

# National Centre For Persons With Disabilities

## 2017 ANNUAL REPORT

*Theme: “Towards a Society for All”*



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## **Vision**

*To be a World Class Social Enterprise  
promoting social inclusion for persons with  
disabilities.*

## **Mission**

*To empower persons with disabilities  
through vocational rehabilitation,  
training, advocacy, research and  
consultative services in partnership with  
diverse stakeholders.*

# Core Values

**National Community:** We will champion the rights of persons with disabilities for their full inclusion into society.

**Commitment:** We demonstrate honesty, integrity, accountability, transparency, good governance and adherence to the laws of The Republic of Trinidad & Tobago.

**People:** We respect all persons, value their ideas and expertise; are committed to their development and have the highest regard for personal dignity.

**Development:** We are dedicated to maximizing individual growth and continuous development of our staff and our trainees through ongoing training and support.

# Services Offered

## Vocational Rehabilitation

- Vocational Assessment
- Counselling
- Work Adjustment Training
- Independent Living Skills
- Job Placement

## Skills Training

- Agriculture/Aquaponics
- Beauty Culture
- Book-Binding & Paper Recycling
- Food Preparation
- Garment Construction
- Information Technology
- Office Administration
- Welding
- Woodwork

## Business Services

- Building and Refurbishing of Furniture, Cupboards Etc.
- Upholstering, Industrial Sewing & Soft Furnishings
- Printing & Book Binding
- Manufacturing & Repair of Disability Aids (Crutches, Walkers, Walking Sticks Etc.)
- Rental of Disability Aids e.g.: Wheelchairs & Walkers
- Welding & Fabricating
- Wheelchair Transportation Services (Dial-A-Ride)
- Catering Services

## Consulting Services

- Disability Management
- Training and Workshops (nationally and regionally)

# Chairperson's Review



**B**y the Grace and Mercy of Almighty God, this is the third consecutive year that I have the privilege of reporting to you on behalf of the Board of Directors of National Centre for Persons with Disabilities (NCPD).

I wish to begin by boldly stating that **WE MUST NOT LOSE SIGHT OF OUR VISION, and by extension, OUR MISSION.**

The Vision Statement of our noble organization states :

*"to be a World Class Social Enterprise promoting social inclusion for persons with disabilities", while our Mission Statement is :*

*"to empower persons with disabilities through vocational rehabilitation, training, and advocacy, research and consultative services in partnership with diverse stakeholders"*

I want to remind us that our founding fathers Dr. Harry Collymore, Dr. Robert Gunness and other notable men and women were driven by their passion to serve humanity, while our nurturing and supportive mothers such as Mrs. Zalayhar Hassanali, Ms. Debbie Joseph-Caddle and others shared in this passion. They all worked tirelessly towards the achievement of our Vision and Mission.

I also want us to remember that even during our country's various economic booms, NCPD remained cash strapped. However, let us not dwell on the negative, and instead focus on the positive.

Despite our challenges over the years, NCPD has successfully managed to continuously operate and serve persons with disabilities, and their families throughout the length and breadth of Trinidad for over fifty three (53) years.

I want us to also bear in mind that our founders could not have been guided by any legislature, any identifiable governance principles, or any International Convention since none existed. Rather, they were men and women who were determined to make a positive difference in the world and make Trinidad and Tobago a better place by improving the lives of persons with disabilities. We must therefore jealously guard their vision and mission and not be derailed by bureaucracy that lends to plenty of unproductive talk and little or no productive action.

# Chairperson's Review

This past year was even more challenging than the last because of reduced Government funding, and increased overhead costs. Nevertheless, we managed to continue our operations seamlessly resulting in the successful graduation of our trainees into the next phase of their lives. This attainment of our core goal is indeed reason to celebrate.

In our ongoing efforts to improve our governance and effectiveness, your Board of Directors continued work on the revision of our existing Bye-Laws, and we hope to present the proposed amendments to our membership for consideration and approval in due course.

With fundraising being a major responsibility of our Board of Directors, we again held our three (03) signature events: "*All Inclusive Carnival Fete*", "*We Boat Ride*", and "*Tea by the Sea*". While these events were successful overall, we must note that ticket sales were depressed, and we realized less profits than the year before. These statistics are a direct indication of our Board's performance and it is therefore imperative that we approach all our responsibilities with a clear understanding of our Vision and Mission.

As you are aware, at our last Annual General Meeting, our membership appointed new external Auditors. I take this opportunity to thank and congratulate our Chief Executive Officer and her staff, together with our Treasurer for our smooth audit, resulting in our Financial Statements being presented to you in our usual timely manner. This is

clearly indicative of their understanding of our Vision and Mission since these audited Statements allow us to seek and qualify for continued funding. Further, Audited Financials tell our members, donors, and other stakeholders that we operate in a transparent and accountable manner.

We note that although the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) was ratified by Trinidad and Tobago in 2015, no significant amount of work has been done to ensure implementation. We are cognizant of the established deadlines and remain ready and waiting to lead the process through our consultative services.

As we look to the future, we must remain determined to achieve our Vision and Mission. We must not be daunted by reduced oil and gas prices, massive retrenchment, crime statistics, or inadequate funding. Rather, we must allow our passion to stimulate our creativity so that we can convert these threats into opportunities.

I wish to share with you some quotes that I trust will encourage all of us as we continue to plod along this sometimes tiring and thankless journey.

- From the Holy Bible, Hebrews Chapter 6, Verse 10 : "*God is not unjust; He will not forget your work and the love you have shown Him as you have helped His people and continue to help them*"

## Chairperson's Review

- From the Bhagavad Gita, Chapter 16 : "Do all the work in the service of God and remain unattached to the fruits of action"
- From the Holy Quran, Chapter 55 Verse 61 : "The reward of goodness is nothing but goodness"



Ms. Shereen Baksh, Chairperson  
NCPD Board of Directors

# Chief Executive Officer's Review



Our Annual General Meeting is a time of reflection on our achievements, challenges and opportunities over the past year. I am indeed pleased to share with our various stakeholders our performance for the year 2017. Despite the challenging financial circumstances, the organization was still able to record a successful year. This has been possible because NCPD is fortunate to be part of a giving and responsive community of partners-individuals and corporations who share their financial resources, business partners who provide job training and employment opportunities to our graduates.

NCPD is also appreciative of Government's contribution to the operational budget. It is through these valuable partnerships that NCPD can record a successful 2017.

## VOCATIONAL REHABILITATION TRAINING

During the period under review we continued to operate at our maximum capacity providing opportunities to two hundred and fifty (250)

individuals with varying disabilities. Individuals received either full-time and/or part-time vocational rehabilitation training services; individuals received counselling services and varying forms of interventions enabling them to be empowered.

In 2017, twenty two (22) trainees wrote the National Craft Level Exams in Beauty Culture, Bookbinding, Food Preparation, Office Administration, Welding and Woodwork and were certified by the National Examination Council of the Ministry of Education. Our trainees continue to perform exceptionally well, and we have maintained a trend of 100% passes in examination. Certification allows our trainees to transition from the class of unskilled persons to the category of skilled persons. It ensures that our trainees have a skill which they can build upon through apprenticeship opportunities, further vocational development and/or employment in the open labour market.

Our trainees continue to benefit from computer literacy, remedial education, music, life skills, entrepreneurial training, arts and crafts, and sporting activities as well as regular opportunities to participate in community activities.

The Independent Living Skills Unit targets those persons whose disabilities are so severe that they are unable to engage in skills training for open employment. The Unit provides such individuals with basic life skills that will allow them to be as independent as possible along with developing their social skills.

Due to space constraints, the Voc. Rehab Programme was only able to facilitate twelve (12)

# Chief Executive Officer's Review

clients. This programme is in great demand but unfortunately we are unable to accommodate more clients.

Our Social Workers and Vocational Counsellor provide guidance and counselling services to facilitate the overall well being of our total population.

In 2017, the organization held its 2nd All Inclusive Summer Camp. The theme "Summer Fun for Everyone". This camp attracted forty six (46) young persons between the ages 8-18 yrs. The young people were involved in character building, art and craft, dance, soap, candle and jewellery making inclusive of know your country field trips.

NCPD continues to expand its service to the sector of persons with disabilities and the

wider national community in multiple areas. Our strategic location and wide knowledge base makes us a go-to-facility for people seeking information, referrals, social assistance and counselling. Furthermore, we facilitate students from different tertiary level institutions with research, internships and other opportunities to advance their professional development. We also continue to lend support to other NGOs/ Civil Society Organizations through our limited resources.

## SPORTS

2017 was another excellent year for our trainees in the sporting arena. NCPD has become a force to be reckoned with at the National Games of Special Olympics and in 2017 our athletes continued its domination of the games as is shown in the charts below:

**Special Olympics Trinidad and Tobago National Games - NCPD contingent consisted of one hundred sixty (160) athletes and staff.**

Sporting Event	Gold Medal	Silver Medal	Bronze Medal	4th Place	5th Place	6th Place	7th Place
Football	13	-	-	-	-	-	-
Track and Field	16	11	11	2	4	2	1
Volleyball	4	7	5	4	-	-	-
Bocce	-	4	4	8	-	-	-
Basketball	13	2	6	4	2	-	2
Swimming	16	16	14	8	1	1	-
Total	62	40	40	26	7	3	3

# Chief Executive Officer's Review

## Special Olympics Trinidad and Tobago 2017 Wind- ball Cricket Championship

Sporting Event	Gold Medal	Silver Medal	Bronze Medal	4th Place Ribbon	5th Place Ribbon	6th Place Ribbon
Skills Event	3	2	1	-	1	1
Team	11	-	-	-	-	-
Competition						
Total	14	2	1	-	1	1

## Special Olympics Trinidad and Tobago Seaside Games

Sporting Event	Gold Medal	Siver Medal	Bronze Medal
Beach Soccer	5	5	-
Open water Swimming	-	2	4
Volleyball	2	-	2
Total	7	7	6

## Special Olympics Trinidad and Tobago Floor Hockey National Games

Sporting Event	Gold Medal	Silver Medal	Bronze Medal
Floor Hockey	15	2	1

# Chief Executive Officer's Review

Every year our trainees have the privilege of participating in PowerGen's Annual Special Children's Fun Day which is a long-standing initiative of the Power Generation Company of Trinidad and Tobago Limited. 2017 was no exception, NCPD contingent consisted of one hundred and twelve (112) trainees and seventeen(17) staff members. NCPD's team came 3rd in the best impact category.

Other sporting events in which our trainees participated last year included Special Olympics Trinidad and Tobago Sofit Program which introduced athletes and their caregivers to a structured training program aimed at improving the overall health and fitness of Athletes. Twenty (20) trainees and two(2) instructors participated. NCPD had sixteen (16) athletes with physical disabilities and two (2) instructors participating in the indoor training sessions of bocce and football sponsored by PlayAble Trinidad and Tobago.

NCPD had one (1) instructor Ron Wiltshire and five (5) athletes- Antonio Sorzano, Sean Gibson, Jamol Noel,Darrius Gokool and Donald Doyle on the Trinidad and Tobago National Special Olympics team to the Floor Hockey World Winter Games held in Graz, Austria.

Finally, NCPD was recognised in 2017 at two award functions:

- First Citizens Bank Youth Award - three (3) athletes from the sporting discipline of volleyball, football and swimming
- Special Olympics Trinidad and Tobago Award Ceremony 2017 recognized the following staff and athletes from NCPD for their work in the following sporting disciplines:

Instructors/coaches	Sporting Discipline
Clarence Shepherd	Football
Ron Wiltshire	Floor Hockey
Shurland Cuffy	Basketball
Sharon Rochard	Bocce

Athletes	Sporting Discipline
Donald Doyle	Floor Hockey and Track & Field
Jamol Noel	Floor Hockey
Darrius Gokool	Floor Hockey and Track & Field
Antonio Sorzano	Floor Hockey
Sean Gibson	Floor Hockey

# Chief Executive Officer's Review

## MUSIC

During the past year, our music programme moved beyond music therapy to performances. NCPD's band made many appearances during the year including:

- Band Stand at President's House - Autism Tree Lighting
- San Fernando Hill- San Fernando Heritage Festival
- Soong's Great Wall - TATIL Staff Award Function
- HYATT Regency Hotel - Rotary Club Banquet
- Naparima Boys' Auditorium- Rapid Fire Kidz Foundation
- St. Joseph Convent, San Fernando- Concert on Domestic Violence Against Women
- NCPD's graduation, AGM and Christmas Concert

However, the most significant accomplishment for us in the music arena has been the behavioural, emotional, and social benefits that we have observed amongst our trainees and apprentices who participated in the music programme. This was the initial intention of the programme, but the benefits and impact of the musical art form have truly surpassed our expectations.

## BUSINESS SERVICES

The primary strategic goal of our business services continues to be the provision of employment and apprenticeship opportunities for our graduates and other skilled persons with disabilities. In 2017, NCPD provided employment for approximately forty seven (47) persons with disabilities. Through working in the business services unit, apprentices are provided with the opportunity to develop their technical competencies and productivity levels while preparing for another level certification. They also participate in remedial education classes and entrepreneurial training.

The business component utilises a social entrepreneurship model that contributes to our sustainability as an organization by supplementing our revenue, and promoting economic self-reliance.

## HUMAN RESOURCE

NCPD continues to work on developing its human resource unit through initiatives specifically geared toward enhancing the quality of work life of its employees.

The year saw employees benefitting from the organisation's wellness programme "Step" which was initially launched in November 2015. Employee fitness walks, workouts and art competitions invigorated staff members who were rewarded for their participation and demonstration of talents. Among the winners were Joanne Baker, Janilla

# Chief Executive Officer's Review

Carrington, Mary Augustine, Camille Brown-Hosein and Michele Ramkhalawan. The kitchen staff was identified as a segment of the workforce with extended hours on their feet. In-house foot spa therapy was done by the members of the wellness committee for the kitchen staff who gave rave reviews and truly appreciated the demonstration of concern for their well-being.

Staff would also recall the behaviour modification exercise 'Spot a Star' which was designed to not only encourage and reinforce positive behaviours, but to also allow for employees themselves to recognize and reward each other for these behaviours. Most outstanding staff member was Michele Ramkhalawan.

## HEALTH AND SAFETY

Our Health and Safety committee has successfully appointed safety wardens who collaborate to ensure our disaster response programme is developed and that safety standards are adhered to for the safety and protection of our population.

## PROFESSIONAL DEVELOPMENT TRAINING

NCPD's success to date has been inextricably linked to our team of extremely competent and highly qualified personnel who are resolute in pursuing our mandate.

Guided by the core value of development, NCPD remains dedicated to maximizing

individual growth and continuous development of our staff through ongoing training and support. In this regard, during 2017, staff members were able to participate in various training opportunities in the areas of disabilities - sign language, assistive technology, teaching methods and other areas vital to professional growth and development.

