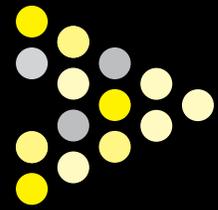


# OUR PEOPLE - A PROFESSIONAL TEAM



Engaging our staff and ensuring that the CCJ is a great place to work continues to be one of the Court's top priorities. We recognize that our people are at the heart of the Court and that we must always be 'people-focused', both in our external and internal relations. Keeping this in mind, we increased our staff engagement efforts to ensure that we were able to connect with our employees in an even more meaningful way.

## 10th Anniversary Staff Awards

The Court's 10th Anniversary celebrations culminated with the Court's first ever Staff Awards function. The awards were established as a means of rewarding staff for their contributions to the development of the Court and to further motivate excellent performance. The awards recognized both long service employees and those who distinguished themselves in their performance over the past calendar year.

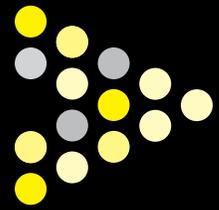
In a ceremony attended by staff and their families, members of the Regional Judicial and Legal Services Commission (RJLSC) and specially invited guests, 27 members of staff received Long Service Awards having been with the Court since its inauguration. There were also three categories of performance based awards, these being: "Best Team," the "Hero Among Us" and the "Employee of the Year," all of which required staff nominations.

The opportunity was also used to acknowledge the special contribution of the Hon. Dr. Lloyd Barnett OJ, Deputy Chairman of the RJLSC, who celebrated 12 years as a member of the Commission.



*The Honourable Dr. Lloyd Barnett OJ (right) was surprised by the reading of a citation and the receipt of an award that expressed gratitude for his services as a Commissioner of the Regional Judicial and Legal Services Commission (RJLSC) during the CCJ's 10th Anniversary Staff Awards and Appreciation Function. Dr. Barnett served as a Commissioner for over a decade and retired in July 2016. The CCJ President (left) also serves as the head of the RJLSC.*

# OUR PEOPLE - A PROFESSIONAL TEAM



*Ms. Jacinth Smith, the CCJ's Chief Librarian, receives her token of appreciation for her decade of service to the Court from CCJ Judge, the Honourable Mr. Justice Anderson, during the 10th Anniversary Staff Awards and Appreciation Function.*

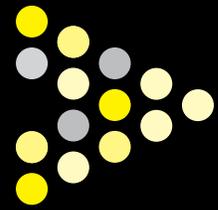


*The Honourable Mr. Justice Hayton presents the award for the 'Hero Among Us' to Mr. Joel Bernard. The 'Hero Among Us' was among the three special awards for CCJ employees who go beyond the call of duty. Mr. Bernard, a Security Supervisor, was chosen for the award by his peers.*



*A beaming Ms. Candis Cayona accepts the prize for 'Employee of the Year' from the President of the Court, the Rt. Hon. Sir Dennis Byron. Ms. Cayona was also among the winners for the 'Team Spirit' award.*

# OUR PEOPLE - A PROFESSIONAL TEAM



One of the highlights of the 10th Anniversary Staff Awards and Appreciation Function was an opportunity to 'break bread' and to 'lime' with colleagues, some of whom have been working with the CCJ for over a decade.



Being in the Christmas season in Trinidad means that there must be some parang! Attendees were treated to a fine performance from the Los Parranderos De UWI. Parang is a popular folk music, sung in Spanish, that is usually performed around Christmas time.

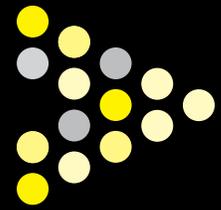


The CCJ's HR Manager, Mrs. Susan Campbell-Nicholas (left), engages in conversation with Lady Norma Byron (right), the wife of the CCJ President, during the CCJ's 10th Anniversary Staff celebrations while the Registrar of the Court, Mrs. Jacqueline Graham (centre), listens in.



Mr Jeffrey Benjamin receives his token of appreciation for his decade of service to the Court from the Honourable Mme. Justice Rajnauth-Lee, a Judge of the CCJ.

# OUR PEOPLE - A PROFESSIONAL TEAM



## 2015 Health Fair

In October 2015, the Court celebrated Caribbean Wellness Week by hosting its first employee health fair. Facilitated by the North West Regional Health Authority (NWRHA), the health fair provided all employees with an opportunity to participate in several vital tests which screened for a number of diseases. Each employee was given their results and were also given additional information about steps they could take to improve their health. Over 50% of the staff complement availed themselves of the opportunity to participate in this event. All participants were also given a gift of a pedometer to further encourage active and healthy living.



*Judges and employees at the CCJ received a battery of tests during the Annual Health Fair.*

## Carnival Event

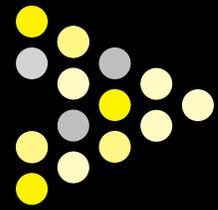
The Court also continued in its tradition of hosting a “Carnival Crawl” in 2016. Under the theme “Santimanitay”, the event was used as a platform to introduce new non-local members of staff to a traditional “Trinbagonian” carnival featuring local characters such as the “Midnight Robber” and “Dame Lorraine.” Participants were also treated to visits of several pan yards in the Port of Spain area, including the 2016 Panorama Champions, “Witco Desperadoes” who performed several hits for the delegation.



*Calypsonian Lord Relator was a hit with the crowd who danced and sang along as he rendered a number of memorable hits.*



*The Dame Lorraine character beams as she interacts with Mrs. Susan Campbell-Nicholas, the HR Manager.*



## Administrative Professionals Day 2016

Administrative professionals form a significant portion of the Court’s support staff and are integral to the work of the CCJ. This year, as our “thank you”, all Executive Assistants received gift hampers which were delivered to their desks as a special surprise.

## Strategic Planning Sessions

As one of the imperatives towards achieving the goals outlined in its Strategic Plan 2013-2017, the Court embarked on an exercise to support managers and their staff to develop annual plans for each of their units that were more target-driven in order to align with a thrust towards a more defined performance management framework and results-based budgeting. Managers were also encouraged to convene sessions with their teams to get their input and set targets that were more quantifiable. At the end of the sessions, both short- and medium-term plans were developed that were more directly aligned to achieving the strategic goals of the organization. The sessions were facilitated by Dr. Aubrey Armstrong and Ms. Mona Romilly of Aubrey Armstrong Management Associates. The firm has been working with the Court on a number of institutional strengthening projects.



*During one of the Strategic Planning Sessions, employees made suggestions on what they believe should be the focus for the upcoming Court year and a few plans that would be for the medium-term. The wide-ranging discussion included staff members from all areas of the CCJ who collaborated to help define the Court’s work plan for the year.*