



Review of the Application of Three Strategic Priorities in the St. Ann Division Yield Mixed Results

The PCOA Team’s review of the application of three of 2022-2023 Police Commissioner’s Strategic Priorities in the St. Ann Division, revealed that only one was being satisfactorily applied.

The number one strategic priority, which is **Crime Reduction and Control**, was the only strategic priority satisfactorily applied, notwithstanding the shortage of police personnel seen at almost every level. The division, in fact, demonstrated a tangible framework aimed at reducing crime within its division.

This determination was made using a copy of the Divisional Policing Plan for the stated period in order to ascertain the supporting activities implemented to achieve the priorities. The team also reviewed the divisional and station data in addition to, comparing crime statistics for 2022, over the corresponding period for 2023.

Among the activities cited to successfully achieve the reduction included prevention and operational initiatives, along with improving investigations. The Divisional Policing Plan also stipulated a 10 per cent target for reduction in serious



On the floor is PCOA Senior Director, Inspections and Monitoring, Mr. Andrew Beaumont (second from right) discussing findings from an inspection of the Ocho Rios Station in the St. Ann Division. Looking on are: PCOA Team Members, Norville Davy (left), Nichelle Duncan (second from left) and Adin Grant (right) along with an Inspector attached to the station taking notes.

and minor crimes by December 31. Upon review the crime statistics showed that there was a reduction of crime in the parish by 19.6 % as of May 31, this year. However, it must be noted that whilst there was an increase in both murder and rape during the period, there was a reduction in shootings, aggravated assault, robbery and break-ins.

Meanwhile, as it pertained to the strategic priority, **Enhancing Staff Welfare**, the PCOA Team found that there was much work to be done in the division to achieve the targeted goal by the end of December, 2023. The Divisional Policing Plan indicated that one of the targets is to train and sensitize

80% of the staff in financial planning and management for the stated period. The data gleaned from the Division’s administration showed that 17% of the personnel were trained/sensitized in financial planning and management. Additionally, the plan had a target of recognizing the top performer for each station monthly. Records and interviews conducted indicated that this initiative was not implemented at all stations.

In the meantime, based on data received from the Divisional Administration, the PCOA Team discovered that the division was not meeting its targets to achieve the strategic priority, **Improving Accountability and Professional Standards**.

For instance, the plan had a target for 50% of personnel within the division to be trained in customer service by the end of the year. The data up to May 31 indicated that only 7.5 per cent of the personnel were trained in customer service. In addition, the plan also had a minimum of 50% of Sub-officers (Corporals and Sergeants) to be trained in supervisory management by December 31. However, the records revealed that none were trained/sensitized in supervisory management.

Records in Fair Order at Three Stations in Kingston Eastern Division

A spot check of records at three of the 9 stations in the Kingston Eastern Division revealed that the records were in fair order. The stations visited were: Port Royal, Rockfort and Harbour View.

In terms of the main records (Station Diary, General Property Book, Firearm Register; Sudden Death Diary and CR-10), two of the three stations properly maintained 80% of

the records, while the other properly maintained 60% of the records inspected. Of note, only the Rockfort Station adhered to JCF policies when maintaining the Station Diary, which is problematic for most stations. Meanwhile, the PCOA Team observed that the bathroom facilities were in need of repair at the

Harbour View and Rockfort stations. Additionally, the compounds of both stations were cluttered with derelict vehicles.



Inspection and Monitoring Officer, Norville Davy (left) in conversation with a police officer (right) from the Rockfort Station. Looking on is Senior Director of Inspection and Monitoring, Andrew Beaumont.

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JPs Concerned About Barracks at the Claremont Station

The Justices of the Peace (JPs) of St. Ann are calling for the relocation of the barracks at the Claremont Station in their parish, as they are deeply concerned about the condition of the barracks and safety of officers assigned to the station. Such was their ire on the matter that not only was it ventilated during an online social outreach, hosted by the PCOA in May, but shortly afterwards upon a request of the Custos of St. Ann, Mrs. Norma Walters, a delegation of five of her JPs accompanied the PCOA Team while on an inspection of the Claremont Station. A tour of the station re-enforced the ur-



Senior Director, Inspections and Monitoring, Andrew Beaumont (centre) discussing the state of affairs at the Claremont Station with Justices of the Peace, Pastor Theophilus Miller (left) and Mrs. Marris-a Johnson-Howell.

gency for proper accommodation/ barracks for the police personnel assigned to the station.

