

Annual Report



July 1, 2000 – June 30, 2001

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Council Members

As at 30 June, 2001

| | |
|---|--------------------------------|
| Chairman | Mr. Patrick G.Schmid |
| Vice Chairman | Mrs. Karen Ferruccio |
| National Drugs Co-ordinator | Ms.Catherine Delapenha* |
| Permanent Secretary, Min. of Health and Info. Technology | Ms. Andrea T. Bryan, |
| J.P.* | |
| Rep., Min. of Education, Aviation, and Planning | Mr. Keith Nelson. |
| Director, Department of Social Services | Mrs. Deanna Look Loy |
| Director, Her Majesty's Prison, Northward | Mr. John Forster |
| Deputy Collector of Customs, Narcotics Unit | Mr. Jeff Jackson |
| Head of the Drugs Task Force Unit | Det. Chief Supt. Derek Haines* |
| Commissioner, Royal Cayman Islands Police | Mr. David Thursfield |
| Chief Pharmacist, Health Services depart. | Mr. Kevin Gipple |
| Rep., Financial Secretary's Office | Mr. Kenneth Jefferson |
| Rep., Min. Community Affairs, Sports, Women, Youth, & Culture | Mrs. Susan Barnes Pereira |
| Rep., C.I. Ministers Association | Rev. Collin Cowan |
| Magistrate, Judiciary | Mrs. Margaret Ramsay-Hale* |
| Psychiatrist, Health Services Dept. | Dr. Franklyn La Hee |
| President, C.A.S.A | Mr. George Ebanks |
| Physician | Dr. William Hrudey |
| Private Sector | Miss Jeanna Ebanks |
| Lawyer | Mrs. Sarah Collins-Francis* |

* The core membership of the Implementation Committee is comprised of these individuals.

NDC Staff

As at June 30, 2001

| | |
|-----------------------------|-------------------------|
| National Drugs Co-ordinator | Ms. Catherine Delapenha |
| Chief Operating Officer | Mr. Peter Kosa |
| Project Officer | Mr. Simon Miller |
| Project Officer | Ms. Joan West |
| Administrative Officer | Mrs. Marion Peynado |

Letter to the Minister from Acting NDC Chairman

Dear Mr. Minister:

Pursuant to section 24 of the National Drug Council Law (2001 Revision), it is my pleasure to present you with the Annual Report of the NDC for the period July 1, 2000 to June 30, 2001.

Sincerely,

Mrs. Karen Ferruccio
Acting Chairman, NDC

Report from the National Drugs Co-ordinator

The initiative to establish the NDC came from the National Drug Strategy (1996), which recommended that a national co-coordinating body be established to implement and monitor activities of the drug plan. Since its inception, the NDC has played an important role in focusing the nation on the problems associated with alcohol and other drugs, while forming the necessary partnerships with governmental and non-governmental agencies necessary to implement the plan. The NDC is committed to help the people of the Cayman Islands to realize their goal of a society free from drug abuse and its ill effects.

This report summarises the work of the Council and the secretariat, which functions as the operational arm of the Council. It is the responsibility of the secretariat and its staff of five, including myself, to administer the work of the Council on a daily basis. The National Strategic Plan serves as the blueprint for our operations and was developed through a consultative process that involved both the community and professionals in the field of substance abuse. Updating this plan on an annual basis ensures its relevance and appropriateness in the changing landscape of substance abuse issues and responses.

Improving the effectiveness and performance of the Council was addressed this year by the streamlining of its sub-committee structure into one standing committee, the Implementation Committee. This committee, has a core membership of five (5) board members, which depending on the matter under consideration can be increased to include experts and professionals to serve on an ad hoc basis. The dynamic nature of this committee has enhanced the performance of the Council significantly. A number of new policies have therefore been developed and brought to the attention of the Minister.

The drug secretariat has also experienced a significant improvement in its operations this year. This is primarily due to the addition of new staff members to the NDC team. They have brought enthusiasm and a youthful perspective to the work of the secretariat.

The research capacity of the NDC has been recognized both regionally and internationally. This year the secretariat conducted two major surveys, a household survey and school survey. The household study was the first of its kind in the Cayman Islands, while the school survey was the second cycle conducted in a 2-year period.

