



Kingston Central Division Shines in Area 4 TOPS Re-inspection

The Kingston Central Division emerged the most improved division in the Transforming Our Police Service (TOPS) Re-inspection for Area 4 in May. The division, which is one of five divisions - St. Andrew Central, St. Andrew South, Kingston Eastern and Kingston Western - in Area 4, came the closest to achieving the 100 per cent targets set for improvement in the areas inspected for the TOPS Competition.

These targets for improvement were agreed upon during the third phase of the TOPS programme, which is the Performance Review Meeting between the hierarchy of the Jamaica Constabulary Force (JCF) including the Area 4 Commander and PCOA Members.

The division showed improvement or maintained good performance in all but one of the records inspected.

“I am so pleased that the police division within which our offices are located, should perform superbly in the re-inspection.



Inspection and Monitoring Officer, Toni-Ann Baker (right) shares a light moment with police personnel at the Central Station in the Kingston Central Division.

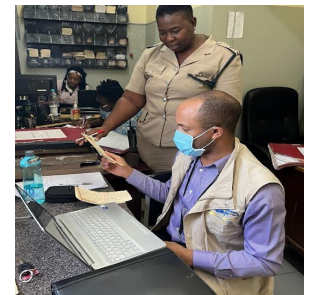
Other than the Station Diary, they came the closest to meeting the 100 per cent targets set by the Area 4 Commander,” said the Senior Director, Inspections and Monitoring, Andrew Beaumont.

As it pertained to general records, the division was impressive, achieving perfection when maintaining the Firearm Register, General Property Book and CR-10. While there was a marked improvement in the maintenance of the Station Diary, they fell short by one station, in achieving perfection.

Findings for the Prisoners-in-

Custody (PIC) records, were similar, with all records except the PIC Register, reflecting adherence to JCF policies. It came of no surprise that the division would yield one of the two most improved stations. Fletcher’s Land improved in all the areas inspected, while Olympic Gardens from the St. Andrew South Division also showed immense improvement in the majority of the areas inspected.

The Hunts Bay Station showed marked improvement in maintaining PIC records in accordance with Force Policy.



Legal Counsel, Sheldon Clarke (seated) examining Prisoners in Custody (PIC) cards at the Hunts Bay Station in the St. Andrew South Division.

Area 3 Selected for 2022 TOPS Competition

This year’s Transforming Our Police Service (TOPS) Competition will be held in Area 3.

The announcement was made by the PCOA CEO, Mrs. Otarah Byfield-Nugent during a presentation at the National Police College in Twickenham Park, St. Catherine in March.

“Start getting yourself together, your books and everything because we are coming to Area 3 for the TOPS Programme,” she revealed.

Area 3 is comprised of three divisions - Clarendon, Manchester and St. Elizabeth, which collectively cover 34 stations.

The TOPS programme, which was conceptualized in 2019, has four phases, the first being the

inspection of one of five Area Commands.

The other phases include, the TOPS

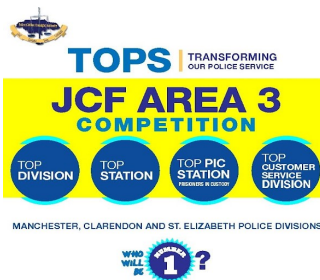
Awards Ceremony, held in

during Police

Week in November; a Performance Review Meeting with the High Command of the Jamaica Constabulary (JCF) and PCOA Members, where issues emanating from inspections conducted for the TOPS competition are discussed and agreed targets for improvement are set;

and, lastly a re-inspection to determine if these targets are met.

So far, Areas 2, 4 and 5 have been selected to participate in the annual programme.



Area 3 TOPS Competition Poster

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Area 1 PIC Inspections Reveal a Number of Concerns

Inadequate physical checks of cells and perimeter patrols; poor records management; and occupational health and safety issues were among the long list of concerns emerging from Prisoners-in-Custody (PIC) inspections conducted in Area One earlier in the year.



