

Taxin' ur Brain

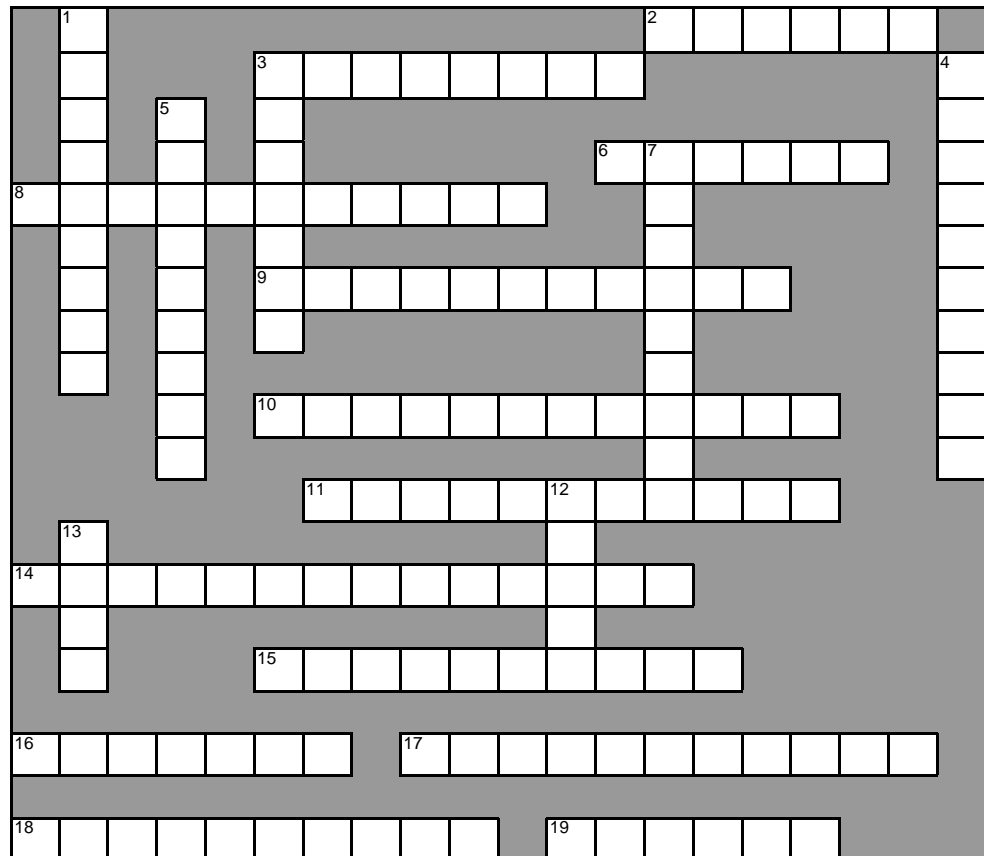
The solutions to this issue's crossword puzzle can be found in the brochure **Tax Facts, Issue 2—Corporation Tax Tips**.

ACROSS

- 2. Held legally responsible
- 3. Tabular array of days (usually for one year)
- 6. Secure and keep for possible future use
- 8. A business firm with many partners
- 9. Set of methods of evaluation
- 10. The act of enrollment
- 11. Balance still owed as debt
- 14. Compatibility, similitude or consistency
- 15. System by which a community or nation is administered
- 16. Equality between debits and credits of accounts
- 17. Payments of cash sent to another party at a different location
- 18. Set down as a rule or guide
- 19. Procedure set out for obtaining objectives

DOWN

- 1. Person or firm that hires workers
- 3. Assignment of a bill or invoice
- 4. Person or firm that legally commits with clients to construct or build
- 5. A copy corresponding exactly to the original
- 7. Degree of worth approximately calculated
- 12. "Year" in Latin
- 13. Secondary representation of an original



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Revenews

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July to September 2005

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WHAT'S INSIDE

Editorial	2
Revenue Collections: July to September 2005	3
Tax Department Wins Legal Battle	4
Training	4
News from the Sections	5
Family Fun Sports Day 2005	8
Repetitive Motion May Cause 'Sick Worker'	10
Viewpoint	11
Inspirational Corner	11
Taxin Ur Brain & Chuckles	12

LET THE GAMES BEGIN!



