



Special Inspection on the Implementation of COVID-19 Measures in the JCF St. Catherine Divisions Reveal Some Challenges

POLICE CIVILIAN OVERSIGHT AUTHORITY QUARTERLY NEWSLETTER

THE PCOA MONITOR

In light of several concerns raised regarding the safety of police personnel while executing their duties during times of COVID-19, the PCOA elected to undertake special inspections to determine both the safety and preparedness of members of Jamaica Constabulary Force (JCF).

In early May, the PCOA Team first targeted the two JCF divisions in St. Catherine, as the parish had registered the highest number of COVID-19 cases in the island, totaling some 280 cases with 4 recoveries and a death. This was according to data released by the Ministry of Health and Wellness.

For the most part, at the time of inspection (May 6-13), COVID-19 safety measures were implemented in both the St. Catherine North and St. Catherine South divisions, which collectively comprise of 22 stations. However, a number of challenges emerged in both divisions. Chief among them were: only 45 per cent of the stations inspected mentioned COVID-19 guide-



PCOA Legal Counsel, Sheldon Clarke (left) in discussion about records management with Deputy Superintendent Michael Campbell at Central Village Station in the St. Catherine South Division.

lines in all their briefings as outlined in JCF policy; 77 per cent of stations had implemented measures for the public to have access to a wash or sanitization area; 77 per cent of the stations had an adequate supply of personal protective equipment (PPE) and, the PPE at these stations were not enough to replenish the supply for the full staff complement; 68 per cent of the stations had sufficient cleaning agents (bleach, soap and liquid disinfectant) available however, of all the cleaning agents issued to the stations, all disinfectant sprays were expired; and, while there was no obvious es-

tablished methodology for the distribution of PPE within the divisions, it became apparent that distribution was based on a number of factors - risk assessment for officers, size of the staff complement and limited supply of PPE.

As for the two functioning lock-ups in the divisions, at one of them there was no thermometer available for body temperature checks; and, no area/s were identified for quarantine custody and isolation custody at the time of inspection. Notwithstanding, police personnel were commended for maintaining the requisite physical checks of cells and also, for adhering to the health and safety measures pertaining to the sanitization of cells as outlined in COVID-19 protocols.



Senior Director of Inspections and Monitoring, Andrew Beaumont and Legal Counsel, Sheldon Clarke chit-chatting with police personnel at the Bag Walk Station in the St. Catherine North Division.

Kingston JCF Divisions Fall Short in Some Areas Relating to the Implementation of COVID-19 Protocols

A special inspection of 19 stations in Kingston JCF divisions - Kingston Central, Kingston Western and Kingston Eastern - to determine if COVID-19 protocols were implemented revealed several concerns. Findings from an inspection, which was conducted June 9-11, point to a deficit in some areas such as: only 16 per cent of the stations made reference to COVID-19 guidelines in all their briefings as stipulated by force policy; 47 per cent of the stations implemented measures relating to public access



Officer at the Allman Town Station in the Kingston Central Division checking the body temperature of Inspection and Monitoring Officer, Theo Clayton (right).

to a wash or sanitization area and in some instances, water woes thwarted efforts of persons to make use of the area; 79 per cent of the stations implemented measures to encourage social distancing; and, 79 per cent of the stations had all the required supplies of PPE. Pertaining to lock-ups, of which there were four, only one division had identified areas for quarantine custody, isolation custody and also a decontamination zone.

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Retired ACP Norman Heywood Appointed PCOA Member

The Police Civilian Oversight Authority (PCOA) now has the full complement of members with the appointment of retired Assistant Commissioner of Police, Norman Heywood on April 1, this year. According to the PCOA Act of 2005, the Authority should consist of no less than five members and no more than seven members. Prior to Mr. Heywood's appointment the Authority has been operating with six members since 2015. Commenting on his appointment, Mr. Heywood said that he was both honoured and humbled.