The PCOA Team (Legal Counsel, Sheldon Clarke and Inspection and Monitoring Officer, Toni-Ann Baker) in action at the Savanna-la-mar Station in the Westmoreland.

With the exception of Hanover, the PCOA Team targeted two of the most populated lock-ups in each of the four divisions, which comprise Area 1. They are as follows: St. James (Freeport and Barnett Street); Hanover (Divisional Headquarters); Westmoreland (Negril and Savanna-lar-mar) and Trelawny (Falmouth and Clarks Town).

While for the most part the lock-ups adhered to JCF policies when conducting cell searches and cell visits, this was not the case when conducting physical checks of cells and perimeter patrols.

Of the 7 lock-ups inspected, only one met the requirement as it pertained to physical checks of cells. According to JCF policy, physical checks should take place once every 24 hrs. This involves checking the structural integrity of cells among other areas. Perimeter patrols were also found wanting as only three of the lock-ups conformed to JCF policy in this regard.

Requiring urgent attention was the management of PIC records at the lock-ups. None of the lock-ups properly maintained all four of the major records (PIC Register, PIC Cards, Charge and Prisoners' Property Book and Remand Book) inspected. Of the most concern was the Remand Book, where this book was either non-existent or not properly maintained at more than a half of the lock-ups. In one instance, this record was last utilized in 2021 and in another case, there were instances where individuals were remanded beyond the lawful 24hrs.

Additionally, the Charge and Prisoners'

Property Book, was problematic at all lock-ups. There were instances of missing witness signatures and prisoners' items not seen in custody; monies not recorded by serial numbers among other issues.

On the matter of occupational health and safety, bathroom facilities were in a poor condition at all lock-ups, some requiring immediate attention. At one lock-up, only one of five shower facilities was functional and wash basins were being used as toilets as the toilets were out of use. The toilets and in some cases the showers, were in a deplorable

state.

Additionally, fire extinguishers at all the lock-ups required servicing. Many also had no last service date.

As for the condition of some cells, aside from poor ventilation, which was a recurring issue at most of the lock-ups, there was the problem at one of the lock-ups where only one cell was in use as the other two were prone to leakage and flooding during times of rain.

Subsequent to the inspections, the PCOA Team conducted a feedback exercise with Divisional Commanders.

Retired JDF Chief of Staff Appointed to Authority

Rear Admiral (Ret'd) Peter Brady has been appointed by His Excellency, The Governor-General to serve as a member of the Police Civilian Oversight Authority (PCOA) effective March 1.

His appointment fills the vacancy created by the departure of Professor Anthony Harriott in February, who was also the PCOA representative on the Police Services Commission (PSC).

According to the PCOA Act of 2005, two PCOA Members should be members of the PSC. As such, Mr. Brady, who currently sits on the PSC, will replace Professor Harriott on the PSC and join Dr. Rev. Maitland Evans as the two PCOA representatives on the PSC.

"The Authority is deeply committed to its role and function," Mr. Brady, who is currently Director General of the Maritime Authority of Jamaica, told the *PCOA Monitor*, adding that he was impressed so far with the performance of the staff of the Authority and their outputs.

Mr. Brady previously served as Chief of Staff in the Jamaica Defence Force (JDF) from 1990 to 1998, and has received many accolades during his military career. He was the recipient of the Commander of the Order of Distinction (CD) from Jamaica; Commander of the Royal Victorian Order from the United Kingdom and Commonwealth; the Legion of Merit (Commander) from the

United States.

As an educator, Mr. Brady lectured at the Dalhousie University in Canada. In addition,

he has served as a visiting lecturer in Maritime Safety Administration and Maritime Security at the World Maritime University (WMU) in Sweden and is a serving member of WMU Board of Governors since 2007, elected as its Vice Chair in 2015.

