

National Council on Substance Abuse
Annual Report



April 2004 - March 2005

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 cross-cutting 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:

- i. Aim at preventing the use of drugs and at reducing the adverse consequences of drug abuse;
- ii. 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;
- iii. Be sensitive to both culture and gender;
- iv. Contribute to developing and sustaining supportive environments.

Mission Statement

To promote sustained action for positive change in the fight against substance abuse and in the facilitation of drug education, prevention and the promotion of drug-free lifestyles

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).

Core Values

- Integrity
- Confidentiality
- Mutual Respect & Trust
- Teamwork
- Competence & High Performance
- Equal Opportunity
- Creativity & Innovation
- Responsibility & Accountability
- Open Communication & Information Sharing.

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 & Information

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.

BARDIN

The Barbados Information Network system (BARDIN) is an internet based data gathering mechanism designed for the collection and sharing of drug related information and to inform national policy on drug use in Barbados. This first phase of this project commenced in January 2005.

The overall aim of BARDIN is to provide all organisations 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; and
- To provide relevant information for effective planning, evaluation and management of drug control programmes.

The implementation of BARDIN will provide specific benefits for participating agencies. These include:

- Access to an up-to-date database of information which will be housed at the NCSA and to be shared by relevant stakeholders;
- Availability of characteristics of drug dependent persons, incidences and prevalence;
- Availability of characteristics of persons in the penal system (arrestees, prisoners and juvenile offenders);
- Availability of information relating to drug interdiction (seizures, persons arrested); and
- Access to information with added value – which each individual stakeholder would not have on their own, only when they share and are able to cross information.

The Barbados Drug Information Network (BARDIN) will be implemented through a 3 phase approach incorporating 15 participating agencies. Agencies were selected based on their respective infrastructural readiness and available data entry personnel. Major funding for BARDIN was provided by Inter-American Drug Abuse Control Commission (CICAD)¹ to the value of US\$53,000.00.

Participating agencies in Phase 1 included The Royal Barbados Police Force (RBPF), Her Majesty's Prison (HMP)², The Psychiatric Hospital and The Barbados Drug Service

¹ on the acceptance of proposal

² Her Majesty's Prison (HMP) was temporarily withdrawn from BARDIN due to the destruction of the prison by fire in March 2005

(BDS), accident and Emergency Department of the Queen Elizabeth Hospital (QEH) and The Barbados Customs and Excise Department.

Research Projects

The Inter-American Drug Abuse Commission (CICAD) approved the funding of 2 projects: The Accident and Emergency and The Costs Attributable to Substance Abuse and Loss of Productivity for Inmates at Glendairy Prison: Barbados. These studies are part of the Human, Social and Economic Costs of Substance Abuse project sponsored by the Inter-American Drug Abuse Control Commission (CICAD), a body of the OAS in Washington.

The Accident and Emergency Cost Study

The Accident and Emergency Costs Study is part of a wider study to estimate the Human Economic and social costs associated with Substance Abuse. This study seeks to estimate the costs associated with the use of drugs and the accident that brought individuals to the emergency room. The main objectives of the study are the following:

1. To contribute to CICAD Human Social and Economic Costs Study Programme in Barbados.
2. To determine the prevalence of drug use in the patients admitted to emergency rooms at the QEH and FMH, based on clinical impression or toxicology tests.

3. To establish the relative importance and the characteristics of drug use in emergency room patients.
4. To quantify the possible direct and indirect association between the use of drugs and the accident that brought individuals to the emergency room.
5. To test a methodology that may easily be applied in different counties
6. To collect data on level 1 direct cost indicators.

The study will be implemented for two weeks on a 24-hour basis in the emergency rooms at the QEH and the FMH facilities. The study will include all people seeking emergency medical attention over a two-week period in an average month of the year. Only patients under 12 years old, gynaecology patients, and those that are dead on arrival will be exempt.

The project will use the emergency room questionnaire designed by CICAD for their SIDUC system.

The Costs Attributable To Substance Abuse and Loss of Productivity for Inmates at Glendairy Prison: Barbados

The purpose of the study is to assess the relationship between substance abuse and crime among the male inmate population at Her Majesty's Prison at Glendairy (hereafter called Glendairy prison) and the economic

loss to Barbados due to incarceration for drug related crimes.