Just as Ancient Olympia became the site of the very first Olympics of all time in 776 BC, displaying a myriad of invaluable qualities of proper sportsmanship, fraternity, discipline and all other optimal characteristics harboured at the scene of a stellar sports show; so became the Pigeon Island National Landmark as the setting for Inland Revenue's *1st Annual Family Fun Sports Day, 2005*, almost three thousand years later. This superb day of various fun-filled sporting activities welcomed

IRD staffers from all over the island, along with their friends and, especially, their families. Upon a prompt commencement, the games exploded, involving an interesting ménage of balloon-popping, eggs and spoons, oranges, and gum! Everyone from all ages (grouped into the over 35 year olds and the under 35 year olds) had their pick of activities and competitions to partake in. Even the little titans...

(con't on page 9)

THE TEAM



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EDITORIAL:

The CSME & Labour BY **LISA LOUIS-PHILIP** GUEST EDITORIALIST



Lisa Louis Philip is a Commerce and Industry Officer responsible for Regional and International Trade Policy in the *Ministry of Commerce, Investment and Consumer Affairs, Saint Lucia*. E-mail:

The implementation of the CSME from January 01, 2006 will mean the free movement of goods, services, persons and capital as well as the right of establishment within 13 of the 15 CARICOM countries. Essentially, approximately six million people will be able to travel freely and for those eligible, allowed to pursue job opportunities across the region.

◆ **Free Movement of Persons**

As previously indicated the CSME is just not about goods and services, but also about persons. In the Revised Treaty of Chaguaramas establishing the CSME, there are several provisions dealing with persons, however, none more critical in a true Single Market and Economy (SME) than the provisions for free movement of persons. The Agreements which CARICOM governments have made regarding free movement of CARICOM Nationals are: **the Free Movement of skills/ Labour and the facilitation of 'hassle free' travel**

A CARICOM national, according to 32.5 A of the Revised Treaty, is a person who is regarded as a National of a Member state. This is the case if such a person is a citizen of that state or a permanent resident. The persons who are eligible for the free movement of skills/labour must be engaged in some kind of legitimate economic activity in the CSME. There are currently no rights regarding free movement of persons solely for the purpose of residency or citizenship. If a person just wishes to migrate from one CARICOM state to live in another he/she must apply for residency/citizenship in accordance with the laws of that country.

As a first step towards achieving the free movement of skills/labour, six categories of wage earners have been

identified to move and work freely within the Community without the need for a Work Permit, but instead must obtain a **Certificate of Recognition of CARICOM Skills Qualification (CARICOM Skills Certificate)** from the relevant authority in either the home country or the receiving country.

They are: **University Graduates from any recognized/accredited university in the world, Artistes, Musicians, Sportspersons, Media Workers, and Managers, technical and supervisory staff attached to a company or a self - employed person.**

If a CARICOM national does not fall within any of the named categories then he/she still requires a Work Permit if he /she wishes to work in another Member State.

Of course, work has already begun on the expansion of these categories of skilled persons to those who possess qualifications in the technical and vocational fields as well as those acquiring Associate degrees. The ultimate goal of free movement is that by 2008 all CARICOM Nationals will have the right to move to work without the need for a Work Permit.

Access to human resources across another Member State is a fundamental aspect of the free movement of persons within the CARICOM Region. This move will ultimately open the CARICOM labour market to all CARICOM workers, thereby maximizing the use of the Region's human resources. A wide area of mobility represents opportunities for workers to find a job, and for employers to find people with adequate skills. This would enhance employment and economic growth, thereby complementing the

VIEWPOINT:

Wake Up!

BY **KERVIN R. MITCHELL**
COLLECTIONS OFFICER
SOUFRIERE OFFICE

We wake up every day with the hope of having a better day than yesterday.