As it stands now, the premises which serves as the barracks has fallen into disrepair, however, both female and male officers continue to occupy the building for



Senior Director, Inspection and Monitoring, Andrew Beaumont (clockwise second from the left) and DSP i/c of Administration (St. Ann), Stacy-Ann Bogle holding court with a delegation of the Justices of the Peace from St. Ann at the Claremont Station.

the purpose of sleeping and changing their attire. Trainees assigned to station have to stay elsewhere and are bused to the station. The JPs stated that contemplation was given to retrofit two containers and locating them to the rear of the property, however, plans fell through due to the lack of funding. The PCOA Team invited the Deputy Superintendent for Administration (St. Ann), Stacy-Ann Bogle to meet with the JPs to discuss their longstanding concern and how the matter would be resolved.

She disclosed that instructions were given by superiors to repurpose one of two guardrooms to serve as a changing area for personnel. This was not done as the space is inadequate to accommodate both male and female officers.

The PCOA Team then contacted the Property Management and Maintenance Division to seek answers. The team was told that the

matter was receiving top priority and that plans were already underway to design a proper facility on the station compound. This response satisfied the JPs, who implored the PCOA Team to remain vigilant on the matter.

The JPs also took the opportunity to raise another issue, that of the overcrowding of cells at the station lock-up. DSP Bogle admitted that the division had been suffering from overcrowding at all of its lock-ups. She said that the Management Team was working to reduce and transfer some prisoners to lock-ups outside of the parish. On the day of the meeting, the lock-up held three prisoners above its gazetted capacity.

The JPs did not stop there as they also pointed out that the station required proper fencing given that it was a prisoners in custody station.

Meanwhile, the PCOA Team was pleased with the JPs for being strident about their duties in terms of lock-up administration. In fact, the team was particularly pleased as the online social outreach had focused on not only findings from an special inspection which targeted three of the largest lock-ups - Ocho Rios, St. Ann's Bay and Brown's Town - but, also preached about the role of JPs in police oversight.

The Claremont Station is one of seven Prisoners in Custody stations in the St. Ann Division.

Justices of the Peace Targeted in St. Mary and St. Ann

Some 110 Justices of the Peace (JPs) from the parishes of St. Ann and St. Mary participated in two online social outreaches in May. The social outreaches came on the heels of a special inspection of three of the most populated lock-ups in each of the police divisions in Area 2 (inclusive of Portland).

Findings and also concerns emanating from the inspection of the Oracabessa, Annotto Bay and Islington stations in the St. Mary Division and Brown's Town, St. Ann's Bay and Ocho Rios in the St. Ann Division, were shared. While sharing the findings, Senior Director, Inspections and Monitoring familiarized the JPs with the various records found at a lock-up - the Prisoners in Custody (PIC) Register, PIC Cards, Charge and Prisoner's Property Book,



Justices of the Peace from St. Ann, St. Mary and Portland were targeted during the quarter.

Book, Medical Journal, Remand Book and The Visit by Committee of Justice of the Peace Register.

He also reminded them of what was expected of them prior to conducting an inspection of cells in a lock-up.

"Don't resist or be offended if you are searched before you go in the lock-up," he stressed, adding that anyone with a firearm

would be strictly prohibited from taking said firearm into the lock-up.

He encouraged the JPs to record findings of their visit in the JP Register when visiting each lock-up.

Meanwhile, elaborating further on records, Legal Counsel, Sheldon Clarke shared concerns related to The Visit by Committee of Justice of the Peace Register, stating that the relevant entries regarding observations were not always recorded in the register. In addition, he noted that the frequency of JPs visits to cells was now limited by COVID-19.