NDC staff was actively involved with a number of conferences, seminars, workshops and special meetings. We hosted the Annual Update meetings for the National Strategic Plan and sponsored a workshop to develop a community intervention programme.

Overall, the NDC has expanded its capabilities. This is a positive sign of growth for an organization that has such a daunting mission to accomplish. I am truly encouraged by the progress that has been made and future plans that are underway.

NATIONAL DRUG COUNCIL (NDC)

Our Mission

Our mission is to eradicate substance abuse in our Cayman Islands and to cooperate with foreign governments and agencies in order to facilitate a more effective way of addressing global trafficking of illicit drugs. The goals and objectives of the NDC are realized through a fully integrated address to substance misuse and abuse, which brings the community of thought to bear on its planning, operations, research and programmes as mandated by the National Strategic Plan for Drug Abuse Prevention and Rehabilitation.

Substance abuse has had a profound impact on Cayman's society. The problems associated with substance abuse affects the individual using alcohol and other drugs, their family, fellow employees and the wider community. The NDC, an autonomous Statutory Corporation that was established by the NDC Law (2001 Revision), is co-coordinating the balanced approach needed to reduce both demand and supply of alcohol and drugs in the Cayman Islands.

Our Mandate

The NDC Law (2001 revision) sets out the following functions for the NDC with respect to drug abuse in the Cayman Islands:

- Education, in particular young people
- Prevention
- Treatment & Rehabilitation

The following supporting functions are also mentioned:

- Scholarships for those wishing to pursue studies related to drug abuse.
- Conferences, seminars and meetings related to drug abuse.
- Initiate, support and publish studies, reports and other documentation on drug abuse.
- Information systems, databases and facilities on policies, programmes and research on drug abuse.
- Knowledge of the availability and supply of drugs likely to be abused.
- Advise on law reform relating to the misuse of drugs.

Our Strategy

The National Strategic Plan for Drug Abuse Prevention and Rehabilitation was published in 1996, and sets out our response to the substance abuse problem in the Cayman Islands. It serves as the Master Plan, which guides the activities of the NDC and its partner agencies.

The plan was drafted from input received from all stakeholder agencies as well as a broad cross-section of the Cayman community. The consultative process used spanned a calendar year. The resulting plan therefore represents the views of the people of the Cayman Islands and underscores the NDC's philosophy that the community is an important resource in developing strategies to effectively deal with drug abuse.

The plan allows the NDC and its partners to determine their respective roles in the realization of the National Strategy, which sets specific objectives in the following areas:

- Prevention
- Treatment and Rehabilitation
- Research
- Education of young people
- Public Education
- Supply Control

In the 2000-2001 fiscal year the NDC conducted the Annual Update of the National Strategic Plan, which brought strategic thinking to bear on the future plans of the NDC and its partners. The planning team members conducted a comprehensive review of the National Strategy and made their amendments.

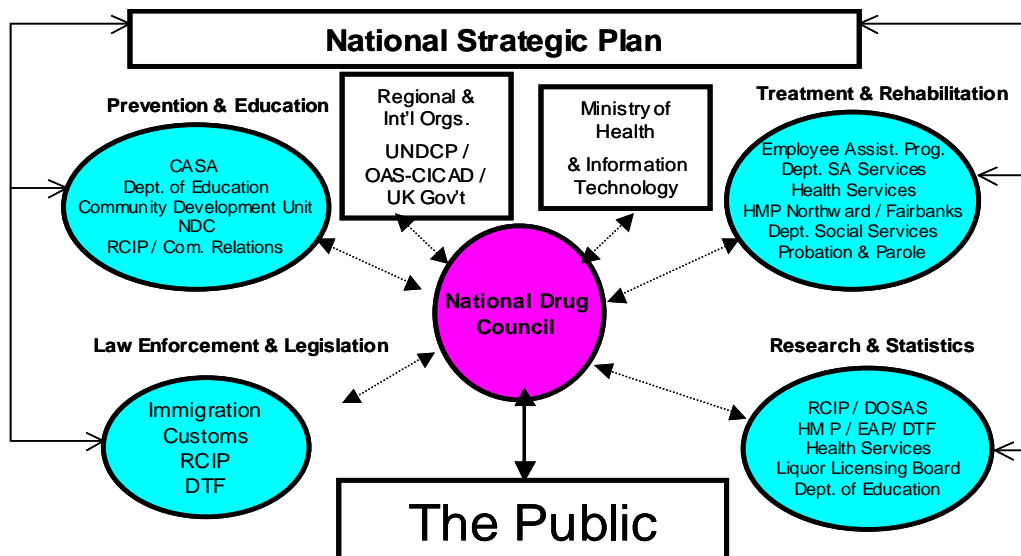
Notable changes included the addition of two new action plans to address parental responsibility for minors and drug use in the workplace. Strategies that had been realized were recommended to be maintained and those deemed no longer relevant were deleted.