It begins with the routine of freshening up, having breakfast, (preparing the child(ren), then heading off for work. You get to the office longing to see a difference, however you realize about halfway through the day that nothing has changed. Tempers flaring, loud talking from the other sections, food burning in the kitchen, garbage indiscriminately disposed of in the eating area, **NO PROMOTION,**

lots of gossip, sexual harassment, and overspent lunch hours. At the end of the day you leave with the feeling that **THEY** will never change.

Wait!!! Why they and not **WE?** The truth of the matter is this: We all wake up with the goal of having a better day than yesterday; however, we have not come to the understanding that change starts with **ME** and not **YOU**. If one expects to see something happen he must be willing to start it. When I begin to do things differently (smile, say good morning, remain

calm in the face of trouble, be considerate towards others, be kind, be patient and prove my worth by performing my best) then others will take note and may react in the same manner!

PS:

If you plant peas do not expect to reap corn ◆



Inspirational **corner**

The motivational speakers of our day want us to set great goals for our life: "Where do you want to be in two, five, or ten years? What type of lifestyle do you want when you retire?" We are encouraged to set goals slightly beyond our reach, and then instructed how to create a plan to accomplish these goals. The implication is that a more focused effort will yield superior results and lead to greater "success."

But before we can ask where we want to be in the next few years, we must first ask a longer term question: "Where will I be in one hundred years?" No other goal is worth pursuing until we have a solid answer to this most basic (but all-important) question. What difference does it make which college we attend, which job we take, or what our home looks like if we have failed to address the issue of where we will spend eternity!?

Proverbs 14:8 "The wisdom of the prudent is to give thought to their ways, but the folly of fools is deception."

We must be wise with the days we are given and no longer be deceived by the values of the world's system. There's nothing inherently wrong with goals and plans; but, far too often, they lead to a self-determined lifestyle and away from the true Director of ALL plans; "In his heart a man plans his course, but the Lord determines his steps" (Proverbs 16:9). Our planning must be as a direct response to God's leading; and once in place, our plans must remain in complete submission to His will; "I know, O Lord, that a man's life is not his own; it is not for man to direct his steps" (*Jeremiah 10:23*).

Every moment of our life is a precious gift from God. Even though the average life span continues to increase, our time is extremely short. An average life lasts

about 45,000,000 minutes (much less in many countries). This may seem like a lot, but by this time tomorrow 1440 minutes will be forever gone; "You are a mist that appears for a little while and then vanishes" (*James 4 : 1 4*) .

We must not waste our limited time by chasing after things which vanish; "Be very careful, then, how you live - not as unwise but as wise, making the most of every opportunity" (*Ephesians 5:15-16*). We must evaluate ALL our decisions and goals based on the overriding desire to glorify God in all we do, to rejoice in His many blessings, and to long for the time when we can worship before His throne for all eternity. Any other set of values must fade to nothing in comparison.

Every day we are handed a block of time and given the freedom of how it will be spent. This is a wonderful opportunity.

HEALTH WATCH:

REPETITIVE MOTION MAY CAUSE 'SICK WORKER'

EXTRACTED FROM
REUTERS LIMITED

WASHINGTON (Reuters) -- Early nerve damage caused by repetitive motion on the job can cause "sick worker" syndrome, a fatigue or depression that can be mistaken for poor work performance, according to a study published in the *Journal of Neuroimmunology*.

The study done on rats found that nerve injuries caused by low-force, highly repetitive movement -- common to typists, pianists and meatpackers, among other professions -- can be blamed on increased production of proteins known as cytokines.

Cytokines show up in injured nerves as early as three weeks after the first signs of cell stress, much earlier than

previously thought, researchers at Temple University found.

Cytokines also are known to spark symptoms of malaise and the study concludes that an onslaught of these proteins affected the rats' psychosocial responses, the researchers said.

With so many cytokines entering the blood stream so early, some apparently traveled to the brain, sparking the rat version of "sick worker" syndrome, the study said.

"At three weeks, even before the rats experienced pain from their wrist injuries, we watched them self-regulate their work behavior," researcher Ann Barr said. "With inflammatory proteins in the bloodstream, they began to slack off from completing their tasks."

