As we conclude nine years of existence as an organization, I would like to thank all those who have served as Officers of the Board and those members, individuals and businesses who have supported this organization from its inception. The organization has passed through challenging times. The process to change the name and to register as a company has occupied much of the focus, time and energy of the Board for almost 3 years and has caused a drift of membership. This exercise has been more difficult than we had envisaged in our attempt to explore the best possible options. Nevertheless, we have succeeded, due to the commitment of members of the Board and, in particular, to the persistence of Mr. Norbert Campbell, our current Honorary Secretary. Similarly, we have successfully opened a new bank account for the Association with finances of the organization in a healthy state. This, to me, is an indication that the foundation has been laid for a more inclusive organization that all Occupational Health and Safety Professionals in Jamaica and other professionals interested in this field, can join to promote and strengthen our purpose in a more meaningful way.

An active and vibrant association is even more important at this time as we are on the threshold of the passage of the Jamaica Occupational Safety and Health Act (JOSHA), an effort that we need to continue to monitor and ensure. There are still some changes to be done to our Constitution to satisfy the requirements of the Companies Act and also to gain official status as a not-for-profit organization. These must be carried out within the next year so that the organization can take advantage of certain privileges such as reduced taxation. These matters will eventually require an extra-ordinary general meeting. Our registration means that there are certain legal requirements to which we must abide, or the Directors, who are currently Board members will be held liable. This, for these individuals, is serious
business and we now need the support of our membership as we try to fulfill the mandate set by you, our members, in 2014.

We have also managed to carry out some other activities this year. These are:

- Meeting with the Minister of Labour to establish a relationship and to re-iterate the need to passage of the Act. The Act was since tabled in Parliament in April 2017.
- Publish of the Gleaner Supplement to mark World Day for Safety and Health at Work on April 28th.
- Seminar held under the theme: The role of OH & Safety in Critical Incident and Disaster Management, attended by close to 60 participants who gave good reviews and from which the Association made a profit.
- Fund-raising via a benefit theatre performance which raised approximately $90,000.00
- Participation in various OH &S activities:
  - Church Service to launch World Day for Safety Week
  - Participation in a panel discussion on Occupational Health and Safety to MPH students at UWI.
  - Presentation at Hearing Conservation Day Seminar- Jamaica Association for the Deaf
  - Bringing greetings from JOHSPA to HEART TRUST/NTA Annual Awards Function
  - Television Jamaica’s Smile Jamaica programme to highlight World Day for Safety and Health at Work
  - Participation in a NEPA consultation on Noise Planning Guidelines
  - Caribbean Future of Work Forum
  - Jamaica Chamber of Commerce Seminar on JOSHA

There are three objectives which, so far, unfortunately we have not been able to do. These are:

- Increasing and broadening our membership and the involvement of our members
- Regular communication to membership
- Setting up and maintaining an active website

Our paid-up membership has dwindled to half of what it was previously. In part this is because we have not yet sent out reminders. There is a deeper issue that we need to confront; our members do not see any tangible benefits to their membership yet they do not see that there is a connection between benefits and involvement. The work of the Association is being carried out by a handful of persons, some of whom have been doing so for many years and are now exhausted. They are having difficulty dedicating the same level of energy and time required to move the Association forward. However, they continue to serve because other members are not coming forward to volunteer to replace them. Our AGM is attended by the minimum number required for a quorum and comprise the same members repeatedly. Persons promise to assist in being part of committees but when approached, their assistance does not materialize.

Since this is a voluntary organization and there is no Secretariat, it means that all the administrative work has to be carried out by Board members. With very demanding day jobs, this has become more and more difficult. The work therefore needs to be shared among more persons to achieve the same results. The current earnings of the Association are not enough to hire administrative staff. A successful website, for example, needs persons willing to produce fresh ideas and articles to keep it interesting and appealing to members. It takes time to communicate with potential members to recruit them and to send reminders for existing members. This is becoming more difficult.

We need more active involvement of members to carry out the work of the Association and we need to attract more persons to become members. There is a significant pool of potential members that we are not tapping into.

I am making an impassioned plea to our past members to renew their membership now and help us to revitalize the organization. We are asking each one to invite one other person to join the Association. Our AGM is scheduled for Wednesday, 31st January, 2018. By re-joining you will be able to nominate and vote for officers. you can also volunteer to join our most important Committees, the Education and PR Committees which we need to get the Association buzzing again. We welcome your ideas but we also want you to become involved so that those ideas can become reality. This could be the best time in the history of this organization. Together we have to make it happen.

Thank you.

Dr Sharon East-Miles , President
JOHSPA - WHO WE ARE

The Jamaica Occupational Health and Safety Professionals Association (JOHSPA) formerly known as Jamaica Occupational Health Professionals Association (JOHPA) is a not for profit organization whose overall mandate is to promote health, safety and wellbeing in the workplace.