Our Funding

The NDC is funded primarily by a grant from the Government of the Cayman Islands. Our grant for the fiscal year 2000-2001 was KYD \$463,763 for general operations. In addition, the NDC raised donations totaling KYD \$26,043 from private businesses and corporate sponsors to support special projects. Programmes earmarked for fundraising activities included the Scranton community intervention project and Drug Awareness Month.

Our Partnerships

The NDC relies on its partnerships with both governmental and non-governmental agencies to discharge its functions and co-ordinate the implementation of the National Strategy.



ACHIEVEMENTS IN STRATEGIC AREAS

The NDC has had a very successful year. Admittedly, there is still a great deal to be accomplished. Over the past 5 years the NDC has continually initiated activities and programmes that are having a positive impact on the lives of many of Cayman's people.

Public Information Campaigns and Special Projects

The NDC is actively engaged in initiating and promoting several campaigns aimed at informing the public of ways to prevent or reduce the harm associated with substance misuse and abuse.

Special Stamp Issue

In 1999 the NDC sponsored an art competition for children to depict their idea of a drug free Cayman Islands to be used as the design for a special stamp issue. In Drug Awareness Month 2000 the 4 winners of the competition were announced and a special stamp issue featuring their designs was released by the Cayman Islands Post Office to mark the 10-year anniversary of drug awareness programmes in the Cayman Islands.

World No Tobacco Day Campaign

On May 31, 2001, the NDC supported the World Health Organisation's (WHO) – World No Tobacco. The campaign theme for this year was "Second-Hand Smoke: Let's Clear the Air". A committee of various service agencies and departments was formed to make the occasion as informative and as successful as possible. The Education Department compiled packets of educational material, including puzzles and information on smoking and its effects, which were distributed to all primary schools. The Cayman Islands Cancer Society (CICS) conducted interactive presentations on smoking and tobacco use and their effects at 15 schools.

Sports Not Drugs Initiative, United Nations Drug Control Programme (UNDCP)

On June 26, 2001, the NDC participated in the International Day Against Drug Abuse and Illicit Trafficking by hosting a special event based on the UNDCP's theme, *Sports Not Drugs*. The event was held at HM Prison Northward and focused on the young prisoners. The sports day event, which provided an array of sporting activities, involved both prisoners and family members

Drug Awareness Month

Our annual Drug Awareness Month (October) campaign is the most extensive campaign co-ordinated by the NDC. The month long list of activities include, an ecumenical church service, motivational speaker who made special presentations at all schools, special edition of newspaper supplement that was distributed to all students, special stamp issue, beach bash featuring catboat races, Youth to Youth conference, website competitions and various contests in local media. Over 30 government and non-governmental organizations collaborated to make the campaign successful.

Website

With assistance from the Foreign and Commonwealth Office Good Government Fund we launched our first website www.ndccayman.com. This is another way in which the NDC has sought to exchange information between its office and the general public both regionally and internationally. The site provides current information about our organisation and on substance abuse issues. Among the web pages are a calendar of community events; information about the National Strategic Plan for Drug Abuse Prevention and Rehabilitation; a resource page listing relevant local agencies; and results of recent surveys. The website forms an integral part of our ongoing communications strategy.

Designated Driver Campaign

The Designated Driver campaign, encourages restaurants and establishments serving alcohol to offer designated drivers free non-alcoholic drinks during the month of December. The NDC provided bracelets with the theme “*I Guana B a Designated Driver*” to distinguish designated drivers to the servers. Posters and table cards were distributed to help promote the campaign. The programme featured 27 local restaurants.