By five weeks to eight weeks, when cytokine production reached "peak" levels, some rats curled up in a ball and slept in between tasks, the study said.

The researchers theorized that as cytokines first appear in the newly injured nerve of workers who perform the same physical movement over and over, signs of "sick worker" syndrome begin.

People may call-in sick with undefined symptoms, or slow down their work production or a low-grade depression may set in, the researchers said.

Some bosses might see the cytokine connection as an excuse for employees to slack off work, but Temple researcher Mary Barbe disagrees.

EDITORIAL:

The CSME & Labour

BY
LISA LOUIS-PHILIP
GUEST EDITORIALIST

development of the Single Market for goods, services and capital.

(Con't on page 10)
(con't from page 2)

◆ The Right to Equal Treatment With Respect To Working Conditions

Measures are being put in place to ensure that under the CSME there will be the right of access to the national labour markets and equal treatment in respect of the working conditions as it relates to the particular Member State. A CARICOM national who decides to work in another Member State will enjoy the same rights and benefits of conditions of work and employment as those given to national workers. In

Member States this right to move will extend to the spouse and children. The worker has the right to form or belong to trade unions of his choice, and to negotiate and bargain collectively and not to be subjected to unfair labour practices, including intimidation and victimization. The worker is also entitled to the right to work under safe, hygienic and healthy conditions and to have reasonable hours of work.

◆ Social Security

The CARICOM Agreement on Social Security provides for the total amount of contributions paid to each scheme of the Member State where one has worked in order to determine one's benefits. Measures are also in place to allow for Social Security Benefits to be

transferred from one country to the next if one qualifies for benefits. This is a supportive measure for the free movement of persons. Pensions will be paid by the authority of the country in which you qualify for benefits under the national legislation, and the survivor's benefits and death grants will be forwarded to the relevant persons irrespective of the Member State in which one resides. Saint Lucia is a signatory to this Agreement and it has been fully operational since 2001.

It can therefore be concluded that the CSME will broaden the labour market, placing a more varied workforce at the disposal of employers who will consequently have to make some changes in the way they approach recruitment. It also means that

REVENUE COLLECTIONS:

