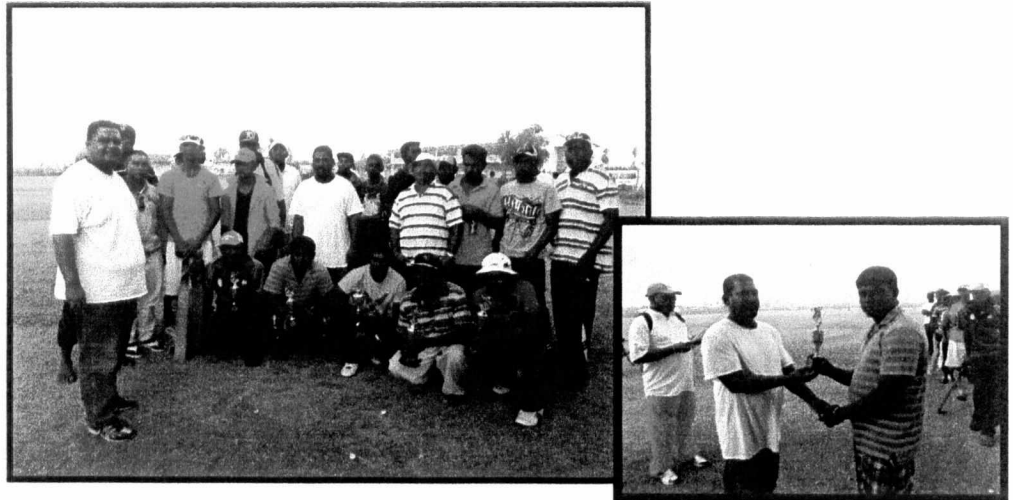
**(13) 10/10 SOFT BALL CRICKET COMPETITION AT YAKASARI, BLACK BUSH POLDER**

On 2014/10/12, the Black Bush Polder 10/10 Soft Ball Competition was organized by Mr. Kenneth Pearson, Coordinator of the Shining Star Youth Friendly Space and was sponsored by The Sugar Industry Labour Welfare Fund Committee in collaboration with the First Lady's Foundation. Three teams from Lesbeholden, Johanna & Yakasari participated in the competition.

Two trophies were donated by The Sugar Industry Labour Welfare Fund Committee.

The results of the competition were as follows:-

- Yakasari - Winner
- Lesbeholden - First Runner up
- Johanna - Second Runner up
- Batsman with the most run in the competition - R. Lalu
- Bowler with the most wicket in the competition - Bownauth



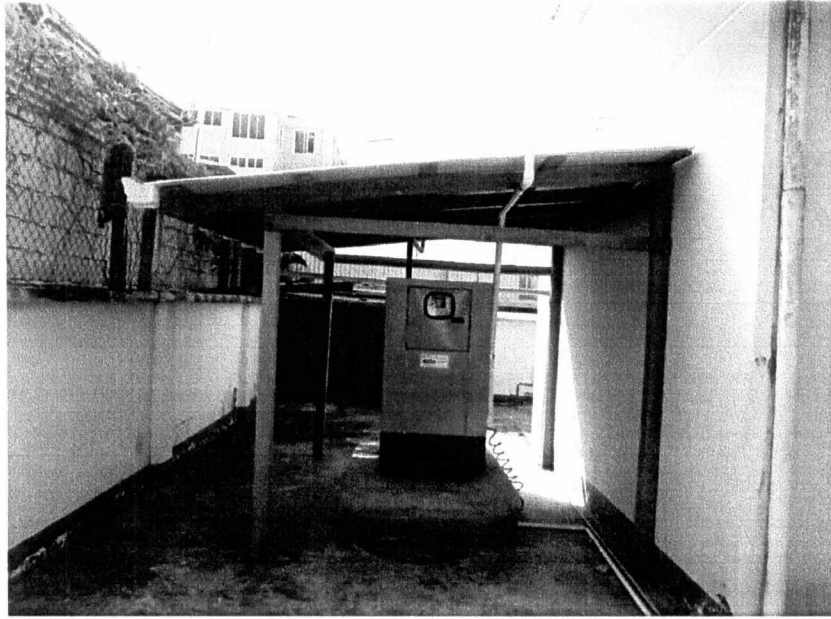
**(14) ALLOCATION OF HOUSE LOT**

There was no allocation for 2014.

**(15) ADMINISTRATIVE EXPENSE**

A total of \$11,588,772 was expended to meet administrative costs.