Purple Ribbon Bus

Also during December, the *Purple Ribbon Bus* debuted on New Year’s Eve. This ambitious campaign provided free bus service to prevent or reduce the number of DWI offences. The pilot project was offered on Grand Cayman and was used by an estimated 2,000 patrons to get to and from their destinations safely on New Year’s Eve. The impact of this campaign was very significant as no DWI related incidents were recorded by the traffic department.

Community Involvement

The National Drug Council participated in the information fair held at the Bodden Town Civic Centre, by hosting a booth that provided information on Substance Abuse/Misuse as well as resources available within the community. The NDC put on its “*I Guanna B a Millionaire*” game at the North Side Family Fun Day. The game is based on the popular TV game show, but uses only drug related questions.

Prevention and Education

New Policy Development

During the fiscal year, the NDC formulated a number of policies intended to prevent or reduce drug abuse. Our mandate is to encourage the implementation of these policies by Government and other non-governmental organizations. They are as follows:

Drug Free Workplace Policy

The NDC began working with the Employee Assistance Programme (EAP), Department of Substance Abuse Services (DOSAS) and the Forensic Lab to develop a drug-free workplace policy for the Cayman Islands. We are in the process of designing a survey to determine the nature and extent of drug use and abuse in the workplace, the results of which will provide the rationale for drafting the initial policy document. As with all NDC policies and programmes, a consultative process will then be used to get input from key stakeholders and the community.

Tobacco Control Policy

Based on a report submitted to the Council by the Tobacco Subcommittee, the Implementation Committee prepared a policy document advising the Minister on the law reforms needed to update the current tobacco legislation. This report incorporates the ten key elements of a comprehensive tobacco control policy as outlined by the World Health Organisation (WHO). Having advised the Minister of the law reforms required, the Council is now moving to assist the Minister throughout the legislative drafting process.

Legal Substances Policy

The NDC has forwarded to the Minister its recommendations for the implementation of policies and legislation to address the abuse and misuse of legal substances. These recommendations included enactment of the Health Practitioners Act that was tabled in the Legislative Assembly; necessary changes to the Misuse of Drugs Law to ensure that the schedules contained therein are up-to-date; the establishment of a system to monitor

the distribution of certain pharmaceuticals considered by the NDC to be harmful if abused; and measures necessary to address the misuse and potential abuse associated with legal substances.

Educational Materials

During October 2000, Drug Awareness Month, the NDC distributed educational video material for grades K-12 to all schools across the Cayman Islands. Activity booklets, quizzes and comic books with drug education themes were also distributed to every student.

Community Intervention Programme

Construction and renovation of the former Racquet Club on Elgin Avenue was substantially completed and opening ceremonies were held in December of 2000. A workshop was held early in 2001 to develop programmes for the centre and limited operations have been implemented. Council is currently seeking community support to develop after-school programmes for youth in the area.

Treatment and Rehabilitation

Although the NDC does not operate treatment centres in the Cayman Islands, it does play a significant role in promoting and encouraging the development of new initiatives in this area. The lead agency is the Department of Substance Abuse Services (DOSAS). The NDC plays a supporting role to ensure that treatment and rehabilitation services are readily available and meet the diverse needs of those suffering from chemical dependency.

Drug Treatment Court

The NDC continues to demonstrate its interest and support for the establishment of a Cayman Islands Drug Treatment Court. The Chief Justice, who chairs a judicial advisory committee on alternative sentencing options, has recently prepared drafting instructions for the introduction of new legislation to provide the framework to operationalise a drug treatment court in early 2002.

Driving Whilst Intoxicated (DWI) Initiative

The former Treatment and Rehabilitation Sub-committee of the NDC made recommendations for the implementation of an intervention programme aimed at reducing the growing number of drunk drivers convicted of DWI offences. The NDC facilitated a meeting with the service providers and the judiciary to develop a programme to be piloted in the first quarter of 2001. The programme will be evaluated based on data collected from client satisfaction surveys, court records and the service providers.