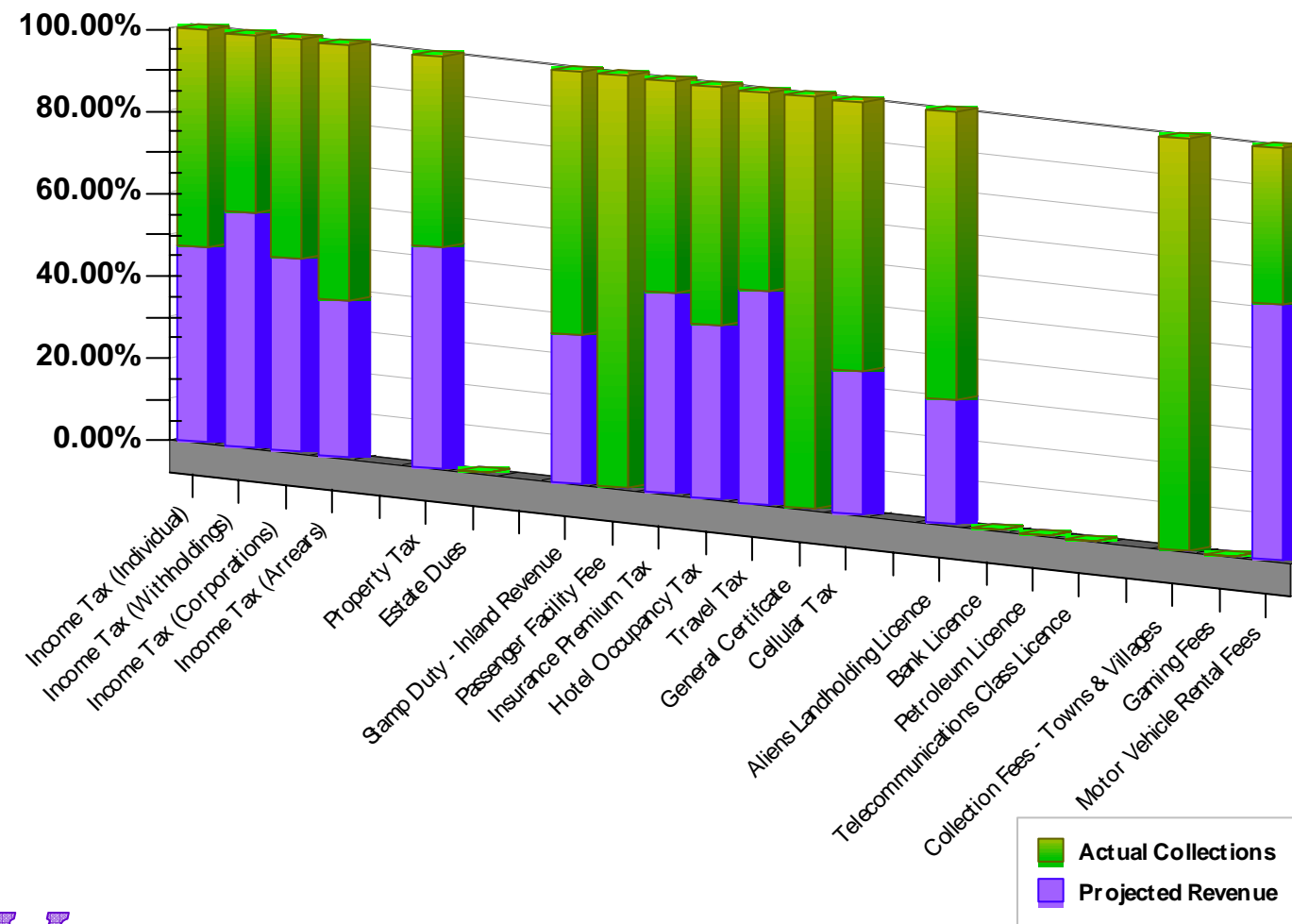


JULY to AUGUST

BY

Collections [EC Dollar (Millions)]

Percentage Ratio



We have exceeded our projections for the second quarter: April to September, 2005, by **EC\$11,055,127.**

The following revenue heads performed exceptionally well: **Income Tax (Individuals), Income Tax (Corporations), Income Tax (Arrears), Stamp Duty, Hotel Accommodation**

Tax and Cellular Tax.

The Department has noted an increase in the level of compliance; an increase in salary levels; and net profits reported by corporations.

- Stamp duty is being positively affected by the increases in mortgages as a result of competitive bank interest rates.

- Cellular tax continues to perform well, as this sector remains steady.

Our task now is to ensure that we meet and surpass our overall target for 2005 / 2006.

Congratulations everyone and all the best! ♦

TAX BULLETIN:

TAX DEPARTMENT WINS LEGAL BATTLE

TAKEN FROM THE
JAMAICAN TAX ADMINISTRATION
PRESS RELEASE

The *Taxpayer Appeals Department (TAD)* last month successfully contested a case brought against them by noted Chartered Accountant Paul Desnoes, Principal Partner in the firm *Coopers & Lybrand Limited* and Director of the service company *Sentinel Trust (Management) Limited*.

The case relates to the taxpayer's failure to file Income Tax Returns for a five year period from 1994 to 1998. The subsequent Notice (Form 13) requesting that outstanding returns be filed was not complied with. Pursuant to *Section 72* of the *Income*

Tax Act an estimated assessment of \$3,423,912 was prepared and served on Mr. Desnoes by the *Taxpayer Audit and Assessment Department (TAAD)*, to which he objected. The assessment was however confirmed. As provided by the Revenue Administration Act, Mr. Desnoes appealed to the Taxpayer Appeals Department, who reduced the assessment to \$870,545 relating to the years 1995, 1997 and 1998.

Not being satisfied with the Tax Department's position, Mr. Desnoes represented by Raymond Clough of

Clough Long & Company took the case to the Revenue Court. Justice Roy Anderson on hearing the arguments of Mrs. Yolande Small and Miss Janice Beaumont, who led the legal proceedings on behalf of the Taxpayer Appeals Department, upheld the position of TAD and dismissed the appeal. The amount of \$870,545 representing tax and penalty is therefore now due and payable.