Focus was also placed upon proactively responding to the growing demand for disability awareness workshops/training.

## NEW INITIATIVES

The organization embarked on three new initiatives in 2017:

- Commonwealth of Learning (COL): The Centre in its quest to meet the ongoing demand for its vocational rehabilitation training embarked on discussions with the Commonwealth of Learning during the latter half of 2017. Following initial discussions with Dr. Alison Meade Richardson, Education Specialist TVSD at COL, a formal request was submitted seeking a partnership to pilot a "Blended Learning Programme." Cognizant of the UN Sustainable Development Goals and in particular Goal # 4 which states, "Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all," NCPD views this pilot initiative as an opportunity which can be extended to the region.

# Chief Executive Officer's Review

- **EYE GAZE:**The Eyegaze Edge Communication Device is a new addition to the training department. This eye tracking communication device was donated to National Centre for Persons with Disabilities (NCPD) by The Children's Ark Trinidad and Tobago in October 2017. This device is a piece of assistive technology that empowers the life of persons who have limited or no use of their voice as a result of motor neuron diseases, traumatic brain injury and other such disabilities. It allows individuals to communicate as well as carry out tasks such as creating documents, sending emails, shopping online, reading books and many other activities. Two employees Kyle Young Lai and Candice John received extensive training on the system. Following the training one system was installed in the computer lab and another was donated to Khaleed Mohammed for his personal use at home. The Eyegaze Edge Communication Device is indeed an empowering tool as we are seeing how much value it is adding to the six(6) individuals who use the device on a daily basis.
- **Caribbean Policy Development Centre (CPDC):** An application was submitted to CPDC seeking Associate Membership in this regional organization. However, application approval will be considered at CPDC's Convention in 2018.

## RESEARCH

NCPD notes that nationally there is a paucity of data with regards to persons with disabilities which has impeded the ability to effectively lobby for policy changes and assistance for this marginalised group. Therefore in order to assist our own advocacy efforts, NCPD sought to undertake research in this largely unexplored field but due to inadequate funding had to abort the project. Hopefully if funding is made available in the coming year, the project will be undertaken.

NCPD firmly believes that evidence based research is necessary for the advancement of this sector and remains committed to advancing and building upon the body of knowledge regarding matters pertaining to PWDs.

## ONLINE PRESENCE

NCPD is cognizant of the fact that we are operating in the 21st Century, commonly referred to as the information age, the digital age and the age of technology. We continue to maintain our website and social media sites to share information and to promote interaction with the public.

## PARTNERSHIPS AND COLLABORATIONS

NCPD's success depends heavily on partnerships with entities that share the vision of an inclusive society and are willing to partner with us to serve that vision.

# Chief Executive Officer's Review

We remain grateful to those persons and organizations that have partnered with us over the years. Particular appreciation is extended to all the entities with whom we collaborated in 2017. Significant mention must be made of the following:

- **Ministry of Community Development:** During the period March- July 2017, the Ministry of Community Development again collaborated with NCPD offering a new training opportunity in Copper Work Jewelry Craft to sixteen (16) apprentices. This programme is not certified but equips trainees with additional income generating skills. The Centre hopes to continue this partnership.
- **Special Association of Caring Parents (SACP):** Our parent support group provides a tremendous support system for parents of our trainees and apprentices. SACP holds monthly sessions at the Centre providing information, training, good practices and other support mechanisms to help parents in relating to and advocating for their children with special needs. SACP also works in collaboration with Elder Associates Limited to facilitate trainees and their families in receiving professional interventions outside the capacity of the Centre. These support services enhance our service offerings to our trainees and provide much needed psychological, informational and other forms of support to our
- parents. SACP also hosts field trips for trainees and their family members as an avenue for enhancing socialization skills.
- **Digicel Foundation of Trinidad and Tobago:** The aquaponic system installed by Digicel Foundation in the agricultural department continues with success. The project received ongoing technical support from Digicel Foundation. NCPD values this initiative as an opportunity for self-employment for graduates.
- **United Way of Trinidad and Tobago (UWTT):** NCPD's relationship with UWTT continues. The "People in Crisis Fund" continues as an invaluable resource to individuals and families from Central to South Trinidad who are in dire need of financial support and/or counselling services. Three hundred and eighteen (318) persons benefitted from the fund in 2017.
- **Bursary/Scholarship Programme:** We commend and appreciate the companies and individuals who continue to support our bursary/scholarship programme. This programme provided fifty one (51) trainees access to the vocational rehabilitation training programme in 2017.
- **Scotia Bank Foundation:** Financial support was received from Scotia Bank Foundation to upgrade the Green House in the agriculture department.

# Chief Executive Officer's Review

- **UNITED NATIONS, Office of the High Commissioner and UNDP Office in POS** held a Regional Training Workshop for Caribbean Government Officials on the Convention on the Rights of Persons with Disabilities. NCPD was pleased to host the participants for a field visit.
- **Arrive Alive and Trinidad and Tobago Police Service** conducted a workshop at NCPD on Road Safety and the importance of Obeying rules and laws for instructors, trainees and apprentices in the training department.
- **UN ECLAC Subregional Headquarters for the Caribbean -Expert Group Meeting on Disability, Public Policy and Human Rights in the Caribbean** was attended by Dr. Beverly Beckles.
- **NCPD joined the Sustainable Development Goals Catalyst Network under the Project CSOs for Good Governance.** This is a 3 year project spearheaded by a consortium of seven leading civil society organizations with the overarching ambition of enhancing civil society's contribution to governance. NCPD's CEO is the representative on the committee and Ms. Elizabeth Nicholas, Research Officer is the alternate.

## REPRESENTATION/ PARTICIPATION

We are very pleased to be an active and contributing member of the national and regional knowledge communities and we recognize our responsibility to participate in all spheres of decision making and other developmental activities as these opportunities arise.

NCPD made presentations and attended various fora. Some of these are highlighted as follows:

- **Office of the Prime Minister (Gender and Child Affairs), Equal Opportunity Commission of Trinidad and Tobago and Network of Nongovernmental Organizations** held a three-day workshop on the Convention on the Elimination of All Forms of Discrimination Against Women. Ms. Candice John and Dr. Beverly Beckles participated in this workshop.
- **Caribbean Telecommunications Union** launched assistive technology for empowering persons with disabilities who are blind or deaf to enhance their communication - Dr. Beverly Beckles attended.
- **Ministry of Education, Student Support Services** workshop on Learning Disabilities was attended by instructors Ms. Candice John and Mrs. Krystel Branker.
- **Office of the Prime Minister, Gender and Child Affairs** extended an invitation to NCPD to participate in the development of a "Child Policy". Ms. Giselle Ramose, Social Worker is NCPD's representative on this committee.

# Chief Executive Officer's Review

- **Family Planning Association of Trinidad and Tobago** extended an invitation to NCPD to participate on a committee for the development of a Comprehensive Sexual Education Curriculum. Ms. Giselle Rameose, Social Worker is NCPD's representative.
  - **Council of Technical and Vocational Education and Training, Ministry of Education, Georgetown, Guyana-** NCPD facilitated a two-day workshop for Administrators and Senior Instructors on Integrated Training in Technical and Vocational Institutions. The workshop was conducted by Dr. B. Beckles and Mrs. S. LeMaitre-Jackson.
  - **Carnegie Home Economics School, Georgetown Guyana-** NCPD facilitated a two day workshop on Integrated Disability Training for all instructors at the school. The workshop was conducted by Dr. B. Beckles and Mrs. S. LeMaitre-Jackson.
  - **Equal Opportunity Commission of Trinidad and Tobago** held a Sign Language Course for its employees. Mrs. Yordana Garcia-Blackman NCPD's Sign Language Instructor conducted the course.
  - **JB Fernandes Memorial Trust & T&T Professionals** held a workshop on Financial Reporting & Accounting for NGOs. This was attended by Mr. Ozneil West, Operations Manager.
  - **Counselling Association of Trinidad and Tobago** official launch was attended by Ms. Kahaya Sooklalsingh, Programme Manager and Mr. Ricardo Rampaul.
  - **School of Education, University of the West Indies, St. Augustine, and SLATE University, New York** held an Inclusive Education Conference which instructors Ms. Candice John and Mrs. Janice Griffith attended.
  - **Ministry of Social Development and Family Services** Consultation on Draft National Policy for Persons with Disabilities was attended by NCPD's CEO and Ms. E. Nicholas, Research Officer.
  - **Caribbean Policy Development Centre** under an EU funded project launched an online leadership course for NGOs. NCPD was successful in getting two employees Ms. Giselle Rameose and Ms. Chiemeka James to participate.
  - **National Training Agency (NTA)** launched its CVQ online assessor training. Instructors Ms. Camille Brown-Hosein and Ms. Candice John successfully participated.
- NCPD was privileged to be part of other social events including, but not limited to:

# Chief Executive Officer's Review

- *Tree Lighting Ceremony to mark Autism Awareness month hosted by Her Excellency Mrs. Reema Carmona.*
- *International Women's Day Ceremony hosted by UNESCO.*
- *Fifty trainees were given the opportunity to attend a musical by The Trebles entitled "The Best Little Theatre in Town".*

## ADVOCACY

Advocacy remains critically important to our work in promoting social inclusion for persons with disabilities.

In pursuance of this inclusion, NCPD culminated 2017 activities with the submission of a project proposal request to Caribbean Policy Development Centre for a Public Awareness Campaign on the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) for 2018. Promoting public awareness on disability issues is an important mandate of the UNCRPD.

NCPD has also actively participated in a number of workshops, seminars, lectures, meetings and other fora to advocate for the sector, provide technical advice, share good practices and learning and otherwise contribute to the knowledge base on disability issues at both national and regional levels. These fora provided opportunities for building our networks, raising awareness and having a voice on the strategic changes taking place around us.

## CONCLUSION

Inadequate funding continues to be our major challenge but in spite of this, a lot was achieved. This performance could only be achieved through combined efforts of partners and committed and dedicated employees. For this reason I must say a heartfelt thank you to the staff, volunteers, partners, government agencies, friends, well-wishers and all others who continue to make our work possible. Your unwavering support takes us closer to making our vision of absolute inclusion a reality.

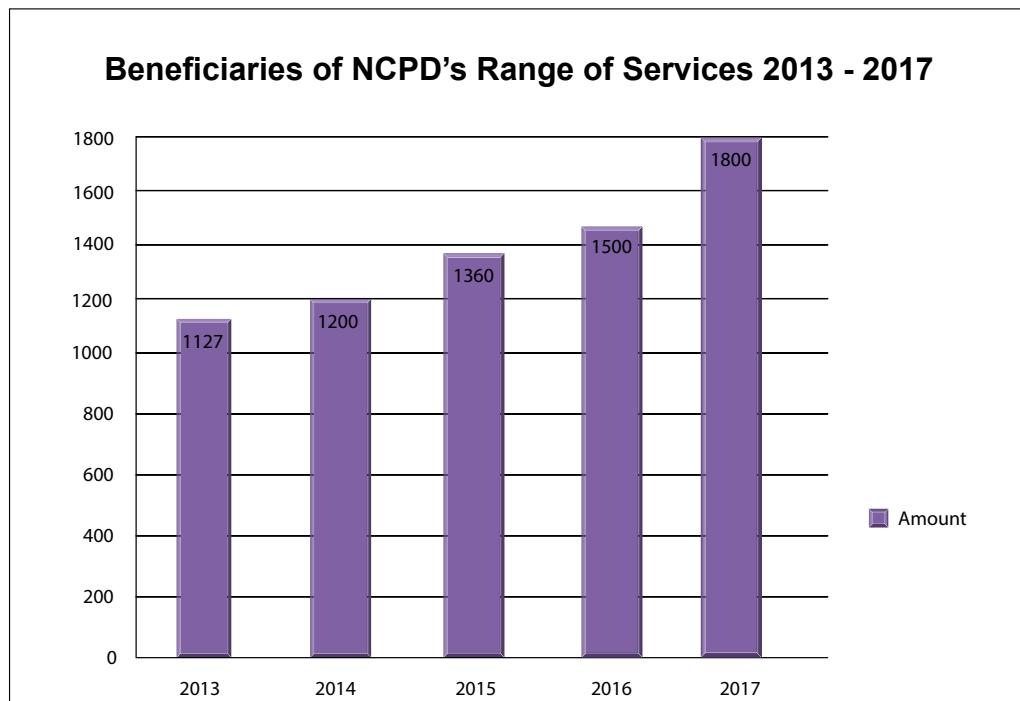
However, we stand firmly on the strong foundation built by our past achievements. As we look forward, we remain resolute in our commitment to achieving our vision.

In the words of Martin Luther King Jr:

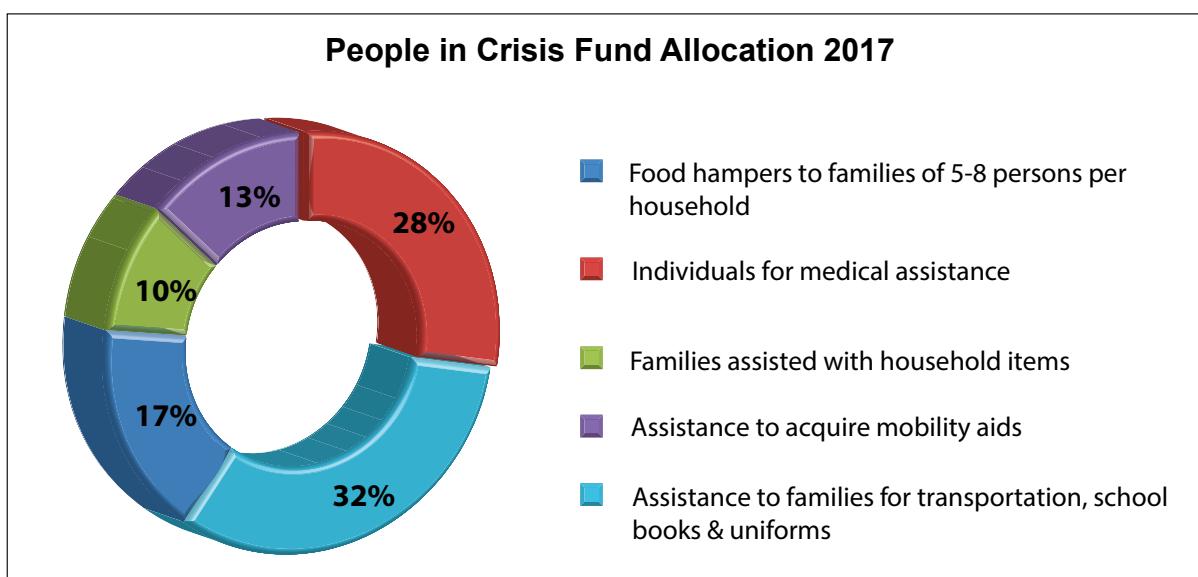
*"Human progress is neither automatic nor inevitable... Every step toward the goal of justice requires sacrifice, suffering, and struggle; the tireless exertions and passionate concern of dedicated individuals."*

