

**ANNUAL REPORT AND AUDITED FINANCIAL STATEMENTS OF THE RURAL
AGRICULTURAL DEVELOPMENT AUTHORITY
FOR THE YEAR ENDED MARCH 31, 2016**

The matter for tabling in the Houses of Parliament is the Annual Report and Audited Financial Statements of the Rural Agricultural Development Authority (RADA) for the year ended March 31, 2016. This report will be tabled in accordance with the provisions of Section 12 (2) of the Rural Agricultural Development Authority Act 1990.

2. HIGHLIGHTS OF ACTIVITIES

Listed below are some of the achievements of the Authority for the year under review:

i. Farmer Training

The specific objective of RADA's training unit is to administer farmer-training programmes, thereby rendering farmers more knowledgeable and capable in applying new and improved technologies to their farming activities. Over this reporting period, the Unit trained 37,000 farmers over 2,800 sessions.

ii. Social Services/Home Economics Programme

The Home Economics/Social Services unit continued its efforts to assist rural farm families to improve their quality of life. The programme focused on assisting farm families to develop and increase their productive capacity. In providing opportunities, emphasis was placed on women and youth with priority extended to those categorized as more vulnerable and marginalized.

iii. Drought Mitigation Programme 2015

The programme was a direct response to the drought situation that affected the agricultural sector. The stated intent of this intervention was to return stability to the sector, whilst at the same time allowing farmers to be more resilient in coping with the climate change impact.

RADA was the main implementing entity for this programme, through its Water Management Unit. The activities that were undertaken included the procurement of irrigation equipment, trucking of water, rehabilitation of existing water sources and the training/capacity building of farmers and rural stakeholders.

To ensure the sustainable economic impact of the programme, the following selection criteria were used:

- a. Farmers must be registered with RADA
- b. Farmers must be able to credibly demonstrate that they have suffered due to the effects of the drought
- c. Farmers must have been in production for at least one year
- d. Farmers must demonstrate willingness to adopt new water management practices

The expected results from this intervention are as follows:

- a) Increased production and productivity for the agricultural sector
- b) Capacity building for farmers in relation to Climate Smart Agriculture
- c) To positively influence all the major production areas of affected parishes

iv. Protected Agriculture

The Authority continued to improve agricultural production and productivity through the transfer of appropriate and applicable technology. Over the period farmers were encouraged to adopt modern techniques and best practices through training programmes. The Authority has endeavoured to realign the organisation to reflect its technical nature and as such, has been working assiduously to re-enforce and deliver the knowledge and skills to its officers towards improving the quality of extension delivery and operational efficiency. Extension Officers who were not previously exposed to formal training in precise crop nutrition were the beneficiaries of intensive training seminars in best practices related to the management of crop nutrition.

In facilitating the greenhouse farming community, a total of 45,000 sq. ft. of additional capacity were added during the year. During the same period a total of 89,000 sq. ft. idle greenhouse capacity was returned to production. The all-island greenhouse capacities at the end of the year were as follows:

GREENHOUSE CAPACITY

Active Capacity	Idle Capacity	Total Capacity
176,581.1614 m ²	43,244.95 m ²	219,826.1114 m ²
17.6591 ha	4.3250 ha	21.9841 ha

v. Onion Production Programme

The Onion Programme was established to facilitate the sustainable development of the onion sub-sector, thereby reducing dependency on imports and achieving self-sufficiency in onion production. There was a 68% increase in volume reaped (1,160 tonnes) when compared to 2014. This was realized from approximately 96 hectares, which represented a 38% increase over areas planted/reaped the previous year. This resulted in 12% of total local demand being satisfied. RADA states that onion imports declined by 358,047 kg over the 2013-2015 period, moving from 8,665,273 kg in 2013 to 8,307,226 kg in 2015, which represents a 4.13% movement. This resulted in savings of approximately US\$1.5M. The 2015/2016 fall planting season was affected by heavy rainfall in one of the major production areas, resulting in a significant fall-off in production.

vi. Irish Potato Programme

The Irish Potato Programme aims to develop the Irish potato value chain to the benefit of all stakeholders. A special component of the above programme will target youths up to 35 years old and women that show major interest. Capacity building of the farmers was a priority and

participants were trained in various aspects of Irish potato production such as crop care, post-harvest management and group dynamics.