- The overall aim is to assess the prevalence and use of legal and illegal substances among inmates in the Glendairy prison system;
- The study will provide pertinent information for the Level 1 indicator # 3 for The Inter-American Control Commission (CICAD) Cost Study on the Human, Social and Economic Costs of Substance Use. This indicator refers to loss of productivity due to incarceration.
- It will provide also useful information on indicator #2, Level 2: number of persons imprisoned for crimes and offences connected with drug abuse. This will seek to identify costs attributable to drug use among inmates.

The specific objectives of the proposed research are to determine:

- The relationship between drug use and criminal behaviour among inmates;
- The frequency of drug use among prison inmates;
- The number of persons imprisoned for crimes or offenses associated with substance use and;
- The nature and type of offences committed by inmates associated with substance use.

The calculation of cost associated with incarceration (productivity loss) will utilize

existing prison statistics mainly prison records and will be based on the CICAD manual for the calculation of costs based on Level 1 indicator #3. Data extracted will be based on the number of convictions, length of sentence and estimated daily costs. Additional information will be obtained from the Ministry of Labour and the Statistical Services of Barbados on minimum wages.

Both studies were completed in July 2004 and November 2004 respectively.

Drug Use Risky Sexual Behaviour

The Relationship between Drug use and Risky (sexual) behaviour was completed in March 2005. The aims of the study are to assess the relationship between drug use and risky sexual behaviour among drug using populations. The objectives of the study were:

1. To identify and assess the routes of administration of drugs among drug users
2. To assess the extent to which sex being exchanged for drugs or for money?
3. To assess the extent of a person's sexual risk for acquiring HIV infection and other sexually transmitted disease
4. And to assess how is that risk related to drug use

The goals for the working group during 2005 are to complete their pending studies and data gathering by mid-year and complete their data-entry in the cost program website by March 1, 2005. These activities will (1) allow the research team to develop a preliminary analysis of drug costs in each country to present to the CICAD Commission in April, and (2) provide the research team with enough data to prepare the final analysis that will be delivered to the Summit of the Americas in November 2005. In addition, the research team working with CICAD will develop a five year plan to extend the cost program to the rest of the countries in the hemisphere.

The economic cost for 19 inmates in the sample population who were convicted of trafficking was estimated at a total of BDS \$1,659,481.69 over the period 1996 to 2004. This included the cost of housing the inmates and the loss of productivity, based on the wages they could have earned if they were not in prison. The 19 inmates represented 10% of the inmates currently in prison for drug crimes.

School-Based Prevention

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.

Primary Schools

Safe & Unsafe

Safe & Unsafe is a programme that makes use of visual and tactile learning aides to explore the dangers of everyday household products, alcohol, tobacco and other drugs. The children were taught how to look for warning labels and signs to determine levels of safety and appropriate actions to take. The Primary School Team worked together to deliver this programme to children attending the Special Units listed below and other Infants A & B classes across the island.

- All Saints Primary School Special Unit
- Charles F Broome Primary School Special Unit

- Eagle Hall Primary School Special Unit
- Erdiston Primary School Special Unit

NCSA/Scotia Bank Art Competition

In partnership with Scotia Bank, on February 18th, an art competition was launched in the primary schools. This venture was a first for the NCSA and has proved to be a success with a total of 179 entries on the theme, "My Life without Illegal Drugs, Alcohol or Tobacco," being submitted. The winning entries were displayed at Scotia Bank in Independence Square during the month of May and they along with a selection of other entries, are currently on display at public libraries across the island.

NCSA Edutainment

An edutainment activity took place at the Deighton Griffith Secondary School on

Saturday March 19th. The target audience for this activity were the parents of children attending primary school in Christ Church. Throughout this activity, the parents and

children were exposed to drug education through the media of music, storytelling and drama.

Community-Based Prevention

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 i.e. the Ministry of Social Care, Constituency Empowerment and Urban Development; Ministry of Education and Human Resources; Ministry of Family, Youth, Sports and Environment; National HIV/AIDS Commission; Ministry of Health, National Insurance and Social Security; the Royal Barbados Police Force and the Barbados Defence Force, 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

Mural at Maynards

The activities at the community level continued during the period under review with emphasis on the Maynards St. Peter project. Special mention must be made of the excellent work that was done by artist Ms. Petra Haynes, who completed the mural by the projected completion date. Additionally, the National Conservation Commission has agreed to build a play park

in the area. This work will commence in October 2004.

NCSA/Probation Department Workshop for Parents

On Saturday 12th June 2004, the Probation Department invited the NCSA to conduct a lecture to a group of parents at their headquarters situated at Roebuck Street, St. Michael. Approximately thirty parents attended this session. This was an opportunity for the NCSA to highlight the

problems associated with alcohol use among young people and to appeal to parents to work with the NCSA to address these problems.