*Beverly Beckles*

Beverly Beckles, PhD  
Chief Executive Officer

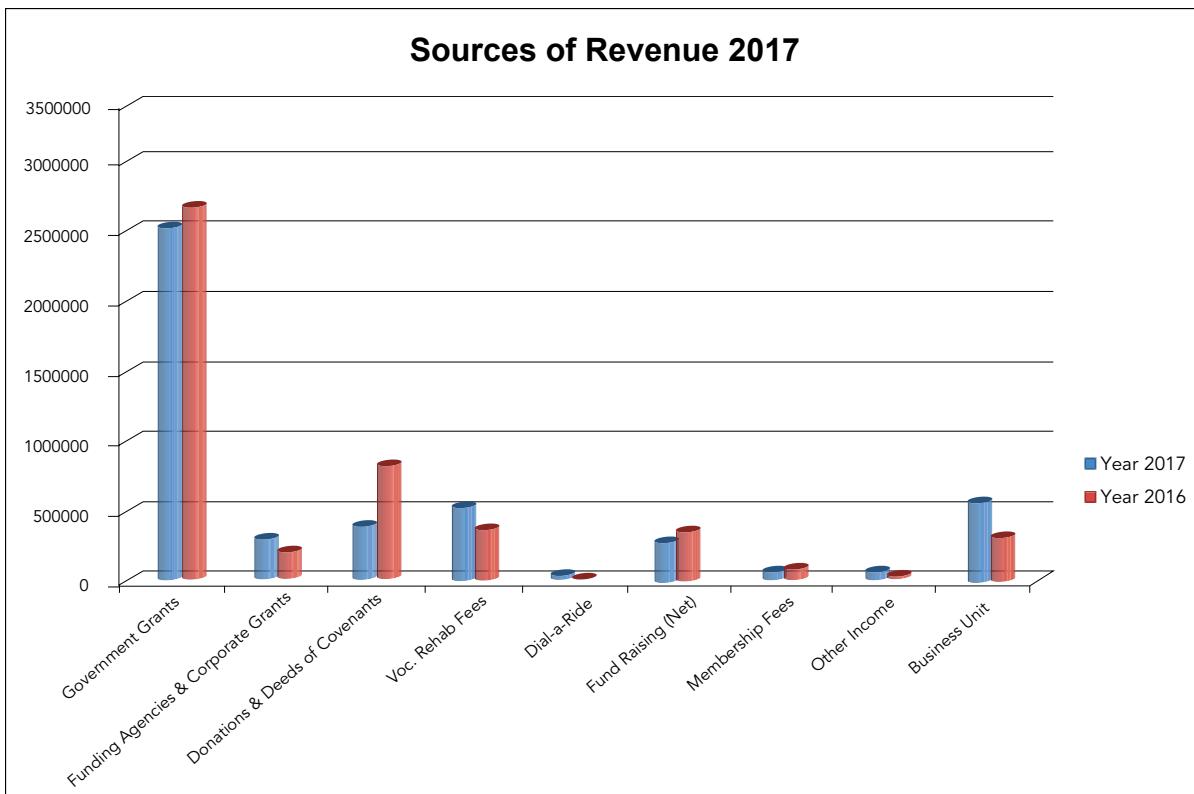


**Figure 1:** This diagram illustrates the number of beneficiaries who accessed NCPD's vocational rehabilitation services.

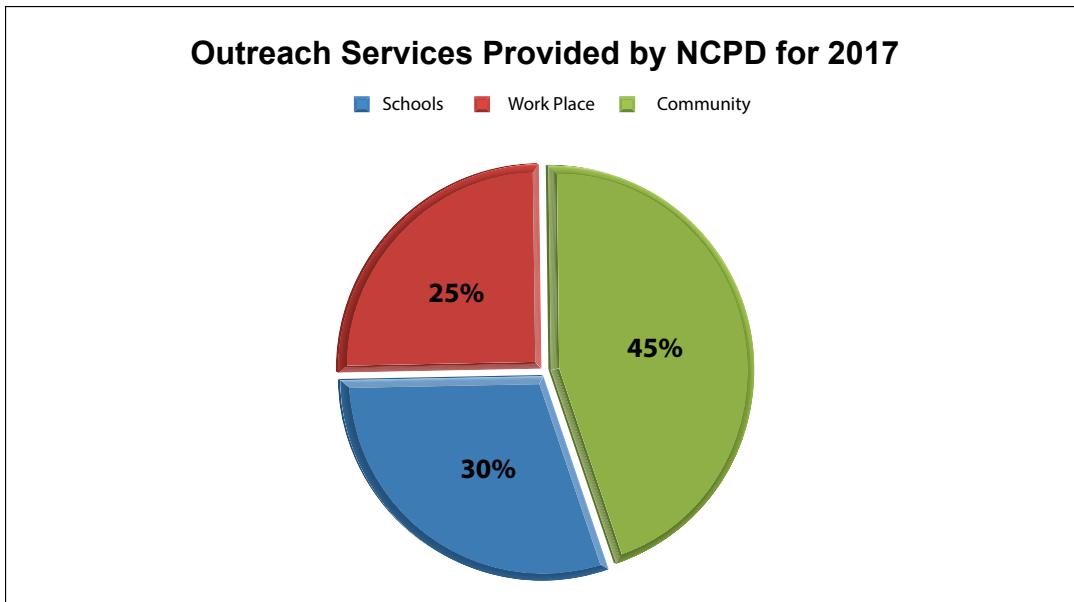


**Figure 2:** The above diagram illustrates the allocation of the People in Crisis Fund for the year 2017.

# Charts



**Figure 3:** The above diagram illustrates the sources of revenue that supports NCPD's operations.



**Figure 4:** The above diagram illustrates the breakdown of different target groups within the overall total of two thousand (2000) persons who benefitted from NCPD's Outreach Services in 2017. Outreach services included lectures, seminars, and information dissemination booths on the topic of disability awareness. This was conducted at schools, workplaces and communities throughout Trinidad and Tobago.

# Year In Review

## Annual General Meeting 2017



*A cross-section of the audience at the 2017 AGM*



*Guest speaker - Mrs. Lynette Seebaran-Suite  
Chairman, Equal Opportunity Commission of  
Trinidad & Tobago*



*Apprentices, Abdel Rampersad and Cydale Fletcher  
entertain the audience*

# Year In Review

## Annual General Meeting 2017



*Head Table L-R: Mr. Lex Lovell, Ms. Shereen Baksh, Mrs. Lynette Seebaran-Suite, Dr. B. Beckles and Mrs. Marie Louise Atherly*



*NCPD's Secretary, Mr. Lex Lovell presents flowers to Mrs. Zalayhar Hassanali - Former First Lady of the Republic of T&T and an Honorary Member of NCPD*



*Mrs. Lynette Seebaran-Suite receives a token of appreciation*

# Year In Review Exams 2017



**Food Preparation**



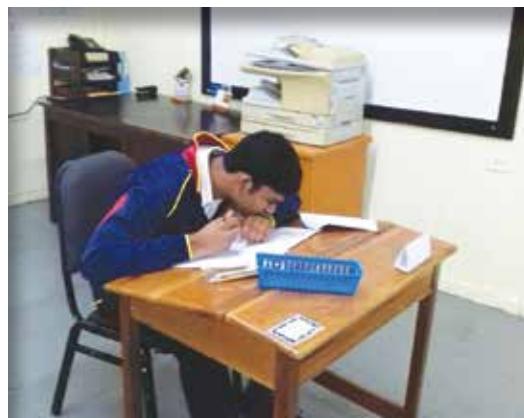
**Beauty Culture**



**Bookbinding**



**Welding**



**Office Administration**



**Woodwork**

# Year In Review

## Graduation 2017



*Guest speaker Mr. David John-Williams addresses the graduating class*



*Dr. Beverly Beckles - C.E.O. with the 2017 Graduating Class*

# Year In Review

## Graduation 2017



Mr. Isaiah Hinds - Valedictorian



Isaiah Hinds receives the La Touche Challenge Trophy for Trainee of the year 2017



Isaiah Hinds receives the Dr. Harry Collymore Challenge Trophy for the most outstanding trainee with a physical disability



Isaiah Hinds receives the Julia Ribeiro Trophy for Most Outstanding Trainee with Hearing/Speech Impairment



Isaiah Hinds receives the S.M. Khan Memorial Challenge Trophy for Outstanding Sportsman of the Year



Ms. T-Shian Gibson receives the S.M. Khan Memorial Challenge Trophy for Outstanding Sportswoman of the Year

# Year In Review

## The Arts



*Nathaniel Debisette apprentice participated in Kite flying competition*



*NCPD Instructor Candice Barbara-John (4th from left) along with trainee Tsian Gibson (red dress) and professional models at the first fashion show hosted by Human Rights Development Trinidad and Tobago entitled "Beautiful me".*

### Performing Arts



*NCPD Ensemble performs at San Fernando Hill - "A Taste of Heritage" City Week Event*

# Year In Review

## Participation in Art Competition



NCPD trainees receiving awards at Rapid Fire Kidz Art Competition (Vernisha Lucien on left winning first place, Ravi Seecharan placed 2nd)

### NCPD Art Submissions



Ravi Seecharan



T'shian Gibson



Vernisha Lucien wins the competition with this fine piece



Alleah Spring

# Year In Review

## Sports

### National Games - Special Olympics T&T 2017



His Excellency Anthony Thomas Aquinas Carmona, O.R.T.T., S.C. holds the torch with NCPD athlete Akil Arcia



NCPD Cricket Team takes 1st place at the National games



NCPD Aquatics Team



NCPD Track and Field medalists at the Podium



NCPD Boccee Athletes proudly display their medals



NCPD Basketball Team

## National Games - Special Olympics T&T 2017



*NCPD Swim Team*



*NCPD Powerlifting Athlete Drexel Joseph claims two bronze and one silver medal at the National Games*



*NCPD Winners of the National Floor Hockey Games*

# Year In Review

## Sports Awards



*NCPD Athletes honoured at the Special Olympics of Trinidad and Tobago Awards Ceremony  
L-R: Antonio Sorzano, Sean Gibson, Darrius Gokool, Donald Doyle, & Tamika Campbell*



*NCPD Athletes are recipients of the First Citizens Bank Youth Awards:  
Jaleel Pierre - Aquatics, T-Shian Gibson - Volleyball and Tyrese Pierre, Football.*

# Year In Review Sports



NCPD Mascots at T&T Super League Finals



NCPD Footballers train with W Connection Football Club

## Subway Maracas Open Water Classic



NCPD Athletes pose with Minister of Sport and Youth Affairs Darryl Smith



NCPD Athletes at the Special Olympics of Trinidad and Tobago Seaside Games

# Year In Review

## Sports



NCPD trainees participate in "Play Able" indoor Bocce



NCPD trainees at the launch of Digicel Foundation's Special Olympics Trinidad and Tobago SoFit Programme



NCPD trainees and apprentices Participate in SOTT SoFit Programme

# Year In Review

## Sports



*NCPD trainees competed at Powergen Sports and Fun Day and placed 3rd in the march-past for Best Impact Category*

### Special Olympics World Winter Games (Graz, Austria) - Floor Hockey



*NCPD Athletes from Left to right: Jamol Noel, Sean Gibson, Darrius Gokool, Antonio Sorzano & Donald Doyle*

# Year In Review

## Sports



*Above and below: NCPD Board members, Staff and trainees visit Carrera Island and played a friendly match of cricket with the inmates.*



# Year In Review

## Vacation Camp



# Year In Review Presentations



*NCPD participated on the panel hosted by Trinidad and Tobago Transparency Institute's Town Hall Meeting*



*Guest speaker Dr. Beverly Beckles at Marabella South Secondary School Graduation*

# Year In Review

## Visits to NCPD



*Students of Cascade School for the Deaf*



*Staff of Eshe's Learning Centre*



*Staff of Marabella South Secondary School*



*Staff of Marabella South Secondary School*



*Vacation Camp participants from Ministry of Housing  
and Urban Development*



*Our Children The Future Inc.*

# Year In Review

## Visits to NCPD



*Students of St. Joseph's Convent, San Fernando*



*Students of Servol*



*UK Womens Group of T&T*



*Regional Participants from the workshop training on the Convention on the Rights of Persons with Disabilities*

# Year In Review

## Visits to NCPD



*Students of The University of Trinidad & Tobago perform for trainees*



*Students of University of Trinidad and Tobago*



*Dr. Jayne McGuire Professor of Recreation/  
Adapted Physical Education - Southern  
Illinois University, USA*

# Year In Review

## Exhibitions



NCPD booth at the Bishop Anstey High School East CARE Fair



NCPD booth at Min. of Community Development, Culture and the Arts



NCPD booth at Police Service - Guard & Emergency Health & Wellness Fair



NCPD booth at National Library and Information System Authority Health Fair

# Year In Review

## Workshops & Conferences



*Dr. Beckles at British Council Skills Seminar Edinburgh Scotland*



*L-R: Dr. Wanda-Lee De Landro Clarke - Candidate for Member of the Commission on the Limits of the Continental Shelf, Ms. Penelope Althea Beckles-Robinson, Trinidad and Tobago's Permanent Representative to the UN and Dr. Beckles, at The tenth session of the Conference of State Parties to the Convention on the Rights of Persons with Disabilities (CRPD)*



*Dr. Beckles at the Caribbean Medical Conference Barbados*

# Year In Review

## Advocacy



Rapid Fire Kidz Disability Awareness Walk



Ms. Kahaya Sooklalsingh conducting Staff Sensitization Training at Marriott Hotel



Ms. Kahaya Sooklalsingh conducting a Sensitization session at Servol Advanced Learning Centre, La Romaine



NCPD attends Bmobile & PAVI Technology Training Seminar on Smart Phone Features & Apps for the Blind

# Year In Review

## Advocacy - Autism Awareness Month



*L-R: Mr. Richard Blewitt UN Resident Representative, Their Excellencies Anthony Thomas Aquinas Carmona, SC and Reema Carmona and Dr. Natalie Dlick - Vice Chairperson NCPD attended the tree lighting ceremony*



# Year In Review

## Eyegaze Edge



NCPD Staff - Candice John and Kyle Young Lai received training in Eyegaze Edge System from Mr. James Brinton



Mrs. Simone De La Bastide, President of The Children's Ark presents Eye Gaze systems to  
NCPD's IT Lab and Khaleel Mohammed

# Year In Review

## Fundraiser - Tea by the Sea



*Performance by the Trinidad & Tobago Police Band*



*Patrons at Tea By the Sea*



*NCPD trainees model in formal wear*



*Guest Performance by Kai Salazar*

# Year In Review

## Fundraiser - Carnival All Inclusive Fete



*Patrons at the fete*



*Patrons at the fete*



*Performance by T&T Sweet Tassa*



*Performance by The Mighty Lingo*



*A-Team featuring Eddie Charles*



*Performance by Dil-E-Nadan*

# 2016 Feature Address



It is a privilege and an honour to be here this evening to give recognition to the achievements of the National Centre for Persons with Disabilities (NCPD) on its 53rd Annual General Meeting. I am especially grateful to the NCPD for facilitating my presence here today. Ladies and gentlemen, this evening as we acknowledge the work and dedication of the members and staff of the NCPD, it is also an opportunity to raise further awareness of disability as not only a development issue but as a human rights issue. **Therefore I am equally pleased that the NCPD has chosen the theme of this year's AGM, 'Human Rights: A Disability Issue'** as a recognition to the paradigm shift of advancing disability from a medical issue to a social issue. Today in our global planet, there are over 1 billion people living with some form of disability. It is a reality that those persons are not only challenged by physical barriers but also social, economic and attitudinal barriers.