The Programme established seven (7) demonstration plots to guide the transfer of knowledge especially in land preparation and pest management. Four of these plots were used as Farmer Field Schools sites to strengthen the transfer of knowledge to growers in best practices.

vii. Livestock Production

The Livestock Unit of the Authority is charged primarily with ensuring that the production and productivity activities positively impact the relevant stakeholders and the industry. In 2009, 13 Livestock Extension Officers were employed to the Authority to facilitate this process. A number of projects and programmes have been implemented. These activities assist livestock farmers and to produce food and products that are safe for consumption resulting in revenue generating opportunities for farmers and investors.

Although all categories of livestock are catered for, special attention is given to small ruminant and backyard farmers. The Unit also works with the Jamaica Dairy Development Board to serve the dairy farmers and facilitate development of this sub-sector.

ACTIVITIES	TARGETS	ACHIEVEMENTS	
		Units	Percentage (%)
Farm inspection visits	10,000	8,893*	89
Farmer training	8,000	2,434*	30
Certification of livestock officers	9	9	100
Proposals for funding developed	7	8	114
Projects monitored	13	45	346
Demonstration plots	12	2*	17
Establishment of plant nurseries	4	1*	25
Identification of markets for farmers	70	101	144

* Note: Target achievements were affected due to retirement and or vacant posts of officers during the first half of the financial year.

3. SALARY AND EMOLUMENTS

The emoluments of the Directors and Senior Executives for the 2015/16 year are included at appendices I and II.

4. AUDITOR'S REPORT

BDO Jamaica Chartered Accountants audited the Financial Statements. They have stated that the financial statements gave a true and fair view of the Authority's financial position as at

March 31, 2016. They have also stated that RADA's financial performance, changes in equity and its cash flows for the year then ended, are in accordance with International Financial Reporting Standards and comply with the requirements of the Rural Agricultural Development Authority Act.

5. The Annual Report with the Audited Financial Statements of the Rural Agricultural Development Authority for the year ended March 31, 2016 is hereby submitted to be tabled in the Houses of Parliament in accordance with the provisions of Section 12 (2) of the Rural Agricultural Development Authority Act 1990.

A handwritten signature in black ink, appearing to read 'Karl Samuda', is centered on the page.

Karl Samuda CD, MP.

Minister of Industry, Commerce, Agriculture and Fisheries

November 29, 2017

**RURAL AGRICULTURAL DEVELOPMENT AUTHORITY
SCHEDULE OF BOARD OF DIRECTORS' COMPENSATIONS
FOR THE PERIOD APRIL 2015-MARCH 2016**

Directors	Fees & Remuneration	Motor Vehicle Upkeep/Travelling or Value of Assignment of Motor Vehicle	Honoraria	All other Compensations Including Non-Cash Benefits as applicable	Prior Period Adjustment	Total
Richard Harrison	\$ 138,500.00	\$ 107,746.00	\$ -	\$ -	\$ -	\$ 246,246.00
Evon Redman	116,500.00	209,526.00	-	-	-	326,026.00
Ruth Simpson	91,500.00	214,414.00	-	-	-	305,914.00
Derrick Smith	40,500.00	91,744.00	-	-	-	132,244.00
Bevon Morrison	124,000.00	60,836.80	-	-	-	184,836.80
Jonathan Hemmings	59,000.00	72,380.00	-	-	-	131,380.00
Valerie Dixon	63,500.00	114,210.00	-	-	-	177,710.00
Maxwell Rodney	77,500.00	259,158.00	-	-	-	336,658.00
Brenda Cuthbert	74,000.00	10,152.00	-	-	-	84,152.00
Dermon Spence	44,500.00	20,304.00	-	-	-	64,804.00
Natalie Johnson	51,000.00	-	-	-	28,500.00	22,500.00
Richard Francis	-	-	-	-	-	-
Lenworth Fulton	-	-	-	-	-	-
TOTAL	534,000.00	1,160,470.80	-	-	28,500.00	1,134,284.80

Note

1. Richard Francis did not attend any meetings during the review period.
2. Lenworth Fulton was appointed CEO and not paid any Board fee.
3. Derrick Smith resigned from office in September 2015

