



THE ANCHOR

QUARTERLY QUOTE

*What ever power
I exert is collegial*

Katharine Graham

BIRTHDAY CORNER

The following persons celebrated birthdays this quarter.

Camallo Lewis
Lynvel Seymour
Lisa Robinson
Keith Simons
Javar Grey
Deangelo Hanna
Agatha Walkin
Shamol Williams

Hope your birthday was sprinkled with fun and laughter!

PATCI offers
Heartfelt sympathy to Port
Facility Compliance Officer at
the Grand Turk Port

Karen Faye Forbes
On the loss of her father

May God comfort and
strengthen you and
your family



OTHER PORTS AUTHORITY PUBLICATIONS
From the Desk of our Business and Communications Manager, Paula Stewart:
Newsletter: *The Navigator*
Website: <http://portstci.com/>
Facebook: www.facebook.com/portstci/

WHEN CONGENIALITY MEETS COLLEGIALITY



PACTI has added a new characteristic to its list of values that would shape corporate culture going forward. That word is "Collegiality." It is not one that easily comes to mind and so we take this opportunity to introduce this novel concept. While both collegiality and congeniality can be applied to workplace relationships, and is sometimes used interchangeably in discussions about organizational behavior, their likeness is only surface deep.

A person who is friendly, good natured and hospitable is said to congenial. A congenial workplace is one where the staff are nice to each other. It is good to have congenial staff but that does not necessarily result in increased creativity and productivity. In fact, sometimes, friendly, congenial systems can be the least productive because they emphasize relations to the detriment of accountability.

Collegiality is more than being friendly; it is working together as a team "identifying opportunities for improvement and solving problems." A collegial workplace does not shy away from difficult conversations for fear of causing conflict. It does accept that conflict may happen from time to time but instead of avoiding conflict such organizations see it as an opportunity for staff and management to increase efforts to

understand each other through dialogue. That understanding should be based on a shared vision, mission and value system.

It could be said that collaboration is the glue that holds congeniality and collegiality together. "Collaboration in the workplace is when two or more people work together to actualize a common purpose."

Katharine Graham, the first female publisher of a major American newspaper and the first ever female chief executive of a fortune 500 company, Pulitzer Prize winner and the recipient of several other accolades, said "Whatever power I exert is collegial." In other words, her personal achievement was due to communal power: She had a team who worked along with her and the outcome was corporate success.

Preparation of our Strategic Plan for 2022/23 to 24/25 is a good example of what collegiality looks like. The booklet is a group effort of all managers and was presented to the Minister of Immigration and Border Control at our Annual General Meeting on June 23, 2022. Although this happened with a lot of prodding and pushing, the completed document made us all proud.

The strategic plan is our 'change and transmission agenda.' A shared agenda identifies objectives while eliminating distractions and garners support from the team for a plan of action. Completing the plan is only the first step on the journey. We must now work together to actualize those strategic plans.

Along the journey we will be called on to demonstrate other PATCI values. Just in case you missed them, those values are Efficiency, Responsiveness, Professionalism, Integrity and Accountability. They are hidden in our Staff Policy and Procedures Manual and Culture

continues on page 2

WHEN CONGENIALITY MEETS COLLEGIALLY

Continued from page 1

Card. They are hidden because we failed to integrate these values into our employee-related processes, such as performance appraisals, awards and recognition and promotions and transfers. Initially, these values were intended to guide organizational actions and serve as the core of organizational culture. Currently they are more aspirational in that they represent what or who we strive to become.

PATCI plans a 'values reveal' this year with the release of our revised Staff Policy and Procedures Manual and Culture Card. This will be followed by a cultural assessment and the implementation of a change initiative in accordance with strategic objective #4, Sustainable Ports. All this is preparatory work for the major development and organizational restructuring that is in the pipeline.

The fact that change is a line item in our strategic plan means that we are cognizant of the need for change. We are not quite where we want to be as an organization but we envision ourselves as becoming one of the Caribbean's leading ports. Our mission and vision statements are sprinkled with words like, professional, self-sustaining, efficient, quality services and of course, people; the people we work with, those we partner with and those we serve. All these are factored in the values we aspire to.

Robin S Sharma said that "Change is hardest in the beginning, messiest in the middle and best at the end." We do not imagine this will be an easy undertaking but it is a necessary one! The course has been charted. The only option is to move forward!~



EMPLOYEE OF THE QUARTER FOR JUNE 2022



We received three nominations for Employee of the Quarter for the period ending June 2022: Shavard Seymour, Marvin Seymour and Logan Quelch. We appreciate all of our nominees and encourage them to continue to do well. They are all winners in their own right.