## **Disability and Human Rights**

In spite of being the world's largest minority group, the issue of disability and persons

with disabilities have remained largely invisible in the conventional development equation. They still experience social exclusion, discrimination, neglect and abuse. According to the 2011 WHO's World Report on Disability an estimated 15 per cent of Trinidadians and Tobagonians or about 180,000 of our fellow citizens have a disability, although we don't know the numbers for sure, as no local disability census exists.

Many of you maybe uncertain as to the nexus which exist between Disability and Human Rights. Before the 1950's, People with Disabilities (PWDs), were viewed as medically unfit to serve any useful purpose in society and were largely shut out from normal society. The reality was that individuals who had a disability were seen as the problem which resulted in stigmatization, victimization and exclusion from mainstream society. During this period disability was viewed in the context of a medical model in need of treatment, care and charity. However, the recognition that persons with disabilities are full and equal members of society, with the same human rights as everyone else, has much wider implications. Societies had to evolve to remove the barriers that prevented equal participation thereby enabling the effective exercise of rights. Human rights have thus become a focus for advocacy and a framework for public policy on disability. In response to the medical model, a 'social model' of disability was popularised in the 1970s. It conceptualised disability, not as an attribute of the person, but as a socially created problem that prevented persons with disabilities from fully and equally participating in society. Disability, therefore,

# 2016 Feature Address

did not reside with the individual. Instead disability was viewed as a consequence of a complex set of conditions primarily created by the social environment. Therefore, it is society's collective responsibility to make the environmental modifications necessary so that persons with disabilities can fully and equally participate in all aspects of social life. The issue is, therefore, an attitudinal or ideological one requiring social change, which at the political level becomes a question of human rights (WHO, 2007).

Today, disability is accepted as a human right issue and this was well established starting in 1999, with the adoption of the Inter-American Convention on the Elimination of All Forms of Discrimination against Persons with Disabilities (IACPD). This Convention obliges member States of the OAS (Organization of American States) to adopt legislative, social, educational and employment-related measures to protect the rights of persons with disabilities; to prioritise the prevention of disability; to promote independence, a high quality of life for persons with disabilities and public awareness of disability. As the decades progressed there were several inroads made internationally in advocating the human rights of persons with disabilities. Time does not permit me to explore them all but certainly the literature is there for us to avail ourselves. Perhaps the most significant milestone yet has been the UN Convention on the Rights of Persons with Disabilities (UNCRPD).

The UNCRPD is the global framework which explicitly recognizes disability rights as human rights. It is the first international human rights treaty to prohibit discrimination on the basis of disability as

it seeks to "promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity" (United Nations, 2006).

Trinidad and Tobago signed onto the UNCRPD in 2007 and ratified it in 2015 and therefore the State has an obligation to ensure that the inalienable rights and freedoms of persons with disabilities in Trinidad and Tobago are respected and upheld.

The Convention follows decades of work by the United Nations to change attitudes and approaches to persons with disabilities. It takes to a new height the movement from viewing persons with disabilities as "objects" of charity, medical treatment and social protection towards viewing persons with disabilities as "subjects" with rights, who are capable of claiming those rights and making decisions for their lives based on their free and informed consent as well as being active members of society.

The UNCRPD is intended as **a human rights instrument** with an explicit, social development dimension. It adopts a broad categorization of persons with disabilities and reaffirms that all persons with all types of disabilities must enjoy **all** human rights and **fundamental freedoms** including the freedom of dignity, religion, speech and to work. The right to access health care and education, security; and fair treatment regardless of religion, sex, race and/or colour. The right to be afforded fair treatment by the law; the right to marry and have children; the right to privacy; a fair wage; and the right to participate in government.

# 2016 Feature Address

The CRPD does not create new rights, but rather seeks to strengthen existing rights and principles. Rights and freedoms that are enshrined in our own Constitution. The CRPD contains 33 substantive articles detailing how disability rights should be interpreted and applied to prevent discrimination. It is the 1St International Human Rights Treaty to prohibit discrimination on the basis of disability and to require the provision of reasonable accommodation in order to meet the non-discrimination requirement. It then enumerates specific substantive rights across the full spectrum of civil, political, economic, social and cultural rights (Articles 10-30). It also establishes a system of monitoring and implementation (Article 31-40), and finally, includes provisions that govern the CRPD's operation (Article 41-50). I urge you to read the Convention on-line as I believe it can be a powerful mechanism for promoting change and practical improvements in Trinidad and Tobago and in the life of persons with a disability.

## **Women, Girls, and Human Rights**

States too often fail to uphold their obligations with regard to women and girls with disabilities, treating them or allowing them to be treated as helpless objects of pity, subjected to hostility and exclusion, instead of empowering them to enjoy their fundamental human rights and freedoms. Policies for women have traditionally made disability invisible, and disability policies have overlooked gender. If you are a woman or a girl with disabilities, you face discrimination and barriers because you are female, because you are disabled, and because you are female and disabled. As set out in the Convention and expressly in Article 6, refraining from discriminatory actions

is not enough. States need to empower women by "raising their self-confidence, guaranteeing their participation, and increasing their power and authority to take decisions in all areas affecting their lives."

Women with disabilities face significantly more difficulties – in both public and private spheres – in attaining access to adequate housing, health, education, vocational training and employment, and are more likely to be institutionalized according to the United Nations. They also experience inequality in hiring, promotion rates and pay for equal work, access to training and retraining, credit and other productive resources, and rarely participate in economic decision-making. Women and girls with disabilities experience double discrimination, which places them at higher risk of gender-based violence, sexual abuse, neglect, maltreatment and exploitation.

The guidelines (to the Convention) note that there are three main areas of concern regarding women and girls with disabilities:

- Physical, sexual, or psychological violence, which may be institutional or interpersonal;
- Restriction of sexual and reproductive rights, including the right to accessible information and communication, the right to motherhood and child-rearing responsibilities;
- Multiple discrimination.

In Trinidad and Tobago, many young people face challenges when it comes to accessing sexual and reproductive health services, but young people with disabilities face additional barriers due to stigmatization and social

# 2016 Feature Address

prejudices. Young people with disabilities are often isolated and lack knowledge about sexual and reproductive health and rights. As a result, they can be vulnerable to sexual abuse. According to International Planned Parenthood, rates of unplanned pregnancies and sexually transmitted infections are high among young people with disabilities in this country. (IPPF, 2017) <http://www.ippf.org/stories/reaching-young-people-disabilities-trinidad-and-tobago>.

Permit me to be blunt but here in Trinidad and Tobago we have not mainstreamed people with disabilities in to our larger society. If one looks at our education system our children are not exposed to other children with disabilities, who have unique perspectives on life, and creative problem-solving abilities. An education policy that enunciates to include children with disabilities in schools but fails to address the specific needs of children with disabilities is not inclusive. This is reflected in the Convention which states that children with disabilities should not be excluded from compulsory free primary education or from secondary education. Parties to the convention must ensure access to roads, buildings and information. It recommends the state facilitate the learning of braille, sign language, and alternative formats for communication and learning.

Indeed the human rights perspective is so fundamental because it shifts the focus onto the role that society plays in disability. The recognition that persons with disabilities have the same human rights as everyone else necessarily implies, and further demands, that society itself must change, removing the barriers that prevent equal participation and enabling the full and free exercise of rights.

## Draft National Policy on PWD

The implementation of the Convention on the Rights of Persons with Disabilities represents a major challenge for both the Government and society, because of the changes inherent in the introduction of new standards for the promotion and protection of the rights of persons with disabilities. Thus, the main task facing the country in the immediate future is to ensure that measures taken are consistent with a thorough understanding of how disabilities are regarded under the Convention and, in particular, on the incorporation of the social/human rights model of disability in Trinidad and Tobago.

A major initiative has been made in the development of the National Policy on Persons with Disabilities, which was accepted by Cabinet in 1994. It heartens me to know that the Ministry of Social Development and Family Services hosted the first in its series of public consultations on the Revised Draft National Policy on Persons with Disabilities on 2nd June, 2017 and while consultations are on-going, the Revised Draft National Policy on Persons with Disabilities is intended to reflect the provisions of the UN Convention on the Rights of Person with Disabilities. This is a major step in the right direction.

The Ministry aims to engage the national community, with particular emphasis on persons with disabilities in a conversation, which would lead to a comprehensive, and an all-inclusive National Policy on Persons with Disabilities for Trinidad and Tobago. The National Policy will also provide a holistic framework for achieving equal opportunity for all citizens with disabilities. This is in

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keeping with the Ministry's mandate, as well as the 2030 development agenda.

Through the Ministry's Disability Affairs Unit, sustained efforts are now proposed, to put the required structures and strategies in place, to meet the stipulations of the Convention. The National Policy for Persons with Disabilities will serve as a blueprint for advocating the cause and meeting the specific needs of the growing population of persons with disabilities. The Ministry is also moving apace with other initiatives and strategies to provide meaningful and tangible support to the community of persons with disabilities. Some of these strategies include-

- **The Establishment of a National Register of Persons with Disabilities.** This initiative will comprise of a comprehensive databank on the types and incidences of impairment, as well as the social and economic conditions under which some persons with disabilities live, work and recreate.
- **A strategy to address the employment of persons with disabilities** aimed at identifying measures towards improving marketable skills and enhancing the prospects for employment in the workplace for persons with disabilities.
- **Enhancement of Health Services for Persons with Disabilities.** The Ministry also recently conducted a meeting with the Chief Medical Officer of the Ministry of Health to address the strengthening of services for persons with disabilities in the Health Sector, primarily the health centres. A proposal to conduct a situational analysis in order to identify

the main gaps present within the system was recently put forward.

- **Continued provision of Financial support to Organizations and Schools** Including: Trinidad and Tobago Association in Aid of the deaf, The Diagnostic Research Educational and Therapeutic Centre for the hearing Impaired, the National centre for Persons with Disabilities, Good Will Industries, and Princess Elizabeth Centres, to name a few. These annual contributions help defray the costs of operational expenses and infrastructural upgrades.

## Creating an Inclusive Society

Recognition must be given to non-governmental organisations, who share the efforts of the NCPD by lobbying for disability legislation, mainstreaming of education, disability-friendly public transport and buildings that are more accessible. The challenge is how we can change our own prejudiced attitudes towards persons with disabilities; how can we create greater awareness so that our judgements are not based on our own limited interactions with people with disabilities. Perhaps by defining the challenge we can work towards constructing a more inclusive Trinidad and Tobago society that is more attuned to the world we live in and plan for the world we want, one in which we are all valued, respected and afforded opportunities to reach our highest potential.

We must be deliberate in creating a community, a society, a country of inclusion that is rights driven - if we fail in our efforts, inclusivity will remain intangible. How can we construct an inclusive society? How

# 2016 Feature Address

can we ensure that the 180,000 persons in our country are not ostracised and afforded all their absolute rights? Persons with disabilities are no less than we and we are no greater than them. Simply put – they are full and equal members of society with human rights. So what must we do to move from a trajectory of exclusion to a path of inclusion?

We can start with small steps, some of which include:

- ensuring that sidewalks have curb cuts, that all public places are disability friendly and that sign language training is available to the wider society including government personnel. In my capacity as Chairman of the Equal Opportunity Commission I am proud to announce that fifteen members of the Commission's staff have been receiving basic sign language training from the NCPD to better communicate with the deaf and those who are hearing impaired. It is a small step towards the adoption and implementation of disability-inclusive efforts which I urge all private and public sector employers to adopt.

Enact necessary legislation immediately - Trinidad & Tobago, having ratified the UNCRPD must now upgrade its national legislation and policies with urgency and great effectiveness in order to ensure compliance with the Convention, which it is, now legally bound to uphold. Enabling legislation that promotes and protects the rights of persons with disabilities underpinned by functioning and responsive enforcement mechanism. We need

public policy and legislation that promotes equal opportunity and recognizes that an inability to provide reasonable accommodations for persons with disabilities is an affront to that person's right to accessibility, dignity, economic mobility and participation in society. A good place to start is by looking towards the Bahamas Persons with Disabilities (Equal Opportunities) Act ('the Act') which was enacted in August 2014. The Act was created to achieve:

- Equalisation of opportunities for persons with disabilities
- Elimination of discrimination on the basis of disabilities
- Provision of rights and rehabilitation and habitation of persons with disabilities
- Establishment of the National Commission for persons with disabilities

According to Section 3 of the Act the United Nations Convention on the Rights of Persons with Disabilities (CRPD) shall inform decisions taken in the administration of the Act. The CRPD has been ratified by Trinidad and Tobago but to date no steps have been taken towards its implementation whether by creating new laws and/or amending existing legislation to that end. The Bahamas Persons with Disabilities (Equal Opportunities) Act is a model piece of legislation. Unlike most existing legislation (inclusive of the EOA) which afford protection to persons with disabilities it is not reactive. Apart from offering redress to persons who are discriminated

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based on their disability, it provides for the rehabilitation and habitation of persons with disabilities which makes it possible for persons with disabilities to actively engage in society and avail themselves of all obtainable opportunities. Given the injustices that is currently being experienced by persons with disabilities in Trinidad and Tobago, a similar legislation would expand the protection that is afforded to said persons, as well as to ensure that they have equitable access to all services which is presently not the case.

Our own Equal Opportunity Commission and the Equal Opportunity Act offers some form of protection to PWDs since 'Disability' is one of 7 seven status grounds covered by the Act. Yet even this has severe limitations and the EOC has taken steps to rectify those limitations. On February 26, 2014, EOC submitted proposals to the Attorney General recommending the expansion of the protection given to PWDs such as:

- Amending the definition of "disability" under the Act in accordance with international legislation and instruments;
- Including certain medical conditions as disabilities and excluding some medical conditions;
- Creating an obligation for an employer to make reasonable accommodation.
- If we are serious about pathways to inclusion, we have to work with the key players that are experts

on inclusive development, and those most often are persons with disabilities themselves. Persons with disabilities must be given their right to be part of any dialogue or any collaborative endeavour which would impact upon their livelihood. We need to learn to think inclusively and that must be reflected in our actions. So that when it comes to employment of a person with a disability for example, we do not create excuses or try to evade the individual but our actions must be that of a society that promotes the inclusion of people with disabilities.

