

National Council on
Substance Abuse

2019 Annual Report



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Chairman's Statement

Dear Reader

In accordance with Section 14 of the National Council on Substance Act, I have the honour of presenting the Annual Report for the period April 2018- March 2019.

I assumed Chairmanship of the Agency in late-July 2018. Since then I, along with my fellow colleagues of the Board, have taken great pleasure in supporting the staff of the NCSA in the execution of the Council's mandate. We have focused on reviewing and revamping the strategic objectives of the NCSA where necessary and building stakeholders and partnerships in the ongoing fight against substance abuse.

As the government's sole agency tasked with the prevention of substance abuse as its mandate, the NCSA is not only responsible for devising, undertaking and promoting programmes and projects aimed at the prevention, elimination or control of substance abuse but is also authorized, expected, to conduct and facilitate research or surveys on substance abuse. This is most effectively done with the input of our partners in order to best advise the Minister on measures for the eradication or control of substance abuse.

This tallies nicely with the NCSA's Vision Statement... "to be the authority in Barbados for Drug Abuse Reduction." NCSA concerns include, but are not limited to, the very young among us (aged 8 and 9) who are engaging in substance abuse activity – deliberately, accidentally or inadvertently. Furthermore, substance abuse unfortunately is now widespread throughout all segments and ages of our society.

NCSA's outreach is multi-pronged. We are involved in the work of the Drug Treatment Court. We have also strengthened our BARDIN operation by initiating and signing a series of MOUs just three months ago with our main stakeholders, e.g. prison, police, courts and private-sector treatment entities. We are building out our capacity for undertaking increased and more regular research on substance abuse to spot and identify trends in Barbados. Our primary school survey will commence in January 2020 and our secondary school survey in January 2021. The establishment of a national observatory is also close to being realised.

*The current tight financial condition will surely continue to challenge us, but we must stay focussed and share our talented but limited financial resources to reach more Barbadians, from those in primary schools, secondary schools, colleges/university, in the workplace and beyond. Ours is a 'cradle to the grave' effort. The NCSA's continued interaction and collaboration with international drug prevention agencies is essential to the work we do. The NCSA has a small but excellent and dedicated staff of 19 persons who have a mandate to deliver to **all** Barbadians. As the 23-year old Government agency with this awesome responsibility, the NCSA remains committed to strengthening its institutional capacity in pursuance of fulfilling our vision.*



Hon. Edmund Hinkson, MP, Minister of Home Affairs and Directors of the National Council on Substance Abuse



Hon. Edmund Hinkson, MP, Minister of Home Affairs and Staff of the National Council on Substance Abuse

Introduction

The NCSA is a statutory body guided by legislation enacted in 1995. It falls under the aegis of the Ministry of Home Affairs and enjoys an interface with several Government ministries and departments due to the myriad crosscutting social issues that impact drug use.

As Barbados' National Drug Commission, the NCSA is a dynamic and responsive organization with dedicated staff committed to the task of educating, training, informing, providing technical assistance and counselling to Barbadians from all walks of life on the complexities of drug and alcohol abuse. The NCSA is an important national institution that has a critical role to play in safeguarding the future human potential of Barbados by discouraging and preventing drug use and its attendant behaviours such as crime, violence, homelessness and risky sexual activity that may lead to HIV/AIDS. As the lead agency on drug abuse, it must remain abreast of global drug trends and patterns of use so that it remains on the cutting edge of the discipline of drug prevention and drug addiction. There must be continuous staff training in these areas to allow the NCSA to fulfil its mandate effectively.

In Barbados, drugs play a role in our daily lives from our simple use of caffeine, nicotine and alcohol to prescription and over-the-counter drugs, and to other dangerous and illegal substances such as marijuana, cocaine, heroin and ecstasy. All

drugs impact our body and change the way we think, act and feel.

The United Nations Guiding Principles on Drug Demand Reduction set out the tenets for the optimal functioning of national and international drug commissions as follows:-

(a) There shall be a balanced approach between demand reduction and supply reduction, each reinforcing the other, in an integrated approach to solving the drug problem;

(b) Demand reduction policies shall;

Aim at preventing the use of drugs and at reducing the adverse consequences of drug abuse;

- i. Provide for and encourage active and coordinated participation of individuals at the community level, both generally and in situations of particular risk, by virtue of, for example, their geographical location, economic conditions or relatively large addict populations;
- ii. Be sensitive to both culture and gender;
- iii. Contribute to developing and sustaining supportive environments.

Vision Statement:

"To be the authority in Barbados for drug abuse reduction"

Mission Tenets

We will strive to achieve our vision by:

- Cultivating for staff and NCSA volunteers a working environment that is harmonious, purposeful, meaningful and fulfilling;
- Facilitating through educational institutions drug and life-skills awareness which would enable individuals to make positive decisions in their lives;
- Empowering community-based organisations and private citizens through our creative, innovative and knowledge-based programmes;
- Engendering a collaborative relationship with government through our advice on policy, assistance in its implementation and maintenance and commitment to accountability;
- Facilitating the growth and development of treatment and rehabilitation entities;
- Networking and initiating alliances with regional and international associates to inform policy, and obtain support for the development and enhancement of all resources;
- Working collaboratively with the law enforcement fraternity to integrate and enhance relevant programme components;
- Building strong alliances with relevant social partners

Core Values

- Integrity
- Respect
- Teamwork
- Trust
- Creativity
- Efficiency
- Commitment

Mandate

The National Council on Substance Abuse (NCSA) Act 1995 mandates the Council to:

- a. Advise the Minister on measures for the eradication or control of substance abuse;
- b. Advise the Minister on measures to prevent the proliferation of illegal narcotic drugs;
- c. Devise, undertake and promote programmes and projects aimed at the prevention, elimination or control of substance abuse;
- d. Authorize, conduct and facilitate research or surveys on substance abuse;
- e. Undertake or facilitate programmes for the treatment and rehabilitation of persons affected by substance abuse;
- f. Manage facilities for the treatment and rehabilitation of persons affected by substance abuse;
- g. Coordinate or facilitate groups and organizations in the effort to

eradicate or control substance abuse;

- h. Cooperate with local, regional and international organizations with interests similar to those of the Council;
- i. Solicit, receive and manage funds donated by Government, the private sector, private citizens and international organizations for the functions mentioned in paragraphs (a) to (h).

Logo

Our logo represents two hands reaching out in support of each other. The open-ended box symbolizes acceptance, warmth and a non-discriminatory and non-judgemental approach towards persons with drug addictions.



Research

Demand reduction programmes should be based on a regular conduct of research on the nature and magnitude of drug use and abuse and drug-related problems in the population. This is imperative for the identification of emerging trends.

OBJECTIVES

1. To ensure the conduct of timely and cyclical research on the nature and extent of the drug phenomenon among various populations in Barbados; to provide a scientific basis for the delivery of effective drug prevention programmes and projects.
2. To consistently share research findings with NCSA Board and Staff; to disseminate research findings to key stakeholders locally, regionally and internationally (as a means of informing policy and programming).
3. To use research findings to guide Programme Officers in structuring, monitoring and evaluating drug education and prevention projects.
4. To produce timely publications and other communication tools on the nature and extent of the drug phenomenon in Barbados as part of its information role.
5. To consistently partner with local, regional and international agencies in an effort to advance the value of the research process in programme design and development.
6. To propel the NCSA mandate through the dissemination of research and information on aspects of substance abuse through the provision of library services.

Multi-Lateral Evaluation Mechanism:

Barbados, as a member state of the Organisation of American States (OAS) has committed to participation in the Multi-Lateral Evaluation Mechanism (MEM), a process which seeks to evaluate the efforts of all member states in all areas of drug control.

The MEM is now in its Seventh Round of Evaluation and Barbados was represented on this Round as the National Coordinating

Entity (NCE) by Mrs. Laura Foster, Research Assistant NCSA. As National Coordinating Entity for the MEM seventh round, the Research Assistant was responsible for the completion of the evaluation questionnaire. Other activities during the reporting period included liaising with stakeholders and the MEM Unit at the Inter-American Drug Abuse Control Commission (CICAD), coordinating the compilation of supporting documents and preparing the Introductory Document for Barbados. Barbados complied with all deadlines and the final document was submitted to CICAD as stipulated



Mrs. Betty Hunte, Manager, served on the Governmental Expert Group (GEG) of the MEM, which is comprised of a multi-disciplinary group of individuals across thematic groups- institutional strengthening, demand reduction, supply reduction, control measures, international cooperation- of the OAS/CICAD. In this capacity, Mrs. Hunte assisted in the assessment of Country Reports from all countries in the demand reduction group, serving as the Deputy Coordinator of the Demand Reduction group.



Inter-American Drug Abuse Control Commission (CICAD) Intake Form Project:

This project focuses on determining the profile of drugs users through the collection

of demographic and other data at the point of intake (e.g. arrest, psychiatric and infectious disease history, drugs for which treatment is being sought and previous substance abuse treatment). The Research Assistant is the local coordinator for the project. Coordination involves liaising with treatment centres and OAS/CICAD, providing intake forms for the treatment centres, data entry and the submission of completed databases to CICAD.

Completed intake forms for the period July to December 2018 were submitted to the Council during the period January 15 to February 14, 2019. Data entry for the second half of 2018 and the subsequent submission of completed databases to OAS/CICAD took place between January 15 and February 21, 2019.