The now concluded case of Paul Desnoes v the Commissioner Taxpayer Appeals cements the point

TRAINING

BY
LESLEY-ANN MODEST
EXECUTIVE ADMINISTRATIVE OFFICER

The sweet sounds of *soca* and *kaiso* music; and pulsating rhythms and gyrations of revellers were distant memories, as middle and senior managers of the *Inland Revenue* and *Customs & Excise* Departments were engaged in a successful one week intense **Train the Trainer** programme at the Conference Room, Bay Gardens Hotel.

This initiative was sponsored by the *Caribbean Region Technical Assistance Centre (CARTAC)* and facilitated by personnel from the *Centre For Management Development*, Barbados. The programme sought to provide tools which would ensure that each Department had a cadre of individuals equipped with the

necessary training delivery skills which would ensure the sustainability and improve the technical competency of their respective human resource base.

The Department continues to hold in high regard the sustained and active interest of *CARTAC*, in particular, Mr. Paulo Dos Santos, immediate past Tax Advisor — *CARTAC*, who, from inception, has ensured that the technical needs of our Department were met.

Internationally, Assistant Comptroller, Mr. Kervyn Tobias participated in a two week **E-Government Workshop** in Singapore. This programme was funded under the *Small Island Development States Technical Cooperation Programme* and

sponsored by the Government of Singapore. It is anticipated that the knowledge gained will be utilized not only by our Department but throughout the entire Public Service. Whilst one senior Manager experienced training overseas, another was engaged in and successfully completed an eight week online **Complete Project Management Course** funded by the *Organization of American States*.

It would appear that the Department's programme at ensuring that the members of our senior management team are well rounded and kept up-breast of developments in their various areas of expertise is on target!!

Internally, the Department continued

SPORTS DAY 2005



Bernard Cornibert—Collections Officer

★ The family Day was GREAT!!!!!! We should strongly consider making this an annual event.

Ivy Remy—Vieux-Fort Tax Officer

★ It was an exciting and filling afternoon. It was inspiring to see the staff playing together as one. This activity should only be developed and polished upon, so that next year's games will be even more spectacular!

(con't from front page)
were not forgotten as they had their own infant activities to compete in. And oh what competitive spirits emerged from those gladiators of sport, whom one wouldn't ordinarily ever think of as being championship-mongers at this outing! Apart from the gladiators of sport, the *groupees* were nearby harmonizing their *oohs* and *aahs* along with the laughter and cheers in an exciting melee of fun and contentment. Some simply lounged about the area, saturating-in the sun, sand and drinks available to all who appeared, as the whole lethargy of

a Sunday afternoon at the beach took over their humour. In contrast, the euphoria of an exhilarating afternoon of fun and sport, had more of an effect on the *groupees* and gladiators of sport. Everyone was grouped into competing houses of three colours: red, green and yellow. This gave the competition purpose, as the athletes fought for the title for their house. In the end, the **Yellow Fellows** house was victorious in first place, followed by Red house's **Sa Chaud** and the **Green Giants** house coming in a disappointing last place. Indeed, like the quadrennially anticipated Olympiads, this outing

1st ANNUAL

FAMILY FUN



* The Family Day was truly spectacular. I enjoyed the games (I believe the games were what made the event so successful; that being the philosophy of togetherness, competitiveness et al)

I would like to see this activity become an annual event

I also think there should be at least two events a year where staff are able to socialize with each-other.

Cheryl Mathurin—Assessments Officer

* The Family Fun Sports Day at the beach was indeed a unique and refreshing change of scenery for the families of the IRD. My assessment of the pros & cons of the day is as follows:

Cons:

1. The games didn't start early enough & participants were not timely.
2. Certain members of staff it appears did not come with intentions to participate in the main feature
3. Insufficient planning for children - but this perhaps was due to time constraints.

Pros:

1. The games promoted a wonderful spirit of enthusiasm and cooperation in a different setting, which was felt and seen among team players.
2. A wonderful environment for all to be themselves and fellowship as Team Members of the IRD.