Project SOFT 2004

Project SOFT, now in its third year was held at the Girl Guides Headquarters, Pax Hill, St Michael from August 22nd – 28th 2004. Forty (40) children, who had just graduated from primary school, were enrolled in this personal development camp under the direction of a team composed of NCSA staff and volunteers. The parents of the campers were required to attend a preliminary meeting on August 14th, and were given the opportunity to meet the camp staff and participate in informal discussions with the Chief Education Officer and a representative of PriceWaterhouseCoopers, one of the major sponsors of Project SOFT.

The content of the programme this year drew on the successes of previous years, and included some of the elements of the Children Are People (CAP) programme. The majority of the day and evening sessions have been captured on videotape and can be reviewed for evaluation purposes. Project SOFT concluded with a closing ceremony attended by the participants, their parents and guardians. The keynote speaker for the evening was Mr. Joey Harper, Chairman of the Child Care Board.

Polyclinic Interventions

The community drug education programme continued at the Black Rock, Maurice Byer, Gall Hill and Sir Winston Scott Polyclinics. The

intervention strategy for Gall Hill Polyclinic was altered to include a structured programme for children. Several parents were concerned about the number of young people involved in drugs and requested a programme that would help to educate their children about drugs and alcohol.

X-Change Programme

The NCSA along with the HIV/AIDS Commission and the Division of Youth Affairs was invited by UNICEF to participate in organizing an X-Change within communities across Barbados. The X-Change programme is a movement in the Caribbean for bringing about positive behaviour change among young people. This is achieved through the use of culturally relevant music, art, sport, drama and other cultural expressions. The objective of the programme is to create community-based learning and earning opportunities for children and adults.

Royal Barbados Police Force

The Mounted Division of the Royal Barbados Police Force is partnering with the Barbados Tourism Organization to coordinate a series of tattoos for school children from primary schools across the island. The NCSA was invited to make a presentation on the consequences of drug use during the tattoo display.

World No Tobacco Day

To convey the dangers of smoking to the public, especially the youth, a clown was utilised at a fair held by the Child Care

Board to spread that message that tobacco was not a healthy choice. The clown also gave out buttons to the children that read "I love being smoke free." Articles and advertisements were also developed to heighten awareness about the day.

Crop Over

Contestants in the Junior Monarch Calypso were challenged to sing a song that would raise public awareness about the dangers of substance abuse. The song that best depicted an anti-drug message would win a prize. The NCSA also participated in a workshop for the contestants where they learnt about the signs and symptoms of drug use and the benefits of remaining drug-free.

Treatment & Rehabilitation Programmes

Inmate Drug Rehabilitation Counselling

The NCSA continues to invest significant resources in Glendairy Prison in its efforts to arrest the disease of addiction and crime through the Inmate Drug Rehabilitation Counselling (IDRC) Programme. This programme is a structured treatment concept being implemented by experienced and trained professionals. Now in its 3rd year, it has met its goals and objectives of offering drug rehabilitation and empowering inmates to take charge of their

lives. The programme is seen as an integral part of the professional services within the prison and has gained the respect of Prison Officers, community treatment providers and lawyers. The following highlights our activities in the past year:-

- 21 male inmates were seen in individual sessions
- 6 were released
- Of the 3 recidivists from the programme, none were charged for drug-related crimes
- 13 inmates were referred by the Art Rehabilitation Officer for counselling
- 30 inmates requested service but due to staff limitations were not seen

The programme was evaluated by the Florida Association for Voluntary Action in the Caribbean (FAVACA). The results demonstrated that the programme met its goals and objectives with minimal programme issues. Parliamentary Secretary in the Ministry of Home Affairs, Rev. Joseph Atherley, M.P. officially declared open a containerized unit to house the IDRC programme. This event took place on September 3rd, 2004 and was witnessed by the Superintendent of Prisons, Government officials and specially invited guests. This was a significant undertaking on NCSA's part to relocate an unused container to Glendairy to have it outfitted for office space and for counselling purposes.

Unfortunately, this happiness was short-

lived when a major fire destroyed HM Glendairy Prisons on March 29th 2005. Needless to say, the IDRC unit was also destroyed incurring a loss of \$ 45,000.

Government Industrial Schools

The Government Industrial Schools (GIS) continues to benefit from NCSA in terms of offering services to a pre-discharge group for their committals. The role of drug prevention education is paramount in the service being offered.