SENIOR EXECUTIVE COMPENSATION 2015/16

Position of Senior Executive	Year	Salary (\$)	Gratuity or Performance Incentive (\$)	Traveling Allowance or Value of Assigned Motor Vehicle (\$)	Pension or Other Retirement Benefits (\$)	Other Allowances (\$)	Non-Cash Benefits (\$)	Total (\$)
Chief Executive Officer	2015/16	5,896,951.00		609,828.00		25,000.00		6,531,779.00
Principal Director, Field services & Operations	2015/16	4,298,159.00		1,219,656.00	483,543.00	25,000.00		6,026,358.00
Principal Director, Corporate Services	2015/16	4,298,159.00		1,219,656.00		25,000.00		5,542,815.00
Principal Director, Technical Services	2015/16	4,094,879.00		1,219,656.00	477,993.00	25,000.00		5,817,528.00
Snr Director, Finance & Accounts	2015/16	2,977,386.00		1,219,656.00		25,000.00		4,222,042.00
Snr Director, Social Services/ Home Economics	2015/16	2,996,392.00		1,219,656.00		25,000.00		4,241,048.00
Snr Director, Production, Marketing & Special Projects	2015/16	2,698,107.00		1,185,199.00	264,365.00	25,000.00		4,172,671.00
Snr Director, Training, technology & Technical Informa	2015/16	2,996,392.00		1,219,656.00	252,477.00	25,000.00		4,493,525.00
Snr Director, HRM and Administration	2015/16	2,725,523.00		1,219,656.00	280,535.00	25,000.00		4,250,714.00
Information and Communication Technology	2015/16	2,548,964.00		643,128.00	380,452.00	25,000.00		3,597,544.00
Chief Internal Auditor	2015/16	1,899,317.00		643,128.00		25,000.00		2,567,445.00
Director, Planning & Evaluation	2015/16	2,349,235.00		706,647.00	222,413.00	25,000.00		3,303,295.00
Manager, Water Management Unit	2015/16	2,545,397.00		643,128.00	286,357.00	25,000.00		3,499,882.00
Zonal Director - West	2015/16	3,249,590.00		1,158,672.00	298,260.00	25,000.00		4,731,522.00
Zonal Director - East	2015/16	3,065,643.00		1,548,286.00		25,000.00		4,638,929.00
Parish Agricultural Manager 1	2015/16	2,398,813.00		643,128.00		25,000.00		3,066,941.00
Parish Agricultural Manager 2	2015/16	2,264,193.00		643,128.00	243,400.00	25,000.00		3,175,721.00
Parish Agricultural Manager 3	2015/16	2,215,098.00		643,128.00	253,170.00	25,000.00		3,136,396.00

Parish Agricultural Manager 4	2015/16	3,095,811.00	643,128.00			25,000.00	3,763,939.00
Parish Agricultural Manager 5	2015/16	2,143,679.00	643,128.00	212,057.00		25,000.00	3,023,864.00
Parish Agricultural Manager 6	2015/16	2,340,532.00	643,128.00			25,000.00	3,008,660.00
Parish Agricultural Manager 7	2015/16	2,239,539.00	643,128.00	224,946.00		25,000.00	3,132,613.00
Parish Agricultural Manager 8	2015/16	2,152,411.00	643,128.00			25,000.00	2,820,539.00
Parish Agricultural Manager 9	2015/16	2,453,735.00	643,128.00			25,000.00	3,121,863.00
Parish Agricultural Manager 10	2015/16	2,345,224.00	643,128.00			25,000.00	3,013,352.00
Parish Agricultural Manager 11	2015/16	2,339,095.00	643,128.00	264,365.00		25,000.00	3,271,588.00
Parish Agricultural Manager 12	2015/16	2,423,443.00	643,128.00			25,000.00	3,091,571.00
Parish Agricultural Manager 13	2015/16	2,494,379.00	643,128.00	280,618.00		25,000.00	3,443,125.00
Total		79,546,046.00	24,036,272.00	4,424,951.00		700,000.00	108,707,269.00

Notes

1. Other Allowance represents payment to employees due to wage freeze