Supply Reduction and Control

The Police Service and Customs have responsibility for controlling the supply of harmful substances on the Island. The NDC fully supports them in this area. The Police Commissioner, the Head of the Drugs Task Force and the Assistant Collector of Customs sit on Council, and are thereby involved in discussion and interaction.

Research and Statistics

The research priorities for the NDC this year were to conduct a household survey on alcohol and drug use and administer the second cycle of the student drug use survey. The former provides baseline data on prevalence among the adult population and the latter allows, for the first time, comparative data on drug use among the student population to be studied.

Household Survey, Cayman Islands Drug and Alcohol Survey (CIDAS)

The NDC conducted its first ever, adult population study in the Cayman Islands. The sample survey was designed to estimate the prevalence of alcohol and drug use and thus provide baseline data from which comparisons over time can be made. A total of 927 households participated in the survey, which represents a 94% response rate for the study. The principal substances consumed, by far, have been alcohol, tobacco and ganja. Men have been found to be more likely to consume these substances than women. The age range 15-29 was associated with the most drug use across all substances studied. Further analysis of the data will be released in subsequent reports. We plan to repeat CIDAS in 2003, which would allow for comparative analysis to study any changes over time.

School Survey, Cayman Islands Student Drug Use Survey (CISDUS)

Data for the second cycle of CIDUS was collected in October 2000, during Drug Awareness Month. The data was sent to the Institute for Social Research at York University, Ontario Canada for coding and data entry then returned to the NDC for analysis. The results of the survey will be available in the last quarter of 2001.

Local Statistics

The NDC continues to collect data on an annual and quarterly basis from local sources relating to the frequency of incidents /cases which are a result of a drug and/or alcohol abuse problem. This information is maintained on a database, which gives us the ability to monitor and readily demonstrate trends in drug and alcohol abuse incidents.

Conferences, Seminars, Workshops and Special Meetings

Over the period covered in this report the NDC initiated or participated in a number of conferences, seminars, workshops and special meetings on drug related issues. It is imperative that the NDC participates in the information network locally, regionally and internationally as we try to keep up-to-date on current practices and new initiatives in the field of drug abuse.

Caribbean Coordinating Mechanism (CCM), Country Mission

In August 2000, the Caribbean Regional Office of the United Nations Drug Control Programme (UNDCP) requested the assistance of the NDC in organizing a Country Mission to the Cayman Islands to conduct a series of interviews, for the CCM checklist with persons directly involved in the sectors of drug control and other related fields. Twenty-five (25) government and non-government organisations participated in the meetings.

National Database System

In October 2000, the UNDCP invited the NDC to participate in a meeting to promote use of latest version of the *National Database System*. The meeting was held in Vienna Austria and attended by representatives from 65 countries. We received free software and are investigating the feasibility of implementing the system. The computer-based system is a key component of a comprehensive supply control response to monitoring the flow of controlled substances at the national level.

Annual Update

Also in October 2000, the NDC hosted and co-facilitated the Annual Update meeting to review the National Strategic Plan for Drug Abuse Prevention and Rehabilitation. Thirty planning team members were invited to participate in the 3-day meeting. Membership on the planning team represents a cross-section of the community and relevant agencies. An extensive review process was conducted and then communicated to the implementing agencies and general public.

Scranton Intervention Workshop

In February 2001 the NDC hosted a workshop focused on Programme Development for communities in the Cayman Islands. This 3-day workshop was comprised of several members of service agencies, community representatives and individuals who work with youth especially at risk youth. The goal of this workshop was to learn how to develop programmes for youth of different ages from various backgrounds.

Expert Meeting on School Surveys

In April 2001, the Demand Reduction Section of the UNDCP in Vienna invited Catherine Delapenha to an Expert Meeting on School Surveys. The meeting was part of the Global Assessment Programme (GAP), which recommends that a tool-kit be produced for developing countries giving step-by-step instructions on how to conduct a school survey. Lead researchers from eight countries were assembled to develop the contents of the toolkit.

Quarterly Review Meetings

Over the time period covered in this report, the NDC has conducted three quarterly reviews of the progress made by partner agencies in implementing the National Strategic Plan. The consultative process involved scheduled meetings with identified contacts within each organization involved in implementation of the National Strategic Plan.