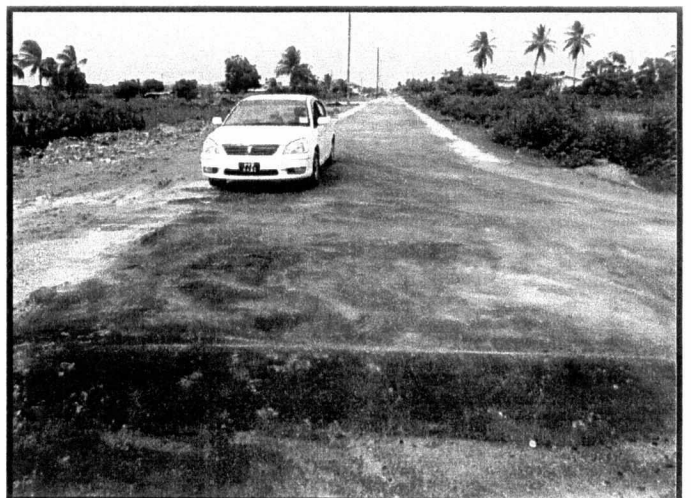
**Installation of Generator and Construction of  
Generator Shed at SILWFC Head Office.**



**Construction of 600' x 14' Asphaltic Concrete Main Road leading from Coldigen  
Main Road to Non Pariel, New Housing Scheme**



**Before**



**after**

**210' x 10' Asphaltic Concrete Entrance from Coldigen Main Road to Frist Cross Street and revetment across trench leading to Non Pariel 25' both sides**



