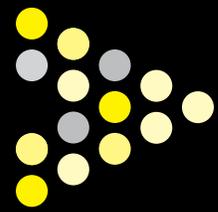


MESSAGE FROM THE REGISTRAR AND MARSHAL



The concept of evolution speaks to adaptation, responsiveness and improvement, making it a fitting theme for this year's report. Since the establishment of the CCJ, we have witnessed numerous changes throughout the region, some societal, some technological and some economic.

The sum of these changes has led to new expectations of the Court, prompting us to innovate and evolve to ensure that we remain receptive to the needs of our constituents and to cement our position as a leader in the regional justice system.

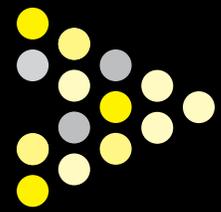
Over the last year, we continued our institutional strengthening and capacity building efforts as we aimed towards improving our service delivery as well as ensuring that our systems are robust enough to cope with increased caseloads. Such efforts were timely, given the announcement by Antigua and Barbuda and Grenada that both countries would host referenda in 2016 to determine if they would accede to the appellate jurisdiction of the Court. We are ready to welcome them to the appellate jurisdiction if the people of both countries decide to join us.

One of the more noteworthy aspects of these institutional strengthening initiatives involved the enhancement of our financial accounting system. In this regard, we introduced several new mechanisms to provide additional checks and balances so as to reinforce accountability and aid quicker reporting. This was of special significance to us as it satisfied a major strategic goal of the Court, this being to realize appropriate mechanisms to support the Court's independence and financial sustainability.

Another key aspect of our institutional strengthening efforts revolved around greater use and application of Information and Communication Technology (ICT). While the CCJ has never shied away from the use of technology in our operations, we have now begun to incorporate it more fully into our daily work as a means of increasing access for stakeholders and fostering greater innovation and efficiency among our staff. During the period, we bolstered our internal Information Technology (IT) infrastructure with new hardware, software and network capabilities. We also began to develop a court management platform, which will support the e-filing of matters, indigenous to the Court and is intended to make filing, service, case management and record management easier and faster.

Apart from developing our processes and the platforms underpinning them as a means of our improving our service, we also focused on building employee engagement. Employees are the backbone of the CCJ and

MESSAGE FROM THE REGISTRAR AND MARSHAL



without their support and continued diligence, even the best systems and the most advanced technology would be meaningless. Accordingly, the Court engaged in a Job Evaluation Exercise to improve the process of fairness, transparency and equity in recruitment, retention and remuneration. We see this as a major step towards developing and promoting a strong and engaged workforce, another of the Court's strategic goals.

Towards the end of 2015, the Court hosted an awards function for its staff, recognizing the contributions of long-service employees and several other staff members who exhibited exemplary service during the year. The event also recognized the Honourable Dr Lloyd Barnett OJ, for his long service to the Court through his work as a long-standing Commissioner on the Regional Judicial and Legal Services (RJLSC). Since then, Dr Barnett has concluded his work as a Commissioner of the RJLSC. I wish to take this opportunity to publicly thank him for his 12 years of sterling service to the CCJ and the RJSLC and wish him well in his future endeavors.

In looking back at the history of the Court, there is little doubt that the organization has changed significantly since it was inaugurated. Using our strategic plan as a road map we have steadily seen the Court move from strength to strength, as strategic objectives move from theory into reality. Admittedly, this process of change is not always easy but as an organization we have readily embraced it. We know that evolution is the only way to ensure that we can continue to serve the needs of the region, a mission that has always been and will continue to be our greatest priority.



The Registrar and Marshal, Ms. Jacqueline Graham (centre), enjoys a pleasant moment with RJLSC Commissioners, Mr Martin Daly SC Daly SC (left) and Mrs. Jennifer Astaphan.