A Closer Look At Our 26 Megawatts Plant

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Hon. David Patterson, Member of Parliament for the collation Government APNU/AFC, has been appointed the new minister of Public Infrastructure and the subject minister of the electricity sector, following the May 11, 2015 general elections.

Hon. David Patterson was born on May 4, 1967 in Georgetown and received his early education at St. Gabriel Primary School and Staint Stanislaus College. He studied at the Greenwich University (United Kingdom) and graduated with a BSc (Hons) in Quantity Surveying. The new Minister has enjoyed one of the most distinguished careers in quantity surveying, project management and appraisal services to both public and private sector clients in the United Kingdom, Guyana and the Caribbean. He has in excess of 25 sterling years of experience. He is a member of the Royal Institutions of Chartered Surveyors, and the Architecture and Surveying Institute.

He is a member of the AFC and served as a Member of Parliament (2006–2011), and as the party’s General Secretary from 2012 to 2015. Other positions held by Mr. Patterson include: Past president of the Guyana Amateur Basketball Federation, Past President of the Georgetown Dominoes Association and Past President of the Rotary Club of Demerara.
Introduction - GIS and GPS

Geographic Information Systems (GIS) is a relatively new technology that combines the easy visual presentation of a map with the analytical power of a computer database. GIS can be used to store data on our infrastructure, assets and the locations of these items. To facilitate mapping the locations of our Company’s assets a Global Positioning System (GPS) receiver is used. This handheld device, approximately the size of a large cellular phone, allows our staff to determine/record the location of an asset in the field in a few seconds. Thus far some field staff have been equipped with the knowledge to use the device and more staff are scheduled for training with the technology throughout this new year.

Building a GIS at GPL

The effort to build a GIS at GPL has focused on two main components – (i) creating awareness and improving procedures and (ii) collecting data. Both are integral components for long-term success of our Company. It is only with data relevant to the Organisation that the GIS can contribute to better management of the Organisation.

Prototypes of solutions have been tried with various parts of GPL, so that the GIS will suit the needs of the intended users. For instance, the Medium Voltage (MV) Feeders around Georgetown, the East Bank Demerara and elsewhere, that take electricity from the power stations or substations to the secondary Low Voltage (LV) distribution network and customer’s premises are presently being mapped using handheld GPS receivers. The initiative has already provided important information such as an accurate length and layout of the Grove F1 Feeder (total length: 84.6km) that supplies the area between Agricola and Craig, spanning about 11km of settlement along the East Bank Demerara. This information is being used by SP&D to now more accurately analyse/simulate the Grove F1 Feeder and advise on system improvements.

This has been done with Transmission and Distribution (TR&D) and System Planning and Design (SP&D) staff and the effort will continue for a few more months to accurately document all MV Feeders throughout the country. It is estimated that there are 44 Feeders in the Demerara-Berbice Interconnected System (DBIS), 3 Feeders on the Essequibo Coast and 3 Feeders in Bartica. Teams comprising of two personnel have achieved rates of documenting 9km of Feeders per day - a remarkable achievement!

Another prototype has been created with the Metering Department and this has demonstrated how the data can be easily captured by field teams using GPS receivers as well as how the results and derived information can be transmitted daily over the internet to supervisors and management.

Two important principles have arisen to guide the actions of management, supervisors and staff members: (i) if you touch the asset, you should record it (i.e its location, attributes, condition, etc.) and (ii) you should transmit that data to the GIS as fast as you can, so that your department and all of GPL can benefit from the updated information and maps.

About the GIS Team

The GIS Team was created by Executive Management in December 2014. The team is presently comprised of two persons, Vijay Datadin, the GIS Specialist and Yohan Parmanand the GIS Officer.
On February 9, 2015, the Guyana Power and Light Inc. officially commissioned the state of the art US$35M 26 MW power plant at Vreed-en-Hoop, West Coast Demerara.