Barbados Drug Information Network (BARDIN) 2016 Report:

The need for the introduction of an electronic system to facilitate more efficient gathering and dissemination of information relating to drug use and abuse was recommended by the Inter-American Drug Abuse Control Commission (CICAD) through the Multi-Lateral Evaluation Mechanism (MEM) in its Second Round Recommendations, January 2001. After much preparatory work, the Barbados Drug Information Network (BARDIN) was launched on January 15th, 2003 through funding from the United Nations Office on Drugs and Crime (UNODC), in collaboration

with the National Council on Substance Abuse (NCSA).



BARDIN forms part of a regional surveillance network to strengthen the capacity of Caribbean governments, technical entities and regional agencies to respond to changing drug abuse patterns in the region. Similar networks have been established in Grenada, Jamaica, Trinidad, Bermuda under CARIDIN, the Caribbean Drug Information Network. Cumulatively, these networks will lead to a coordinated and collaborative effort with all regional and international agencies involved in drug abuse control programmes.



The overall aim of BARDIN is to provide all organizations in Barbados that are involved in drug control, with the capacity to better

respond to drug abuse patterns, trends and changes.

The objectives are:

- To strengthen the capacity of the Government and technical entities to respond to the changing drug abuse patterns and trends in Barbados;
- To provide current epidemiological and other information on substance abuse;
- To regularly update this information;
- To identify trends in the nature of substance abuse and drug trafficking over time;
- To provide relevant information for effective planning, evaluation and management of drug control programmes.



Analysis of the 2016 BARDIN data continued at the start of the 2018/2019 financial year. The draft report was then sent to contributing agencies for verification on September 25, 2018.

The release of the 2016 BARDIN findings was held on January 30, 2019 as part of the Drug Awareness Month 2019 activities. The whole day event took place at the Horatio Cooke

Auditorium, National Union of Public Workers Complex. During the meeting, the Research Assistant co-delivered the presentation of the findings from the 2016 report. The Research Assistant also delivered a presentation on the planned Standardized Indicator Pilot and moderated a discussion surrounding data sources for the new indicators with the stakeholders present. In addition to the Research Department's presentations, agencies which regularly contribute to BARDIN presented select 2017 drug-trends as observed within their departments.

Memoranda of Understanding for BARDIN:

Owing to some challenges experienced in



the collection of information for BARDIN, it was agreed to formalise the partnerships with contributing and new agencies through the signing of Memoranda of Understanding. The Research Department commenced preparations for the MOU design process in February 2019. The first round of stakeholder meetings was held on March 4 and 5, 2019. The Research Assistant was responsible for coordinating the meetings, moderating the discussions on each day and preparing reports on the

discussions/agreements, which were circulated to attendees for verification before the MOU drafting process began.



Based on the discussions during the meetings, the Research Assistant prepared draft MOUs and data submission forms for consideration by the stakeholder agencies. MOU's were signed on June 2019.

Project Safeguarding Our Future Today (Project SOFT) Evaluation

Two evaluation reports were submitted to Management (1) Project SOFT 2018: An evaluation of its success; (2) Project SOFT 2018: The campers' experience.

Overall, based on participant responses, Project SOFT 2018 appears to have been well received and impactful, with most persons indicating that they acquired new knowledge while at the camp. While campers outlined a number of camp likes, there were also an array of dislikes and recommendations which were identified and can be used to inform future editions of the programme.

Interventions for the School-aged Population

Aim:

To engage students in drug education activities that will assist them to make healthy and safe choices, identify risky situations, and develop strategies to prepare them for challenging situations.

Goals:

- To reduce the number of young people using drugs;
- To delay the uptake of drugs for as long as possible;
- To reduce the harmful use of legal drugs and medicines;
- To reduce adverse individual and social consequences of drug use; and
- To engage parents where possible.

A range of structured prevention programmes were earmarked for implementation within public and private primary and secondary schools. These programmes adhere to CICAD's Hemispheric Guidelines on School-based Drug Prevention which sets out principles for best practice in prevention. Such programmes involve interactive and creative methodologies (art, drama, dance, mural design, and poetry) and, in some cases, incorporate parental involvement. This reinforces the important nexus between the school and the home environment.

Life Education Centre

The first Life Education Centre (LEC) was established in 1979 by Rev. Ted Noffs in Sydney, Australia, since then the LEC concept has been incorporated into the educational curriculum of 12 countries including New Zealand, USA, Hong Kong and the UK. In 2006, the National Council on Substance Abuse in an effort to expand the provision of drug education to the primary school population in a more dynamic and

interactive format, entered into a franchise agreement with Life Education Centres Limited of the United Kingdom, now named CORAM Life Education (CLE) and purchased Life Education Centres Barbados, as the first recipient of the LEC in the Caribbean

The LEC is a mobile, 40-foot air-conditioned, containerized classroom, which uses various teaching aids, e.g. puppetry, drama and

videos to promote an awareness of how the body works, with particular emphasis on the effects of drug use. The programme exposes students to skills and strategies to allow them to cope with stressful situations such as bullying, peer pressure, and aggressive behaviour. The LEC curriculum contains a module for every level within the primary school from Nursery to Class 4, and also accommodates those with special needs, thereby ensuring that each child has the opportunity to benefit from the multimedia learning environment. All of the programmes are delivered by specially trained educators who use a child centred holistic approach to build up self-esteem and a sense of worth.



The Life Education Centre (LEC) was returned to service, following extensive rehabilitative work, in the summer, in partnership with the National Sports Council and returned to schools in Term Two.

While the LEC was out of service, a review of programme content was conducted. In an effort to strengthen the programme, post visit lessons were created for the students of the junior schools. These interventions were developed in an effort to reinforce the drug education component of the programme

through the incorporation of new and established activities. This new element places the LEC as the flagship primary school programme for NCSA, and has resulted in considerably more contact time with the children. It is anticipated that the pilot programme will continue into the new academic year.

Games 4 Life

The Games 4 Life programme has been designed specifically for use with Class 4 children, as they prepare for the transition from primary to secondary school. By engaging the students through the medium of play, they become actively involved in drug prevention activities that will assist them to make healthy and safe choices. Over six hundred and seventy pre-teens participated in this programme and were given the opportunity, in a non-threatening environment, to identify risky situations and develop strategies to prepare them for challenging situations they may encounter in the months and years ahead.



Substance Abuse Badge

The Barbados Boy Scouts Association (BBSA) developed a substance abuse awareness badge handbook as a result of an awareness

session conducted by NCSA in 2006. The handbook outlines all of the requirements for the badges in the various Scouting Sections and as such became the first Association in the region, to develop a substance abuse badge for all involved in Scouting.

NCSA has been involved in subsequent training for the leaders and has observed an increase in the number of requests for assistance in the facilitation of the Cub Scout badge.

Representatives of the BBSA had discussed the possibility of reviewing the badge requirements for all members, with NCSA. The review was undertaken and the new requirements presented to the NCSA Board who expressed a desire to widen the audience to include all uniformed youth groups. It was also recommended that the topics covered be expanded to include gender and spiritual components.

These upgrades have been completed and implementation scheduled for the 2019-20 academic year.

Secondary School Drug and Life Skills Awareness Programme

The Junior Programme Officer (JPO) assisted the Drug Education Officer for Secondary Schools (DEOS) with the development of the Secondary School Drug and Life Skills Awareness Programme by providing administrative support and input as it relates to teaching methodologies, content of the modules, and resource materials. The Secondary School Drugs and Life Skills

Awareness Programme (Pilot) comprises the following four modules: Definitions of Drugs, Harmful Effects of Drugs, The Social and Economic Impact of Drug Abuse and Life Skills Development and Drug Use. The programme was launched in 2016 at Daryll Jordan, Alma Parris (now defunct) and Princess Margaret Secondary School. The JPO co-facilitated Module 1 and Module 2 at Princess Margaret Secondary School and Ellerslie and Parkinson Secondary School. The JPO and DEOS also trained volunteers to assist with the facilitation of the programme.



Edna Nicholls Centre

The goal of the sessions at the Edna Nicholls Centre is to delay or prevent the onset of drug use/abuse among the population. The main objectives are to:

1. Increase the knowledge of students about the effects of drug use and abuse and
2. Encourage students who were experimenting with drugs to seek counselling while building their skill set to refuse drugs.

Some of the students referred to the Centre for anti-behaviours at school were suspected

for using marijuana and were sent for drug tests.

Generally, there seems to be an increase in the acceptance of use and the perception

Project Safeguarding Our Future Today (Project SOFT) 2018

In 2018, the National Council on Substance Abuse (NCSA) celebrated the 16th anniversary of Project Safeguarding Our Future Today (Project SOFT). The one-week residential self-development camp for students transitioning from primary school to secondary school, was held Sunday, 26th August – Saturday, 1st September 2018 under the theme ‘Know the Facts...Make the Choice.’ The structure of the camp provided the participants with the information, tools and skills needed to prevent or delay the onset of drug use.



The feature address at the Graduation Ceremony was delivered by the Chairman, Mr. Howell while other members of the Board were on hand to present certificates and prizes to the graduates.

that marijuana is not harmful among this population. There has also been an increase in children self-reporting that they have been experimenting with vaping.



Probation Department

The NCSA facilitated an in-depth drug education session on the harms associated with “Drug Trafficking” with ten (10) females attending the Probation Department’s Girls Circle. Efforts are underway to have a similar drug education module incorporated into the agency’s adolescent summer camp.

Adolescent Transition Programme

An Adolescent Transition Programme was conducted at Harrison College and Parkinson Memorial Secondary School. Having commenced during Term I of September 2018, the ‘Pilot’ comprised (5) drug education modules and one field trip. The sessions were enhanced by presentations from the Counsellor, NCSA, who addressed the issue of Drug Addiction.