- we need to explore more the role of the private sector and build strong partnerships to create the tools, policies and legislation that are required for an inclusive society. The success of the NCPD depends in part on forging partnerships that share the vision of an inclusive society.
- we need to lobby and influence those who sign off on public policies, assign budgets, and allocate the appropriate resources for inclusion. Leadership, commitment and political will is essential to advancing disability inclusive development.
- we need to understand and embrace the paradigm shift that moves away from seeing persons with disabilities as solely beneficiaries of assistance, as persons who contribution to

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society is of lesser value to real contributors to development.

- Public awareness and Sensitization
  - The CRPD mandates States to undertake awareness raising actions on the rights of persons with disabilities. These actions should both be general as well as specific to different target groups and stakeholders. It is especially important that awareness raising actions target persons with disabilities themselves, and their families and that this is being done with the active involvement of representative organizations of persons with disabilities. Focus also needs to be given to Children with disabilities and preserving their identities. It is also important that the CRPD is made available in alternative formats, in particular in Braille, and it is crucial to ensure an effective dissemination of the CRPD throughout the country. There is also a need for Training/ awareness measures targeting specific groups: teachers, banking institutions, employers, trade unions, service providers, judges, health care professionals etc. Increasing public awareness and sensitization of government officials on issues related to disability and the barriers (physical, attitudinal, legislative) confronted by persons with disabilities in society. This is a significant precondition for ensuring their full participation and integration into society.

- we must gather data-do the research for a current national database on disability. Another critical aspect of advancing disability inclusive development is having more reliable and desegregated disability data. Data that tells us who are the disabled, where are they, what are their needs and so forth, therefore allowing for more effective planning and resource allocation.

## Conclusion

- Urge the NCPD to continue to forge the path in providing high quality services to persons with disabilities
- To continue to be a leader in ensuring that persons with disabilities can access their human rights as a matter of entitlement.
- To continue to execute their fiduciary responsibilities – to remain mindful of and true to the organisation's Mission – fidelity will define who you are
- Emphasise the need to change our mindset – to think and act as an inclusive society
- The work of the NCPD over the past 53 years has been nothing less than selfless service, a diligent attempt to raise the level of social consciousness
- This year's theme underscores the powerful role of the NCPD in promoting the human rights of persons with disability at the forefront of the development agenda.

**Mrs. Lynette Seeberan-Suite**  
Chair, Equal Opportunity Commission

**INDEPENDENT AUDITORS' REPORT  
TO THE SHAREHOLDERS OF  
THE NATIONAL CENTRE FOR PERSONS WITH DISABILITIES (NCPD)**

*Report on the Financial Statements*

We have audited the financial statements of The National Centre for Persons with Disabilities which comprises the statement of financial position as at 31<sup>st</sup> December 2017, statement of comprehensive income and statement of cash flows account for the year then ended, and incorporating summary of significant accounting policies and other explanatory notes, as stated on pages 60-83.

*Opinion*

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of The National Centre for Persons with Disabilities as at 31<sup>st</sup> December 2017 and the results of its operations and cash flows for the year then ended, in accordance with International Financial Reporting Standards (IFRSs).

*Basis for Opinion*

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Company in accordance with the international Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

*Responsibilities of Management and Those Charged with Governance for the Financial Statements*

Management is responsible for the preparation and fair presentation of the financial statements in accordance with IFRSs, 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. In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or have no realistic alternative but to do so. Those charged with governance are responsible for overseeing the Company's financial reporting process.

### *Auditors' Responsibilities for the Audit of the Financial Statements*

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the audit. We remain solely responsible for our audit opinion.



We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

The engagement partner on the audit resulting in this independent auditor's report is Mr. Rudranand Maharaj.

*Maharaj Mohammed & Co.*

Maharaj Mohammed & Co.  
Chartered Accountants  
Trinidad & Tobago

26 March, 2018

# National Centre for Persons with Disabilities

## STATEMENT OF MANAGEMENT'S RESPONSIBILITIES

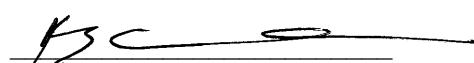
Management is responsible for the following:

- Preparing and fairly presenting the accompanying financial statements of The National Centre for Persons with Disabilities, which comprise the statement of financial position as at December 31, 2017, the statements of comprehensive income and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information;
- Ensuring that the Centre keeps proper accounting records;
- Selecting appropriate accounting policies and applying them in a consistent manner;
- Implementing, monitoring and evaluating the system of internal control that assures security of the Centre assets, detection/prevention of fraud, and the achievement of Organization operational efficiencies;
- Ensuring that the system of internal control operated effectively during the reporting period;
- Producing reliable financial reporting that comply with laws and regulations, including the Company and
- Using reasonable and prudent judgement in the determination of estimates.

In preparing these audited financial statements, Management utilized the International Financial Reporting Standard, as issued by the International Accounting Standards Board and adopted by the Institute of Chartered Accountants of Trinidad and Tobago. Where International Financial Reporting Standards presented alternative accounting treatments, Management chose those considered most appropriate in the circumstances.

Nothing has come to the attention of Management to indicate that The National Centre will not remain a going concern for the next twelve months from the reporting date; or up to the date the accompanying financial statements have been authorized for issue, if later.

Management affirms that it has carried out its responsibilities as outlined above.



Chairperson  
2018



Treasurer  
2018

# National Centre for Persons with Disabilities

## STATEMENT OF FINANCIAL POSITION FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2017

<b><u>ASSETS</u></b>	<b>Notes</b>	<b>2017</b>	<b>2016</b>
		\$	\$
<b>Current assets</b>			
Cash and cash equivalents	<b>5</b>	26,666	50,132
Accounts receivable and prepayments	<b>6</b>	150,861	80,314
Short- term investments	<b>7</b>	216,810	216,612
Inventory	<b>8</b>	<u>210,734</u>	<u>139,932</u>
		<u>605,071</u>	<u>486,990</u>
<b>Non-current assets</b>			
Property, plant and equipment	<b>10</b>	<u>12,498,578</u>	<u>12,726,548</u>
<b>Total Assets</b>		<u>13,103,649</u>	<u>13,213,538</u>
<b><u>EQUITY AND LIABILITIES</u></b>			
<b>Accumulated Fund</b>			
Accumulated deficit		(1,164,432)	(427,189)
Revaluation reserve	<b>10</b>	<u>773,831</u>	<u>773,831</u>
Total (deficit) / equity		<u>(390,601)</u>	<u>346,642</u>
<b>Current liabilities</b>			
Accounts payable and accruals	<b>9</b>	1,094,399	856,188
Bank overdraft	<b>5</b>	447,322	190,199
Loan from related party	<b>11</b>	58,080	58,080
Amount due to related parties	<b>12</b>	250,000	200,778
Taxes payable		<u>22,846</u>	<u>22,028</u>
Total current liabilities		<u>1,878,428</u>	<u>1,327,273</u>
<b>Non-current liabilities</b>			
Loan – from related party	<b>11</b>	389,954	316,957
Other payables	<b>13</b>	524,351	545,388
Deferred tax liability	<b>14</b>	<u>252,953</u>	<u>-</u>
Total non – current liabilities		<u>1,167,258</u>	<u>862,345</u>
<b>Deferred grants</b>	<b>15</b>	<u>10,448,563</u>	<u>10,677,278</u>
Total liabilities		<u>13,494,250</u>	<u>12,866,896</u>
<b>Total equity and liabilities</b>		<u>13,103,649</u>	<u>13,213,538</u>

The accompanying notes on pages 64 to 83 form an integral part of these financial statements.

: Director

: Director

# National Centre for Persons with Disabilities

## STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2017

	Note	2017 \$	2016 \$
<b>Revenue</b>			
Income from Government subventions	<b>18</b>	<u>4,916,962</u>	<u>4,938,191</u>
<b>Expenses</b>			
Distribution costs	<b>19</b>	(344,407)	(286,955)
Administrative	<b>23</b>	(4,460,501)	(5,313,488)
Other operating	<b>20</b>	<u>(519,302)</u>	<u>(632,441)</u>
		(5,324,210)	(6,232,884)
<b>Operating deficit</b>		<u>(407,248)</u>	<u>(1,294,693)</u>
Other income	<b>18.iii</b>	24,148	24,148
Interest income		<u>354</u>	<u>349</u>
		(382,746)	(1,270,196)
Finance costs		<u>(85,934)</u>	<u>(92,957)</u>
		(468,680)	(1,363,153)
Taxation	<b>16</b>	<u>(268,563)</u>	<u>(15,391)</u>
<b>Net deficit</b>		(737,243)	(1,378,544)
Accumulated fund at start of year		<u>(427,189)</u>	<u>951,355</u>
<b>Accumulated fund at end of year</b>		<u>(1,164,432)</u>	<u>(427,189)</u>

The accompanying notes on pages 64 to 83 form an integral part of these financial statements.

# National Centre for Persons with Disabilities

## STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2017

	<b>Accumulated Fund \$</b>	<b>Revaluation Reserve \$</b>	<b>Total \$</b>
Balance as at 1 <sup>st</sup> January 2017	(427,189)	773,831	346,642
Loss for the year	(737,243)	-	(737,243)
Revaluation	_____ -	_____ -	_____ -
Balance as at 31 <sup>st</sup> December 2017	<u>(1,164,432)</u>	<u>773,831</u>	<u>(390,601)</u>
Balance as at 1 <sup>st</sup> January 2016	951,355	-	951,355
Loss for the year	(1,378,544)	-	(1,378,544)
Revaluation	_____ -	<u>773,831</u>	<u>773,831</u>
Balance as at 31 <sup>st</sup> December 2016	<u>(427,189)</u>	<u>773,831</u>	<u>346,642</u>

The accompanying notes on pages 64 to 83 form an integral part of these financial statements.

# National Centre for Persons with Disabilities

## STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2017

	Note	2017 \$	2016 \$
<b>Operating Activities</b>			
Net deficit before taxation		(468,680)	(1,363,153)
<b>Adjustment for non-cash items</b>			
Depreciation		471,048	462,862
Non-current assets written off		<u>47,060</u>	<u>56,214</u>
Operating income/(loss) before working capital changes		49,428	(844,077)
<b>Movements in working capital</b>			
(Increase)/decrease in inventory		(70,802)	68,326
Increase in amounts due from related party		49,222	-
(Increase)/decrease in accounts receivable and prepayments		(70,547)	54,953
Increase in accounts payable and accruals		<u>243,993</u>	<u>924,974</u>
<b>Cash generated from operating activities</b>		201,294	204,176
Taxes paid		(14,793)	-
Capital grants		(228,715)	(236,827)
<b>Net cash utilized in operating activities</b>		(42,214)	(32,651)
<b>Investing activities</b>			
Purchase of non-current assets		(290,138)	(95,966)
<b>Net cash used in investing activities</b>		(290,138)	(95,666)
<b>Financing activities</b>			
Proceeds from new loans		136,439	-
Decrease in other payables		(21,037)	-
Other loans repaid		(63,441)	(52,821)
<b>Net cash provided by / (used in) financing activities</b>		<u>51,961</u>	<u>(52,821)</u>
<b>Net decrease in cash and cash equivalents</b>		(280,391)	(181,138)
<b>Cash and cash equivalents at the beginning of the year</b>		76,545	257,983
<b>Cash and cash equivalents-at the end of the year</b>		(203,846)	(76,545)
		(280,391)	(181,138)
Represented by - cash on hand and bank	<b>5 (a)</b>	26,666	50,132
- Bank overdraft	<b>5 (b)</b>	(420,656)	(190,199)
- short term investments	<b>7</b>	<u>216,810</u>	<u>216,612</u>
		(203,846)	(76,545)

The accompanying notes on pages 64 to 83 form an integral part of these financial statements.

# National Centre for Persons with Disabilities

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2017

### 1. Incorporation and principal activities

The National Centre for Persons with Disabilities, (NCPD) is a non-profit company incorporated in the Republic of Trinidad and Tobago. Its registered office is situated at 7-21 New Street, San Fernando.

The Centre's mission to empower persons with disabilities through vocational rehabilitation, training, advocacy, research and consultative services in partnership with diverse stakeholders.

The Centre's three main areas of operations are:

- Vocational Rehabilitation Training
- Employment / Business Services
- Community Outreach

### 2. Significant accounting policies

The principal accounting policies applied to the preparation of these financial statements are set out below. These policies have been consistently applied to the years presented, unless otherwise stated

#### (a) Basis of accounting

These financial statements have been prepared in accordance with International Financial Reporting Standards (IFRSs) as issued by the International Accounting Standards Board for Small Business Enterprise (SMEs).

The Company functional and presentation currency is Trinidad and Tobago dollars which is the currency that best reflects the economic substance of the underlying events and circumstances relevant to the Company.

The preparation of financial statements in compliance with IFRSs requires management to make certain critical accounting estimates and to exercise its judgment in the process of applying the Company accounting policies. It also requires the use of assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of income and expenditure during the reporting period. Although these estimates are based on management's best knowledge of current events and actions, actual results may ultimately differ from those estimates.

# National Centre for Persons with Disabilities

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2017

### 2. Significant accounting policies (continued)

#### (b) Voluntary income and donations

Voluntary income is included in the income and expenditure account as soon as it is prudent and practicable to do so. This is usually when the income is received. Incoming resources in the form of donated assets are included in the income and expenditure account as soon as they are received on the basis of a reasonable estimate of their value to the organization.

#### (c) Expenditure

All expenditure is included in the income and expenditure account as soon as it is incurred. Expenditure is not considered to be incurred until consideration for the expenditure has passed.

#### (d) Accounts payable

Accounts payable are obligations on the basis of normal credit terms and do not bear interest.

#### (e) Property, plant and equipment

Property, plant and equipment are stated at historical cost less accumulated depreciation. Depreciation is provided on a reducing balance basis at varying rates to write-off the cost of the assets over their estimated useful lives.

The following rates, considered appropriate to write-off the assets over their estimated useful lives, are applied:

Freehold Buildings	2% per annum
Plant & Machinery	20% per annum
Motor Vehicle	25% per annum
Office Furniture & Equipment	20% per annum
Computer Equipment	33 1/3% per annum

The assets' residual values and useful lives are reviewed at each reporting date, and adjusted as appropriate. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount. Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the statement of comprehensive income.

#### (f) Cash and cash equivalents.

Cash and cash equivalents consist of bank balances. All sums of money collected in the name of the organization shall be deposited into the bank account. No sum shall be withdrawn from this account except by a cheque signed by authorized individuals.

# National Centre for Persons with Disabilities

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2017

### 2. Significant accounting policies (continued)

#### (g) Revenue

##### i) *Government Income*

These are contributions received from the government towards the operation of the Centre.