The development of the facility started over two years ago with GPL and Wartsila consummating a turnkey contract in September 2012. It consists of three Wartsila 20V32 diesel generating sets together with mechanical and electrical auxiliaries, and uses heavy fuel oil (HFO). The HFO which proved to be 52% cheaper than diesel has resulted in our company saving almost 90% revenue. The investment in the engines aided our Company’s ability to substantially lower its cost and benefit from reduced unit generating cost, improved engine efficiency, improvement in reliability and the ability to transmit and distribute power about 200 km from source.

The decision to construct the new Power Plant at Vreed-en-Hoop was premised upon its access to marine transport for fuel, proximity to the transmission system and the ability to access load Centres via both transmission lines and distribution feeders in the Demerara Berbice Interconnected System.

The plant also consists of heat recovery boilers, switch gears to accommodate the plant’s interconnection, new feeders and the further expansion of the plant, bulk storage tanks for heavy fuel oils, light fuel oil and lubricating oil, a modern and fully equipped workshop. It also has a multi-layered firefighting system capable of handling both electrical and fuel fires and a generator to allow for the plant to start independently, a sophisticated control and monitoring system covering the entire facility, noise mitigation measures, a water processing and separation systems and multi-layered corrosion protection. A pre-commissioning test of the power plant was also completed in November 2014 and the plant was connected to the national grid and serves our growing customer base in Demerara and Berbice.

The impact of the Information Technology age is all around us in almost every aspect of our lives. Our company has been cognizant of the significance of Information Technology (IT) as the electronic foundation that supports all departments within the company. IT has established its usefulness in GPL by significantly improving access to useful information and the dissemination of information and is also embraced as a cost reduction tool. Investments in hardware and software IT applications have resulted in the modernization of several work functions via the procurement and implementation of applications such as KRONOS, Financial Oracle Suite, Customer Information System (CIS), the upgrade to a PBX supporting Internet Protocol telephony, the Supervisory Control and Data Acquisition (SCDA) facilitated by the installation of a Fibre Optic Cable Inter-connecting the seven substations across Berbice and Demerara.

Additionally the company has recently embraced the implementation of a corporate Geographic Information System (GIS) in Bartica as the pilot.

Our Information Technology Division although small in staffing has injected and continues to inject significant effort in IT infrastructure development in an effort to extend this technology to all locations.
On October 1, 2015, our beloved Company; the Guyana Power and Light Inc. celebrated its 16th anniversary. To honour this milestone, the month of October witnessed series of activities directed towards honouring and paying homage to all involved in the success of our Company.

We ushered in our anniversary month with interfaith services in Berbice, Demerara and Essequibo, followed by Health and Fitness Walks, employee long service awards, customer and employee appreciation activities.

As our Company continues to build on its successes and strive to do better in every aspect of our service delivery, we must applaud ourselves at this juncture and reaffirm our commitment to our beloved GPL Inc.
Nigel Briggs
1990 - Clerk I
1992 - Assistant Paymaster
1999 - Senior Payroll Supervisor

Owen Cockfield
1990 - Journeyman II
1991 - Electrical Journeyman I
1992 - Foreman
1996 - Electrical Foreman
2001 - Superintendent

Ceyon Morgan
1990 - Trainee Lineman
1994 - Line Journeyman
2009 - Network Patrolman

Owen Cockfield
1990 - Journeyman II
1991 - Electrical Journeyman I
1992 - Foreman
1996 - Electrical Foreman
2001 - Superintendent

Carlotta Lacon
1990 - Temporary Meter Reader
1991 - Meter Reader
2002 - Supervisor

Carlotta Lacon
1990 - Temporary Meter Reader
1991 - Meter Reader
2002 - Supervisor

Darell Tait
1990 - Auxiliary Plant Attendant
1991 - Turbine Operator II
1993 - Unit Operator
2001 - Control Room Operator

Ceyon Morgan
1990 - Trainee Lineman
1994 - Line Journeyman
2009 - Network Patrolman

Leroy Gill
1990 - Poleman III
1995 - Line Journeyman III
2000 - Line Journeyman II
2015 - Line Journeyman I

LONG SERVICE Awardees 2015
25 YEARS
Eustace Joseph
Meter Reader
Customer Services
West Demerara
January 2, 2015