From its inception, Mr. Morris has also been a volunteer addiction counsellor with the Coalition Against Substance Abuse (C.A.S.A), where he is also a trainer of new volunteers.

As one of the pioneers in the establishment of non-medical detoxification centres, while employed by the Addiction Research Foundation, Ontario, Mr. Morris has assisted with training and supervision of several students in addiction counselling programmes.

Administrative Officer – Betty Headley

Ms. Headley holds a Bachelor of Science (Hons.) degree in Social Sciences (Psychology, Sociology & Management) from the University of the West Indies, Cave Hill, and an Associate degree in Social Work from the Barbados Community College. She also has Diplomas in Management of Human Resources from the Barbados Institute of Management and Productivity (BIMAP), Youth and Community Development from the Commonwealth Youth Programme (CYP), and a certificate in Basic Counselling from the Erdiston Teachers Training College. She is also a trained Volunteer with the National HIV/ AIDS Hotline since 1997.

Ms. Headley brings 18 yrs of experience from Central Government in the clerical/ administrative areas. As Administrative Officer, Miss Headley is responsible for the supervision of the Administrative staff, and assists the Manager in the daily operations of NCSA. Her duties also include maintaining accurate records of personnel-related data on the employees of the Council, as well as collaborating with any other supervisory staff, in the development of organizational guidelines.

Drug Education Officer (Primary Schools) – Wendy Greenidge

Mrs. Greenidge, a teacher by profession, graduated from Kingston University in England with a Bachelor degree in Education. She has also successfully completed the Centre for Management Development, University of the West Indies, Training of Trainers Programme and the National HIV/AIDS Commission (Barbados), Training of Trainers Programme. Mrs. Greenidge has also received additional training in the Fundamentals of Addiction, Modern Management and Administration and Information Technology.

As the Drug Education Officer for Primary Schools, Mrs. Greenidge is responsible for administering school staff, parental and child-focused substance abuse education programmes. Mrs. Greenidge is also involved in the development of a National Drug Policy for Schools, the enhancement of the school curriculum as it relates to drugs and in the coordination of the drug prevention component of the Barbados National Anti-Drug Plan as an active member of the Multi-Sectoral Working Group. Mrs. Greenidge also liaises closely with the National HIV/AIDS Commission (Barbados) and is the focal point for HIV/AIDS awareness at the NCSA.

Mrs. Greenidge's goal is to ensure the provision of drug education in a wide variety of formats for all members of the primary school family.

Drug Education Officer (Secondary Schools) – Brian Payne

Mr. Payne Holds a Bachelor of Arts degree in History and Sociology from the University of the West Indies, Cave Hill Campus, Basic and Intermediate Certificates in Family Life education and Peer Counselling from the Barbados Family Planning Association and a Certificate in Youth Work – Commonwealth Youth Programme. Mr. Payne also holds Certificates in Addiction Studies and Guidance and Counselling from the University of the West Indies, School of Continuing Studies. He pursued a course in Fundamentals of Addiction at the Caribbean Institute in Alcoholism and Other Drug problems in Tobago.

In September 2002, Mr. Payne became certified as a Certified Addiction Prevention Professional (C.A.P.P).

He is responsible for educating secondary school children on the use and abuse of legal and illegal substances through interventions in schools, in addition to teacher training, out-reach to communities, PTA's, church and youth groups.

Programme Officer – Paulavette Atkinson

"Building Bridges from the Block to the Boardroom," it is with this philosophy in mind that Paulavette undertakes her role as Programme Officer.

Originally joining the organisation as a volunteer in 1997, later working in the capacity of Programme Officer on such projects as RAS phase 1. With membership in many social clubs and having a Bachelor of Science degree in Political Science and Sociology, certainly paved the way for the creation of a solid foundation in her chosen field.

October 2000 marked two and a half years of facilitating Community Prevention Programmes and specialty drug education in the six communities where intervention activities were originally implemented. These areas include the City, Deacons, Eden Lodge, Gall and Silver Hill, Haynesville and Pinelands.

With NCSA having fully taken on a national focus in its drug prevention mandate, Paulavette has eagerly accepted the challenge of developing programmes to meet the needs of communities on the central and southern parishes.

Community Programme Officer – Cheryl Willoughby

Mrs. Willoughby holds a Bachelor's degree in Social Work from the University of the West Indies. She brings 14 years' experience from the Royal Barbados Police Force where she was a Sergeant and was also head of the Juvenile Liaison Scheme. She also pursued a course in Fundamentals of Addiction at the Caribbean Institute in Alcoholism and Other Drug Problems, in Tobago. Mrs. Willoughby also holds a certificate in "Youth and Drugs" from Ryerson University, Ontario, Canada.

