

JACQUELINE HINKSON NAMED NEW PCOA CHAIRMAN



THE PCOA MONITOR

Mrs. Jacqueline Hinkson is the new Chairman of the Police Civilian Oversight Authority (PCOA), becoming the first woman to hold the position in the 15-year-old entity. Her appointment took effect from March 1, this year.

Her appointment comes in the wake of the resignation of Errol Strong as PCOA Chairman on February 29, having served in the position for two years.

A member of the Authority since November 3, 2016, Mrs. Hinkson retired as Chief Personnel Officer in the Office of the Services Commission after serving almost four decades in the Public Service.

She is also quite knowledgeable on matters of the Jamaica Constabulary Force (JCF), having in the nineties served as Secretary of the Police Service Commission (PSC).

The PSC, which falls under the Office of the Services Commission, is charged with making recommendations to the Governor General with respect to: appointments and/or promotions of members of the JCF at and above the rank of Inspector; confirmation of appointments of and above the rank of Inspector; and, disciplinary proceedings and punishment against members of and above the rank of Inspector, among others functions.

As Secretary of the PSC, Mrs. Hinkson was appointed to perform the duties of the Commission



Newly minted PCOA Chairman, Jacqueline Hinkson (seated) with fellow members of the Authority from left to right - Errol Strong, Dr. the Hon. Marshall Hall, Gladstone Lewars, Pastor Glen Samuels and Professor Anthony Harriott.

in keeping with Regulation 4 of the Police Service Regulations of 1961.

A devoted Wolmerian, having attended the Wolmers' High School for Girls, Mrs. Hinkson lives by her alma mater's motto "*Age Quod Agis*," which translates as, "Whatever you do, Do it well." She has also served as a Justice of the Peace since 2009 and currently is, a Director on the Executive of the Lay Magistrates Association of Jamaica, Kingston Chapter.

In the meantime, the members constituting the Authority remain the same: Dr. the Hon. Marshall Hall, OJ, Pastor Glen Samuels, Mr. Errol Strong, J.P, Professor Anthony Harriott and Mr. Gladstone Lewars, OD.



Then PCOA Member, Mrs. Jacqueline Hinkson greeting the National Security Minister, Hon. Dr. Horace Chang (right) prior to commencement of a Members Meeting in 2018. Looking on is PCOA Member, Professor Anthony Harriott (left) and then PCOA Legal Counsel, Otarah Byfield. (partially hidden).

Also remaining the same are the two PCOA Members Harriott and Hall, who sit on the five member PSC as stipulated by the PCOA Act of 2005. The tenure of the Chairman and Authority will end on August 22, 2021. The new Chairman was expected to preside over her first Members Meeting on March 25, however, this was postponed due to the coronavirus outbreak.



PCOA Chairman, Jacqueline Hinkson (right) receives her instrument of appointment by the Governor-General from PCOA CEO, Otarah Byfield.

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PCOA TEAM KICKS OFF 2020 WITH INSPECTION OF ST. ANDREW CENTRAL DIVISION

Issues pertaining to records management and prisoners in custody related activities were high on the agenda when the PCOA team embarked on an inspection of the St. Andrew Central Division in February. These issues stemmed from findings from a March 2017 inspection, which highlighted several concerns. Among them, the poor maintenance of the two of the main records - the Station Diary and Firearm Register - the former, which none of



PCOA Senior Director, Inspections and Monitoring, Andrew Beaumont inspects a record at the Half Way Tree Station.

the stations maintained accurately and the latter, only a half did same. Of equal concern was, the state of prisoners in custody records, which for the most part, required substantial improvement. As for prisoners in custody related activities such as physical checks, remands and mandatory cell searches, these too were found to be deficient. The Half Way Tree lock-up, where the



PCOA Team - Toni-Ann Baker (left), Nichelle Duncan (seated) and Theo Clayton - sharing findings from inspection with police personnel at the National Stadium Station.

issue of overcrowding has been persistent since the first PCOA inspection in 2011, will also an area of concentration. Other areas targeted to determine if recommendations from the 2017 inspection were implemented include: the removal of station clutter namely, derelict privately owned motor vehicles/cycles parked on station compounds for an indeterminate length of time; and, replacement of malfunctioning security perimeter lights at three stations. In the meantime, some new areas will be incorporated in this inspection and therefore will negate comparative analysis. They are: Customer Reference Forms; presence and condition of Firearm Clearing Pit; state of barrack rooms and bathrooms and the installations of both the JCF and Jamaican flags.