JOHSPA was officially launched on 3rd October 2008. It was the brainchild of Dr. Sharon East-Miles, a practicing occupational health physician and current President of JOHSPA. She sought to bring together like minds who were working individually to improve the quality of health and safety in the workplace.

The thinking of “together each achieves more” resulted in the formation of JOHPA. The Association’s first President was Dr. Owen James, formerly Medical Director of WINDALCO who now does consulting in Occupational Health and Safety. In 2015 the name of the association was changed to its present name to widen the scope of membership and it was officially registered with the Companies Office of Jamaica in June 2017.

JOHSPA’s primary aims are to:
1. Build public awareness of the discipline of occupational health and safety (OHS)
2. Help occupational health and safety professionals to operate at the highest standards by increasing their knowledge and skills
3. Educate the public and sensitize employers about the need for ‘best practices’ in their work procedures and in the work environment
4. Lobby for the passing of relevant legislation to support good occupational health and safety principles and to ensure that all workplaces in Jamaica are healthy and safe.

JOHSPA uses various methods to try to achieve these aims:
- Sensitizing the general public, employees, employers, managers about OHS through the media and presentations at various events
- Providing position papers or press releases on incidents involving workplace health and safety
- Providing continuing education in occupational health and safety to our members and other interested OHS professionals.

Collaborating with other organizations and with the Ministry of Labour...
To contribute to drafting of Occupational Health and Safety legislation and guidance documents.

Our membership includes persons from wide variety of professions, not just OHS professionals. Among our current membership are employment lawyers, Human Resource personnel, doctors, nurses, public health inspectors, lecturers, managers and university students. The common factor is our passion for and interest in occupational health and safety.

Our membership fees are very affordable and members currently receive discounts on continuing education seminar fees. Our organization also serves as a meeting place where discussions and activities take place to best serve the needs of its members as well as the general public of Jamaica. The Association hopes to benefit as wide a range of employees as possible in as many different types of workplaces as possible, the eventual outcome being a healthy worker population and a healthy national economic climate. There is a lot of work to be done and we can only do this with a strong and vibrant membership.

We urge you to become a member of JOHSPA and join with us in our efforts to actively promote and work towards a safe and healthy workplace for all Jamaicans as we seek to complete our mission “To do all we can for all we can in preventing occupational illness or injury and promoting workplace health.”

On behalf of the Board of Directors of JOHSPA our thanks for the support we received from you, our valued members and friends. As you are aware our very successful seminar, held in June 2017 was our main stream of revenue for the year.

This, along with the paid dues from our membership has allowed us to close the period in a healthy financial position. The association’s net income was $226,103.58 at November 24, 2017 from a total revenue stream of $574,302.64.

On September 29, 2017, the Association opened a new account in our present name in keeping with registration requirements. All monies ($298,401.61) in the old account were transferred to the new account and the former has since been closed. Our balance in the bank on November 24, 2017 is $535,947.58 with no outstanding recorded debt.

**Fundraising Event**

On February 18, a Benefit Performance titled “Country Wedding” and produced by DHM production was staged. The support from members of the association, their families and friend was very good. We generated over 85% return on our investment in this project amounting to net revenue of over $96,000 dollars. This was realized from selling 139 seats out of total of a possible 150 seats.

We look forward to your continued support in ventures of this kind.

**Membership**

We have on record only 25 members in good standing up to October 27, 2017. Our account # 06018-45 is at BNS Oxford Road Branch. We encourage those who have not yet paid their dues to do so as soon as possible by bank transfer.

Our Articles of Incorporation require all members to be full members; this matter will be addressed at our next Annual General Meeting scheduled for 17th January 2018. At present the membership dues are at $3,000.00 annually and you will need to be fully paid up for this year in order to participate in elections at our AGM.

For those who have never been a member, we encourage you to join. JOHSPA is the only occupational health and safety organization of its kind in Jamaica and we need your involvement to carry out our mandate. Please contact us at johspa.health.workplace@gmail.com and we will guide you through the process.

Best regards,

Peter Allen – Honorary Treasurer
JOHSPA FINALLY A REGISTERED ENTITY

THE BOARD OF JOHSPA IS EXTREMELY PLEASED TO ADVISE THAT JOHSPA IS FINALLY A REGISTERED ENTITY.