Research & Information Officer – Jonathan Yearwood

Holder of Bachelor's of Science Degree in Public Administration, from the University of the West Indies.

Master of Arts Degree in Criminology from the University of Leicester, England with a focus on Offender Rehabilitation and the Penal System:

Currently pursuing advanced studies (Social Policy) at the Sir Arthur Lewis Institute of Social and Economic Studies (SALISES) University of West Indies, Cave Hill, Barbados. The principal area of study seeks to examine The Impact of Rehabilitation Programmes on Recidivism in Barbados.

Previous employment included 10 years as a Police Officer with the Royal Barbados Police Force, four of which involved attachments with the Force's Training Division and Research Departments.

Research Assistant (On Contract) - Ruchelle Roach

Ruchelle Roach, holder of a Bachelor of Science degree in Psychology from the University of the West Indies, joined the NCSA in 2002 while working with the International Arrestee Drug Abuse Monitoring (I-ADAM) programme as part of collaboration with the National Task Force on Crime Prevention. She was subsequently retained in the capacity of Research Assistant in 2003, rising to the challenges with diligence and dedication.

As Research Assistant, Ruchelle is in the centre of NCSA's information base by sourcing information on various aspects of substance abuse; coordinating the quarterly newsletter; assisting students and other members of the public as necessary; liaising with all relevant agencies to obtain statistics on the drug situation, along with assisting on all major projects and surveys undertaken by the organisation.

Accountant – Curtis Edwards

Mr. Edwards is currently pursuing his CGA accounting programme. His job includes budget preparation, maintaining adequate systems of internal controls of the Council's assets and revenues as well as managing the day-to-day finances of the NCSA. He also produces financial statements as required and other related accounting tasks.

Communications Officer (On Contract) - Kim Morris

Mrs. Kim Morris graduated with honours from the University of the West Indies Cave Hill Campus in 1999 with a Bachelors of Science degree in Sociology. Her working life has been closely linked to the media / communications field – an area that she thoroughly enjoys. She has worked as a part-time reporter at the Barbados Advocate Newspaper where she worked for two years on the news desk.

As Communications Consultant with the NCSA, she is responsible for the overall public relations of the organisation.

Secretary - Lisa Layne

Lisa Layne is the Secretary for the National Council on Substance Abuse. She is responsible for the communication, documentation and internal managerial coordination of the activities of the National Council on Substance Abuse. She has knowledge of various computer programmes, NCSA library operations and qualifications in Accounts. Ms. Layne is also a graduate of the Administrative Professional Course as well as the Administrative Cooperative Secretaries programme at the School of the Continuing Studies. Her academic goals are to obtain professional certification in Office Procedures and Accounts.

Clerk Typist/Volunteer Coordinator – Gina Fenty

Mrs. Fenty joined the organisation as a volunteer in 1997 and demonstrated keen interest in the NCSA's demand reduction thrust as well as working so diligently that she became the volunteer of the year in 1999. She took over the duty and challenge of Volunteer Coordinator in 2000 and has more than proven that exemplary service and commitment to any cause are paramount. She was also subsequently hired as Clerk/Typist in 2001. Among her strengths is her fascinating ability as Volunteer Coordinator, with responsibilities to recruit, motivate and mobilise the organisation's cadre of over 100 volunteers who are the lifeblood of the organisation.

She is the holder of certificates in Drug Addiction Counselling as well as Social Work from the school of Continuing Studies, UWI and Fundamentals of Drug Addiction in Trinidad from the Caribbean Institute on Alcoholism and Drug Dependency (CARIAD). Apart from doing such a great job in this fight against drugs, Mrs. Fenty is also a HIV/AIDS Educator.

Peer Support Coordinator (On Contract) - Derek A. Ward

Derek Ward is an ordained Minister and Pastor in the Church of God of Prophecy. He first came to the Council as a relief officer filling in for a number of officers who were on leave. He was subsequently retained as a consultant to facilitate the Peer Support Programme. He brings with him a wealth of experience from the Royal Barbados Police Force where he worked for 11 years as well as two years experience gained while employed with the Child Care Board.

Mr. Ward is presently coordinating the Peer Support Programme in Secondary Schools where he trains young persons in the skills and knowledge to become peer helpers. He works closely with Guidance Counselors as well as a number of NCSA volunteers who serve as co-facilitators in the various schools.

