



# INSIGHT

Facts & updates on GuySuCo

November 1, 2016

## Where we are in the 2<sup>nd</sup> Crop

2 <sup>nd</sup> Crop 2016	Crop to date	Target	Days' pay	Harvesters turn out
Oct. 28, 2016	↓ 78,307 tonnes	137,764 tonnes	9	↓ 57%

**Every Hour of Grinding Counts...  
we Cannot Afford to Lose not Even One Hour!**

## The Impact of Strikes on the Business of Sugar

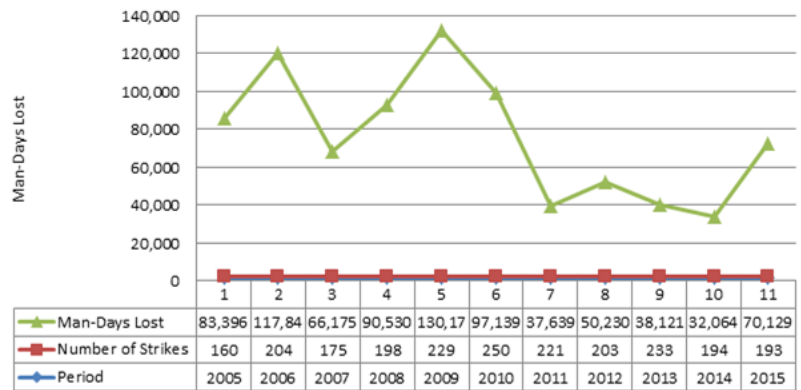
The business of sugar in the GuySuCo context is labour intensive. Most of our 17,000 employees are found in the Agriculture and Factory departments; these include mostly Harvesters, Planters, Artisans and Factory Hands.

Due to the interconnectedness of the business, if employees in the Field fall short in their performance (productivity), this creates a chain effect, affecting the output of the factory and all other areas of operation.

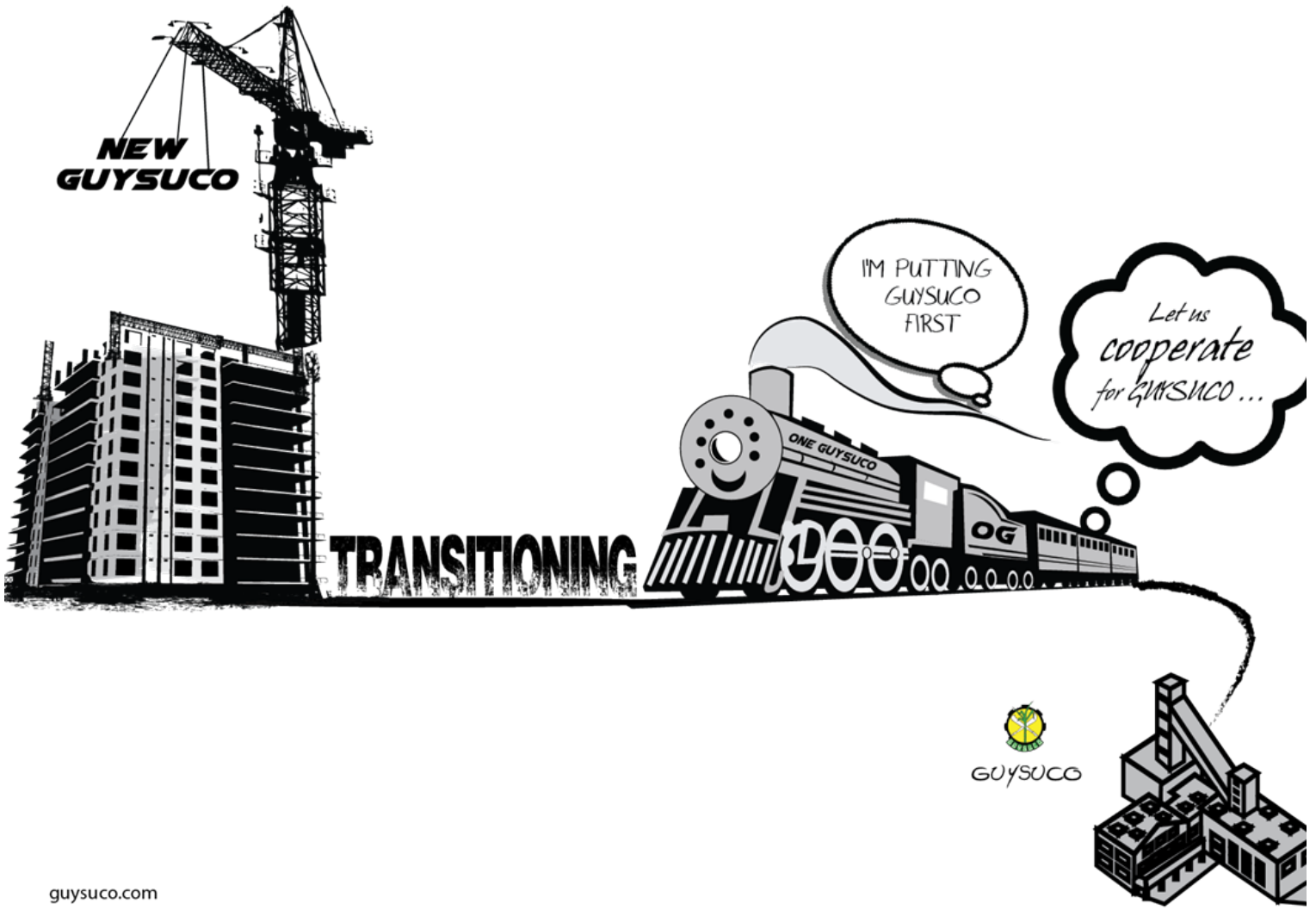
Strikes have been a part of the sugary industry for many decades, however, while the Corporation has recognized that it is “the right of workers to take strike action” as a means of expressing their dissatisfaction, if they are of the view that their rights are being violated, but it is important that employees are aware that rights are only made valid based on the responsibilities attached to them. Therefore, employees also have a responsibility to contribute towards the Corporation achieving its goals and objectives which are, cultivating sugar cane, producing sugar,

improve attendance and meeting its targets

Table showing number of strikes and man-days for the period 2005 – 2015



The Corporation is a business, and moving forward, employees would have to explore other non-adversarial ways of resolving disagreements between them and their employer instead of only resorting to strike action.