Officer Logan Quelch was the sole nominee and winner of the EMQ Award for the port facility in Grand Turk. He was noted for his team spirit, including flexibility, taking on aspects of the work not a part of his job description, supporting community outreach programs and other team build-



ing exercises.

Officer Marvin Seymour was named winner of the EMQ Award for the Provo port facility. Marvin received two nominations for the period. He has demonstrated new enthusiasm for self-development, taking a keen interest in Oil Spill and other safety training. His most noted contribution this quarter was his role in capturing a stow-away.

We applaud the winners of the Employee of the Quarter for the period ending June 2022. Congratulations! ~

THE POWER OF RECOGNITION

Lowell Milken is quoted as saying that "recognition is a powerful motivator - to those who receive it as well as those who observe it.

It is true that recognition increases employee satisfaction. Satisfied employees tend to be more productive and more engaged with the team. Having an effective recognition program is a good management tool. However, recognition should not be reserved for a monthly or quarterly awards presentation. That award usually goes to the employee who is most consistent or who accomplished something outstanding during the period, and rightfully so. Yet there are those who shine sporadically, if we can capture those employees and applaud them or simply say "thank you" the pool of nominees for awards will increase, so too will the percentage of satisfied and engaged employees.

This type of recognition requires a greater effort because it calls for building relationship with employees, it requires creativity as it is done in "real time." It can be a spoken thank you or a written thank you card. It could be a letter of commendation or an acknowledgment in front of the team. Public acknowledgment doubles the benefit because it also motivates the onlookers.

Since this kind of recognition is more personal and spontaneous it is appreciated as more genuine. Look for opportunities in the next quarter to recognize team members and show appreciation for all they do~

Appreciation can make a day, even change a life. Your willingness to put it into words is all that is necessary.

-Margaret Cousins

PATCI PARTICIPATED IN AUTISM AWARENESS FUN DAY

“Community is much more than belonging to something; its about doing something together that makes belonging matter”

©BRIANSOLIS

mom culture

On April 23, 2022, Ports Authority staff members participated in the Autism Awareness Family Fun-day held by the Special Needs Unit of the Ministry of Health and Human Services.

The day began with a walk to “light” the town blue in recognition of people with autism and those who love and support them. It culminated on the NJS Francis Park, with other physical activities intended to stimulate cognitive and recreational skills and increase the sense of inclusion among persons with autism.



Seven Ports Authority staff members from the Grand Turk facility, participated, manning stalls, helping with games and distributing Ports Authority back packs.

Acting Supervisor, Gregory Wilson, took on the role of the easter bunny donned in costume complete with bunny ears and buck teeth.

PATCI encourages staff participation in community events. This falls under our community Outreach Programs~

HR FUN EMPLOYEE PROFILE - S/O MACKENZIE INGHAM



This is intended to be an entertaining and enjoyable way to become better acquainted with the people we work with. Thank you Officer Mackenzie Ingham for joining the fun.

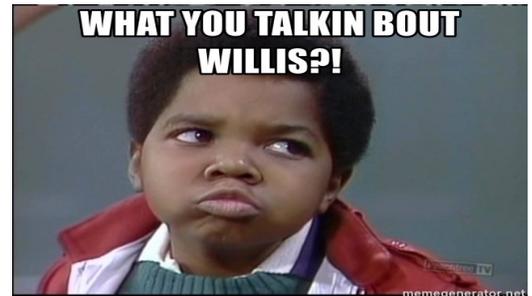
Mackenzie said ten years ago he just wanted to be a great cop and although he started his career in policing life took a different turn.

His favorite cartoon character is Bugs Bunny that loveable character with a sly smile who seems to always know “what’s up.” Bugs

Bunny’s perspective on the turns we experience in life is captured in the picture above. Good advice if I may say so. Mackenzie started with PATCI as a temporary Security Officer in October 2021 and became fulltime in February 2022. (Life has taken a turn for the better!)

The movie title Mackenzie chose as the story of his life is “Act of Faith” starring John Amos (you might remember him form the sitcom “Good Times”). In the movie Act of Faith, John plays the role of Mr. Brady struggling to maintain a small dinner after his wife dies. He adopts his staff as his family and together they

persevere to overcome life’s obstacles. Mackenzie’s favorite line from a movie is “What you talking ‘bout Wills.”



That line became the catch phrase for the, sitcom “Different Strokes” which debuted in 1978 and ran for eight seasons. It tells the story of two black boys from Harlem who experienced a major turn in their lives when they became part of a wealthy white family and the lessons they learned.