Silviena Charles
Manager Customer Services Centre
January 19, 2015

Niaal Luke
Driver/Operator
T&D - Central (Kingston)
January 26, 2015

Kurt Baptiste
Electro Mechanical Engineer
System Control and Engineering Service - Electro Mechanical
March 30, 2015

Carolyn Benn
Office Attendant
Generation - Bartica - Station
April 2, 2015

Kapil Singh
Operations Technician III
Generation - Wakenaam - Station
February 5, 2015

Courtley Albert
Electrical Engineer
T&D - Central (Kingston)
April 16, 2015

Orville Critchlow
Engineer
Finance-ISO 9001
April 16, 2015
Kurt Yearwood  
Accounting Technician  
Accounts - Expenditure Accounting - Payables  
August 30, 2015

Esther Persaud  
Senior Clerk  
Customer Services - Commercial Offices - Leguan  
January 31, 2015

Davelyn Jacobs  
Customer Service Clerk  
Customer Services - Queries  
October 11, 2015

Byron Smith  
Welder I  
Generation - Canefield  
April 1, 2015

Esan Vanderstoop  
Management Trainee  
Training & Development  
April 16, 2015

Natlee Jordan  
Records Clerk  
Procurement and Inventory - Inventory  
Garden of Eden Store  
July 27, 2015

Terrence Clarke  
Line Journeymen I  
T&D - South (Garden of Eden)  
April 24, 2015

Andrea Davis  
Service Center Clerk  
Customer Services - Head Office  
September 28, 2015

Natasee Loo  
Senior Service Center Clerk  
Customer Services - Commercial Offices - New Amsterdam  
July 9, 2015

Desryn Chance  
Office Attendant  
Generation - Bartica - Station  
July 22, 2015

Prince Robert  
Technical Records Clerk  
Loss Reduction - Metering - Demerara  
November 4, 2015

Selwyn Laundry  
Network Technician I  
T&D - # 53  
September 25, 2015

Paul Ashram  
Network Technician II  
T&D - New Amsterdam  
August 1, 2015

Abraham Warde  
Meter Reader  
Customer Services - Commercial Offices  
West Demerara

Julien Reddy  
Engineer  
Project Unit  
April 16, 2015

Kevin Tucker  
Mechanical Engineer  
Generation - Garden of Eden - Station  
April 16, 2015

Melissa Ellis  
Typist/ Clerk  
T&D - East (Victoria)  
February 25, 2015

And, we know that their passing will not only leave a void in our lives, but in the hearts of all those who knew them. RIP  
Faye Nelson  
Lavern Hamilton  
Roshni Phagwah
Following the completion of disciplined and dedicated service to the Guyana Power and Light Inc.; the time came for fourteen colleagues to retire. On December 14, 2015, a farewell Ceremony was held to honour the life in the years of our colleagues. The Impeccable Hall was adorned in gold to signify the golden years served; music and fine dining as small tokens of our appreciation for their contributions towards the success of our Company.

1. Ayube Bacchus
2. Gregory Hohenkerk
3. Hermondon Waldron
4. Prince Skinner
5. Gregory Adams
6. Donna Welch
7. Dennis Harry
8. Hectorine Agard
9. John Fernandes
10. Yvette Collins
11. Ramchan Sankar
12. Basil Laundry
13. Roydon Leander
14. Patricia Elias

THANK YOU FOR YOUR SERVICE

In today’s dynamic workplace, performance improvement and the role of performance management is an increasingly popular topic. Why the intense focus on performance management now you may wonder? It is because, business pressures are ever-increasing and organizations are now required to become even more effective and efficient, execute better on business strategy, and do more with less in order to remain competitive. The Guyana Power and Light Inc. has taken a step towards successfully addressing performance management. During November 24 to 27, two performance management Training sessions were held which witnessed 50 employees inclusive of Executive Management, Senior and Junior Managers being equipped with the knowledge and skills necessary to improve performance management processes at GPL. Effective performance management process enables managers to evaluate and measure individual performance and optimize productivity by:

- Aligning individual employee’s day-to-day actions with strategic business objectives
- Providing visibility and clarifying accountability related to performance expectations
- Documenting individual performance to support compensation and career planning decisions
- Establishing focus for skill development and learning activity choices
- Creating documentation for legal purposes, to support decisions and reduce disputes

A specialist in the field of training and occupational development Mr. Horace Williams Managing Director/Principal Consultant of PLA Consultancy Services CO. LTD. through CARILCEC facilitated the two training sessions.