guysuco.com

# Diversification at Wales Estate -

## *Preparations for Cultivating Rice*

Preparations are currently underway for the Corporation to commence cultivating rice at the Wales Estate. This new area of diversification will be implemented through a partnership between GuySuCo and the Guyana Rice Development Board (GRDB).

The GRDB 10 variety of seed paddy will be grown and GRDB 13 Aromatic rice is being considered as another variety to be cultivated at that location. Information relative to markets and other components relevant to the business plan will be released at a subsequent date.

The Corporation's interest in rice is as a component of an integrated aquaculture production and processing project. Seed paddy cultivation will be a part of the diversification programme and is a preparatory measure to support the aquaculture project. Nearly 60% of the cost of growing fish can be the cost of the feed; as such, the rice bran is being evaluated as an essential ingredient of the feed. Hence, the proposed rice project is not an end in itself but includes ultimately the production of bran for fish feed. It should be noted that the land at the Wales Estate could be considered as virgin land as it relates to rice cultivation. Rice is a new crop to be cultivated at that location and it is envisaged that the first crops would be grown for seed. The proposal for rice is similar to proposals for aquaculture, to establish a commercial trial of approximately 200 hectares. It is envisaged that these operations would be components of an agriculture processing complex at the Wales Factory site that may also include, meat, dairy and fruit processing from multiple agriculture operation both from the estate lands as well as farms from the community. These projects are designed to create jobs and new economic opportunities for the residents on the West Bank of Demerara.

## Caribbean Wellness Day Health Fair

During the month of September the Corporation joined with the Ministry of Health, Pan American Health Organization/World Health Organization (PAHO/WHO) and the Guyana Diabetic Association to observe Caribbean Wellness Day which is observed on the second Saturday of September, every year.

A Health Fair was organized on the Tarmac of the Skeldon Estate and several departments from the Ministry of Public Health participated along with various private and civil society sector organisations.

GuySuCo also participated and provided various services to employees as well as members of neighbouring communities.

The Medical Services Unit of GuySuCo also carried out a number of health-related activities at all seven estates throughout the month of September; these included, health talks on nutrition, vaccinations and personal hygiene, diabetes, healthy Lifestyles and obesity in children and its effects on later life. Other community outreach activities were done at schools and in communities around estates.

GuySuCo would like to express its appreciation to all those who assisted in coordinating the fair and the residents who attended.

# Facts About Caribbean Wellness Day

For the year 2016, the focus for Caribbean Wellness Day is on Children with the

supporting theme "Healthy Children in Healthy Environments"

In September, 2007 the CARICOM Heads of Summit on Chronic Diseases was held in Port of Spain, Trinidad and Tobago which saw the establishment of Caribbean Wellness Day (CWD).

It is observed every year on the second Saturday of September and was inaugurated in 2008. As an annual event it provides an opportunity to increase the awareness of the non-communicable diseases (NCDs) burden in the Caribbean; mobilise and strengthen public, private, and civil society partnerships for NCDs; promote multi-country, multi-sectoral activities in support of wellness; and showcase national and community level activities to promote healthy living and encourage residents to develop good health practices.

The first four years 2008-2011, focused on raising awareness of Caribbean Wellness Day at the national, regional and international levels. In 2012, a decision was taken to focus on preventing and controlling NCDs throughout the life course during 2012-2015. Caribbean Wellness Day observance is supposed to be integrated into national NCDs Programmes to ensure sustainability.

The theme for 2016 is, "Healthy Children in Healthy Environments" and the focus for 2017 is on youth, ages 15-29 - "A Brighter Future for our Youth"

The Corporation will continue to work with national health authorities to ensure its medical programme is aligned with and will continue to provide the highest quality service to ensure a healthy workforce.

## Tips on Change Management

*Change - The only thing that is constant*

*The movement of change*

The movement of change is a three stage process, from:

**Current** ----- **Transition** ----- **Future**

### *Change Management*

Change management in an organization provides the process, tools and principles to support the employees to transition through the three stages of change.

Change is difficult but not changing could be fatal!

Test your response to the changes occurring in the Corporation.

Your response to the change.

- Rapidly embrace the change \_\_\_\_\_.
- Reluctant to accept the change \_\_\_\_\_.
- Happy with the change \_\_\_\_\_.
- Upset by the change \_\_\_\_\_.
- Changing with the process \_\_\_\_\_.
- Taking some time to change \_\_\_\_\_.
- Cannot embrace the change \_\_\_\_\_.

# STAY MENTALLY HEALTHY AND HAPPY AT WORK



- ✓ MAKE AN EFFORT TO GO HOME ON TIME
- ✓ ENSURE THAT YOU TAKE A LUNCH BREAK
- ✓ SET REALISTIC DEADLINES AS FAR AS POSSIBLE
- ✓ FIND TIME TO DO THE THINGS YOU ENJOY