When asked about his childhood nickname, Mackenzie bypassed his childhood and gave us the nickname he had when he was ‘young and wild;’ Spragga! Spragga was a Jamaican born Dee Jay turn musician and actor whose name became synonymous with “a real bad man,” according to Urban Dictionary.¹

What you talking ‘bout Mackenzie?!~

¹ <https://www.urbandictionary.com/define.php?term=Spragga>

PFCO STAFF PARTICIPATES IN DDME SHELTER IN PLACE TRAINING



PFCO and Acting Accountant Derliser Red Cross, one of the non-profit groups Youth participated in the Department of Disaster Management and Emergencies (DDME) Shelter In Place Training held at the DDME Office in Providenciales, June 13th to 15th.

working along with the DDME as first responders in the event of national disasters. This coordinated effort is part of the governments hurricane preparedness plan.

The purpose of this training was to provide persons with responsibility for the selection, preparation, maintenance and operational management of emergency shelters with the necessary knowledge and skills to perform the required duties. There are 25 hurricane shelters listed in the Turks and Caicos Islands. Shelter managers are assigned by DDME and every effort is made to place managers within their residential communities.

The hurricane season begins June 1st and ends November 31, 2022. According to the DDMEs website, researchers from Colorado State University predicts above-normal activity for the 2022 Atlantic Hurricane Season. 19 named storms are predicted; 7 of which are hurricanes including 4 of category 3 or higher.

Derliser was afforded this opportunity as a volunteer with the Turks and Caicos

On the published list of names for hurricanes this season, we note the following familiar names: Lisa, Paula and Walter. PATCI is well represented! ~

PATCI's HURRICANE PREPAREDNESS PLAN 2022 *complied with help from DDOP, Security Manager and PFSO*

The Deputy Director of Ports Authority is operationally responsible for the review and update of the Ports Authority's hurricane preparedness and business continuity plan and reporting on post-disaster assessment to the Director. The plan was reviewed and updated by the relevant staff by the end of May, in advance of the beginning of the hurricane season.

damage.

Safety Officer, Pierre Clerveaux and Security Manager, Dudley Been, confirms that the perimeter fencing, which serves as the sole barrier that keeps the port facilities protected from unlawful entry during a hurricane, has been inspected and its integrity remains intact.

The plan establishes PATCI's pre- and post-operative procedures, in order to protect and preserve human life, protect and preserve PATCI's assets and property, ensure the continuity of operations and eliminate or minimize disruption to trade and commerce.

PATCI is also working along with the shipping lines to reduce the number of containers in the yard. The plan is to only allow one tier stacking. That aspect of the plan is still in process.

Additionally, PATCI's KPI #4 in the 2022/23 budget calls for the adoption of a Regional Emergency Operations Plan [REOP] which was prepared for PMAC member ports. The REOP embraces all hazards and is therefore broader than our hurricane preparedness & business continuity plan. Ports Authority plans to adopt the REOP as a successor to the current plan.



The Security Manager, PFSOs and Safety Officer commenced their preparations for the hurricane season in accordance with the current plan.

As a part of our hurricane preparedness plan generators and mobile lights, used to supply electricity and lighting in the event of power outage, have been given full service so that PATCI can carry out operations in the aftermath of a hurricane.

The yard is being cleared of debris so that they will not become projectiles in the event of a storm and cause additional

The Human Resource Manager has

updated staff contact information as part of our readiness plan so that we can coordinate any staff welfare issues that might arise and their return to work after the hurricane.

This is just a snippet of what we have done in preparation for the hurricane season which lasts from June to November each year. We must assess our readiness throughout the season. *"Preparedness is the only way we can combat natural disaster," John Quinlan.*~

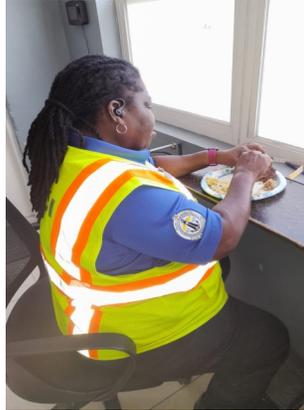
ISLAND	NAME OF SHELTER
Salt Cay	Club House
Grand Turk	Ona Ginton Primary School
	Eliza Simons Primary School
South Caicos	New Testament Creole Ministry
	New Community Center
North Caicos	Kew Community Centre
	Lighthouse Church (Bottle Creek)
Middle Caicos	Mt. Moriah Baptist Church
	All Saints Mission Church, Leeward Highway
	New Testament Church of God, Millennium Highway
Providenciales	Wesley Methodist High School
	Jericho Baptist Church
	Enid Capron Primary School

NB:
 * All shelters will not be opened at the same time, a staggering approach will be used
 Shelter list is subject to be reviewed and updated

WWW.GOV.TC/DDME | [Social Media Icons] @DDME.TCI

KODAK MOMENTS

MAMA BEAR FEEDING HER TEAM



WEARING GREEN FOR MENTAL HEALTH AWARENESS MONTH



ANNUAL GENERAL MEETING 2022