##### ii) *Non - Government Sources of Income*

This relates to income generated from trading activities, deed of covenants and donations.

#### (h) Accounts receivable

Accounts receivable are amounts due from customers for goods sold or services performed in the ordinary course of business. All collections from sales are expected in one year or less and are classified as current assets.

#### (i) Deferred taxation

Deferred income tax is provided on all temporary differences at the balance sheet date between the tax bases of assets and liabilities and their carrying amounts for financial reporting purposes. Deferred tax assets are recognized for all deductible temporary differences, carry-forward of unused tax assets and unused tax losses, to the extent that it is probable that taxable income will be available against which the deductible temporary differences, carry-forward of unused tax assets and unused tax losses can be utilized. Deferred tax assets and the liabilities measured at the tax rate that is expected to apply to the period when the asset is realized or the liability is settled, based on the enacted tax rate at the balance sheet date.

#### (j) New, revised and amended standards

- IAS 1, Presentation of Financial Statements, effective for accounting periods beginning on or after January 1, 2016, has been amended to clarify or state the following:
  - specific single disclosures that are not material do not have to be presented even if they are minimum requirements of a standard;
  - the order of notes to the financial statements is not prescribed;
  - line items on the statement of financial position and the statement of profit or loss and other comprehensive income (“OCI”) should be disaggregated if this provides helpful information to users. Line items can be aggregated if they are not material;
  - specific criteria is now provided for presenting subtotals on the statement of financial position and in the statement of profit or loss and OCI, with additional reconciliation requirements for the statement of profit or loss and OCI; and
  - the presentation in the statement of OCI of items of OCI arising from joint ventures and associates accounted for using the equity method follows the IAS 1 approach of splitting items that may, or that will never, be reclassified to profit or loss.

# National Centre for Persons with Disabilities

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2017

### 2. Significant accounting policies (continued)

#### (k) New, revised and amended standards (continued)

- Amendments to IAS 16 and IAS 38, Clarification of Acceptable Methods of Depreciation and Amortisation, are effective for accounting periods beginning on or after January 1, 2016.
- The amendment to IAS 16, Property, Plant and Equipment explicitly states that revenue-based methods of depreciation cannot be used. This is because such methods reflect factors other than the consumption of economic benefits embodied in the assets.
- The amendment to IAS 38, Intangible Assets introduces a rebuttable presumption that the use of revenue-based amortisation methods is inappropriate for intangible assets.
- IFRS 7, Financial Instruments: Disclosures, has been amended to clarify when servicing arrangements are in the scope of its disclosure requirements on continuing involvement in transferred assets in cases when they are derecognized in their entirety. A servicer is deemed to have continuing involvement if it has an interest in the future performance of the transferred asset -e.g. if the servicing fee is dependent on the amount or timing of the cash flows collected from the transferred financial asset; however, the collection and remittance of cash flows from the transferred asset to the transferee is not, in itself, sufficient to be considered ‘continuing involvement’.

IFRS 7 has also been amended to clarify that the additional disclosures required by Disclosures: Offsetting Financial Assets and Financial Liabilities (Amendment to IFRS 7) are not specifically required for inclusion in condensed interim financial statements for all interim periods; however, they are required if the general requirements of IAS 34, Interim Financial Reporting, require their inclusion.

These standards have no material impact on the Organization’s 2017 financial statements.

#### (l) New, revised and amended standards and interpretations not yet effective

Certain new, revised and amended standards and interpretations have been issued which are not yet effective for the current year and which the Organization has not early-adopted. The Organization has assessed the relevance of all such new standards, amendments and interpretations with respect to the Organization’s operations and has determined that the following are likely to have an effect on the financial statements.

Improvements to IFRS 2012-2014 cycle, contain amendments to certain standards and interpretations and are effective for accounting periods beginning on or after January 1, 2017. The main amendments applicable to the Organization are as follows:

# National Centre for Persons with Disabilities

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2017

### 2. Significant accounting policies (continued)

#### (I) New, revised and amended standards and interpretations not yet effective (continued)

- IFRS 9, Financial Instruments, which is effective for annual reporting periods beginning on or after January 1, 2018, replaces the existing guidance in IAS 39 Financial Instruments: Recognition and Measurement. IFRS 9 includes revised guidance on the classification and measurement of financial assets and liabilities, including a new expected credit loss model for calculating impairment of financial assets and the new general hedge accounting requirements. It also carries forward the guidance on recognition and derecognition of financial instruments from IAS 39. Although the permissible measurement bases for financial assets – amortised cost, fair value through other comprehensive income (FVOCI) and fair value through profit or loss (FVTPL) - are similar to IAS 39, the criteria for classification into the appropriate measurement category are significantly different. IFRS 9 replaces the ‘incurred loss’ model in IAS 39 with an ‘expected credit loss’ model, which means that a loss event will no longer need to occur before an impairment allowance is recognized.

The Organization is assessing the impact that this amendment will have on its 2018 financial statements.

- IFRS 16, Leases, which is effective for annual reporting periods beginning on or after January 1, 2019, eliminates the current dual accounting model for lessees, which distinguishes between on-balance sheet finance leases and off-balance sheet operating leases. Instead, there is a single, on-balance sheet accounting model that is similar to current finance lease accounting. Entities will be required to bring all major leases on-balance sheet, recognising new assets and liabilities. The on-balance sheet liability will attract interest; the total lease expense will be higher in the early years of a lease even if a lease has fixed regular cash rentals. Optional lessee exemption will apply to short- term leases and for low-value items with value of US\$5,000 or less. Lessor accounting remains similar to current practice as the lessor will continue to classify leases as finance and operating leases. Finance lease accounting will be based on IAS 17 lease accounting, with recognition of net investment in lease comprising lease receivable and residual asset. Operating lease accounting will be based on IAS 17 operating lease accounting. Early adoption is permitted if IFRS 15, Revenue from Contracts with Customers is also adopted. The Organization is assessing the impact that this amendment will have on its 2019 financial statements.
- IFRS 15, Revenue from Contracts with Customers presents new requirements for the recognition of revenue, replacing IAS 18 ‘Revenue’. The new standard establishes a control-based revenue recognition model and provides additional guidance in many areas not covered in detail under existing IFRSs, including how to account for arrangements with multiple performance obligations, variable pricing, customer refund rights, supplier repurchase options, and other common complexities. IFRS 15 is effective for annual reporting periods beginning on or after January 1, 2018. The Company is assessing the impact that this amendment will have on its 2018 financial statements.

# National Centre for Persons with Disabilities

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2017

### 3. Financial risk management

The Organization is exposed to operational risk, compliance risk and reputation risk arising from the financial instruments that it holds. The risk management policies employed by the Organization to manage these risks are discussed below:

The Organization also actively monitors global economic developments and government policies that may affect the growth rate of the local economy.

#### (a) Operational risk

Operational risk is the risk derived from deficiencies relating to the Organization's information technology and control systems, as well as the risk of human error and natural disasters. The Organization's systems are evaluated, maintained and upgraded continuously. Supervisory controls are installed to minimise human error. Additionally, staff is often rotated and trained on an on-going basis.

#### (b) Compliance risk

Compliance risk is the risk of financial loss, including fines and other penalties, which arise from non-compliance with laws and regulations of the state. The risk is limited to a significant extent due to the supervision applied by the board, as well as by the monitoring controls applied by the Organization. The Organization has a C.E.O who does routine reviews on compliance.

#### (c) Reputation risk

The risk of loss of reputation arising from the negative publicity relating to the Organization's operations (whether true or false) may result in a reduction of its clientele, reduction in revenue and legal cases against the Organization. The Organization engages in public social endeavours to engender trust and minimise this risk.

### 4. Critical accounting estimates and judgments

The preparation of financial statements in accordance with IFRS requires management to make judgements, estimates and assumptions in the process of applying the Organization's accounting policies (see basis of preparation). Estimates and judgments 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 Organization makes estimates and assumptions concerning the future. However, actual results could differ from those estimates as the resulting accounting estimates will, by definition, seldom equal the related actual results. The 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 are discussed below.

# National Centre for Persons with Disabilities

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2017

### 4. Critical accounting estimates and judgments (continued)

Changes in accounting estimates are recognised in the statement of comprehensive income in the period in which the estimate is changed, if the change affects that period only, or in the period of the change and future periods if the change affects both current and future periods. The critical judgements, apart from those involving estimations, which have the most significant effect on the amounts recognised in the financial statements, are as follows:

- i) Classification of investments as held to maturity investments, available for sale or loans and receivables,
- ii) Classification of leases as operating leases or finance leases, and/or
- iii) Depreciation method adopted for property, plant and equipment.

The key assumptions concerning the future and other key sources of estimation uncertainty at the statement of financial position date (requiring management's most difficult, subjective or complex judgements) that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are as follows:

#### *i) Impairment of assets*

Management assesses at each reporting date whether assets are impaired. An asset is impaired when the carrying value is greater than its recoverable amount and there is objective evidence of impairment. Recoverable amount is the present value of the future cash flows. Provisions are made for the excess of the carrying value over its recoverable amount.

#### *ii) Plant and equipment*

Management exercises judgement in determining whether future economic benefits can be derived from expenditures to be capitalised, in estimating the useful lives, and in estimating residual values of those assets.

# National Centre for Persons with Disabilities

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2017

### 5. Cash and cash equivalents

#### (a) Cash on hand and bank

Cash and cash equivalents consist of cash-on-hand and balances with banks. Cash and cash equivalents included in the statement of cash flows comprise the following statement of financial position amounts:

	2017	2016
	\$	\$
Republic Bank Limited (current account)	25,741	48,132
Republic Bank Credit Card	(1,075)	-
Petty cash	<u>2,000</u>	<u>2,000</u>
	<u>26,666</u>	<u>50,132</u>

#### (b) Bank overdraft

First Citizen Bank Limited ( <i>Note i.</i> )	(52,371)	(86,321)
Republic Bank Limited ( <i>Note ii.</i> )	<u>(394,951)</u>	<u>(103,878)</u>
	<u>(447,322)</u>	<u>(190,199)</u>

NCPD maintains two overdraft facilities which are extended as follows:

*Note i)* Republic Bank Limited substantive limit of \$110,000.00 with an occasional and temporary limit to \$410,000 for the period 2/2/2017 to 31/12/2017. The facility carries an interest rate of Base Customer rate i.e. 9.5% under \$110,000 and Base Customer rate plus 5% for amount over \$110,000. Security is as follows:

- i) Lien over fixed deposit in the name of a Director for \$110,000.
- ii) Independent legal advice dated 02/12/2012 by the Director.

*Note ii)* First Citizens Bank Limited substantive limit of \$100,000.00. The facility carries an interest rate of 10.75%. Security is as follows:

- i) Lien over deposits for \$100,000.00

### 6. Accounts receivable and prepayments

	2017	2016
	\$	\$
Trade Receivable	113,610	40,911
Prepayments	21,937	14,009
VAT recoverable	-	21,926
Accrued Revenue	10,307	-
Other Receivables	<u>5,007</u>	<u>3,468</u>
	<u>150,861</u>	<u>80,314</u>

# National Centre for Persons with Disabilities

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2017

<b>7. Short term investments</b>	<b>2017</b>	<b>2016</b>
	\$	\$
First Citizens Bank Limited (Fixed Deposit)	102,386	102,236
Republic Bank Limited (Fixed Deposit)	110,380	110,380
Unit Trust Corporation (Money Market Fund)	<u>4,044</u>	<u>3,996</u>
	<u>216,810</u>	<u>216,612</u>

<b>8. Inventory and work in progress</b>	<b>2017</b>	<b>2016</b>
	\$	\$
Raw Material	158,049	109,633
Work In Progress	4,755	1,265
Finished Goods	<u>47,930</u>	<u>29,034</u>
	<u>210,734</u>	<u>139,932</u>

<b>9. Accounts payable &amp; accruals</b>	<b>2017</b>	<b>2016</b>
	\$	\$
Trade Payables	632,022	83,785
VAT payable	298,242	233,120
Other Payables due and payable within one year	<u>169,917</u>	<u>539,283</u>
	<u>1,100,181</u>	<u>856,188</u>

# National Centre for Persons with Disabilities

## NOTES TO THE FINANCIAL STATEMENTS AT 31<sup>ST</sup> DECEMBER 2017

### 10. Property, plant and equipment

	Office						
	Freehold Building	Plant Machinery	Motor Vehicle	Furniture Equipment	Computer Equipment	Total	\$
Cost	\$	\$	\$	\$	\$	\$	\$
Beginning of year	14,229,914	2,134,974	1,131,461	2,790,231	589,351	20,875,931	
Additions	45,223	21,338	-	97,587	125,990	290,138	
Reclassification of assets		(2,865)	-	(49,976)	52,841	-	
Write off		(19,152)	-	(16,082)	(11,826)	(47,060)	
Ending of the year	<u>14,275,137</u>	<u>2,134,295</u>	<u>1,131,461</u>	<u>2,821,760</u>	<u>756,356</u>	<u>21,119,009</u>	
<b>Depreciation</b>							
Beginning of year	2,361,209	1,959,367	1,080,423	2,229,942	518,442	8,149,383	
Depreciation Charge	<u>236,113</u>	<u>35,706</u>	<u>11,395</u>	<u>119,889</u>	<u>67,945</u>	<u>471,048</u>	
Closing net book value	<u>2,597,322</u>	<u>1,995,073</u>	<u>1,091,818</u>	<u>2,349,831</u>	<u>586,387</u>	<u>8,620,431</u>	
<b>Net Book Value 2017</b>	<b>11,677,815</b>	<b>139,222</b>	<b>39,643</b>	<b>471,929</b>	<b>169,969</b>	<b>12,498,578</b>	
<b>Net Book Value 2016</b>	<b>11,868,705</b>	<b>175,607</b>	<b>51,038</b>	<b>560,289</b>	<b>70,909</b>	<b>12,726,548</b>	

In January 2016, an independent professional valuation was conducted on the property at # 7-21 New Street, San Fernando.  
The increase in the property value was recorded to the Revaluation reserve in 2016.

# National Centre for Persons with Disabilities

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2017

### 11. Loan from related party

This is the amount outstanding on loans received from Venture Credit Union in the name of a Director to assist with working capital for the organization. The loan is repayable by 72 monthly payments of \$9,230.00 and carries an interest rate of 12% per annum.

	<b>2017</b> \$	<b>2016</b> \$
Current portion - due and payable within one year	58,080	58,080
Long term portion - due and payable after one year	<u>389,954</u>	<u>316,957</u>
	<u>448,034</u>	<u>375,037</u>

### 12. Related party balances

#### (a) Identification of related parties

A party is related to the Company if:

- (i) Directly or indirectly the party
  - controls, is controlled by, or is under common control with the Company;
  - Has an interest in the Company that gives it significant influence over the Company; or
  - Has joint control over the Company.
- (ii) The party is a member of the key management personnel of the Company.
- (iii) The party is a close member of the family of any individual referred to in (i) or (ii) above.