Drug and life skills education remain a core component of the mandate of the NCSA, and in this regard, interventions were facilitated with youth and adult populations. This

outreach reinforced the medical, personal, and social consequences associated with the use of licit / illicit substances.

Drug education was also rendered to tertiary-level school-based populations.

Presentation for the Diabetes Association of Barbados' "Wellness Camp"

The Diabetes Association of Barbados requested the services of the National Council on Substance Abuse to facilitate a presentation to 6 to 16 year olds on the topic "Substance Abuse" on August 14, 2018. The counsellor facilitated the session to participants ages 5 to 11 years.

Areas covered were:

- What is Good for Me?
- What are Medicines & Who Should Give Us Medicines?
- Tobacco/Cigarettes, Alcohol and Marijuana and their Effects.

Presentation for Springer Memorial's Summer Camp

On August 21, 2018, the National Council on Substance Abuse was asked to make a presentation to the incoming first formers of



the Springer Memorial School on Substance Abuse/Illegal Drugs. The purpose of the presentation was to equip the first formers with skills to successfully transition to their new school environment. By using the drug simulation goggles, the students were able to experience how drugs effect perception and balance.

COMMUNITY INTERVENTIONS

Projects and programmes at the community level vary due to the vastness and free-flowing nature of community life. Wherever possible structured approaches are conceptualized through partnerships with the governmental organisations, as well as with NGOs, CBOs, the church, service clubs, and with sports and other social clubs. These community-based prevention interventions allow direct interaction and outreach with universal and selective populations within the general public.

OBJECTIVES

1. To consistently deliver and facilitate drug prevention education to children, youth, parents, and adults in communities across Barbados through structured interventions and programmes;
2. To work in tandem with key operatives and stakeholders at the community-based level in an effort to infuse drug prevention education into social development initiatives;
3. To consistently partner with key local stakeholders in an effort to alleviate drug abuse;
4. To involve and engage other community agents in the facilitation of drug prevention education, such as the faith-based community, sports fraternity, NGOs, CBOs, service clubs, recovering addicts, civil society;
5. To utilize volunteers in the delivery of drug prevention education in an effort to expand outreach and capacity-building;
6. To introduce alternative activities to drug use and deviant behaviour

STOP! THINK! CHOOSE! Adult Group

A focus group was done with hearing impaired and deaf persons to determine if the group was applying the skills learnt over the years. Although some admit that there has been a change as it relates to alcohol use, they admitted that some members of the group are binge drinking on weekends. NCSA is to conduct sessions for the

population outlining the dangers of binge drinking.

Prevention First Club

The Prevention First Club provides follow-up sessions for parents and children after the Project SOFT residential-camp. These sessions are designed to educate participants and build their skill-sets to strengthen their transition from Primary

School to Secondary School. Topics from the residential camp were reinforced with the children and the interactive sessions with the parents included the following topics:

- Communicating with your Adolescent
- The Effects of Drug Use
- Adolescent Development



This year saw an increase in parents' attendance with 26 participants while 33 of the 35 children attended the sessions.

NCSA Community Outreach at SOL Gas Stations

The NCSA team deployed on select Fridays between 9 a.m. – 2 p.m. at four (4) SOL gas stations: Speightstown, Warrens, Six Roads and Wildey. The outreach culminated in April 2018.



NCSA personnel had the opportunity to directly engage approximately six hundred (600) motorists, road users and patrons at the aforementioned sites; attain their feedback on issues pertaining to substance use / abuse; and distribute drug education materials and promotional items (water bottles / backpacks) to adults, parents as well as their children.



The main message and "talking points" related to the negative impact of substance use and its link to impaired driving (especially given recent amendments to the Road Traffic Act, Cap. 295.)



WORKPLACE INTERVENTIONS

The NCSA as government's lead agency for drug prevention, conducts drug education

and training interventions in the workplace for workers from the public and private sectors.

The goal of the NCSA Workplace Programme is to promote the prevention, reduction and management of workplace drug-related problems. Lunchtime lectures, ½ day workshops and interactive skills-building activities are some of the approaches used to engage and convey information directly to participants.



On January 17th & February 21st, 2019, twenty-four (24) Supervisors from the Ministry of Transport Works & Maintenance (MTWM) benefitted from two ½ Day Workshops. Deputy Manager, Mr. Troy Wickham and Programme Officers (Atkinson, Baptiste, Bourne, Corbin, Payne) facilitated components of the workshops, as well as representatives from the Labour Department and Network Services Centre Inc. respectively on the topics listed below:

- 1) Signs & Symptoms of Drugs
- 2) Effects of Drugs on Work Performance
- 3) Drug Addiction & Treatment Options

- 4) An Overview of Employment Rights (Labour Department)
- 5) All About the Employee Assistance Programme (EAP)



These activities followed-on from the delivery of drug education lectures to fifty (50) administrative staff based at MTWM Headquarters, and site visits to the eight (8) MTWM Depots situated across the island.

NCSA is committed to working with departments within the public sector to prevent, reduce and manage drug-related workplace issues and additional sessions have been scheduled for human resource personnel and staff working at the various depots.



On January 29th, 2019 fourteen (14) Barbados Transport Board (BTB), Safety & Health Committee members also benefitted

from a workplace drug education intervention facilitated at their BTB Weymouth Headquarters Complex. Feedback from the evaluation indicated 100% of participants agreed that the drug education met their expectations; presentations were informative and relevant to their needs.



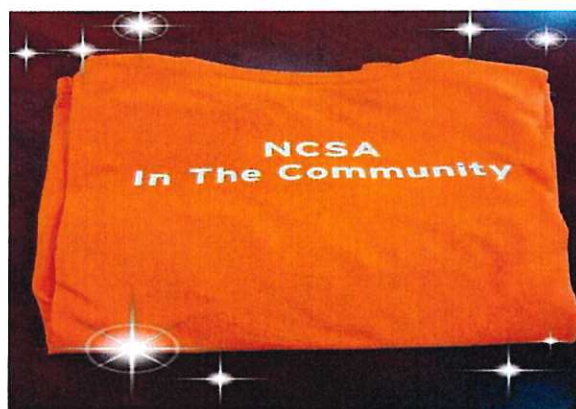
Dialogue with senior staff of the Transport Board revealed the mutual intent to have the NCSA conduct a series of drug education sessions with a cross-section of personnel within their department. NCSA will continue to liaise with BTB personnel to ascertain their needs and provide timely updates regarding the coordination of future sessions.

New Community Programmes

Several consultation meetings were organized with Youth Commissioners from the Ministry of Youth & Community Empowerment (MYCE), and Sport Administrators from the National Sport Council (NSC) and the Barbados Olympic Association (BOA) respectively. The main purpose of these meetings has been to

investigate current drug-related trends amongst youth populations (under age 30 years) to ascertain their drug education and life skills needs, as well as make preparations for community programming in the new Financial Year.

In addition to meetings held with the aforementioned programme stakeholders, contact was initiated with a new stakeholder agency, the Barbados Employers' Confederation (BEC). As a result, an invitation was subsequently extended to NCSA to facilitate a presentation with their Human Resource affiliates. Discussions are also ongoing regarding other opportunities for NCSA to collaborate with BEC on workplace drug education within the local private sector.



Other consultation meetings were conducted with key senior Ministry of Health personnel with regard to finalizing the draft project document outlining the resumption of drug education and life skills outreach at local polyclinics amongst antenatal and postnatal clients with children aged 3 years and younger.

TREATMENT & REHABILITATION

The 1998 UN Declaration on the Guiding Principles of Drug Demand Reduction addresses the need “to cover all areas of prevention, from discouraging initial use to reducing the negative health and social consequences of drug abuse. They should embrace information, education, public awareness, early intervention, counselling, treatment, rehabilitation, relapse prevention, aftercare and social reintegration, Early help and access to services should be offered to those in need”.

In keeping with this thinking, NCSA has supported the operations of drug treatment facilities since treatment is a critical component on the continuum of prevention. In addition, the Council was able to restart its counselling service during this period.

The Counselling Service/Treatment

On May 2, 2018 the new Counsellor joined the National Council on Substance Abuse and the first clients were seen on May 11, 2018. From May 11, 2018 to March 31, 2019, 39 clients were seen at the National Council on Substance Abuse. Twenty-nine of these clients were males while 10 were females. For the most part, these clients were seen weekly and sessions utilized the Cognitive Behavioural Therapy and Motivational Interviewing approaches to help clients address their presenting problems. Clients ranged in age from 12 to 58 and presenting with substance use issues, emotional and behavioural issues. Three of the above-mentioned females presented with marijuana use while one female presented with alcohol use issues. For the males, thirteen were seen for marijuana use/abuse issues, six were treated for both marijuana

use and behavioural or anger problems, two for alcohol use issues, and one for cigarette use issues.

For this reporting period twenty-six clients were referred by the Edna Nicholls Centre; five were referred by NCSA staff; seven were referred by a family member; two were self-referred; three were former clients who wanted to recommence counselling; seven were referred by a friend or a stranger and four were referred by Guidance Counsellors.

Drug Testing Kits

Drug testing in the treatment regime is very critical for a number of reasons. According to Rzetelny, Zeller, Miller, City, Kirsh, & Passik, (2015) some of these reasons include:

- verification of self-reports,
- confirmation of diagnoses,

- identification of denial and minimization of drug and alcohol use,
- enhancement of motivation for treatment,
- assisting in the development of treatment planning,
- monitoring of treatment response,
- documentation of treatment effectiveness and outcomes,

- supporting of client advocacy by validating abstinence from drug use

During the 2018/19 financial year, the Council expanded its counselling service by acquiring drug testing kits to assist with the monitoring of treatment for clients with substance use issues.