"Having reached the commissioning rank of the JCF, I have had an opportunity to have an inside feel of how policies are implemented and why policies failed to achieve their desired objectives. Even more importantly, I was personally involved in developing a number of the modern policies of the JCF and had been a part of the modernization and



Newly appointed PCOA Member, Mr. Norman Heywood, perusing his instrument of appointment to the Authority.



PCOA CEO, Otarah Byfield (right) handing over the instrument of appointment by the Governor General to retired ACP Norman Heywood at the PCOA's West Avenue offices.

reform of that institution. Being a member of the PCOA will allow me to continue to monitor the transformation of the JCF," he explained. Prior to his appointment, Mr. Heywood pointed out that he was cognizant of the work of the PCOA having worked closely with the various teams in his different capacities within the JCF, which included his stint as Director of the National Police College and Director of Research Planning and Legal Services Branch.

"I was always aware of the meticulous manner in which the Inspection and Monitoring Unit went about collecting data prior to conducting inspections. I was also very impressed with the manner in which their findings were presented. It was usually accurate and precise, hence it usually went unchallenged during presentations to the JCF Divisional management teams," he noted, while adding that the only downside was, the lack of visibility of the PCOA's work within the public domain as well as the wider JCF. Mr. Heywood is confident that he can contribute in a positive way in fulfilling the mandate of the Authority. He brings to the table a wealth of knowledge as a policy developer, and analyst and as a transformational leader. "The team can count on me to contribute to every facet of the organization in whatever way possible, in order to achieve the full mandate of the PCOA," he stated. Indeed, his appointment as PCOA member seems preordained as his mantra has always been, "Whatever is monitored gets done!" Currently, he is Director of Security at the University of the West Indies, Mona. He is the 13th person to serve as a member of the Authority.

A Retrospective on PCOA's Role in the Aftermath of the Tivoli Gardens Incursion in 2010

This year on May 24, marks ten years since the Tivoli Gardens incursion in West Kingston took place, where a joint military and police operation, dubbed *Operation Garden Parish*, took place to serve an arrest warrant on Christopher 'Dudus' Coke, who was wanted for extradition to the United States. The incursion, left some 76 persons dead including a member of the security forces. In the aftermath, the Office of the Public Defender (OPD) was called upon to pursue an enquiry into allegations of extrajudicial killings among others. The PCOA offered to lend support, specifically, the Inspection and Monitoring Unit (IMU) was tasked to assist in determining the precise body count of the deceased in addition to, obtaining personal details of the deceased persons and also contact information of relatives. Prior to commencing the three month engagement however, the PCOA Members along with the Unit would proceed on a tour of the Tivoli Gardens commu-

nity on June 2, and express to the media that the state of the community required the expeditious implementation of a post crisis plan to normalize life in the community as well as to return normal policing services to the area.

Director of Inspections and Monitoring,



Then Inspections and Monitoring Manager, Andrew Beaumont (left) conversing with relatives of a victim of the Tivoli Gardens incursion outside Spanish Town Hospital Morgue in St. Catherine.

Andrew Beaumont recalls the support process entailed visiting all corporate area hospitals to determine if persons were brought in with gunshot wounds from the site under investigation; visiting all funeral homes to track if bodies were delivered/collected from same site; witnessing autopsies; and, tracking the custody of the bodies from when they were taken from the site, to the point where they



PCOA Members Gladstone Lewars (second from right) and Dr. the Hon. Marshall Hall (third from left) and then PCOA CEO, Dave McIntosh (right) engaging two male residents, while on a fact-finding tour of the Tivoli Gardens community.

were autopsied. "We also had to document fragments removed from bodies such as tissue samples, bone fragments and anything else taken from bodies. We were required to document

the chain of custody of these exhibits, which were handed over to the police," he said, adding that he and his colleague remained until the autopsies were completed and the bodies removed for preparation for burial. While he took on additional duties such as that of social worker, providing relatives of the deceased with burial advice and other matters, he also recalled being deeply affected by the experience. "I couldn't even eat meat for months afterwards," he said.