However, we were forced to register with the Companies Office of Jamaica (COJ) which we have been trying to avoid since 2008. Whereas the mandate to do so had been given to the Board by the AGM, for quite some time now, we were exploring the possibility of registering with the Department of Cooperatives and Friendly Societies (DCFS). As previously mentioned such an approach would result in significant savings to JOHSPA with substantially less onerous regulatory and administrative requirements. As was reported in our last Newsletter, the DCFS is still awaiting a legal opinion from the Attorney General’s Office (AGO) to determine our eligibility for Registration with the DCFS. As a result the Board proceeded to register with the COJ. This was a very painstaking process which necessitated three (3) submissions to the COJ as were declined registration twice. Registration was finally effected June 7, 2017 resulting in our receiving the long-awaited TRN and also a National Insurance Scheme (NIS) Employer Registration Number. The hard work of those Board Members who spearheaded this process is here duly recognized. Our President must be singled out for her dedication and leadership in this effort.

Please be further advised that the DCFS has assured us that once they receive the opinion from the AGO and it is favourable, they will be happy to register JOHSPA at which time we can rescind our registration with the COJ.

The receipt of our TRN was most timely and opportune as it enabled us to attract attendees to our last seminar from agencies/organizations that previously were unable to participate due to our not having a TRN. This obviously played a significant role in our last seminars being our most successful to date. We have also opened a new bank account in our registered name “Jamaica Occupational Health and Safety Professionals Association Limited” thus enabling significantly increased access and management of our financial resources.

The foundation is now well laid for the rapid growth and economic development of JOHSPA.

Norbert Campbell, Honorary Secretary
Effective safety communication is the foundation of a healthy organizational safety culture. Poor communication has resulted in deficiencies in many organizations leading to significant implications such as increased costs, preventable incidents and inefficiency.

Poor communication is caused by various issues such as lack of information and knowledge, poor communication patterns, barriers to communication, failure to listen or understand others’ needs, time pressure and failure to set clear goals and expectations.

How do we communicate within our organizations? Are we communicating effectively?

There are four basic styles of communication:
- Dominant/Aggressive
- Passive Aggressive
- Empathic/Assertive
- Passive

**Dominant/Aggressive:** characterized by verbally abusive behavior. The individual is usually overbearing, inconsiderate and advocates their needs in a way which violates others, for e.g. public criticism of others and lack of openness to feedback.

**Passive:** characterized by meek, indirect verbal behavior. These individuals do not express their true opinions or feelings, they fail to assert themselves and remain quiet when being treated unfairly.

**Passive-Aggressive:** characterized by sarcastic, gossipy behavior. These persons appear passive on the surface but act out of anger in subtle, indirect ways such as sabotage to get even.

**Assertive/empathic:** characterized by individuals who clearly state their opinions and feelings and advocate for their rights and their needs without violating others. They are usually compassionate and considerate and get inputs from others when making decisions.

Assertive communicators are the most effective and that is what we should aim for. They welcome feedback, remain receptive, avoid getting defensive and they don’t harbor resentment. Overcoming the use of maladaptive styles of communication should lead to an improvement in safety performance.

In addition, we should investigate the barriers to communication and try to communication.
Develop a communication plan; identify what your objectives are. What do you want to achieve? Determine the timeline, identify resources needed and then get management commitment. In developing the plan, methods of communication are important such as training, safety reports, newsletters, signage, rewards/recognition program, tool box meetings etc.

Use effective communication to develop a culture of safety excellence.

◊ Set the stage for conversation, reinforce good work and maintain a non-threatening approach.
◊ Explain safety statistics; get employees involved in what is happening. Use visu-

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<tbody>
<tr>
<td>• January 31, 2018 - JOHSPA’s Annual General Meeting</td>
<td>• JOHSPA Fund-raising efforts: Benefit Performance</td>
<td>March 21, 2018 - JOHSPA’s Quarterly Seminars and Members Meetings</td>
<td>• JOHSPA’s Quarterly Newsletter</td>
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<td>• Quarterly newsletter</td>
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<td>• JOHSPA WEEK APRIL 22-28, 2018:</td>
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<td>• April 22, 2018 - Church Service Sunday</td>
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<td>• April 26, 2018 - Publication of JOHSPA’s Annual Gleaner Supplement:</td>
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<td>• April 28, 2017 - World Day for Safety and Health at Work:</td>
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<tr>
<th>JULY</th>
<th>November</th>
<th>JOHSPA Will be celebrating 10 years in 2018!</th>
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<td>• Publication of JOHSPA’s Quarterly Newsletter</td>
<td>• Publication of JOHSPA’s Quarterly Newsletter</td>
<td>Commencement of JOHSPA’s 10th Anniversary Celebrations October 2018 (Activities to be announced)</td>
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<td>• July 18, 2018 - JOHSPA’s Quarterly Seminars and Members Meetings</td>
<td>• JOHSPA’s Quarterly Seminars and Members Meeting</td>
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Article Written by: Kennisha Drummond-Martin, CSP
Seminar Highlights

Thanks to all our presenters, panelists, sponsors and attendees!
Happy Holidays from Jamaica Occupational Health & Safety Professionals Association