DRUG EDUCATION PRESENTATIONS

- MTW Lunch-time Lecture – Drug Education Outreach
- Barbados Community College – Managing Substance Abuse in Children and Adolescents.



- National Assistance Board – Volunteerism
- Students - University of the Southern Caribbean Barbados Campus
- Government Industrial School – Career Showcase to students being discharged.
- Prerogative Nazarene Worship Centre – VBS Summer Camp
- Barbados Cadet Corps – Presentation to new recruits
- St. Leonard Mother's Union – Substance Abuse Presentation
- Psychiatric Hospital – Summer Camp
- WIBISCO – Staff Health Fair
- Caribbean Mentors Institute – Drug Free Me – A Drug Free Society
- Barbados 4H Foundation – Drug Use and Abuse
- Barbados Fire Service – Health Fair

- Psychiatric Hospital – Open Day and Health Fair
- Samuel Jackman Prescod Polytechnic – Health Fair
 - Lloyd Erskine Sandiford Centre - Career Showcase, Guidance Counsellor
 - Dance 4 Life – Big Event – Lloyd Erskine Sandiford Centre
 - Barbados Community College – Student Nurses Association – Alcohol and Marijuana Use
 - Inspiring Healthy Lifestyle Extravaganza – Queens Park

PUBLIC RELATIONS

NCSA Newsletter “Matters of Substance” 2018

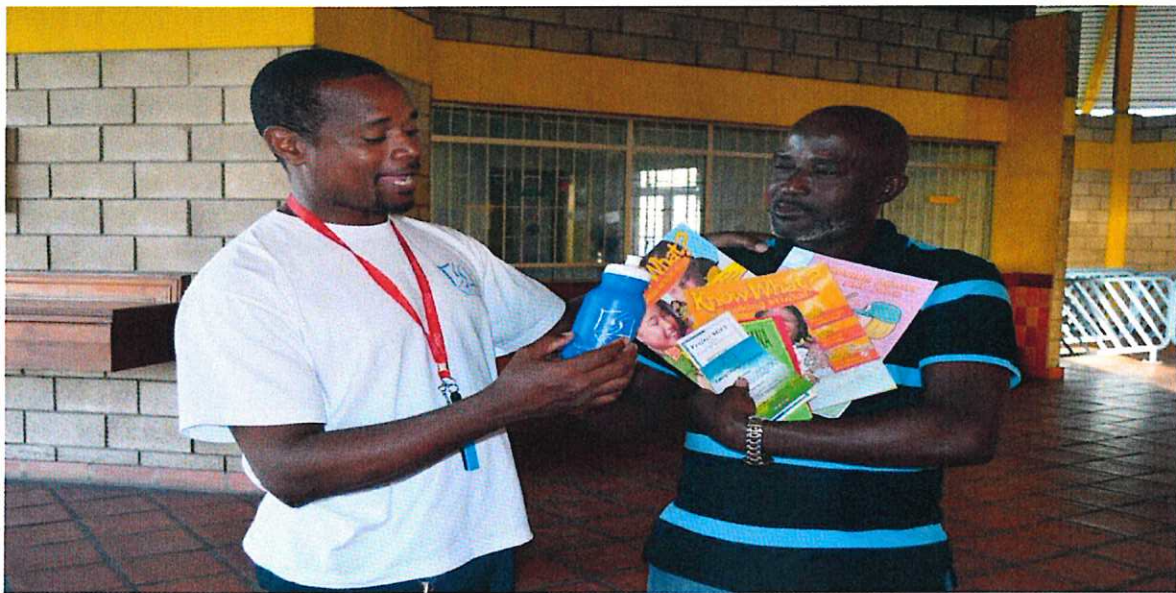
Four quarterly editions of the NCSA newsletter “Matters of Substance”, were completed for the period under review.



Contributions to the NCSA Newsletter were made by both staff and external personnel. Topics covered included the “Regional Seminar for National Drug Observatories in

the Caribbean”; “The Multilateral Evaluation Mechanism Seventh Round”; “Expanding the Barbados Drug Information Network”; “Fact or Myth: Mixing Types of Alcohol Makes you Drunker”; “Barbados Drug Information Network Meeting”, Vaping, Project SOFT, Crack Cocaine, Marijuana and Alcohol, Women and Drugs among others.

“Matters of Substance” remains a popular product, and is widely distributed online via the NCSA’s website www.ncsa.org.bb and the email blast service provided by the Data Processing Department (DPD). It is also distributed in limited quantities in hard copy to strategic partners.



INSTITUTIONAL STRENGTHENING AND CAPACITY BUILDING

STAFF PROFESSIONAL DEVELOPMENT

The NCSA's three-year Strategic Plan identifies among its strategic priorities the following:

- Talent Management and Workforce Development
- Institutional Strengthening/Reformation

In this regard, and in recognition that the Council **MUST** retool and retrain its staff at all levels in order to maintain its relevance, and keep abreast with developments in the rapidly changing field of drug abuse, a renewed thrust has been taken with respect to institutional strengthening and capacity building efforts.

The Council extends thanks to the Training Division for accommodating the staff in its training schedule when possible:



Name of Officer	Course Attended	Date
Cindy Bennett	<ul style="list-style-type: none"> Admin Professional Day (BAOP) 	April 2018
Wendy Greenidge Paulavette Atkinson Timothy Ifill Agnetha Roach-Chase Gina Fenty	<ul style="list-style-type: none"> Emergency Management Seminar 	May 2018
Gina Fenty Lisa Layne Agnetha Roach-Chase Timothy Ifill	<ul style="list-style-type: none"> Web Registry Training 	August 2018
Natalia Corbin Cheryl Osbourne Lisa Layne Cindy Bennett	<ul style="list-style-type: none"> Safety & Health at Work 	September 2018
Gina Fenty	<ul style="list-style-type: none"> Document Preparation 	October 2018
Timothy Ifill	<ul style="list-style-type: none"> Comp TIA + Course 	October 2018
Gina Fenty	<ul style="list-style-type: none"> Processing Personnel Matters in the Public Service 	October – November 2018
Curtis Edwards Laura Foster	<ul style="list-style-type: none"> Effective Presentation Skills 	November 2018
Lisa Layne Cindy Bennett Gina Fenty Agnetha Roach-Chase	<ul style="list-style-type: none"> Web Registry Training 	March 2019

Additionally, staff also benefitted from participation in various conferences and workshops both locally and overseas. NCSA is grateful to its partners in CARICOM, CICAD/OAS, COPOLAD who have made it possible to attend overseas through the provision of full or part funding for these events.

ATTENDANCE AT LOCAL WORKSHOPS

Drug Treatment Court Training Workshop
– OAS/CICAD, CARICOM, June 4 - 6 2018

The Cabinet at its meeting of 10 December 2012 agreed to the introduction of a Drug Treatment Court in Barbados and noted that assistance in establishing this Court would be derived through a partnership with the Organisation of American States.



The Drug Treatment Court model aims to deliver an intervention that is structured, intensive, and demanding, so that as addict offenders make progress in treatment, they become committed to recovery and are held accountable for their behaviour. Drug Treatment Courts use the criminal justice system to address addiction through an integrated set of social and legal services instead of solely relying upon sanctions through incarceration or probation.



Stakeholders in the Barbados Drug Treatment Court gathered at the Training Workshop to gain a greater understanding of the Drug Treatment Court model, in an effort to ensure successful outcomes for clients of the Court.



National Workshop for Strengthening Gender Equality in Counterdrug Law Enforcement Agencies: December 11-13, 2018

The Research Assistant attended this three-day workshop conducted by Inter-American Drug Abuse Control Commission through its Inter-American Program for Strengthening Gender Equality in Counter-Drug Law

Enforcement Agencies (GENLEA). The workshop was conducted in collaboration with the Canadian High Commission. During the workshop, participants were educated about gender equality and related concepts and developed plans to bring about gender equality within the local law enforcement agencies.



ATTENDANCE AT OVERSEAS CONFERENCES/WORKSHOPS

Regional Seminar for National Drug Observatories in the Caribbean: April 4-5, 2018

The Inter-American Drug Abuse Control Commission (CICAD) and the Caribbean Community (CARICOM) hosted this regional seminar in Georgetown, Guyana on April 4-5, 2018. During the two-day event, regional research activities were highlighted, including recent household surveys and ongoing projects under the Cooperation Programme between Latin America, the Caribbean and the European Union on Drugs Policies (COPOLAD). Upcoming research initiatives were also discussed. These included the piloting of standard indicators for regional Drug Information Systems (DINS) and drug-related studies which will be

conducted under the 10th European Development Fund Drug Demand Reduction (EDF DDR) project. In addition, the meeting also gave participants the opportunity to learn about regional changes to marijuana policy, drug abuse epidemiology, the use of research findings in policy development and available training opportunities.

During the seminar, the Research Assistant, Mrs. Laura Foster delivered the following two presentations: "Barbados Drug Observatory: An Update", and "Scholarship Programme: Capacity Building of National Authorities to Monitor and Analyze the Impact of Illicit Drugs in the Americas. Other countries in attendance included but were not limited to: Bahamas, Bermuda, St. Lucia, Dominica, Jamaica, Belize, Grenada, Trinidad and Tobago, Guyana.