IDRC Coordinator (On Contract) - Cephus Sealey

Cephus Sealey has a Masters in Psychology Counselling and qualifications as a Community Services Worker, Child Care Worker, Accredited Family Mediator and is trained in Domestic Violence to name a few of his qualifications. He has extensive experience in Substance Abuse

Counseling, Programme Development and Implementation acquired through formal education and employment experience.

As Coordinator of the Inmate Drug Rehabilitation Counselling Programme at Glendairy Prison since 2002, he is in his niche providing empathy and hope to those with the disease of drug addiction.

Clerk Typist (On Contract) - Margo Belgrave

Miss Belgrave began working at the National Council on Substance Abuse in June 2001 and brings a wealth of experience from her tenure at the Regional Security System where she performed duties as the Administrative Assistant (Technical Services).

Office Attendant – Margaret Durant

Ms. Durant joined the NCSA from its inception in 1995 and is responsible for maintaining the office in a clean and tidy condition. It is her responsibility to make and serve refreshments for any meetings held at the organisation along with assisting with photocopying and faxing when needed.

Driver/Messenger – Robert Ifill

Robert first came to the organisation in an acting capacity in 1998, while filling in for the previous Driver who was away. After acting in this post on various occasions, he was commended for being a keen employee and subsequently filled the position of Driver/Messenger in 2001 when it became available. He brought numerous years of driving experience in the private sector to the Council. He is responsible for the delivery and collection of documents pertaining to the Council's business, maintenance of the council's vehicles and ensuring their security as well as the transportation of personnel as directed.

National Council on Substance Abuse

Financial Statements

March 31, 2005

(expressed in Barbados dollars)

INDEPENDENT AUDITORS' REPORT

To the Members of
The Board of the National Council on Substance Abuse

We have audited the accompanying financial statements of the National Council on Substance Abuse, which comprise the balance sheet as of March 31, 2005, the statement of income and expenditure, statement of changes in fund balances and statement of cash flows for the year then ended, and a summary of significant accounting policies and other explanatory notes.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards. This responsibility includes: designing, implementing and maintaining internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditors' Responsibility


Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditors consider internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of the National Council on Substance Abuse as of March 31, 2005, and its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards.



Chartered Accountants
May 22, 2008
Bridgetown, Barbados

National Council on Substance Abuse

Balance Sheet

As of March 31, 2005

(expressed in Barbados dollars)

2005
\$

2004
\$

Assets

Current assets

Cash

21,614

7,522

Property, plant and equipment (note 3)

112,352

152,667

Deposit on purchase of fixed asset (note 4)

27,878

—

Loans receivable (note 5)

60,626

81,248

Total assets

222,470

241,437

Liabilities and Funds

Current liabilities

Trade and other payables (note 6)

43,200

49,398

Funds

Accumulated surplus

179,270

192,039

Total liabilities and funds

222,470

241,437

Approved on behalf of the Council

Chairman

Member

National Council on Substance Abuse

Statement of Changes in Fund Balances

For the year ended March 31, 2005

(expressed in Barbados dollars)

	Accumulated surplus \$	UNDCP Fund \$	Total \$
Balance at March 31, 2003	256,000	(5,297)	250,703
Excess of expenditure over income for the year	(58,664)	—	(58,664)
Balance at March 31, 2004	197,336	(5,297)	192,039
Excess of expenditure over income for the year	(12,769)	—	(12,769)
Balance at March 31, 2005	184,567	(5,297)	179,270

National Council on Substance Abuse

Statement of Income and Expenditure

For the year ended March 31, 2005

(expressed in Barbados dollars)

	2005 \$	2004 \$
Income		
Government of Barbados grant (note 2(c))	1,400,000	1,410,000
Gain on sale of equipment	10,160	505
Other income	210,031	134,211
Reduction in provision for doubtful debt	13,700	—
Total income	1,633,891	1,544,716
Expenditure		
NCSA Secretariat	830,820	890,633
Research and co-ordination	135,628	118,094
School prevention	216,461	202,874
Treatment and rehabilitation	175,008	142,954
Community prevention	212,083	194,613
Depreciation (note 3)	76,660	54,212
Total expenditure	1,646,660	1,603,380
Excess of expenditure over income for the year	(12,769)	(58,664)

National Council on Substance Abuse

Statement of Cash Flows

For the year ended March 31, 2005

(expressed in Barbados dollars)