#### (b) Transactions and balances

Transactions are primarily advances to and from related party entities.

Year-end balances from transactions with related parties:

<i>Amounts due to related parties</i>	<b>2017</b> \$	<b>2016</b> \$
Amount due to directors	<u>250,000</u>	<u>200,778</u>

# National Centre for Persons with Disabilities

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2017

13. Other payables due and payable after one year	2017	2016
	\$	\$
	<u>524,351</u>	<u>545,388</u>

This amount represents vacation and gratuity payments owed for the period 2006 to 2017

14. Deferred taxation	2017	2016
	\$	\$
<i>Deferred tax liability</i>		
Net book value per accounting records	12,498,578	-
Tax written down value	<u>(11,486,765)</u>	<u>—</u>
Temporary difference	<u>1,011,813</u>	<u>—</u>
Deferred tax liability @ 25%	<u>252,953</u>	<u>—</u>
Deferred tax charge	252,953	-
<i>Net Deferred Tax Charge (Note 16)</i>	<u>252,953</u>	<u>—</u>

15. Deferred capital grant	2017	2016
	\$	\$
Balance Brought Forward	10,677,278	10,914,105
Add: Additions for the period	<u>10,000</u>	<u>10,802</u>
	10,687,278	10,924,907
Less: Amount Written off for the period	<u>(238,715)</u>	<u>(247,629)</u>
Balance carried forward	<u>10,448,563</u>	<u>10,677,278</u>

# National Centre for Persons with Disabilities

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2017

16. Taxation	2017	2016
	\$	\$
<b><i>Reconciliation between accounting income and taxation charge</i></b>		
Accounting (loss) from trading activities	(280,871)	(47,885)
Net items not allowed	<u>222,704</u>	_____-
Allowable losses	(58,167)	(47,885)
Allowable losses brought forward	<u>(47,885)</u>	_____-
	<u>(106,052)</u>	<u>(47,885)</u>
<b><i>Taxation charge for the year</i></b>		
Business levy - current year	15,610	15,391
Deferred tax charge (Note 14)	<u>252,953</u>	_____-
	<u>268,563</u>	<u>15,391</u>
17. Long term grant	2017	2016
	\$	\$
Balance on IADB Loan brought forward	1,062,492	1,086,640
Write off as Other Grants Income	<u>(24,148)</u>	<u>(24,148)</u>
Balance on IADB Loan carried forward	<u>1,038,344</u>	<u>1,062,492</u>

In 1990 NCPD was granted a loan facility of US \$500,000 for the expansion of its then facilities. The amount drawn down on the facility was US \$459,335 and is reflected in the rate of exchange.

IADB confirmed during the course of the audit for the year ended 31st December 2011 that the loan facility stated above was converted into a Grant to NCPD. As such, in this Financial year ended 31st December 2011, the IADB Loan in the amount of TT\$2,081,688 was Written Off.

The Loan was written off to Other Grants Income in the amount of \$874,309 and to Deferred Grants in the amount of \$1,207,379. The value for Other Grants Income is based on 2% wear and tear on the straight-line basis for the full length of the loan of 21 years, which represents 42% of the total loan. The value for Deferred Grants (Building) which represents the remaining 58% of the total loan, will be written down annually based on the 2% wear and tear on the straight-line basis, until it is fully written off.

# National Centre for Persons with Disabilities

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2017

### **18. Income**

<b>i. Voc rehab</b>		<b>2017</b>	<b>2016</b>
		\$	\$
Government subventions		799,360	799,360
Government grants-Ministry of Education	<b>28</b>	1,773,034	1,934,294
Funding agencies & corporate grants	<b>29</b>	280,881	212,679
Donations & deeds of covenants		456,995	846,836
Voc rehab fees		571,469	432,275
Dial-a-Ride		34,741	(9,467)
Fund raising		372,694	428,783
Membership fees		8,700	6,900
Other income		<u>63,283</u>	<u>7,693</u>
		<u>4,361,157</u>	<u>4,659,353</u>

<b>ii. Business Unit</b>	<b>26</b>	<b>2017</b>	<b>2016</b>
		\$	\$
Gross profit from trading activities		<u>555,805</u>	<u>278,838</u>

<b>iii. Other</b>		<b>2017</b>	<b>2016</b>
		\$	\$
IADB Grant Income	<b>17</b>	<u>24,148</u>	<u>24,148</u>

<b>iv. Interest</b>		<b>2017</b>	<b>2016</b>
		\$	\$
		<u>354</u>	<u>349</u>

<b>19. Distribution costs</b>		<b>2017</b>	<b>2016</b>
		\$	\$
Motor vehicle expenses		65,790	58,754
Motor vehicle lease		81,600	81,600
Advertising & promotions		43,702	15,298
Travelling & subsistence		143,101	122,303
Entertainment		<u>10,214</u>	<u>9,000</u>
		<u>344,407</u>	<u>286,955</u>

# National Centre for Persons with Disabilities

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2017

<b>20. Other operating expenses</b>	<b>2017</b>	<b>2016</b>
	\$	\$
Miscellaneous	-	763
Membership fees	1,195	2,100
Penalties & interest	-	110,203
NCA written off	47,059	56,213
Depreciation	471,048	462,862
Bad debts written off	<u>-</u>	<u>300</u>
	<u>519,302</u>	<u>632,441</u>
<b>21. Finance costs</b>	<b>2017</b>	<b>2016</b>
	\$	\$
Bank charges & interest	38,016	31,779
Loan interest	<u>47,918</u>	<u>61,178</u>
	<u>85,934</u>	<u>92,957</u>
<b>22. Personnel costs</b>	<b>2017</b>	<b>2016</b>
	\$	\$
Salaries & wages -Administration	744,536	909,167
Salaries & wages - Voc Rehab	1,683,177	1,712,825
Exgratia and accrued vacation	34,650	768,379
Contract labour- Voc Rehab	-	8,860
Group medical insurance	52,921	46,238
Pension plan	40,654	42,749
N.I.S. employer	216,659	195,432
Trainee's stipend & incentives	186,334	83,458
Staff benefits	<u>8,570</u>	<u>51,024</u>
	<u>2,967,501</u>	<u>3,818,132</u>

# National Centre for Persons with Disabilities

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2017

<b>23. Administrative expenses</b>	<b>Notes</b>	<b>2017</b>	<b>2016</b>
		\$	\$
Personnel costs	<b>22</b>	2,967,501	3,818,132
Rent independent living		60,000	63,591
Conference & Voc Rehab	<b>24</b>	143,136	155,039
Voc rehab material		47,550	67,122
Professional & consultant fees		602,808	539,319
Telephone & electricity		209,373	211,820
Insurances		92,482	92,578
Repairs & maintenance		142,233	126,140
Office supplies		82,720	124,618
Postages & courier		242	649
Audit & accounting Fees		56,600	60,000
Green Fund Levy		7,389	7,237
Property, rates & taxes		5,903	8,653
AGM		<u>42,565</u>	<u>38,590</u>
		<u>4,460,502</u>	<u>5,313,488</u>

<b>24. Conference &amp; Voc Rehab expenses</b>		<b>2017</b>	<b>2016</b>
		\$	\$
Conference & Voc Rehab		33,328	30,553
Special events- Olympics		569	398
Special events- Other		16,037	40,088
Staff Voc Rehab- Local		4,178	-
Staff Voc Rehab- Foreign		5,024	-
Staff Voc Rehab- Management		<u>84,000</u>	<u>84,000</u>
		<u>143,136</u>	<u>155,039</u>

# National Centre for Persons with Disabilities

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2017

## 25. Surplus / (deficit) on Business Unit Activities & VOC Rehab activities

	Notes	Business Unit Activities	Voc Rehab	Total as per S.O.C.I
		\$	\$	\$
<b>Income</b>	<b>18</b>	<u>555,805</u>	<u>4,361,158</u>	<u>4,916,963</u>
<b>Distribution costs</b>	<b>19</b>			
Motor vehicle expense		5,757	60,033	65,790
Motor vehicle lease		-	81,600	81,600
Advertising & promotions		-	43,702	43,702
Travelling & subsistence		85,770	57,331	143,101
Entertainment		<u>1,214</u>	<u>9,000</u>	<u>10,214</u>
		<u>92,741</u>	<u>251,666</u>	<u>344,407</u>
<b>Administrative expenses</b>	<b>23</b>			
Personnel costs	22	194,904	2,772,597	2,967,501
Rent independent living	24	-	60,000	60,000
Conference & Voc Rehab		-	143,136	143,136
Voc rehab material		-	47,550	47,550
Professional & consultant fees		320,856	281,952	602,808
Telephone & electricity		2,248	207,125	209,372
Insurances		5,951	86,531	92,482
Repairs & maintenance		45,244	96,989	142,233
Office supplies		7,451	75,269	82,720
Postage & courier		24	218	242
Audit & accounting fees		56,600	-	56,600
Green Fund Levy		7,389	-	7,389
Property, rates & taxes		-	5,903	5,903
AGM		<u>-</u>	<u>42,565</u>	<u>42,565</u>
		<u>640,667</u>	<u>3,819,835</u>	<u>4,460,502</u>
<b>Other operating expenses</b>	<b>20</b>			
Membership Fees		-	1,195	1,195
NCA Written Off		9,412	37,647	47,059
Depreciation		<u>94,210</u>	<u>376,838</u>	<u>471,048</u>
		<u>103,622</u>	<u>415,680</u>	<u>519,302</u>
<b>Operating deficit</b>		(281,225)	(126,023)	(407,248)
Other income		-	24,148	24,148
Interest income		<u>354</u>	<u>-</u>	<u>354</u>
<b>Gross deficit</b>		(280,871)	(101,876)	(382,746)
Finance cost				(85,934)
Tax liability				(268,563)
<b>Net deficit as per S.O.C.I</b>				(743,243)

# National Centre for Persons with Disabilities

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2017

## 26. Gross profit / (loss) from trading activities

	2017						2016					
	Wood Work	Printing & Binding	Sewing & Upholstering	Orthopedic	Plum & Cafeteria	Paradise Car Park	Phone Card	Agri	Total	Total	\$	
INCOME FROM TRADE												
Sales	692,767	91,508	109,045	82,320	1,447,437	103,625	42,348	32,622	2,601,672	2,415,339		
Net Income	692,767	91,508	109,045	82,320	1,447,437	103,625	42,348	32,622	2,601,672	2,415,339		
<b>Cost of Sales</b>												
Cost of Materials used	209,555	31,482	35,931	38,911	775,130	0	41,247	2,706	1,134,962	1,171,581		
Salaries, Wages & NIS	259,230	51,111	21,719	26,914	328,006	7,822	0	0	694,802	740,452		
Telephone	7,211	1,735	1,735	867	6,470	0	0	0	18,018	19,146		
Building & Equipment Maint.	3,990	2,184	4,681	1,267	9,215	0	0	0	21,337	31,768		
Rental of Gas Cylinders	0	0	0	730	0	0	0	0	730	870		
Consumables	1,848	1,181	1,645	3,301	18,588	0	0	2,714	29,277	27,197		
Contract Services	43,112	0	0	98,204	5,425	0	0	0	146,741	145,487		
	524,946	87,693	65,711	71,990	1,235,613	13,247	41,247	5,420	2,045,867	2,136,501		
<b>Gross profit from trade</b>	167,821	3,815	43,334	10,330	211,824	90,378	1,101	27,202	555,805	278,838		
<b>Gross profit percentages</b>	24%	4%	40%	13%	15%	87%	3%	83%	21%			

# National Centre for Persons with Disabilities

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2017

### 27. Net surplus / (deficit) from Ministry of Education Training Grant

Grants	Students &	Premises &	Telephone	Electricity	2017	2016
	Staff	Upkeep			Total	Total
<b>Receipts</b>	\$	\$	\$	\$	\$	\$
Grants received	<u>1,679,650</u>	<u>8,250</u>	<u>2,250</u>	<u>82,884</u>	<u>1,773,034</u>	<u>1,934,294</u>
Total Receipts	<u>1,679,650</u>	<u>8,250</u>	<u>2,250</u>	<u>82,884</u>	<u>1,773,034</u>	<u>1,934,294</u>
<b>Payments</b>						
Salary & wages & NIS	1,996,560	-	-	-	1,996,560	1,712,826
Pension & group medical	61,269	-	-	-	61,269	57,799
Professional services	281,952	-	-	-	281,952	510,473
Voc Rehab material	47,550	-	-	-	47,550	67,122
Building & Grounds upkeep	-	96,989	-	-	96,989	126,140
Telephone expenses	-	-	29,443	-	29,443	53,388
Electricity	-	-	-	139,234	139,234	138,761
Uniforms for staff	8,570	-	-	-	8,570	49,024
Conference & Voc Rehab	<u>116,349</u>	<u>—</u>	<u>—</u>	<u>—</u>	<u>116,349</u>	<u>155,039</u>
Total payments	<u>2,512,250</u>	<u>96,989</u>	<u>29,443</u>	<u>139,234</u>	<u>2,777,916</u>	<u>2,870,572</u>
<b>Net surplus/ (deficit)</b>	<b>(832,660)</b>	<b>(88,739)</b>	<b>(27,193)</b>	<b>(56,350)</b>	<b>(1,004,880)</b>	<b>(936,278)</b>

### 28. Ministry of Education Training Grant

The breakdown of the amounts reported for 2017 are as follows:

	2017	2016
	\$	\$
Amounts Received in 2015	-	711,392
Amounts Received in 2016	709,214	1,222,902
Amounts Received in 2017	<u>1,063,820</u>	<u>—</u>
	<u>1,773,034</u>	<u>1,934,294</u>

Due to the uncertainty of the timing of the receipts from the Government, these Grants are accounted for on a cash basis.

# National Centre for Persons with Disabilities

## NOTES TO THE FINANCIAL STATEMENTS AT 31<sup>ST</sup> DECEMBER 2017

29. Funding Agencies & Corporate Grants	2017	2016
	\$	\$
Amounts Written off for Deferred Grants	238,715	219,849
Other Grants Received From Funding/ Corporate Agencies	<u>280,881</u>	<u>(7,170)</u>
	<u>519,596</u>	<u>212,679</u>

### 30. Contingent liability

The Centre operates a cafeteria known as Paradise Plum, at the South West Regional Health Authority. At the time of the audit a proposal was submitted by the NCPD for outstanding rental for the period February 2009 to January 2018, amounting to \$537,500.00. This amount was still being negotiated at the time of the audit and as a result no adjustments has been made in the accounts.