Sub-regional Workshop on Standard Indicators for Drug Information Networks in the Caribbean: July 17 – 18, 2018

A two-day workshop was hosted by the Inter-American Drug Abuse Control Commission (CICAD) in St. Vincent and the Grenadines on July 17-18, 2018. The objectives of the event were as follows: To explain the concept of a Drug Information Network; to introduce the CICAD standard indicators; to discuss the indicators in detail;

to prepare stakeholder maps; to develop country work plans. As part of the agenda, the Research Assistant, Mrs. Laura Foster presented a review of the Optional Supply Indicators and engaged in working sessions aimed at developing a work plan for implementing the Standardized Indicator Pilot in Barbados.

Regional Adolescent Treatment Training Workshop

The Junior Programme Officer, Ms. Jennifer Baptiste attended a Regional Adolescent Treatment Training Workshop in Trinidad and Tobago from February 4 – Feb 9, 2019. The aim of the workshop was to provide knowledge about adolescent biology, the developmental tasks and stages of adolescence as well as risk and protective factors that may influence adolescents use of legal or illegal substances. The training also helped treatment providers and drug prevention specialist understand the connection between adolescent substance use and crime; trauma and the biopsychosocial impact of trauma as well as the correlation between trauma symptoms and drug related behaviours. Additionally, the importance of diversion programmes to assist youth from developing substance use disorders and engaging in further criminal activity was also discussed.

(CICAD/OAS) 1-day regional meeting for Policymakers and Heads of National Drug Authorities on the Multilateral Evaluation Mechanism (MEM) seventh round process for the Caribbean, Kingstown, St Vincent

and the Grenadines, February 7, 2018- Manager

OBJECTIVES-

1. To review, revise and update the Regional Drug Demand Reduction Strategy, 2007;
2. To sensitise Directors of National Drug Councils on Capacity building Strategy for Drug Demand Reduction with a special focus on the On-Line Training being implemented by the Cooperation Programme on Drugs Policies (COPOLAD) in Latin America and the Caribbean;



3. To raise the awareness of participants on the public health approach for the design and implementation of drug policy;
4. To facilitate a broader understanding of the health and social effects of non-medical cannabis use

(CARICOM) Meeting of Directors of National Drug Councils and a capacity building Workshop for the Design and Implementation of National Drug Strategies and Plans.

The meetings were convened in St. Kitts and Nevis during the period 19–23 February 2018. The Manager and Permanent

Secretary, Ministry of Home Affairs attended.

OBJECTIVES- Design and Implementation of National Drug Strategies and Plans 21-23 February 2018

1. To provide training for Member States on methodological approaches to:
 - a. Develop national policies, strategy and plans for Member States who do not have a national drug strategy;
 - b. Update national drug strategies and plans for Member States who already have a national drug strategy; and
 - c. Foster horizontal cooperation between and among Member States who have developed national drug strategies, and those beginning the drafting or updating process.
2. To provide Member States with an updated analysis of the drug situation in the Caribbean and to provide evaluation mechanisms
3. To introduce Member States to the 7th Evaluation Round of the MEM
4. To discuss Action Plans for 2016-2020 and beyond.



LINKAGES WITH REGIONAL AND INTERNATIONAL ORGANISATIONS, COMMUNITIES & AGENCIES

- Organisation of American States (OAS) Inter-American Drug Abuse Control Commission (CICAD),
 - Multilateral Evaluation Mechanism (MEM)
 - Governmental Expert Group (GEG)
- CARICOM - Drug Demand Reduction
- Cooperation Programme between Latin America, the Caribbean and the European Union on Drugs Policies (COPOLAD)
- United Nations Office on Drugs and Crime (UNODC)





DRUG AWARENESS MONTH

2019 Report

NATIONAL COUNCIL ON SUBSTANCE ABUSE

"TAKING CHARGE OF CHANGE"

INTRODUCTION

The month of January has been designated as Drug Awareness Month in Barbados. The National Council on Substance Abuse as government's lead agency for Drug Demand Reduction, has traditionally taken a lead role in coordinating and facilitating activities in recognition of the month.

Background

Women face unique issues when it comes to substance use: they are not only susceptible to becoming drug users, but are also active participants in the drug supply chain. The World Drug Report 2018, states that the participation of women in the drug trade is shaped by a multiplicity of factors including socioeconomic vulnerability, violence, intimate relationships and economic considerations.

These differences are influenced by sex (differences based on biology) and gender (differences based on culturally defined roles). Scientists who study substance use have discovered that women who use drugs can have issues related to hormones, menstrual cycle, fertility, pregnancy, breastfeeding, and menopause. In addition, women themselves describe unique reasons for using drugs, including controlling weight, fighting exhaustion, coping with pain, and attempts to self-treat mental health problems.

Studies specifically related to females and the implications of substance abuse are limited when compared to those focused on males. Research however, has highlighted many differences in how women and men use and react to substances. For example, women use drugs in smaller amounts than men, but they can experience the effects more strongly. There are also indications that substance use in women tends to develop into addiction more quickly than in men, known as telescoping.

The lack of consistent data to enable a deep understanding of the role of women, prompted the 2016 United Nations General Assembly Special Session on Drugs (UNGASS), to recognise "the importance of mainstreaming gender and age perspectives in drug-related policies and programmes to ensure the involvement of women in all stages of the development, implementation, monitoring and evaluation of drug policies and programmes, develop and disseminate gender-sensitive and age-appropriate measures that take into account the specific needs and circumstances faced by women and girls with regard to the world drug problem". This principle is in keeping with the United Nations 2030 Agenda for Sustainable Development.

The most recent Secondary School Survey, SIDUC 2013, suggests that there is an increase in the lifetime and one time prevalence rate of alcohol use among girls. This mirrors global trends which point to a convergence in levels of use among women and men in some categories of drugs and in some age groups. There is also an indication that lower levels of use can be associated with more serious health consequences for women and girls.

The Council's prevention efforts to date, for the most part have not paid attention to the unique motivations for use and the accelerated consequences of use for girls and young women. Drug Awareness Month 2019 (DAM 2019), signals the start of a move away from the one size fits all approach, into prevention programming which attends to differing needs for information and support on physical health,

emotional health and social contextual issues – supported by research by making inroads into collaborative efforts to build programmes and policy that are responsive to the needs of girls and women.

Under the theme - “Women of Substance”, the activities for Drug Awareness Month 2019 and the remainder of the quarter, have therefore been developed in consideration of the following:

Prime Determinants for Gender Inequities in Health:

- Decision Making
- Income
- Employment/Working Environment
- Education
- Housing
- Nutrition
- Individual Behaviours

Health Promotion International, Vol 21. No. S1 – “Gender and health promotion: A Multisectoral Policy Approach, Oxford University Press (2007)

Key Issues to be Addressed:

1. Parenting and Drug Use
2. Women and Drug Problems
3. Women, Drugs and the Criminal System
4. Stigma, policies and practices that make it generally difficult for women to access treatment.

Women’s Voices: Experiences and perceptions of women who face drug-related problems in Europe – European Monitoring Centre for Drugs and Drug Addiction, (2009)

Audience Subgroups

- At-risk teenage girls
- Parenting Women
- Women involved with sex work
- Women who experience violence
- Women involved in trafficking

Women who use drugs: Issues, needs, responses, challenges and implications for policy and practice, European Monitoring Centre for Drugs and Drug Addiction, (2017)

Response Options

- Advocacy for specific services for women
- Collaboration between drug treatment and mental health services
- Overcoming barriers to care for women involved in the sex trade

Women who use drugs: Issues, needs, responses, challenges and implications for policy and practice European Monitoring Centre for Drugs and Drug Addiction, (2017)

Planned commenced in July 2018 by the members of the Drug Awareness Month Committee and a draft Calendar of events was prepared in October. The following report provides an overview of activities conducted throughout the month.

Drug Awareness Month - January 2019 Calendar
"Women of Substance"

Please note:

- Blue Week, January 22nd – 26th
- Devotions: January 1st—31st
- DAM Promotions Banner and Signs
- Tuesdays - Barbados Advocate Article
- Thursdays – Barbados Today Article
- Co-Operators General Tips during the CBC Evening News

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	31 December 2018	1 New Year's Day	2	3 "Take a Walk in My Shoes"	4 NCSA in the Community 3:00 – 6:00pm @ Fairchild Street Bus Stand	5
6	7	8 Public Lunchtime Lecture – Mental Health & Drugs 11:00 – 1:00 @ NCSA – Janelle Chase Mayers (Presenter)*	9	10 "Take a Walk in My Shoes" "What We Don't Know Keeps Hurting Us" Workshop (Hearing Impaired) 10:00 – 1:00@ NCSA CLOSED	11 NCSA in the Community 3:00 – 6:00pm @ Princess Alice Bus Stand	12
13 DAM Church Service & Press Briefing, First Baptist Church @ 10:00 Minister of Home Affairs	14	15	16	17 "Take a Walk in My Shoes" 1/2 day Workshop "Drugs in the Workplace" MTWM 9:00 – 12:30 @ NCSA (Labour Dept & Network Srvs)	18 NCSA in the Community 3:00 – 6:00pm @ Speightstown Bus Stand	19
20	21 Errol Barrow Day	22	23 Lunchtime Lecture – Dating Dangers 12:00 – 2:30 @ NCSA – Mary Thompson (Presenter) * CLOSED • St Michael Sch • Springer Memorial • Graydon Sealy • Parkinson Memorial • Harrison College • Seventh Day Ad • St Ursuline Convent • St Winifred's Sch	24 "Take a Walk in My Shoes" "What We Don't Know Keeps Hurting Us" Workshop (Community Perspectives) 9:00 – 3:00 @ NCSA	25 FUN DAY @ Folkestone	26 Charity Drive – Cave Shepherd & Emerald City 9:30 – 4:00 Funds for Girl Guides Association

27	28	29 NCSA Community Give Back - Springer Sch - Hindsbury - Ch Ch Girls Workplace intervention with Transport Board	30 BARDIN Meeting @ NUPW – 9:30 am – 3:00 pm Minister of Home Affairs	31 "Take a Walk in My Shoes" Public Lunchtime Lecture – Supporting the Family of Drug Users – Al Layne (Presenter)*		
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*Lunchtime Lectures – Stansfeld Scott (8th, 23rd and 31st) – Set up table with Vit360.