He also pointed out the role JPs played in police oversight, stressing that they could not remand a person for a period not exceeding 24 hours.

The engagement of the JPs from both parishes completed the social outreach of JPs from Area 2.

Area 3 Command Commit to At Least 80% Improvement for Upcoming TOPS Re-Inspection

The PCOA and the Area 3 Command have agreed upon targets of 80% to 100% for improvement in compliance with policies of the Jamaica Constabulary Force (JCF) for an upcoming re-inspection exercise, which is the fourth phase of the Transforming Our Police Service (TOPS) Programme.

Area 3 is comprised of three divisions - Manchester, St. Elizabeth and Clarendon, with a total of 34 stations.

These targets were agreed upon during an online Performance Review Meeting with PCOA Members, Police Services Commission (PSC) Chairman and representatives from JCF High Command, Area Command as well as Divisional Commanders in May.

A breakout of the targets set at the meeting, which is the third phase of the TOPS programme, saw only the St. Elizabeth Division committing to 100% improvement in the areas of concern identified while, a cautious Clarendon Division agreeing to a 90-100% target for improvement. For the Mandeville Division, the target for improvement was set at least 80%.

Prior to agreeing on the targets, the Divisional Commanders acknowledged



MANCHESTER, CLARENDON AND ST. ELIZABETH POLICE DIVISIONS

Area 3 Transforming Our Police Service (TOPS) Competition poster.

and accepted the findings from inspections conducted for the Area 3 TOPS Competition (the first phase). They in fact outlined areas, which they were already implementing changes to address the deficiencies identified.

The Inspector General, DCP (Atg) McArthur Sutherland of the Inspectorate and Professional Standards Oversight Bureau (IPROB) who was also in attendance, commended the work of the PCOA for its role in holding the JCF accountable, regarding

standards of performance.

He added that since receiving the Area 3 TOPS reports, internal inspections were conducted by IPROB and there was evidence of overall improvement in records management.

Meanwhile, PSC Chairman, Professor Gordon Shirley also lauded the work of the PCOA and the TOPS Programme as well as the JCF High Command for supporting the TOPS initiative.

Pointing out the need for stations in Area 3 to correct the issues identified, Professor Gordon highlighted that the required improvements were not resource intensive, adding that some stations had already attained 100% compliance in specific areas of records management.

He also endorsed the re-inspection phase of the programme as a measure to ensure improvement targets were met.

In addition, Professor Gordon suggested incorporating the findings from PCOA inspection reports as part of the JCF performance appraisal system.

PCOA Member Resigns



Rev. Dr. Maitland Evans

Member of the Police Civilian Oversight Authority, Rev. Dr. Maitland Evans, resigned during the quarter.

Dr. Evans was appointed as a member of the Authority by the Governor General on October 25, 2021.

He was one of two PCOA Members, who also served on the Police Services Commission (PSC). By law, two members of the PCOA should sit on the PSC.

An educator, with decades experience, Dr. Evans is also a theologian, serving as a Minister with the United Church in Jamaica and the Cayman Islands in pastoral and specialized ministry for more than three decades.

He was awarded the Order of Distinction in the rank of Commander Class (CD) by the Government of Jamaica in 2003.

PCOA Creates History at CACOLE

There were a couple firsts this year at the Annual Development Conference hosted by the Canadian Association of Civilian Oversight (CACOLE). For the first time in its 16-year-old-history, the conference had representatives outside of Canada in attendance, specifically from the United States and Jamaica.

A contingent of three representatives (Senior Director, Inspection and Monitoring, Andrew Beaumont; Inspection and Monitoring Manager, Nichelle Duncan; and Inspection and Monitoring Officer, Toni-Ann Baker) from the PCOA, were also the first outside of North America to attend the conference.

Held at the Westin Nova Scotian Hotel in Halifax, Nova Scotia, the conference for the PCOA staff provided exposure to best practices within the context of



PCOA Team took time out between sessions to meet the Executive Director of the Canadian Association of Civilian Oversight of Law Enforcement (CACOLE), Ms. Vicki Yeats (second from right). Occasion was the Annual Development Conference hosted by CACOLE in Halifax, Nova Scotia in Canada.