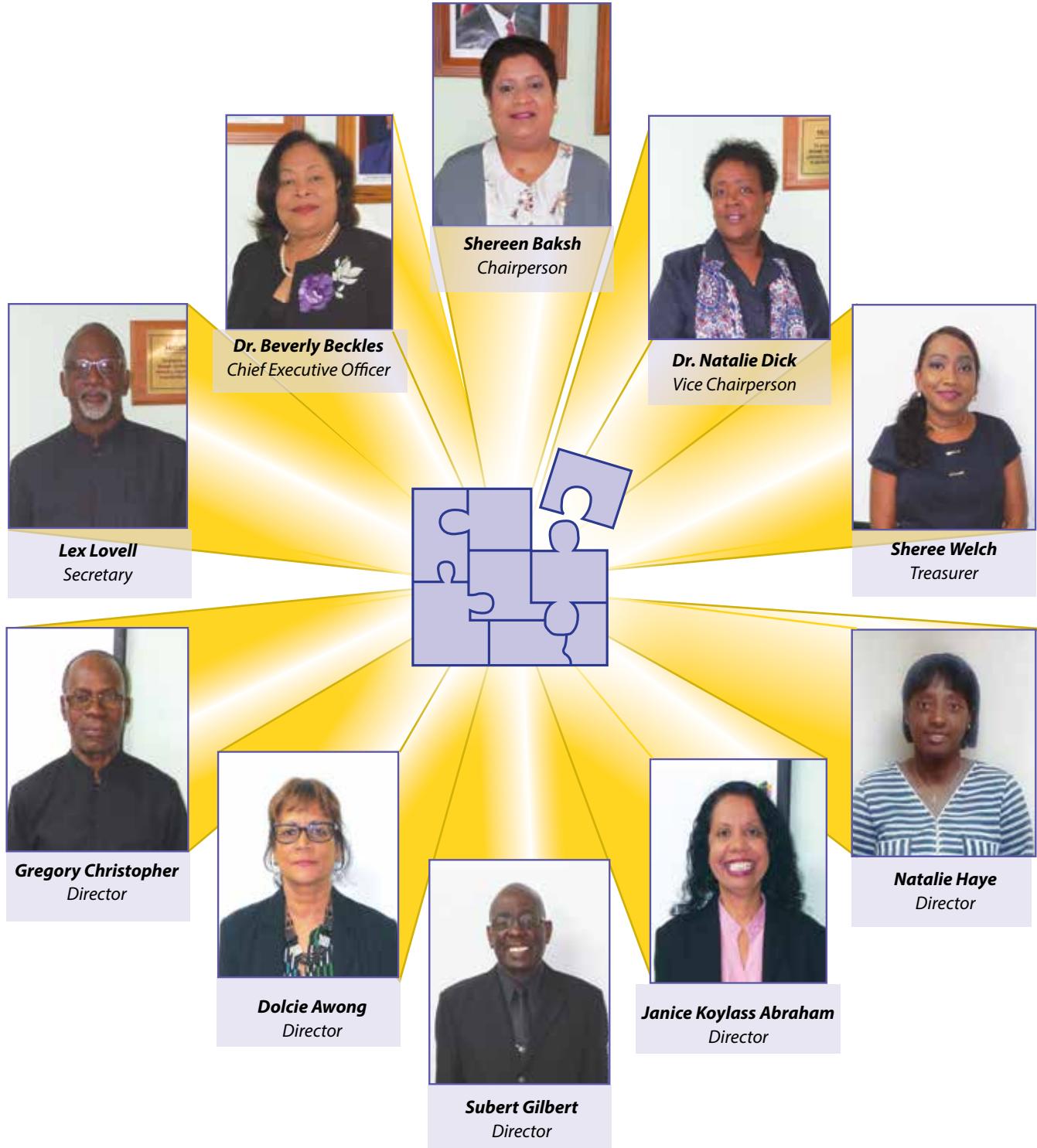
### 31. Going concern

The organization has incurred a net loss of \$743,026, in the current financial year and has accumulated unrelieved losses of \$396,384 as at 31<sup>st</sup> December 2017. While this position indicates the existence of a material uncertainty which may cast significant doubt about the organization's ability to continue as a going concern, the Directors are satisfied that the Centre will continue to receive Government funding. On this basis the Directors have maintained the going concern assumption in the preparation of these financial statements. Subsequent to year end the Centre received Grants of \$714,836, relating to the period September to December 2017. Had this Grant been received in the relevant period that it was due the deficit would not have existed at year end.

### 32. Approval of Financial Statements

These financial statements were approved by management and authorized for issue on 26<sup>th</sup> March, 2018.

# Board of Directors



## Executive Committee



# Major Donors

**In Appreciation,** NCPD gratefully extends our thanks to Government Agencies, Corporations, Foundations and Individuals whose generosity provided financial support and in-kind contributions vital to the success of our operational activities during the year 2017.

## Government

- ❖ Ministry of Community Development  
(Victoria West)
- ❖ Ministry of Education,  
Student Support Services
- ❖ Ministry of Social Development & Family Services
- ❖ Ministry of Works and Infrastructure,  
Electrical Division (South)
- ❖ Trinidad & Tobago Police Band

## Corporations

- ❖ Automation Technology College
- ❖ Bishop Anstey High School East
- ❖ Caribbean Petrochemical Manufacturing Ltd.
- ❖ Columbus Communications Trinidad Ltd.
- ❖ Dil-E-Nadan
- ❖ DJ Alpha B
- ❖ DJ Black Gold
- ❖ Duckeys & Sons Tent Rental
- ❖ Elder Associates Ltd.
- ❖ EOG Resources, Inc.
- ❖ Fernandes Industrial Centre Ltd.
- ❖ Giving for a Better Tomorrow (USA)
- ❖ Human Rights Development of Trinidad & Tobago
- ❖ Hyatt Regency Trinidad
- ❖ IGT
- ❖ Instyle Interior Decor
- ❖ Joseph Caddle & Associates Ltd.
- ❖ Khan's Aluminium Products Ltd.
- ❖ National Lotteries Control Board
- ❖ Phoenix Park Gas Processors Ltd.
- ❖ Rapid Fire Kidz Foundation
- ❖ San Fernando City Corporation
- ❖ St. Joseph's Convent, San Fernando
- ❖ TECU Credit Union Co-operative Society Ltd.
- ❖ The Children's Ark Trinidad & Tobago
- ❖ The National Gas Company of Trinidad and Tobago Ltd.
- ❖ Trinidad & Tobago Masonic Charitable Organization

- ❖ Trinidad Nail Works Ltd.

- ❖ UK Women's Club of Trinidad & Tobago
- ❖ United Way Trinidad & Tobago

## Individuals

- ❖ Senator Jennifer Baptiste-Primus
- ❖ Dr. Wendy Diaz
- ❖ Ms. Audrey Smart
- ❖ Mr. Augustine Logie
- ❖ Mr. Curtis Barclay
- ❖ Mr. David Baptiste
- ❖ Mr. Gene Wilkes
- ❖ Mr. Gregory Christopher
- ❖ Mr. Harold John Boodoo
- ❖ Mr. Keith Miller
- ❖ Mr. Kenneth N. Deen
- ❖ Mr. Krishna Sahadeo
- ❖ Mr. Ozneil West
- ❖ Mr. Robert Moore
- ❖ Mrs. Abena Noel-Branker
- ❖ Mrs. Lelia Butler-Christopher
- ❖ Mrs. Mehrun Rahaman
- ❖ Ms. Anna Maria De. Meillac (in the name  
of Ms. Eunice Hallan)
- ❖ Ms. Annie Ramroop
- ❖ Ms. Drupatie Mathura
- ❖ Ms. Phyllis Borde
- ❖ Ms. Ranita Seecharan
- ❖ Ms. Sandra West
- ❖ Ms. Wendy Lee

## Trust/Foundations

- ❖ Digicel Trinidad & Tobago Foundation
- ❖ Haji Gokool Meah Trust
- ❖ Massy Foundation
- ❖ Scotiabank Trinidad & Tobago Foundation

# Sponsors of Bursaries

- \* Caribbean Nitrogen Co. Ltd.
- \* Canning's Employees' Credit Union Co-operative Society Ltd.
- \* LMCS Ltd.
- \* Massy Foundation
- \* Mr. Jeremy Rooks
- \* Mr. & Mrs. Kenneth Sammy
- \* Mrs. Zalayhar Hassanali
- \* Ms. Michelle Maria Jackson
- \* Ms. Natalie Haye
- \* Petroleum Company of Trinidad & Tobago Ltd.
- \* Phoenix Park Gas Processors Ltd.
- \* Sagicor Life Inc.
- \* Staff of Works Credit Union Co-operative Society Ltd.
- \* The Power Generation Co. of Trinidad & Tobago Ltd.
- \* Trinidad & Tobago Mortgage Finance Co. Ltd.
- \* Trinidad & Tobago Police Credit Union Co-operative Society Ltd.
- \* Works Credit Union Co-operative Society Ltd. (in the name  
of Ms. Shereen Baksh)
- \* Works Credit Union Co-operative Society Ltd. (in the name  
of Ms. Catherine Collymore - deceased)

# Staff - Administration & Finance



- |                              |   |
|------------------------------|---|
| <b>1. Elizabeth Nicholas</b> | - Research, Monitoring & Evaluation Officer     |
| <b>2. Dainelle Mc Clean</b>  | - Health, Safety, Security & Facilities Officer |
| <b>3. Isidore Andy Cato</b>  | - Driver/Messenger                              |
| <b>4. Victoria Odle</b>      | - Custodian                                     |
| <b>5. Reynold Brathwaite</b> | - Driver - Dial A Ride Service                  |
| <b>6. Waylon Thornhill</b>   | - Security Officer                              |
| <b>7. Nathan Reid</b>        | - Inventory Clerk                               |
| <b>8. Wendy Morris</b>       | - Accounts Clerk                                |
| <b>9. Michelle Daniel</b>    | - Accountant                                    |
| <b>10. Nikeisha Campbell</b> | - Accounts Clerk                                |
| <b>11. Reynold Cato</b>      | - Driver - Paradise Plum                        |
| <b>12. Zayna Bobb</b>        | - Human Resource Assistant                      |
| <b>13. Shurland Cuffy</b>    | - Security Officer                              |
| <b>14. Nicholas Nancoo</b>   | - Information Technology Assistant              |

# Staff - Vocational Rehabilitation Training



- |                                     |   |
|-------------------------------------|---|
| <b>1. Michele Ramkhalawan</b>       | - Teacher's Aide                        |
| <b>2. Marcia Benoit</b>             | - Teacher's Aide                        |
| <b>3. Camille Browne-Hosein</b>     | - Instructor - Life Skills              |
| <b>4. Candice Barbara John</b>      | - Instructor - Information Technology   |
| <b>5. Rachael Stephen</b>           | - Instructor - Book Binding             |
| <b>6. Ricardo Rampaul</b>           | - Placement Officer                     |
| <b>7. Janillia Carrington</b>       | - Teacher's Aide                        |
| <b>8. Janice Griffith</b>           | - Special Education Teacher             |
| <b>9. Krystel Theodore-Branker</b>  | - Instructor - Remedial                 |
| <b>10. Princess Lewis</b>           | - Instructor - Garment Construction     |
| <b>11. Betty Ann Julien</b>         | - Developmental Assistant               |
| <b>12. Clarence Shepherd</b>        | - Instructor - Woodwork                 |
| <b>13. Yordanna Garcia-Blackman</b> | - Instructor - Sign Language            |
| <b>14. Malomo Joseph</b>            | - Instructor - Music                    |
| <b>15. Marlene George</b>           | - Instructor - Beauty Culture           |
| <b>16. Christopher Yearwood</b>     | - Teacher's Aide                        |
| <b>17. Giselle Ramoto</b>           | - Social Worker                         |
| <b>18. Ron Wiltshire</b>            | - Instructor - Welding                  |
| <b>19. Noleen Williams</b>          | - Special Education Teacher             |
| <b>20. Nalini Ramlochan-Singh</b>   | - Teacher's Aide                        |
| <b>21. Sharon Rochard</b>           | - Instructor - Horticulture/Agriculture |
| <b>22. Karen Ragobar</b>            | - Instructor - Office Administration    |
| <b>23. Chiemeka James</b>           | - Social Worker                         |
| <b>24. Mary Augustin</b>            | - Instructor - Garment Construction     |
| <b>25. Leonie Hall</b>              | - Instructor - Food Preparation         |
| <b>26. Sherma Francis-Logan</b>     | - Instructor - Food Preparation         |
| <b>27. Lesa Paul</b>                | - Developmental Assistant               |

# Staff - Production



- |                                |   |
|--------------------------------|---|
| <b>1. Annie Lucy Le Gendre</b> | - Customer Service Representative       |
| <b>2. Kyle Young Lai</b>       | - Graphic Artist                        |
| <b>3. Aysha Ison</b>           | - Kitchen Assistant                     |
| <b>4. Jeanette Andrews</b>     | - Catering Supervisor                   |
| <b>5. Felix Forde</b>          | - Supervisor - Horticulture/Agriculture |
| <b>6. Azim Kallan</b>          | - Customer Service Representative       |
| <b>7. Ivor Hodge</b>           | - Cook                                  |
| <b>8. Kevin Da Costa</b>       | - General Assistant                     |
| <b>9. Gail Rahaman</b>         | - Senior Kitchen Assistant              |
| <b>10. Mitra Birbal</b>        | - Supervisor Woodwork                   |
| <b>11. Denise Alexander</b>    | - Coordinator - Catering Services       |
| <b>12. Erlyn Joseph</b>        | - Cook                                  |
| <b>13. Joanne Baker</b>        | - Production Coordinator                |
| <b>14. Deonne Duke</b>         | - Customer Service Representative       |

# Staff - Management



- |                               |                              |
|-------------------------------|------------------------------|
| <b>1. Dr. Beverly Beckles</b> | - Chief Executive Officer    |
| <b>2. Ozneil West</b>         | - Operations Manager         |
| <b>3. Renese Jardine</b>      | - Executive Assistant        |
| <b>4. Kahaya Sooklalsingh</b> | - Programme Manager          |
| <b>5. Sonya Le Maître</b>     | - Human Resource Consultant. |

# Volunteers

Dr. Derek Griffith

Ms. Debra Baker

Dr. Edmund Chamley

Ms. Ruby Taylor

Dr. Saeed Abdoel

Ms. Ruby Thomas

Dr. Stacey Chamley

Ms. Juliano Garcia

Dr. Wendy Diaz

Ms. Hazel Simon

Mr. Dave Marchan

Ms. Sherry Ann Hillaire

Mr. Gary Taylor

Ms. Veera Rajpath

Mr. Jerry Samuel

Ms. Lisa-Ann Webb

Mr. Malcolm Boyce

Ms. Farrah Baksh

Mr. Rodney Ruiz

Ms. Allison Mendoza

Mr. Romeo De Bique

Ms. Keitha Awong

Ms. Angela Calliste

Ms. Sheirlyn Moore

Ms. Ann Wallace

Ms. Tamika Flemming

Ms. Annetta Bramble

Ms. Avian Crooks

Ms. Dale Cadogan

## Notes

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Trinidad, W.I.  
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