	2005 \$	2004 \$
Cash flows from operating activities		
Excess of expenditure over income for the year	(12,769)	(58,664)
Adjustments for:		
Gain on disposal of equipment and vehicle	(10,160)	(505)
Depreciation	76,660	54,212
Excess of income over expenditure/(expenditure over income) before working capital changes	53,731	(4,957)
(Decrease)/increase in accounts payable and accrued liabilities	(6,198)	38,037
Net cash generated from operating activities	47,533	33,080
Cash flows from investing activities		
Purchase of plant and equipment	(36,345)	(52,784)
Proceeds on disposal of equipment and vehicle	10,160	505
Deposit on purchase of fixed asset	(27,878)	—
Decrease in loan receivable	20,622	30,588
Net cash used in investing activities	(33,441)	(21,691)
Increase in cash during year	14,092	11,389
Cash - beginning of year	7,522	(3,867)
Cash - end of year	21,614	7,522

National Council on Substance Abuse

Notes to Financial Statements

March 31, 2005

(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 funding from the Government of Barbados and executes its mandate through its secretariat located in Bridgetown.

2 Significant accounting policies

These financial statements are prepared in accordance with International Financial Reporting Standards except as disclosed in Note 3(c).

Significant accounting policies are as follows:

a) Basis of accounting

These financial statements have been prepared in accordance with International Financial Reporting Standards (IFRS) under the historical cost convention. Preparation of financial statements in conformity with IFRS requires management to make certain estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

b) Property, plant and equipment

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

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

c) Grants

- i) Revenue grants are not recognised until there is 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.
- ii) Capital grants relating to contributed plant and equipment are deferred and amortised on a systematic and rational basis over the useful lives of the assets to which they relate.

National Council on Substance Abuse

Notes to Financial Statements

March 31, 2005

(expressed in Barbados dollars)

3 Property, plant and equipment

i) Purchased Assets

	Motor vehicles \$	Furniture, fixtures and fittings \$	Computer and office equipment \$	Total \$
Year ended March 31, 2004				
Opening net book amount	71,421	62,520	14,809	148,750
Additions	—	14,116	36,115	50,231
Depreciation charge	(29,272)	(13,701)	(9,029)	(52,002)
Closing net book amount	42,149	62,935	41,895	146,979
At March 31, 2004				
Cost or valuation	146,357	137,006	305,787	589,150
Accumulated depreciation	(104,208)	(74,071)	(263,892)	(442,171)
Net book amount	42,149	62,935	41,895	146,979
Year ended March 31, 2005				
Opening net book amount	42,149	62,935	41,895	146,979
Additions	—	9,650	26,695	36,345
Depreciation charge	(29,272)	(14,665)	(30,512)	(74,449)
Closing net book amount	12,877	57,920	38,078	108,875
At March 31, 2005				
Cost or valuation	146,357	146,656	332,482	625,495
Accumulated depreciation	(133,480)	(88,736)	(294,404)	(516,620)
Net book amount	12,877	57,920	38,078	108,875

National Council on Substance Abuse

Notes to Financial Statements

March 31, 2005

(expressed in Barbados dollars)

3 Property, plant and equipment ...continued

ii) Contributed Assets

Contributed assets represent those assets that were contributed by the Government of Barbados on formation of the Council.

	Furniture, fixtures and fittings \$	Books and research material \$	Total \$
Year ended March 31, 2004			
Opening net book amount	5,345	—	5,345
Additions	—	2,554	2,554
Depreciation charge	(1,573)	(638)	(2,211)
Closing net book amount	3,772	1,916	5,688
At March 31, 2004			
Cost or valuation	15,725	77,554	93,279
Accumulated depreciation	(11,953)	(75,638)	(87,591)
Net book amount	3,772	1,916	5,688
Year ended March 31, 2005			
Opening net book amount	3,772	1,916	5,688
Depreciation charge	(1,573)	(638)	(2,211)
Closing net book amount	2,199	1,278	3,477
At March 31, 2005			
Cost or valuation	15,725	77,554	93,279
Accumulated depreciation	(13,526)	(76,276)	(89,802)
Net book amount	2,199	1,278	3,477

National Council on Substance Abuse

Notes to Financial Statements

March 31, 2005

(expressed in Barbados dollars)

3 Property, plant and equipment ...continued

	Motor vehicles \$	Furniture, fixtures and fittings \$	Computer and office equipment \$	Books and research material \$	Total \$
Total purchased and contributed assets					
Net book value at March 31, 2005	12,877	60,119	38,078	1,278	112,352
Net book value at March 31, 2004	42,149	66,707	41,895	1,916	152,667

4 Deposit on purchase of fixed assets

The Council has agreed to acquire a range of computer equipment and multifaceted internet based solutions in relation to their project known as BARDIN at a cost of \$79,650.