The division, which is home to three of the nation's major tertiary institutions, the premier national sports and cultural complex as well as bustling businesses and hotel districts, is comprised of six stations - Papine, Matilda's Corner, National Stadium, Half Way Tree, August Town and Cross Roads; and two posts - New Kingston and the UWI. The August Town Station however, was excluded from the inspection due to reports of violent unrest in the area. Interestingly on the four occasions (2012, 2013, 2017 and 2020) that the PCOA Team has inspected this division, there has been a different Superintendent in charge of the division. Over the years, the frequent rotations of divisional commanders has impacted negatively on the implementation of recommendations collated in the respective reports.

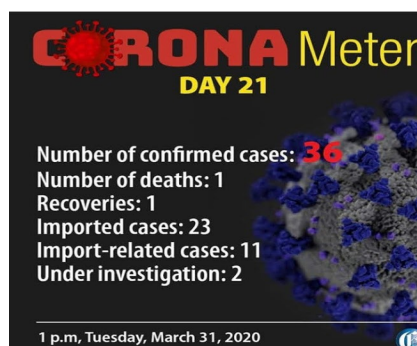


PCOA Inspection and Monitoring Officer, Theo Clayton in conversation with a Sergeant at the Matilda's Corner Station.

SPREAD OF CORONAVIRUS PUTS A DAMPER ON PCOA ACTIVITIES IN MARCH

It can be said that "new normal" for Jamaicans commenced with the announcement of the first case of the novel COVID 19 on March 11. Indeed, subsequent to the announcement there would be an increase in the number of cases, which totaled 36 by the end of the March; and the 'kicking in' of the Disaster Management Act (Enforcement Measures) (No 2) Order 2020.

Against this backdrop, the PCOA had to postpone several activities, chief among them, the Area Two Accountability Framework Meeting, which was scheduled for March 25. This meeting was the final phase of the Transforming Our Police Service (TOPS) competition, whereby the divisional command-



Graphic of COVID-19 cases as of March 31, 2020 from Gleaner.

ers for St. Mary, St. Ann and Portland were expected to agree on expectations/commitments (based on findings from the competition), which would hold them to account.

"This initiative is designed to improve ac-

countability within the JCF and to build professional standards within the organization," PCOA CEO Otarah Byfield said. The "new normal" also derailed plans for the PCOA Team to inspect the St. Andrew South Division as government agencies were instructed to limit field work given the spread of the virus. The team last inspected this division, which is comprised of 8 stations, in 2018. An exit discussion with Commanding Officer for the St. Andrew Central Division, SSP Jacqueline Coombs and her team, was also nixed.

Meanwhile, safety measures to combat the virus were implemented at the PCOA Office, a sanitizer was installed at the entrance, gloves and masks were dispensed and a roster charted for staff to work remotely as well as in office.

PLANS AFOOT TO RAMP UP COMMUNITY ENGAGEMENTS

Come the new financial year, which commences April 1, engagements with communities as well as organizations will be ratcheted up says PCOA CEO, Otarah Byfield.

According to the Ms. Byfield, the objective of the increased engagement is to build public trust and confidence in the work of the entity and by extension the Jamaica Constabulary Force (JCF) and its auxiliary.

“A very critical part of building public trust and confidence is that we want to be accountable to the public and also involve the public in the work that we do,” she said.

“We want to expand our reach in terms of the information we disseminate to the public, so our strategy will see us doing more engagements with the public, getting them to know who we are, the services we provide and building a connection between the citizen and the police, so that, ultimately, we are building trust and confidence in the JCF,” she noted further. Community leaders such as justices of the peace (JPs), she added, would be also be targeted in these engagements. The CEO said that



PCOA CEO, Otarah Byfield

the increased interaction would enable citizens to be conversant with how to assist the police in the execution of their duties as well as their rights when interacting with them. “You have to also start thinking about your own role and responsibility in creating safer communities. This will mean more community engagement between the PCOA and the

citizens while integrating the police into that process, and letting citizens know what the service is like in their specific geographical space, subsequent to completing an inspection,” Ms. Byfield explained. The CEO noted that an established connection between community members and the police facilitates improved policing in communities.

“You will find in some divisions that community engagement is one of the major activities that has worked in terms of the service and the impact it has on the communities,” she stressed.

Ms. Byfield however, admitted that in light of the coronavirus outbreak in the island with the announcement of the first case on March 10, the impending initiatives to mitigate against widespread transmission of the virus could negatively impact on the April start of the planned engagements.

PCOA HOLDS STRATEGIC PLANNING RETREAT

As part of efforts to pave a new direction for the Authority, which included countless training sessions focusing on successful strategic planning, PCOA staff participated a three-day staff retreat at the FDR Resort in St. Ann in February.



PCOA Staff celebrating the completion of the draft of 2020-2023 strategic plan and draft of operational plan for the financial year 2020-2021.