In a general way it was really a good day, and the effort put in was worth it all. Hats off to Lisa and every member of the committee.

to participate in training programmes co-ordinated by the *Ministry of Finance, international Financial Services & Economic Affairs*. To this end, staff members of the Administration and Valuation Units participated in **Time Management** and **Internal Customer Service** workshops. These two initiatives targeted both front line staff and Supervisors. A definite behavioral change and improvement in our service delivery is anticipated. The feedback received indicate that participants have pledged to be catalysts of change within our Department.

Hats-off and congratulations to all staff members currently engaged in



Accounting programmes who passed their exam. You are developing...
Kervyn posing near a statue in Singapore.
Kervyn here participating Award of Participation.

Management and



NEWS FROM THE SECTIONS:

ADMINISTRATION

Staff of the Administration Unit were minding their P's and Q's, as this quarter is usually very busy. The reason for this is because it is the end and beginning of another school year; and so, taxpayers are currently exploring all their options for obtaining finances for their kids' school supplies – including writing-in for their tax refunds.

Customer Service Unit

There was an increase in the number of requests received for refunds, most of them being to assist parents in preparing for the upcoming school year. The *Customer Service Officers* went above and beyond their call of duty in assisting all taxpayers! Special thanks goes out to the *Assessments Unit* who worked feverishly in ensuring that these emergency batches were processed quickly. We, in the same breath, cannot forget to mention the admirable performance of the

Refunds Officers, who, at times, were bombarded with calls from all parties involved. The aforementioned preoccupations were, however, futile as those refunds officers were able to ensure that our customers were optimally assisted!

We observed a marked increase in requests for tax clearance letters, as well as the presence of quite a number of back-year returns filed during the period under review. The *Customer Service Unit* would also like to amicably advise all staff members that even if they are not sitting at the *Customer Service desk*, we all are customer service officers in a sense, and we all should strive to be the best possible ambassadors for the Department, performing together as a whole.

Refunds Project

The Refunds Project is now at an important stage, as the staff worked with more corporations, that being:

WASCO, LUCELEC and Cable & Wireless just to name a few. By all indications, the Project is operating in a smoothly functional manner and is definitely increasing in effect.

Special Greetings

There were some happy and contented moments to celebrate during this quarter -- We had quite a few birthdays and hope that the celebrants receive many



more: Lisa Goodman, Denise Regis, Peggy Ann Soudatt, and Tessa Biroo. ♦

NEWS FROM THE SECTIONS:

AUDIT

There is a saying that progress comes as a result of change. And changes we *have* had in the Audit Section; therefore, *look out*, for there are HUGE things in store for this Section and for the Department as a whole.

During this quarter we bade farewell to the diligent, ever helpful and cheerful Mr. Eucharius Auguste, who took up the mantle at the Vieux Fort Office. While he is missed we are comforted by the fact that he is "at home away from home".

And as if that were not enough, we had to say farewell to Petrina John who has moved on to higher heights. Her tenure at the Department was short, but the mark that she made is one that will be continuously felt. We wish her all the best and God's guidance as she seeks to fulfill her dreams.

With the farewells, good-byes and see-you-laters being completed for now, Ms. Delores St. Catherine was welcomed back to the Audit Section in September. With her return from the Vieux Fort Office she took her position at the helm of the Section. We wish her all the best as we continue to work together to make the Section all that it can be *and* more.



Petrina enjoying her party ▼



Everyone gathered to wish Petrina good luck at her farewell party ▼

OFFICE OF THE DEPUTY COMPTROLLER

Work continued as usual for the Office of the Deputy Comptroller:

Objections Unit

The period July to September was a more hectic one for the Officers in the Objections Unit, when compared with the last period. There was a significant increase in the number of objections, however, the officers of the unit were able to manage and at the same time uphold the aims of our mission statement in executing their duties.