Professional Development

The NDC encourages the professional development of its staff in drug-related areas as well as in areas that support their job performance. Staff members are encouraged to play an active role in determining their professional development needs.

Law Enforcement Training Centre

Four members of the NDC staff attended a 5-day conference/workshop, which focused on narcotics and gangs. Among the issues discussed were gang recognition, international anti-drug efforts, techniques and technology, the role of gangs in national and international narcotics trafficking and regional impact of drugs and gangs. The conference attracted delegates from several Caribbean Islands, the United States and Canada.

Business Writing Workshop

Both Project Officers from the NDC participated in a 2-day workshop hosted by the Cayman Islands Chamber of Commerce. This workshop encompassed all areas of writing from casual to formal and was a valuable tool in the development of their writing skills.

Fundraising Workshop

The Senior Administrative Assistant and a Project Officer had the opportunity to participate in a workshop hosted by the National Gallery that focused on how to write grant proposals, access funds and apply for tax exemption in the United States and other parts of the world.

Caribbean Institute on Alcohol and Drug Problems (CARIAD)

Both project officers from the NDC participated in the 2-week CARIAD programme held in Tobago. The institute provided basic training in addiction studies and was an opportunity for

networking with representatives from similar organizations. The course attracted 15 participants from 6 islands in the Caribbean.

Strategic Planning

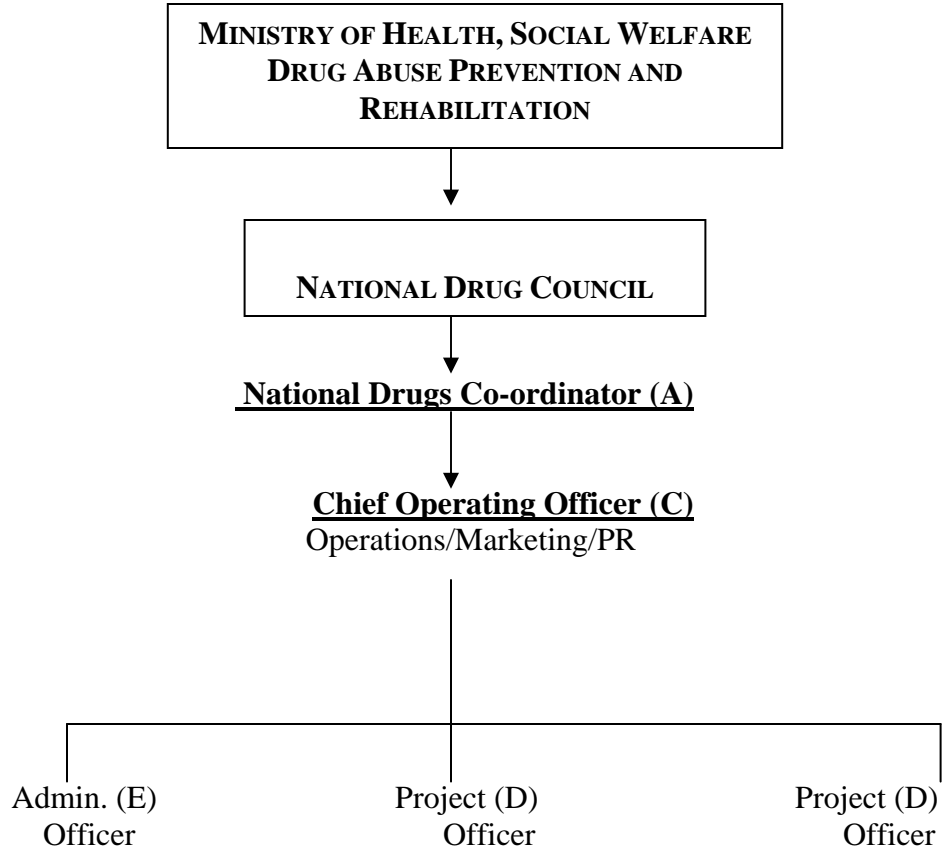
The NDC project officers attended a 5-day course on strategic planning offered by the Cambridge Group. Both officers are now internal facilitators and are expected to co-facilitate in next year's Annual Update of the National Strategic Plan.