PUBLIC RELATIONS (PR)

DRUG AWARENESS MONTH PAID ADVERTISING REPORT

The Public Relations Committee was responsible for designing and arranging all paid advertising during Drug Awareness Month 2019. To this end, the Committee made use of social media, electronic and traditional print advertising as outlined below.

Newspapers

Advertisements were placed in the Barbados Advocate and Barbados Today newspapers during the month. The lunchtime lectures were specially promoted via advertisements placed in the Sunday edition of the Advocate immediately preceding each week's lecture. All public activities were promoted in a quarter page advertisement which was published in the January 4, 2019 edition of Barbados Today.

Electronic and Social Media

The Council obtained an advertising package from Barbados Today which allowed for the circulation of promotional flyers via Instagram, Facebook and email blast at various stages throughout the month. In addition, all public activities for the month were promoted on digital screens at Esso and Carlton and Emerald City Supermarkets. This was facilitated through a package obtained from Screenplay Advertising Ltd.

Advertising Costs

The costs associated with the above-mentioned paid advertising for Drug Awareness Month 2019 are as follows:

DRUG AWARENESS MONTH 2019 PAID ADVERTISING COSTS			
MATERIALS	SUPPLIER	QTY	COST
Digital/social media package including: <ul style="list-style-type: none">8 Instagram posts8 Facebook posts6 email blasts1 quarter page ad	Barbados Today		\$1000.00 plus VAT Total Cost: \$1175.00
2 Print advertisement for Lunchtime Lectures (Sundays before lectures)	Barbados Advocate		\$739.20 + VAT (\$129.36) Total cost: \$868.56
Digital advertising packages for displays on screens at the following: <ul style="list-style-type: none">3 Esso Gas stationsCarlton & Emerald City Supermarkets	Screenplay Advertising Network		\$1000* + VAT Total Cost: \$1175.00 *Esso Package = \$600.00 Carlton & Emerald City Package = \$400.00
TOTAL			\$3218.56

Copies of Advertisements & Flyers

Attached are copies of the various advertisements and flyers circulated throughout the month. (See Appendix 1)

January 1st – 31st – Banners

Permission was sought from our partners to erect banners displaying drug education messages. The banners were erected at the following locations:

- RBPF, Police Sport Complex, Weymouth
- Probation Department Office
- Fire Service Dept. - Probyn Street
- Barbados Defence Force
- General Post Office, Cheapside Bridgetown

Cost for Installation and Removal of Banners (3) from Sign Station at Government Procurement Department, Spring Garden, Southern Shopping Plaza, Oistins and NCSA Office, Belleville was. \$1,233.75

Final costing for this activity - \$1,233.75

January 1st – 31st – DEVOTIONS

STARCOM Network provided in-kind support to the National Council on Substance Abuse through the broadcast of daily Devotions. Four members of staff namely: Mr. Brian Payne, Mrs. Laura Foster, Ms. Cindy Bennett and Ms. Paulavette Atkinson participated in the recording of thirty-one (31) scripture passages thanks to the free studio 'air-time' provided. A complete set of the audio recordings was also donated to the NCSA by the network.

January 1st – 31st - NEWSPAPER ARTICLES

NCSA received in-kind support from two media houses through the publication of weekly newspaper articles. The **Barbados ADVOCATE** published five articles on Tuesdays during the month: JAN 1st, 8th, 15th, 22nd, 29th whilst the **Barbados Today** published articles on Thursdays during the month respectively: JAN 3rd, 10th, 17th, 24th, 31st, 2019. These and other media articles have been copied and compiled in a appendices for review. (See Appendix 2 and 3).

January 1st – 31st - CO-OPERATORS GENERAL INSURANCE

NCSA received in-kind support from Co-operators General Insurance Company Ltd. by way of the broadcast of **Drug Tips** during the CBC Evening News, which commenced from the second week of January 2019 and continued throughout Drug Awareness Month. (Appendix 4)

January 3rd, 10th, 17th, 24th, 31st – "Take a Walk in My Shoes"

NCSA received in-kind support from the Barbados Government Information Service (BGIS) through free air-time coordinated by Mrs. Julia Rawlins – Bentham. Audio segments under the heading **“Take A Walk In My Shoes”** were recorded and broadcast featuring female representatives from departments and agencies affiliated with drug demand and supply reduction, namely: Criminal Justice Research & Planning Unit, Royal Barbados Police Force, and Substance Abuse Foundation. Additional audio segments will be broadcast on International Women’s Day.

"NCSA at de Bus Stop"

The Transport Board was excited to partner with the NCSA in its outreach **"NCSA at de Bus Stop"** for DAM 2019 and gave their full support in making this activity a success. The activities were held at Fairchild Street, Princess Alice and Speightstown Bus Terminals on Friday 4th, 11th, and 18th January 2019 respectively between the hours of 3pm – 6pm.

NCSA staff interacted with commuters, the general public and Transport Board Staff In its community outreach by disseminating NCSA flyers and engaging the public on the effects/dangers of substance abuse, books were also given to primary school aged children with permission from their parents and guardians.

Person who were bold enough try our alcohol goggles felt the effects of how drinking and driving/walking can impair their judgement with some saying they felt dizzy or could not see/walk the straight line.

The session at Fairchild Street Terminal was very interactive as it was an enclosed area and we were able to give drug tips over the PA System. At The Princess Alice Terminal which is an open terminal NCSA staff paired up and went out of the terminal to interact with persons having a lime nearby which proved to be very enlightening we were also afforded the opportunity to use their PA System. The press also visited and conducted an interview with our Research and Information officer Mr. Jonathan Yearwood. The Speightstown Terminal was very active in the period 3pm – 4:30pm however after this time the Terminal became very quiet as it is not a walk through Terminal. Therefore we must look at going outside of the Terminal to interact with general public.



Interaction 4th January 2019 @ Fairchild Street Terminal



Interaction 11th January 2019 @ Princess Alice Terminal



Interaction 18th January 2019 @ Speightstown Terminal

January 8th – Mental Health & Drugs

Our first Lunchtime Lecture was held on January 8th, 2019. Mrs. Janelle Chase-Mayers presented on the topic **Mental Health and Drugs**. Mrs. Chase-Mayers identified the difference between Mental Health and Mental Illness. She also spoke about Addiction and its roots and how it affects families, children, schools, communities, society on the whole and the Economy.

This public lunchtime lecture was conducted at the National Council on Substance Abuse. Those present received a donation of Vit360 from Stansfeld Scott. **This activity was of no cost to the agency.**



January 10th - "What We Don't Know Keeps Hurting Us" - Hearing Impaired Focus Group – M Bourne

As a part of the Drug Awareness Month Activities, it was decided that the disabled community should be targeted for information as it relates to what challenges these women are facing and what drugs they may be using to cope. It was suggested that six persons be invited to attend the session. On the day, two participants showed with others giving excuses for their absences. It was agreed, as suggested by the Research and information officer, NCSA, to reschedule the session. The tentative date for the next session is Friday, 1st March 2019. **Final costing for this activity - \$300.00**

January 13th - DAM Church Service, First Baptist Church – A Roach-Chase

NCSA's annual Drug Awareness Month Church Service was held at the First Baptist Church on January 13, 2019.

Reverend Paul Leacock extended a warm welcome to the Minister of Home Affairs, Mr. Edmund Hinkson, NCSA Board, Staff and family, Volunteers and Partners.

He delivered an uplifting sermon and lauded the NCSA for its theme "Women of Substance" and indicated the Church will assist the NCSA and our Nation in the fight against Substance use and Abuse.

Reverend Leacock invited the NCSA and Partners to the altar for prayer of God's help and guidance for the work we do and for our Nation especially our youth.

Our Manager Mrs. Betty Hunte gave the opening remarks and focus on the alarming statistics of substance use among school children/youth.

The Minister of Home Affairs agreed with the Manager's remarks and told the congregation there was increasing concerns among Barbadians on the increased use of illegal substances particularly among young males and females. He said the statistics Mrs. Hunte gave were alarming but true.

He reiterated the Government is committed to do all within its legal powers to reduce illegal substance abuse and consequential crime in Barbados as the stability of the social and economic transformation is a top priority.

The worship service led by Minister Stephen Leacock was very uplifting and we are certain it was a blessing to all.