The Vieux Fort Tax Service Centre

The officers of the Vieux- Fort Office

were a bit gloomy due to the departure of Ms. Delores St. Catherine, who, after two consecrated and productive years managing the unit has moved on to greener pastures as she has assumed the post of Assistant Comptroller of Inland Revenue, Audit Section. Congratulations go out to Ms. Catherine on her new appointment, she'll surely be missed.

At the same time the *Vieux Fort Tax Service Centre* welcomed Mr. Eucharius Auguste, who replaced Ms. St. Catherine. Mr. Auguste is well rounded in the tax field and as a result is competent in this multi-

tasking office of the South.

In addition, the *Vieux-Fort Tax Service Centre* also welcomed Mrs. Virginia Ochilly to the Section. With her years of experience Mrs. Ochilly is guaranteed as an apt and formidable worker.

Social events were held to bid farewell to commemorate the departure and arrival of these individuals.

The Enforcement Unit

Although from conception the unit has been short staffed the two officers have been able to keep up

NEWS FROM THE SECTIONS:

DATA PROCESSING

Indisputably, the Summer Vacation was upon us once again. For many parents it had been very hectic. The pressure was in no doubt immense as they endeavored to meet the demands of purchasing school books and other accessories for their children for the new school year. Nonetheless, that didn't quite deter our determination for progress. Visualize this; there were fewer individuals in Office because some had taken time off to take care of business. That would mean less body heat, and the Office would now be even colder, but we continued to press on. Certain times in the day there would even be stillness. Be honest with yourself now, wouldn't that just automatically cause you to be slothful? After all, all

of the action is going on out there, notwithstanding the tremendous heat. The Section continued to perform creditably during the quarter under review. With most of the targets being met in the various functional areas. The objectives of the department continues to be a major priority and despite the ever increasing demands coming from colleagues and the public by extension, the Section continues to labour efficiently.

The Section's ACIR, Mr. Kervyn Tobias is still out of sight but not out of mind. The Sections' efficiency hasn't decreased at all, as a matter of fact; we're managing quite well. "How come?" you ask. Do we even have to say? Okay, just to deliver, it's because our

very supportive supervisors: Mrs. Marva Amos, Terrence Fergusson and Benedict Joseph. We'd like to take this opportunity to commend them on a job, done extremely well. The Section recently welcomed Ms. Marlene Leon, as a new addition to the Systems family. From all observations she has adapted quite well to our environment and we would like to wish her all the best as she sets her knowledge, skills and capabilities to effectual use.

May God continue to bless those of you who were given the opportunity to see another year. Birthday greetings and congratulations go to: Arlene President, Cheryl Mathurin

PROPERTY TAX

Benita Mathurin works as a Valuation Assistant in the Property Tax Section of the IRD. A Valuation Assistant is a property surveyor who carries-out the whole Property Tax Revaluation Project process on each house on the island. ReveNews recently sat down with Ms. Mathurin in an interview focusing on a day in the life of a Valuation Assisstant...

You have gears?

Yes, they basically amount to: measuring tape; palm tops, also known as PDAs; digital cameras; radios — you know, the 'walkie talkie' types, and water, most essential of all!

So, now that you're geared-up, what's next?

Everyone boards our transportation, which brings us out to our locations, set-out for certain teams to begin assessing. When we arrive at our areas, each group disassembles and the teams begin from 'point A' of an area and approach each house.

How would you approach a house? Aren't you afraid that the homeowners may not be so welcoming?

Well, first things first, we always approach a house with caution, for you never know **who** or **what** is guarding the property. There have been situations where teams would become surprised by a couple of

gigantic dogs, which scared a team to death at one particular ouse. When they were greeted by those furry monsters, the guys ended-up dropping all the valuable gear on the spot and running for their lives with the dogs immediately behind them!

How about the actual owners of property — any adversity met there?

Oh, many! One particular incident happened when I was having a bad day and this 'gentleman' met us at his gate. He demanded what we were doing there; and, after explaining to him our purpose, he subtly threatened us to vacate his property immediately. Well, I retorted curtly that we would value his property one way or another and that I was fed-up with St. Lucians and their nonsensical attitude! He subsequently backed-away like a scared mouse!

After a stressful day outside, when do