A Closer Look at the Importance of Performance Management

Throughout the duration of the Training Sessions, it was highlighted by the facilitator that the primary reason to make sure performance management processes are functioning properly is to tighten the link between strategic business objectives and day-to-day actions. Effective goal setting (including timelines), combined with a method to track progress and identify obstacles, contributes to success and bottom line results. Mr. Williams noted that regularly tracking progress against performance goals and objectives also provides the opportunity to recognize and reward employees for performance and exceptional effort, contributing to job satisfaction and productivity.

At the conclusion of the last training session, GPL’s Interim Chief Executive Officer Mr. Colin Welch echoed the sentiments of Mr. Williams through recognition of the value of the employees in GPL’s success by pledging the support of Executive Management.

The road to effective performance management is not always an easy one, but progressing towards a long-term vision by making manageable changes, step-by-step, will bring about significant results and benefits for employees, managers and our Company.

New Certified Employees are:

- Colin Welch
- Bal Parsaud
- Elwyn Marshall
- Nigel Chetram
- Wendy Jones
- Lundsford Cummings
- Silviena Charles
- Leon Duncan
- Shaun Hamlet
- Wayne Watson
- Dennis Swan
- Loaknauth Singh
- Vijay Datadin
- Dorrie Johnson
- Alfred Nunes
- Arlene Huntley
- Wadecia Donald
- Julious Corlette
- Samuel Blackman
- Ravindra Jagnanan
- Omesh Yogashur
- Gansham Singh
- Rawle James
- Cramat Khan
- Fenton Haynes

Bowanie Sankar
Renford Homer
Loris Nathoo
Parsram Parsaud
Denise Martindale
Dale De’Roy
Dukharan Jonathon
Deryck Phyll
Lennox McGregor
Horace Woolford
Linden Bollers
Nigel Benfield
Carl Alder
Orin Forsythe
Leon Williams
Shevion Sears-Murray
Stacey Phillips
George Dyall
Lindshey Sheperd
Esan Vanderstoep
Sherwyn Smith
Phillip Armstrong
Ryan Coates
Shaundell Smith
Clive Sinclair

Employees Complete Performance Management Certification Training
In an effort to build a positive image for our Company, team work and social cohesion is critical to the process. Remember, all work and no play makes Jack/jill a dull boy/girl. Therefore, I am imploring you to participate in our ‘Cultural Extravaganza’ slated to commemorate our cultural diversity.

NB: A ‘Social Cohesion Committee’ will be formulated to aid in the coordination of these activities, if you are interested, contact the PR Unit on the number 592-225-1471.

“Whatever your life’s work, do it well. A man should do his job so well that the living, the dead, and the unborn could do it no better.” – Martin Luther King, Jr.
ENERGY SAVING Tips For the Office

ELECTRICAL EQUIPMENT
1. Switch computers off when it’s not in use. Even switching a monitor off over tea and lunch break prevents excessive heat build up in a room.
2. Don’t leave equipment on standby mode. They continue to use up to 70% of normal power consumption.

COOLING
1. Keep doors and windows closed while AC Unit is on.
2. Turn off AC Units at the end of your work day.
3. Report any factors which affect comfort levels, such as draughty windows and doors. A simple repair could save energy and improve user comfort.

LIGHTING
Switch off all lights at the end of your work day.

We are accepting any articles from staff that would help to improve this newsletter. We welcome your Poems, Comic Strips, GPL related cartoons and articles. You may contact:
The Public Relations Unit
Tel: 225-1471 | Fax: 231-0105 or email: publicrelations@gplinc.com
The PR Unit reserves the right to deny inappropriate contributions.