January 17th - NCSA ½ DAY WORKSHOP with MTWM

The first **NCSA ½ Day Workshop** was facilitated on January 17th, 2019 with twenty-four (24) Supervisors from the Ministry of Transport Works & Maintenance (MTWM) at an approximate cost of BDS \$800 (invoice pending). This intervention was developed further to the expressed needs of the supervisory personnel to access education and information which could help them prevent and / or better manage drug-related issues within the workplace. Presentations were made by NCSA Officers and representatives from the Labour Department within government and Network Services Centre Inc. respectively. Topics presented during the ½ Day Workshop included:

- 1) **Signs & Symptoms of Drugs**
- 2) **Drug Addiction & Treatment Options**
- 3) **Drugs In The Workplace – An Overview of Employment Rights**
- 4) **All About the Employee Assistance Programme**

From an initial review of the evaluations, 83.3% of participants agreed that the workshop objectives met their expectations, presentations were informative and relevant to their needs and presenters were well-prepared and knowledgeable about their subject areas. During the course of the workshop, time was lost due to a verbal disagreement between one of the participants and a presenter. However, the matter was immediately quelled by NCSA personnel and was later resolved within a “spirit of cooperation”. Subsequent dialogue with the Deputy Chief Technical Officer (Operations) revealed that the MTWM personnel are eager to have another ½ Day Workshop at the NCSA; potentially on February 21st, 2019, whereby they can acquire practical skills for intervening with employees who they suspect or present on-the-job with drug use issues.

Final costing for this activity - \$800.00

January 23, 2019 – “Dating Dangers”

The lecture entitled “Dating Dangers” was delivered by Ms. Mary Thompson, Forensic Nurse who presented the topic to approximately thirty (30) secondary school students who were accompanied by Teachers and Guidance Counsellors.

The schools in attendance were as follows:-

- Seventh-day Adventist Secondary
- Harrison College
- The St. Michael School
- Springer Memorial School
- Graydon Sealy Secondary

The session was very interactive as the students were eager to ask and answer questions relating to the many risks associated with dating dangers.



Ms. Thompson emphasized that dating is a normal healthy activity but like some things in life, it can turn into a horrible and negatively life changing experience...especially for teenagers. Some of the issues discussed were as follows:-

- Introduction to legal/illegal drugs
- Sexual transmitted infections
- Emotional and physical risks and the risks of encountering dangerous and untrustworthy people online and in person

I believe that the topic presented was highly beneficial for the students as it exposed deeper issues of self-esteem, self-awareness and the power of choice. Ms. Thompson concluded by reinforcing these helpful tips:-

- Don't accept open drinks, whether they're alcoholic or not, from someone you don't trust.
- At parties, accept only drinks that come in closed containers. Never leave your drink unattended or turn your back on your table.
- Do not drink from punch bowls, pitchers, or tubs.
- Tell your friends about the relationship



Those present received a donation of Vit360 from Stansfeld Scott.

Final costing for this activity - \$ 119.04

January 24th - "What We Don't Know Keeps Hurting Us" - Community Perspectives

Two representative from ten organizations were invited to attend this session. The goal was to identify social problems that are affecting females which may lead to drug use or other related matters. Additionally, it was a time to gather information on available services for women in Barbados.

On the day there were five external presenters and a total of 14 participants. Agencies reported that they were unable to participate due to inadequate staff due to the restructuring programme, some agencies called on the day of the event to say they were no longer able to attend.

However, the information that was shared by those in attendance was very enlightening. The required information will be extracted from the presentations and presented in a report. This report will be used to help inform programming at NCSA.

Final costing for this activity - \$600.00

January 25th - "Fun Fitness Friday"

The Annual Drug Awareness Month Staff Activity Day entitled "Fun Fitness Friday", was held this year again on January 25, 2019 at the Folkestone Park, Holetown St. James. This event was conceptualized to encourage interagency collaboration and to improve relations amongst our partners, especially those who are under the Minister of Home Affairs portfolio. This year organizing committee was made up of Lisa Layne, Laura Foster and Timothy Ifill. Timely and valuable support came from the Admin team, and all members of staff in order to make the day a success.

Invitees

Participants from several governmental agencies came together with the staff of the NCSA for an action packed, fun-filled day. Those who came were from:

- Barbados Postal Service
- Barbados Defense Force
- Criminal Justice & Research Planning unit
- Youth Development Programme
- HMP Dodds
- Probation Department
- Psychiatric Hospital
- The Royal Barbados Police Force



Opening

We opened in prayer by Dr. Earl James, Security Officer from Defense and Security assigned to the NCSA. He took the opportunity to invite the presence of God in our midst and to pray for the safety of everyone as they enjoy the activities throughout the day.

Welcome

The Deputy Manager Mr. Wickham extended a warm welcome to all and expressed his gratitude to everyone for taking time to be there.

Teams & Activities

With a crowd of just over forty (41) persons converging on the grounds of Folkestone Park, two teams, team Red and team Blue, were formed to challenge each other throughout the day. Together we enjoyed activities such as: -

- Capture the Holy Grail
- Scavenger/Treasure Hunt
- Paddle Challenge
- Solve the Mystery
- Water Melon Eating challenge
- Snatch, Grab & Pull (Tug-O-War)
- Dominoes





Due to the high level of active participation in the first set of activities not enough time was left in the day to complete the other activities like Volleyball, football and cricket.

Catering

The catering for lunch was done by L & L Caterers who served the fifty-four participants who attended a sumptuous meal comprising of Rice, Pie, Chicken, Fish, steamed vegetables and salad.

Prizes

All our invited guests were given NCSA educational/ promotional items such as wristbands or earphones. Special 'Prize Money' in the form of NCSA currency was given to the captains of each team for their admirable representation in each event.

Total Expense incurred for the Fun Day Event is as followed:

Expenses	Cost
Public Liability Insurance	\$ 192.50
Catering services	\$1,750.00
Ice	\$ 7.00
Water	\$ 140.40
Rope	\$ 28.29
Batteries	\$ 41.88
TOTAL	\$2,160.69

Conclusion

Fun-Fitness-Friday 2019 has afforded the NCSA another opportunity to forge closer ties with other Agencies within government. We are pleased to note that despite the many changes throughout the government at the beginning of the year that the level of participation was better than anticipated. This event has proven yet again to be a successful venture for the council and continues to be well-attended by the majority agencies we invite each year. We wish to thank the Board of Management and the staff for their support in keeping FFF on the Drug Awareness Month Calendar.

Final costing for this activity - \$2,160.69

January 26 - Charity Drive – Cave Shepherd & Emerald City – L Layne

As part of our outreach to the public of Barbados, the Staff of the National Council on Substance Abuse (NCSA) was pleased to have the opportunity to conduct another **Charity Drive**. As this year marks the centennial – 100 years of the existence of the Girl Guides Association of Barbados, the NCSA was pleased to support the work of this organization.

Another Charity outreach for the Girl Guides Association was held on Saturday, 16 February 2019 at Massy Sunset Crest during Hometown Festival. A cheque was presented to the Girl Guides Association at their headquarters.



EMERALD CITY



CAVE SHEPHERD



Inspired by the efforts of NCSA, Mr. Michael Clarke, Managing Director, DC Office People Inc. collaborated with us in our efforts to "Give Back" as we focused on females. Throughout the month of February DC Office People generously donated three laptops to the following all-girl schools:

- Hindsbury
- Christ Church Girls
- Springer Memorial



This activity was of no cost to the agency.

January 29th - Workplace Intervention with Transport Board

NCSA facilitated the initial workplace intervention with fourteen members of the **Barbados Transport Board – Safety & Health Committee** on January 29th, 2019 at their Weymouth Headquarters Complex. Feedback from the evaluation indicated that 100% of participants agreed the drug education delivered met their expectations, was informative and relevant to their needs.

Dialogue with the General Manager and Human Resources Manager revealed their intent to invite the NCSA to conduct a series of drug education sessions with a cross-section of personnel within their department. Another meeting will be scheduled shortly to coordinate the requested sessions.

This activity was of no cost to the agency.

January 31st - Lunchtime Lecture – Supporting the Family of Drug Users – Al Layne - M Bourne

This lecture had attendance from three external participants and the media. It must be noted that persons who confirmed their attendance or interest in participation was unable to attend due to the location, or other work commitments. I believe if this same lecture is done an evening at various locations across the island that there will be a better attendance. I am hoping to do such in the near future. Those present received a donation of Vit360 from Stansfeld Scott.



This activity was of no cost to the agency.

Drug Awareness Month Budget

DRUG AWARENESS MONTH 2019 BUDGET		
Event		COST
1.	Paid Advertising	\$3,218.56
2.	Banners	\$1,233.75
3.	NCSA in the Bus Stop	\$ 100.00
4.	"What We Don't Know Keeps Hurting Us" - Hearing Impaired	\$ 300.00
5.	NCSA ½ DAY WORKSHOP with MTWM	\$ 800.00
6.	"Dating Dangers" – School Activity	\$ 119.04
7.	"What We Don't Know Keeps Hurting Us" - Community Perspectives	\$ 600.00
8.	Fun Fitness Friday	\$2,160.69
TOTAL		\$8,532.04



**REPORT ON THE AUDIT OF ACCOUNTS OF
THE NATIONAL COUNCIL ON SUBSTANCE ABUSE
FOR THE YEAR ENDED 31 MARCH, 2019**

**REPORT ON THE AUDIT OF THE ACCOUNTS OF
THE NATIONAL COUNCIL ON SUBSTANCE ABUSE
FOR THE YEAR ENDED 31ST MARCH 2019**

NATIONAL COUNCIL ON SUBSTANCE ABUSE

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AUDITOR GENERAL'S OFFICE BARBADOS



INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of the National Council on Substance Abuse

Opinion

I have audited the financial statements of the National Council on Substance Abuse (the Council), which comprise the Balance Sheet as at 31st March 2019, Statement of Income and Expenditure, Statement of Cash Flows, and Statement of Changes in Fund Balances for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In my opinion, the financial statements present fairly, in all material respects the financial position of the National Council on Substance Abuse as at 31st March 2019 in accordance with IFRS for Small and Medium-sized Entities issued by the International Accounting Standards Board.