Canada being a fellow member of the Commonwealth, sharing some similarities.

“The various topics explored were enlightening, especially when looking at barriers that hinder civilian oversight,” Mr. Beaumont shared, adding that getting the Canadian perspective was very useful, and could be integrated locally so as to enhance

civilian oversight in Jamaica.

“We are hoping that we are able to share our experiences in civilian oversight with them at the next conference,” he said.

Overall, the attendees said they were grateful for the opportunity to network with practitioners of civilian oversight from this jurisdiction, citing meeting presenter, Dr. Kanika Samuels Wortley, who has Jamaican roots, as well as both the CACOLE President, Michelaine Lahaie and Executive Director, Vicky Yeats, as major highlights.

PCOA Team Undertakes TOPS Sensitization Tour of Area 1

The PCOA Team hit the road in June to sensitize police divisions in Area 1 about the upcoming Transforming Our Police (TOPS) Competition.

Area 1 is comprised of four police divisions -Trelawny, St. James, Hanover and Westmoreland.

The sensitization tour for the Area 1 TOPS Competition marked the first time



St. James Divisional Commander, SSP Vernon Ellis (centre) is sandwiched by PCOA Senior Director, Inspections and Monitoring, Andrew Beaumont (right) and Inspections and Monitoring Manager, Nichelle Duncan at the Freeport Station in St. James. Occasion was the TOPS Sensitization Tour for Area 1.

that the PCOA Team conducted such an exercise prior to the start of the competition. “Every year, we look at ways we can improve our flagship initiative. We cannot rest on our laurels,” PCOA CEO, Mrs. Otarah Byfield-Nugent told *The PCOA Monitor*. There was



PCOA Senior Director, Inspections and Monitoring, Andrew Beaumont discussing the Transforming Our Police Service (TOPS) programme with Station Commanders at an Tasking Meeting in the Trelawny Division in June.

also the recognition, that although promoted, there was still a deficit regarding the competition among members of the Jamaica Constabulary Force. (JCF).

The competition, which is now in the 5th year, have covered four of five Areas, with the last one being Area 1.

The first stop on the tour was the Westmoreland Division, who were briefed extensively about the competition during their weekly Tasking Meeting. At the conclusion of the proceedings, the Divisional Commander, SSP Wayne Josephs stated confidently that his division would do very well in the competition.

The second stop on the tour was the

Trelawny Division, which impressed with its updated technology. A similar exercise was conducted during their Tasking Meeting and the Station Commanders present were appreciative.

The Hanover Division was the third leg of the tour, and the PCOA took the opportunity to introduce the *JCF Satisfaction Survey* during the presentation at their Tasking Meeting.

“This pilot exercise was worthwhile as the feedback was very helpful. We found them most engaging and involved,” Senior Director, Inspection and Monitoring, Andrew Beaumont said.

At the last stop on the tour in the St. James Division, officers present were very attentive. It was the only division that aced the Question & Answers segment.



Station Commanders and other key personnel in the Westmoreland Division were in rapt attention as the PCOA Team discussed that the prizes for this year’s Transforming Our Police Service (TOPS) Competition would be bigger and better.

PCOA FACTOID



The inaugural Transforming Our Police Service (TOPS) Competition was held in Area 2 (Portland, St. Mary and St. Ann) in 2019. Since then, the event has been held in Area 4 in 2020, Area 5 in 2021 and

last year in Area 3. This year, the competition is being held in Area 1, the last of five areas.

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PHOTO OP FOR THE QUARTER



PCOA CEO, Mrs. Otarah Byfield Nugent (left) striking a pose with two members of the Jamaica Constabulary Force (JCF) Secretariat to the PCOA - Acting Assistant Commissioner of Police, Charmaine Shand, Head of the JCF Community Safety and Security Branch (centre) and Senior Superintendent Jacqueline Coombs of the Inspectorate and Professional Standards Oversight Bureau (IPROB) - at the Transformations Expo at the National Arena hosted by the JCF in May.