**Construction of Footbridge & Adjoining Walk Way (60' x 6') and 60' x 6')**

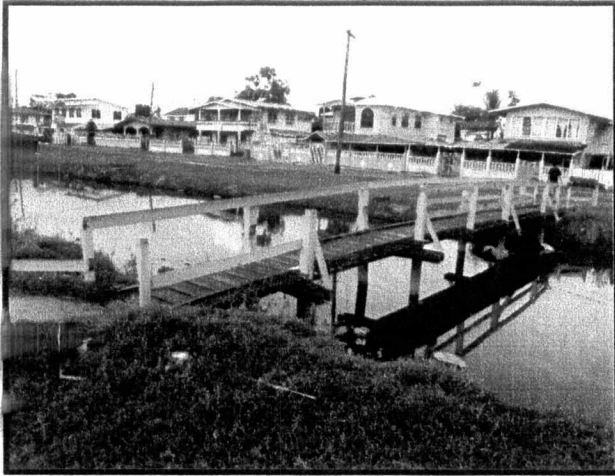


**Before**

**After**



**Repair of Footbridge (70' x 5') at Patetia, West Bank Demerara**

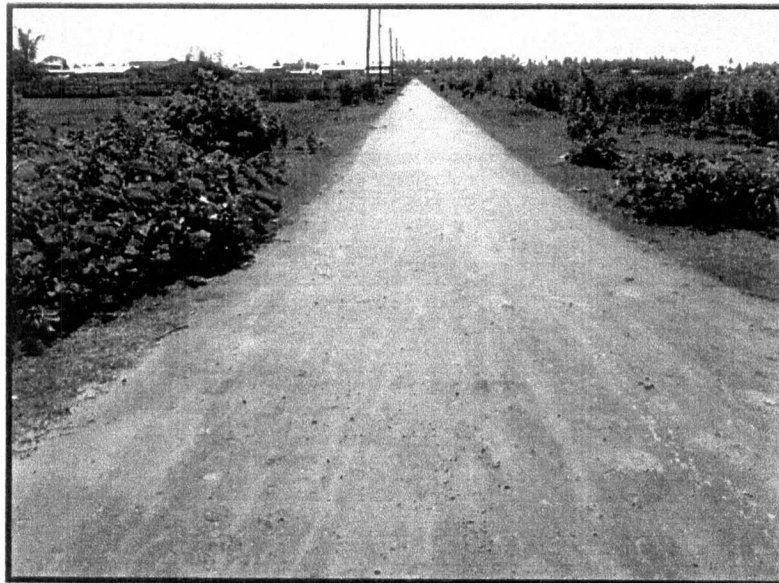


**Before**



**After**

**Rehabilitation of DBST Street with Asphaltic Concrete in Albion, joining Sand Reef and Cropper (1032' x 10' x 1.5")**



**Construction of Asphaltic Concrete Street (2033' x 10' x 1.5") at Kilcoy Chesney Housing Scheme, Berbice**



**Construction of a Footbridge joining Waterloo and Block D-1 at Bath, West Coast Berbice**



**(19) CONVEYANCING OF TITLES AND SECOND TRANSFERS**

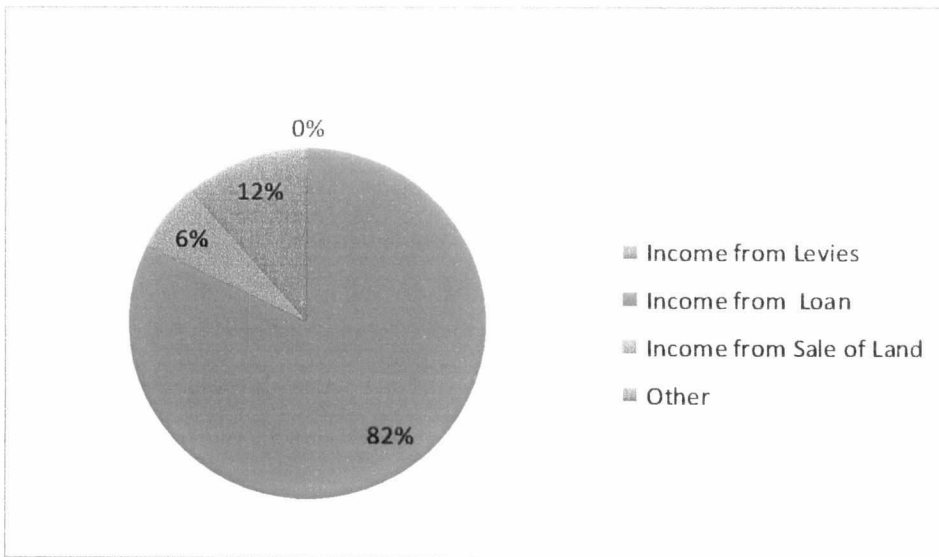
- (i) The Committee continues to convey Certificates of Title to sugar workers who were leased land in the Extra Nuclear Housing Areas and to those who were allocated house lots in new housing areas developed by the Committee.
- (ii) A total of **48** applications were received and processed in **2014**. **66** applicants paid for their titles, and this number represented **4** applicants who applied in **2014** and **72** applicants who applied in previous years. **40** Transfers were filed at the Land Registry and **72** Certificates of Title were uplifted from the Land Registry from transfer filed in previous years and delivered to the Registered Proprietors.
- (iii) During the period under review **nineteen (19)** Registered Proprietors applied to the Committee for transfer of their properties to which SILWFC complied.
- (iv) Proceeds from the sale of the lots for the year **2014** totaled **\$560,385** were deposited into the Fund.



**(20) RECEIPTS**

The information presented below summarizes the Committee's sources of income. Levies together with other sources of receipts for **2014** were as follows:

SOURCES OF INCOME	TOTAL
Levies	-
Income from Loan	7,190,918
Sale of Lot & Transfers	560,385
Other Income	1,000,212
<b>TOTAL</b>	<b>8,752,515</b>

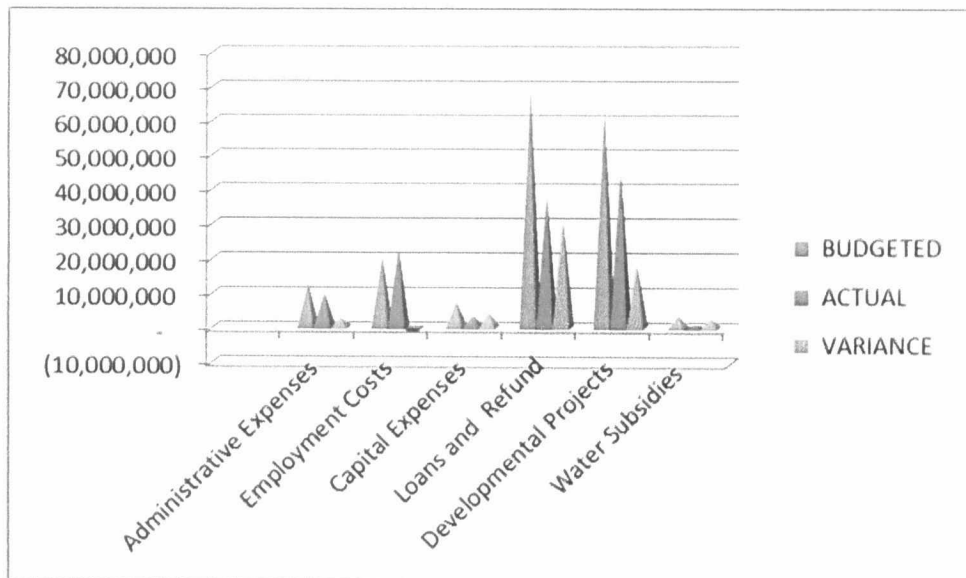


The pie chart represents the sources of receipts as percentage of the total receipts

**(21) EXPENSES**

The Committee budgeted expenditure is **\$180,710,844** for the year. The table provides a variance analysis of the expenses while the line graph captures the budgeted against the actual expenses for year 2014.

<b>2014 OPERATING And CAPITAL EXPENSES VARIANCE</b>			
<b>COST</b>	<b>BUDGETED</b>	<b>ACTUAL</b>	<b>VARIANCE</b>
<b>Administrative Expenses</b>	13,145,697	10,227,142	<b>2,918,555</b>
<b>Employment Costs</b>	21,045,166	23,025,154	<b>(1,979,988)</b>
<b>Capital Expenses</b>	7,794,000	3,448,826	<b>4,345,174</b>
<b>Loans and Refund</b>	70,500,000	38,686,380	<b>(31,813,620)</b>
<b>Developmental Projects</b>	64,475,981	46,053,598	<b>18,422,383</b>
<b>Water Subsidies</b>	3,750,000	967,200	<b>2,782,800</b>
<b>TOTAL</b>	<b>180,710,844</b>	<b>122,408,300</b>	<b>58,302,544</b>





**CONCLUSION**

Generally, for Sugar Industry Labour Welfare Fund (SILWFC) to continue with its mandate to effectively serve sugar workers. It is essential for the sugar industry to sustain progress, since, its plans/programmes are funded mainly by levies.



Allan Munroe  
Chairman



Kavita Bishun  
Administrative Manager