TIMEOUT with PCOA Chairman Jacqueline Hinkson



The PCOA Monitor caught up with Mrs. Jacqueline Hinkson, JP, who was appointed PCOA Chairman in March, this year. Known for her stellar dedication to public service, and knowledge of the Jamaica Constabulary Force having served as secretary of the Police Service Commission, Chairman Hinkson shares her thoughts on her tenure so far and vision for the PCOA in **Timeout**.

Q: How do you feel about being the first female to hold that title of Chairman of the Authority?

A: I feel quite humbled by the appointment and the occasion is particularly significant for me, as I serve alongside the first female CEO of the Authority.

Q: You were appointed Chairman of the PCOA on March 1, this year. Are you getting used to this role now?

A: Under normal circumstances I would say yes, but the Coronavirus pandemic has to a great extent, impacted that special bonding between members as well as staff, where I am concerned.

Q: Under your leadership, what if any changes can be expected?

A: Facilitating more and better interactions/communication with the citizenry, is an area which could be ramped up somewhat. This should not be regarded as a change as members have advocated this for a while, but frequency has not

been realized.

Q: Do you think civilian oversight of the law enforcement is necessary for the transformation of the JCF?

A: Civilian oversight, in my opinion, is necessary as one key area in the JCF which needs overhauling, is the relationship between the citizenry and the police. Most citizens do not feel the motto of the JCF ‘To serve, protect and reassure’ is displayed in the partnership. Civilian oversight would therefore, highlight changes which are necessary to transform these weak areas.

Q: What is more important right now in the transformation of the JCF: rooting out corruption or better equipping members of the JCF to discharge their duties?

A: At a cursory glance, one would say, they are both important. However, it could be reasonably argued that better equipping members to discharge their duties may result in the less likelihood of the members turning to corrupt activities.

Q: Since becoming a member of the PCOA in 2016 and then Chairman, can you say what PCOA initiative you are most proud of?

A: One would not call this an initiative, but I have always been impressed with the passion with which the members of staff carry out their functions, with what I call minimal personnel. The drive and resulting outcomes are admirable. In more recent times, the launch and subsequent staging of the pilot initiative, the Transforming Our Police Service (TOPS) competition in Area 2. I believe it was a resounding success and it was well received by the members of the JCF in the Area.

Work of PCOA Receives Glowing Review from JCF Member

PCOA MEMBERS ON JCF NOW JUNE 18@ 8:00 PM ON RJR (94.1)



CHAIRMAN JACQUELINE HINKSON MEMBER NORMAN HEYWOOD

The work of the Inspection and Monitoring Unit (IMU) came in for high praise by one of the hosts of **JCF NOW**, Inspector Dian Bartley, who shares hosting duties with Detective Inspector Ava Lindo.

In an interview with both PCOA Chairman, Jacqueline Hinkson and PCOA Member, Norman Heywood, on June 18, Inspector Bartley said she could attest to the thoroughness of the work of IMU.

In recounting her experience with IMU, she explained that her first encounter happened when she was assigned at the Hayes Station in Clarendon, many moons ago. “They went through every record with a fine tooth comb...it was a thorough inspection of the records and when he [the inspector] was finished [the task], that was not the end of it!” she remarked.

Adding, “He went into the community and I thought he was lost as he left about 12 o’ clock and I did not see him back until 4...thought he was not coming back for the day.”

The inspector, Andrew Beaumont, did return she said, but at 5:00 p.m. “He said, I was out in the community and I spoke with community members and they said this and they said that,” she disclosed.

Inspector Bartley didn’t stop there in terms of stating her appreciation, she went on to joke, “I always tell other police personnel that they [PCOA] know police work more than me in terms of records. It is the truth!” She went on to qualify her statement by pointing out that when certain policies were overlooked, and the PCOA turned up, “especially if they come before IPROB [The Inspectorate and Professional Standards Oversight Bureau] they point out things and then submit a report to the division to identify the weaknesses and make some recommendations.”