The terms agreed are as follows:

- i) 35% deposit to be paid on signing the Agreement upon which the server and firewall will be purchased;
- ii) 25% is due upon development and presentation of the demonstration software and client/server network configuration;
- iii) 20% is due upon presentation of the built project upon which the six new personal computers will be purchased; and
- iv) The remaining 20% is due upon completion of training for the application.

5 Loans receivable

Included in loans receivable is an amount of \$34,832 relating to payroll cost incurred by a previous employee during a study leave period, prior to March 31, 2000. This amount is being repaid in equal monthly instalments of \$300. A provision of \$21,352 has been made against this loan.

National Council on Substance Abuse

Notes to Financial Statements

March 31, 2005

(expressed in Barbados dollars)

6 Trade and other payables

	2005 \$	2004 \$
Trade payables	9,050	16,830
P.A.Y.E.	11,244	10,442
National Insurance	7,906	10,490
Accrued liabilities	15,000	11,636
	<u>43,200</u>	<u>49,398</u>

7 Financial instruments

Financial assets of the Council include cash and loans receivable. Financial liabilities of the Council include accounts payable.

Interest rate risk

The Council has no interest bearing financial assets or liabilities.

Credit risk

Credit risk on accounts receivable is limited as accounts receivable are shown net of provision for bad and doubtful receivables.

Fair value

The fair values of the Council's financial assets and liabilities are not materially different from their carrying amounts.

8 Taxation

As a non-profit making Statutory Board established by Substance Abuse Act, 1995-13, the Council is not subject to taxation.

National Council on Substance Abuse

Additional Information to Financial Statements

March 31, 2005

(expressed in Barbados dollars)

National Council on Substance Abuse

Index to Financial Statements

For the year ended March 31, 2005

(expressed in Barbados dollars)

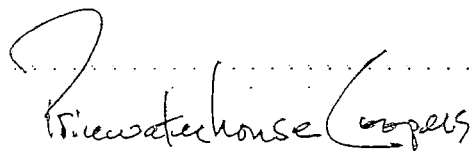
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Additional Comments of Auditors

To the Members of
National Council on Substance Abuse

The accompanying pages 2 & 3 are presented as additional information only. In this respect, they do not form part of the financial statements of the National Council on Substance Abuse for the year ended March 31, 2005, and hence are excluded from the opinion expressed in our report dated May 22, 2008 to the Members of the National Council on Substance Abuse on such financial statements.



Chartered Accountants
May 22, 2008
Bridgetown, Barbados

National Council on Substance Abuse

Schedule of Other Income

For the year ended March 31, 2005

(expressed in Barbados dollars)

	2005 \$	2004 \$
HIV/AIDS funds	118,000	50,000
PAHO funds	—	13,971
OAS funds	50,883	23,970
Project soft	14,310	6,250
UNDCP - BARDIN project	—	2,000
UNDCP funds	—	5,000
UNODC funds	—	6,000
Symposium fees and sponsorship	—	13,950
Other donations	1,405	13,070
Solution focus	25,433	—
	<u>210,031</u>	<u>134,211</u>

National Council on Substance Abuse

Schedule of Expenditure - Government of Barbados

For the year ended March 31, 2005

(expressed in Barbados dollars)

Description	NCSA Secretariat \$	School Prevention \$	Research and Coordination \$	Community Prevention \$	Treatment and Rehabilitation \$
Project Personnel					
National project staff	462,240	148,725	63,739	124,113	48,585
Operating Expenses					
Operating expenses - NCSA	51,235	—	—	—	—
Training	21,445	5,844	200	—	—
Deacons	—	—	—	98	—
Other communities	—	—	—	87,872	72,646
HIV/AIDS expenses	13,236	—	25,788	—	—
Research projects	—	—	22,439	—	—
Video - Schools	—	25,530	—	—	—
Utilities	33,759	—	—	—	—
Miscellaneous					
Professional fees	123,123	22,336	23,462	—	53,777
Supplies and stationery	43,069	—	—	—	—
Maintenance	82,713	—	—	—	—
Peer counselling workshop	—	14,026	—	—	—
Total	830,820	216,461	135,628	212,083	175,008