At the retreat, the staff completed a draft of the 2020-2023 strategic plan in addition to, a draft of the operational plan for the financial year, 2020-21. Staff also took the opportunity to revamp the Mission, Vision and Core values of the organization. “It was a resounding success!” stated PCOA CEO, Otarah Byfield. Team building as well as physical activities were also a part of the exercise.

BAMBOO STATION TO IMPROVE WATER SUPPLY SYSTEM WITH TOPS PRIZE MONEY

After four months of deliberations and obtaining estimates, the Bamboo Station finally revealed its special project to be funded from winnings from the Area Two Transforming Our Police Service (TOPS) competition. Personnel at the station unanimously agreed to use the \$100,000, which was handed over by the PCOA for a special station improvement project of choice, to improve the water supply system at the station.

The project was selected given the lack of supply of running water in the community and, that despite recent renovations to the station, there was no improvement to the water system to properly harvest rain water.

In addition to the expansion of a water tank, the kitchen area will be tiled under

the project.

Last November, the station walked away with the Area Two Transforming Our Police Service (TOPS) Station Award, besting some 31 stations in St. Mary, St. Ann and Portland. The station scored high marks across the board for compliance with standard operating policies and procedures of the Jamaica Constabulary Force. This specifically related to records management; station administration; utilities conservation; customer service and station maintenance.

The Bamboo Station is one of 11 stations that comprise the St. Ann Division. The station serves some 4264 residents (2016 Census), the majority of which are farmers.



Bamboo Station Commander, Sgt. Patricia Brown posing with winning prize cheque at the Area Two Transforming Our Police Service (TOPS) Awards Ceremony on November 27, 2019.



Bamboo Station.

YEAR IN REVIEW: A MOMENTOUS YEAR OF CHANGE

As it turned out, momentous changes and grand successes best defined the financial year April 1, 2019 - March 31, 2020.

The year heralded somewhat of a tsunami in terms of changes in leadership. Most significant was, women were appointed in the positions of Chairman and Chief Executive Officer (CEO) for the first time in the history of the Authority.

Former PCOA Legal Counsel, Ms. Otarah Byfield was appointed CEO on June 1, after Dave McIntosh demitted office after 10 years at the helm., while PCOA Member, Mrs. Jacqueline Hinkson, was appointed Chairman on March 1, after the resignation of Mr. Errol Strong, who served in the position for two years.



Newly appointed Inspection and Monitoring Officer, Theo Clayton (left) discussing findings in an exit discussion with St. Andrew Central Divisional Commander, Supt. Robert Gordon (standing) and Deputy Supt. Iver Calder in charge of Administration.



PCOA CEO, Otarah Byfield (right) posing with TOPS winners. From left to right are: San San Station Commander, Sgt. Richard Taylor; Portland Divisional Commander, Supt. Duane Wellington; Gayle Station Commander, Inspector Nicola Lewis; Area Two Commander, ACP Elbert Nelson; and, Bamboo Station Commander, Sgt. Patricia Brown.

During the year, the Authority launched what will become its signature annual event, the Transforming Our Police Service (TOPS) Area Competition. The inaugural event took place in Area Two (St. Mary, St. Ann and Portland divisions), covering 31 stations. The Bamboo Station (St. Ann) was awarded TOPS Station; the Portland Division, TOPS Division; San San Station, TOPS Station in Portland and Gayle Station, TOPS Station in St. Mary. On the operational front, five JCF geographical divisions were inspected. This was in addition to, two special inspections

focusing on State of Emergency lock-up administration in the St. James, Westmoreland and Hanover divisions (Freeport, Cambridge, Frome, Negril and Lucea).

The human resource capacity of the Inspection and Monitoring Unit (IMU) was boosted with the addition of a Manager and an IMU Officer, bringing the unit complement to six.

Building staff competencies continued in earnest with both a PCOA Member and IMU Officer making representation at the 25th National Association of Civilian Oversight of Law Enforcement.

The Authority also increased its social media presence to include Instagram and YouTube.



The newest PCOA Members - Mr. Errol Strong (left) and Mrs. Jacqueline Hinkson - in conversation prior to participating in their first meeting on December 15, 2016.

PCOA FACTOID



Over its 15 years of existence, four persons have held the position of Chairman of the Authority: The Most Rev. & Hon. Charles Dufour (2006-2016);

Professor Anthony Harriott (2016-2018); Mr. Errol Strong (2018-2020) and Mrs. Jacqueline Hinkson (2020 to present).

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Compiled by the PCOA Communications Unit

PHOTO OP FOR THE QUARTER



Prior to heading to a February Strategic Planning Retreat, Senior Human Resource Executive at the Barita Group (Cornerstone), Mrs. Stephanie Murdock (first row centre), conducted a workshop on "Improving Interpersonal Relationships Within the Office Space" with PCOA staff.