PCOA Members Continue to meet via Zoom during COVID-19 Times

In times of COVID-19, most organizations have had to adapt and implement various initiatives to continue operations. For members of the PCOA, who are required by law to meet at least once per month for ten calendar months of the year, accessing an online video conferencing application such as *Zoom* to



Members and the management team have continued to hold monthly meeting via the Zoom application during COVID-19 times.

facilitate this process was, a no brainer. In fact, consideration is now being given to investing fully in a video conferencing communication platform that would offer some flexibility to members, especially if COVID-19 persists and also, those residing outside of the corporate area. So far, the four meetings have been held online.

PCOA Team Undertake Special Inspection in JCF St. Andrew Divisions

On June 18 when the PCOA Team commenced a special inspection of all the divisions in the parish of St. Andrew to determine the adequacy of safety measures implemented in the wake of the COVID-19 outbreak, the number of confirmed cases including Kingston, was 638.

In fact, both the parishes of Kingston and



PCOA Inspection and Monitoring Officer, Keriesha Morrison (left) greets a police officer at the Stony Hill Station in St. Andrew North Division.

St. Andrew, which are usually combined, had recorded the second highest number of COVID-19 cases at the time. Therefore it was critical that the team pursued a special inspection focusing on not only the provision of personal protective equipment (PPEs) but also, the safety measures implemented at the various stations to protect police officers while interfacing with the public.

The parish of St. Andrew has three JCF divisions - St. Andrew North, St. Andrew South and St. Andrew Central, which are comprised of 20 stations. With the exception of the August Town, where there was reports of unrest, the team sought to complete the inspection in less than a week.



PCOA Team (Nichelle Duncan and Andrew Beaumont) inspecting wash area for the public at the Half Way Tree Station in the St. Andrew North Division.

Founding PCOA Member Oliver Clarke Passes

A founding member of the Police Civilian Oversight Authority (PCOA), The Hon. Oliver Frederick Clarke transitioned on March 19 after a long illness.



Then PCOA Member, Hon. Oliver Clarke (left) listening intently to fellow Police Services Commission appointee, the late Captain Horace Burrell (right) at a roundtable discussion with a contingent from the West Midlands Police Authority (WMPA) and West Midlands Police (WMP) in 2011. Looking on from left to right are: WMPA Chief Executive, Jacky Courtney, UWI Professor Anthony Clayton and WMP Sergeant Gill Davenport.

Mr. Clarke served the Authority from August 21, 2006 to August 21, 2011.

Renowned for his passion for police reform, accountability and oversight, he was instrumental in establishing the PCOA's organizational structure to facilitate the execution of its mandate as prescribed by law.

Strident in his efforts for the Authority to succeed, he tirelessly facilitated the broadening of partnerships internationally to enhance local expertise as it pertained to effective civilian oversight of law enforcement. In fact, through his influence the PCOA hosted a groundbreaking seminar on civilian oversight of law enforcement in 2010; and hosted a roundtable discussion with the West Midlands Police Authority from the United Kingdom. One of PCOA representatives on the Police Service Commission (PSC) during his tenure, Mr. Clarke was also relentless in gaining acceptance for police oversight of the Jamaica Constabulary Force, as well as the need for ordinary citizens to be a part of this process. The Authority is indeed grateful for his contribution to its growth, and by extension, police oversight in Jamaica.



The Hon. Oliver Clarke (right) taking time out to listen to a Tivoli Gardens resident, while on tour of the area in 2010 following the Tivoli Gardens Incursion.



PCOA Members (Arlene Harrison Henry, The Most Rev. Charles Dufour, The Hon. Oliver Clarke and Rudolph Hamilton) posing with then visiting Commissioner of London Metropolitan Police, Sir Paul Stephenson (centre) in 2010.

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Compiled by the PCOA Communications Unit

2016 FLASHBACK PHOTO



Then Manager of Inspections and Monitoring, Andrew Beaumont (right) sharing a laugh with Assistant Commissioner of Police (ACP) Norman Heywood, then Director of the National Police College of Jamaica on September 7, 2016. The occasion was an offer for the PCOA to conduct training sessions at the college as well for staff to participate in training at the college. ACP was Director of the National Police College of Jamaica from 2014 to 2017.