

## 2.5 A Step in the Reform Process

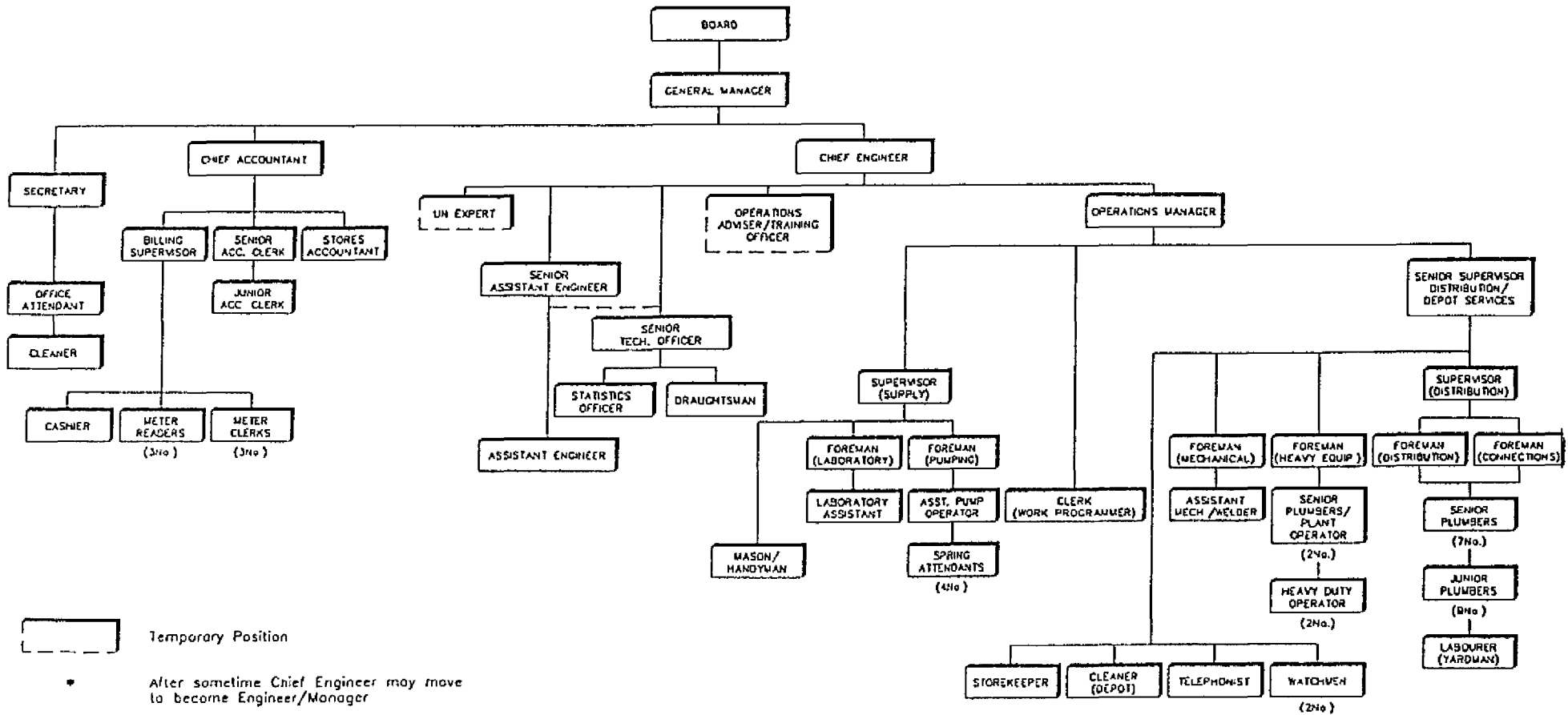
In the current situation, the Montserrat Water Authority operates in a dislocated condition in temporary accommodations, like all other organisations, while having to maintain a level of services in conditions that are far from ideal

While their physical conditions are not ideal there are also limitations on the available human resources. At a time when there is need for major engineering considerations in revising the operational aspects of the water systems, the Authority lacks the services of an experienced engineer. In addition, critical operational personnel have to service needs outside of those of the Water Authority due to the crisis being faced in Montserrat with the volcano. The organisation structure of the Authority follows.