Responsibility of Management and the Board of Directors for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the International Financial Reporting Standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with the International Standards on Auditing. Those standards require that I comply with ethical requirements, and plan and perform the audit to obtain reasonable assurance on whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence supporting the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risk of material misstatements of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers the internal controls relevant to the entity's preparation and fair presentation of the financial statements in order to

National Council on Substance Abuse
Balance Sheet
As of March 31, 2019

(Expressed in Barbados dollars)

	2019	2018
	\$	\$
Assets:		
Current Assets		
Cash	91,426	55,271
Prepaid Expenses	23,545	19,616
Loans receivable - Current (note 4)	2,453	1,652
Total Current Assets	117,424	76,539
Long-Term Assets		
Loans receivable - Non-Current (note 4)	-	-
Property, plant and equipment (note 5)	76,077	91,574
Total Long-Term Assets	76,077	91,574
Total Assets	193,501	168,113
Liabilities and Funds:		
Current liabilities		
Trade and other payables (note 6)	11,681	33,771
Funds	181,819	134,342
Total Liabilities and Funds	193,501	168,113

Approved on behalf of the Council

Chairman

Member

National Council on Substance Abuse
Statement of Income and Expenditure
For the year ended March 31, 2019

(Expressed in Barbados dollars)

	2019	2018
	\$	\$
Income		
Government of Barbados grant (note 2(a) i)	1,966,388	1,870,417
Other Income	9,840	31,093
Reduction in provision for doubtful debt	-	-
Proceeds from sale of vehicle	-	-
Total Income	1,976,228	1,901,510
Expenditure		
NCSA Secretariat	1,790,479	1,724,105
Research & Coordination	6,229	12,709
School Prevention	48,015	18,872
Treatment & Rehabilitation	699	14,114
Community Prevention	44,514	50,486
Depreciation (note 5)	38,816	47,388
Total Expenditure	1,928,752	1,867,674
Excess of income over expenditure	47,477	33,836

National Council on Substance Abuse
Statement of Changes in Fund Balances
For the year ended March 31, 2019

(Expressed in Barbados dollars)

	Accumulated surplus	UNDCP Fund	Total
	\$	\$	\$
Balance at March 31,2017	105,804	(5,297)	100,507
Excess of income over expenditure for the year	33,835	-	33,835
Balance at March 31,2018	139,639	(5,297)	134,342
Excess of income over expenditure for the year	47,477	-	47,477
Balance at March 31,2019	187,116	(5,297)	181,819

National Council on Substance Abuse
Statement of Cash Flows
For the year ended March 31, 2019

(Expressed in Barbados dollars)

	2019	2018
	\$	\$
Cash flows from operating activities:		
Excess of income over expenditure for the year	47,477	39,517
Adjustment for:		
Gain on sale of vehicle		
Depreciation	38,816	41,707
Excess of income over expenditure before working capital changes	86,293	81,224
Decrease/(increase) in prepaid expenses	(3,928)	(9,699)
Decrease/(increase) in loans receivable	(802)	(2,179)
Increase/(decrease) in accounts payable and accrued liabilities	(22,090)	10,631
Net cash generated from operating activities	59,473	79,976
Cash flows from investing activities:		
Proceeds from sale of vehicle	-	-
Purchase of plant and equipment	(23,318)	(34,278)
Net cash generated from investing activities	(23,318)	(34,278)
 Increase/(decrease) in cash during year	 36,155	 45,698
Cash - beginning of year	55,271	9,573
Cash - end of year	91,426	55,271

National Council on Substance Abuse

Notes to Financial Statements

For the year ended March 31, 2019

(Expressed in Barbados dollars)

1. Formation and objectives

The National Council on Substance Abuse (the "Council") was established as a Statutory Board by the National Council on Substance Abuse Act, 1995-13 which was enacted on March 1, 1996. One of the primary functions of the Council is to advise the Minister of Home Affairs on measures for the eradication or control of Substance Abuse. The Council receives its primary funding from the Government of Barbados and executes its mandate through its secretariat located in Bridgetown.

2. Significant accounting policies

This is the second set of financial statements prepared in accordance with IFRS for small and Medium-sized Entities' issued by the International Accounting Standards Board. The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently to all years presented, unless otherwise stated.

a. Basis of preparation

The financial statements of the Council have been prepared in accordance with the International Financial Reporting Standards for Small and Medium-sized Entities (IFRS for SMEs) under the historical cost convention except for available-for-sale financial assets which are carried at fair value.

The preparation of financial statements in conformity with IFRS for SMEs requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Council's accounting policies. The areas involving a higher degree of judgement or complexity, or area where assumptions and estimates are significant to the financial statements are disclosed in Note 3.

b. Cash and cash equivalents

For the purpose of the cash flow statement, cash and cash equivalents comprise cash and bank deposits with original maturity dates of ninety days or less.

National Council on Substance Abuse

Notes to Financial Statements

For the year ended March 31, 2019

(Expressed in Barbados dollars)

2. Significant accounting policies ... continued

c. Property, plant and equipment

Property, plant and equipment is carried at cost and depreciated on the straight line basis to write off the cost of assets over their expected useful lives as follows:

Furniture, fixture and fittings	- 10 years
Motor vehicles	- 5 years
Computer and office equipment	- 4 years
Books and research material	- 4 years

d. Revenue recognition

(i) Grants

Revenue grants are not recognised until there is a reasonable assurance that they will be received and that the Council will comply with the conditions applying to them, where applicable. Grants are recognised in the statement of revenue and expenditure and fund balances on a systematic basis matching them with the related costs for which the grants are intended to compensate.

Capital grants relating to plant and equipment are deferred and amortised on a systematic and rational basis over the useful lives of the assets to which they relate.

(ii) Other Income

Income from donations and fund raising events are recognised as earned.

National Council on Substance Abuse

Notes to Financial Statements

For the year ended March 31, 2019

(Expressed in Barbados dollars)

3. Critical accounting estimates and judgements in applying accounting policies

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The council makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. There are no estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

4. Loans receivable

	2019	2018
	\$	\$
Loans receivable	2,453	1,652
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	2,453	1,652
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National Council on Substance Abuse

Notes to Financial Statements

For the year ended March 31, 2019

(Expressed in Barbados dollars)

5. Property, plant and equipment

D Purchased Assets

	Motor vehicles \$	Furniture, fixtures and fittings \$	Computer and office equipment \$	Books and Research Materials \$	Total \$
Year ended March 31, 2018					
Opening net book amount	77,022	3,707	23,956	-	104,685
Additions	18,968	11,827	3,483	-	34,278
Depreciation charge	(29,648)	(2,160)	(15,581)	-	(47,388)
Closing net book amount	66,342	13,374	11,859	-	91,575
At March 31, 2018					
Cost	409,556	179,974	581,125	-	1,170,655
Accumulated depreciation	(343,214)	(166,599)	(569,267)	-	(1,079,080)
Net book amount	66,342	13,375	11,858	-	91,575
Year ended March 31, 2019					
Opening net book amount	66,342	13,374	11,859	-	91,575
Additions	-	-	23,318	-	23,318
Depreciation charge	(25,854)	(1,638)	(11,323)	-	(38,816)
Closing net book amount	40,488	11,737	23,853	-	76,077
At March 31, 2019					
Cost	409,556	179,974	604,443	-	1,193,973
Accumulated depreciation	(369,068)	(168,237)	(580,590)	-	(1,117,897)
Net book amount	40,488	11,737	23,853	-	76,077
Total purchased and contributed assets					
Net book value at March 31, 2019	40,488	11,737	23,853	-	76,077
Net book value at March 31, 2018	66,342	13,374	11,859	-	91,575

National Council on Substance Abuse
Notes to Financial Statements
For the year ended March 31, 2019

(Expressed in Barbados dollars)

6. Trade and other payables

	2019	2018
	\$	\$
Trade payables	11,681	33,771
Accrued liabilities	-	-
	<u>11,681</u>	<u>33,771</u>

7. Taxation

As a non-profit making Statutory board established by Substance Abuse, 1995-13, the council subject to taxation.

8. Other income

	2019	2018
	\$	\$
Overseas Conferences	-	2,000
DTC	-	9,727
Project SOFT	8,800	17,954
Other	1,040	1,412
	<u>9,840</u>	<u>31,093</u>

National Council on Substance Abuse
Notes to Financial Statements
For the year ended March 31, 2019

(Expressed in Barbados dollars)

9. Expenditure

Description	NCSA Secretariat \$	Community Prevention \$	School Prevention \$	Research and Coordination \$	Treatment and Rehabilitation \$
Project Personnel					
National project staff	1,206,694				-
Operating Expenses					
Operating Expenses - NCSA	46,874	-	-	-	-
Training	23,593	-	1,032	642	640
Life Education Centre	-	-	33,086	-	-
Other Communities	-	14,015	-	-	-
HIV/AIDS Expenses	-	-	-	-	-
Research projects	-	-	-	5,587	-
Project SOFT	-	30,497	-	-	-
Operating Expenses - Schools	-	-	13,897	-	-
Utilities	102,938	-	-	-	-
Rental of Property	282,000	-	-	-	-
Treatment & Rehabilitation	-	-	-	-	59
Miscellaneous					
Professional fees	10,347	-	-	-	-
Supplies and Stationery	37,997	-	-	-	-
Maintenance	80,036	-	-	-	-
Peer Counselling workshops	-	-	-	-	-
Total	1,790,479	44,513	48,015	6,229	699