Appendix A

Financial Statements

Appendix B

NDC Organisational Chart



Appendix C

Salary Scale

| ALPHA CODE | INCREMENTAL DIFFERENTIAL 2.50% | ANNUAL SALARY INCLUDING 5% PENSION | MONTHLY SALARY INCLUDING 5% PENSION | MONTHLY BASIC SALARY | MONTHLY PENSION |
|------------|-----------------------------------|------------------------------------|-------------------------------------|----------------------|-----------------|
| A | | | | | |
| | 1 | 72,000 | 6,000 | 5,700 | 300 |
| | 2 | 73,800 | 6,150 | 5,843 | 308 |
| | 3 | 75,648 | 6,304 | 5,989 | 315 |
| | 4 | 77,544 | 6,462 | 6,139 | 323 |
| | 5 | 79,488 | 6,624 | 6,293 | 331 |
| | 6 | 81,480 | 6,790 | 6,451 | 340 |
| | 7 | 84,000 | 7,000 | 6,650 | 350 |
| B | | | | | |
| | 1 | 57,600 | 4,800 | 4,560 | 240 |
| | 2 | 59,040 | 4,920 | 4,674 | 246 |
| | 3 | 60,516 | 5,043 | 4,791 | 252 |
| | 4 | 62,028 | 5,169 | 4,911 | 258 |
| | 5 | 63,576 | 5,298 | 5,033 | 265 |
| | 6 | 65,160 | 5,430 | 5,159 | 272 |
| | 7 | 66,792 | 5,566 | 5,288 | 278 |
| | 8 | 68,460 | 5,705 | 5,420 | 285 |
| | 9 | 72,000 | 6,000 | 5,700 | 300 |
| C | | | | | |
| | 1 | 50,400 | 4,200 | 3,990 | 210 |
| | 2 | 51,660 | 4,305 | 4,090 | 215 |
| | 3 | 52,956 | 4,413 | 4,192 | 221 |
| | 4 | 54,276 | 4,523 | 4,297 | 226 |
| | 5 | 55,632 | 4,636 | 4,404 | 232 |
| | 6 | 57,024 | 4,752 | 4,514 | 238 |
| | 7 | 58,452 | 4,871 | 4,627 | 244 |
| | 8 | 60,000 | 5,000 | 4,750 | 250 |
| D | | | | | |
| | 1 | 42,000 | 3,500 | 3,325 | 175 |
| | 2 | 43,056 | 3,588 | 3,409 | 179 |
| | 3 | 44,136 | 3,678 | 3,494 | 184 |
| | 4 | 45,240 | 3,770 | 3,582 | 189 |
| | 5 | 46,371 | 3,864 | 3,671 | 193 |
| | 6 | 47,532 | 3,961 | 3,763 | 198 |
| | 7 | 48,720 | 4,060 | 3,857 | 203 |
| | 8 | 50,400 | 4,200 | 3,990 | 210 |
| E | | | | | |
| | 1 | 36,000 | 3,000 | 2,850 | 150 |
| | 2 | 36,900 | 3,075 | 2,921 | 154 |
| | 3 | 37,824 | 3,152 | 2,994 | 158 |
| | 4 | 38,772 | 3,231 | 3,069 | 162 |
| | 5 | 39,744 | 3,312 | 3,146 | 166 |
| | 6 | 40,740 | 3,395 | 3,225 | 170 |
| | 7 | 41,760 | 3,480 | 3,306 | 174 |
| F | | | | | |
| | 1 | 27,600 | 2,300 | 2,185 | 115 |
| | 2 | 28,296 | 2,358 | 2,240 | 118 |
| | 3 | 29,004 | 2,417 | 2,296 | 121 |
| | 4 | 29,724 | 2,477 | 2,353 | 124 |
| | 5 | 30,468 | 2,539 | 2,412 | 127 |
| | 6 | 31,224 | 2,602 | 2,472 | 130 |
| | 7 | 32,004 | 2,667 | 2,534 | 133 |
| | 8 | 32,808 | 2,734 | 2,597 | 137 |
| | 9 | 33,624 | 2,802 | 2,662 | 140 |
| | 10 | 34,464 | 2,872 | 2,728 | 144 |
| | 11 | 36,000 | 3,000 | 2,850 | 150 |