A Task Force with external expertise in its support would be in a position to provide services to a broad range of organisations such as the Water Authority, drawing not only on the knowledge of the Authority, who would operate within the Task Force, but also on the information sources of others who would participate in the Task Force operations. This does not mean that the Authority should not focus on having their own in-house engineering personnel at this critical period

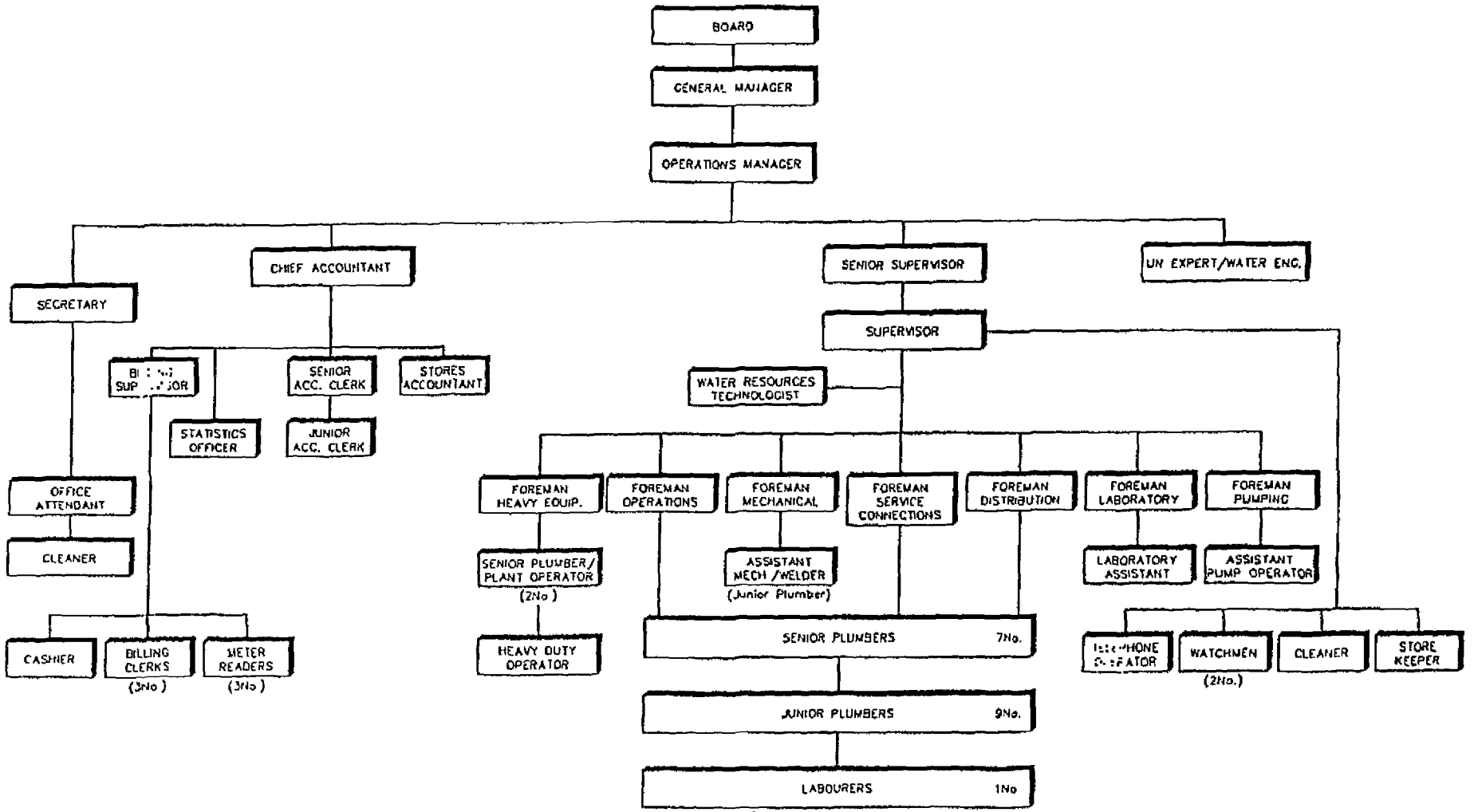
Further, because of the critical nature of water quality in the redevelopment process, and the unknowns of long term effects, some support services for the water resources technologist are considered essential. The foregoing is considered necessary in the emergency planning process. The overall redevelopment process of the Water Authority would be a factor to be considered within the Task Force operations, taking into account available resources due to outward migration and the possible need for some degree of consolidation of organisations as an interim measure. In the rebuilding process the organisational structure outlined in the Revised May 1993 Report of the Water Authority Planning Study, by Howard Humphreys & Partners Ltd., that follows, would be a focus for horizon planning in the strategic choice approach. However, available resources will be the key to any implementation.

A consideration with a reduced population within the closer confines of the Safe Zone may be an overall organisation with a planning and implementation role, responsible to the principal decision makers, with a board equivalent to the Task Force. This approach may permit a structured organisation with senior and experienced personnel responsible for a broad range of activities, with sub-ordinate staff in support. It may lead to attracting a higher level of expertise, incorporating technical personnel who will have the opportunity to operate within a structure, rather than the disparate organisations without the number to permit a broad range of knowledge which reduces the opportunity of coordination and integration



Temporary Position

- \* After sometime Chief Engineer may move to become Engineer/Manager
- \*\* Not appointed immediately. Assistant Engineer could move to this position eventually. Whether to appoint another Assistant Engineer will depend on work load at the time



MONTERRAT WATER AUTHORITY – ORGANISATION STRUCTURE  
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