Presently, Co-Vice Chair of the National Council on Ocean and Coastal Zone Management, Mr. Brady also chairs the National Hydrographic Committee and also is a Committee Member of the Major Organized Crime Agency (MOCA).

He is the Honorary Consul for the Principality of Monaco and an Associate Fellow of the Nautical Institute.

The tenure of Mr. Brady along with the rest of the Authority will end August 22, 2026.



New PCOA Member, Rear Admiral (Ret'd) Peter Brady inspects his letter of appointment from the Governor-General.



Legal Counsel, Sheldon Clarke (left) showing the instrument of appointment to PCOA's newest member, Rear Admiral (Ret'd) Peter Brady at the offices of the PCOA on West Avenue in Kingston Gardens.

PCOA Team Outreach Targeting JPs in Area 1 a Success

In June, more than 250 Justices of the Peace (JPs) participated in online outreach sessions organized by the PCOA in collaboration with the Custodes Rotulorum of four parishes.

The social outreach stemmed from Prisoners in Custody (PIC) inspections of two of the most populated lock-ups in police divisions in St. James, Trelawny, Westmoreland and in the case of Hanover, one lock-up, all of which comprise Area 1. These inspections were conducted in March.

While a section of the session was devoted to presenting findings from the various inspections of lock-ups, the main focus was on the important role that JPs play in police oversight.

Legal Counsel, Sheldon Clarke highlighted three functions relating to oversight: visiting police stations to monitor lock-ups and the condition of prisoners; considering applications for bail; and, remanding people in custody.

“When dealing with an uncharged person, a JP may order that person to be remanded or released,” he explained, while emphasizing that the maximum length of time that an uncharged person could be remanded by a JP was 24hrs. Bail, he fur-



PCOA presenters (left to right) : Legal Counsel, Sheldon Clarke; Communications and PR Manager, Karen Cadien and Senior Director, Inspections and Monitoring, Andrew Beaumont.

ther stated, was to be considered once the person had been charged.

Legal Counsel also zeroed in on two critical records that required the attention of JPs. They were: The Visits by Committee of Justices of the Peace Register (The JP Visitation Book) and the Remand Book.

Entries in the Remand Book, he stressed were considered valid if they included the seal and signature of the JP in addition to, the date of remand and the length of remand, which should not exceed 24 hours. For their part, the JPs were very appreciative of the information shared.

“Just expressing commendation to the officers at the PCOA for presentations... Thanks for your service to the nation,” wrote Gerald Lawrence, a JP based in St. James. “Excellent presentation!” wrote Audrey-Lee Peynado, also a JP from St. James.

Quarterly Spotlight: Anchovy Station



The Anchovy Station circa 2010.



The Anchovy Station circa 2017.

The PCOA has welcomed the news of the groundbreaking on March 25 for the construction of the new Anchovy Station in St. James.

From as early as 2010, when the PCOA Team visited the station, which serves some 23 communities, it was reported that the station building was in a poor condition, requiring urgent repair. According to the team, the building was a health and safety hazard to police personnel occupying the space as well as visitors to the station.

On another visit in 2017, the station, which had been relocated, was now sharing space in a building housing a post office. The PCOA Team had safety concerns. The team reported that not only the station lacked adequate perimeter security fencing, but that it shared its yard with a private garage. This, the team stated increased the risk of the station property being vandalized as well as caused confusion regarding station property vis-à-vis garage property.

In the meantime, the construction of a new 5,300 sq. feet two-storey station is being funded by the National Housing Trust. It will house the police station, living quarters and detention cells.

Area 4 TOPS Station Winner Completes Project

Winners of the Transforming Our Police Service (TOPS) Station for Area 4, the Bull Bay Station in the Kingston Eastern Division, completed their TOPS sponsored project in record time.

As winners of the 2021 competition, they were awarded \$100,000 to fund a project of their choosing. Similarly to previous winners, Bamboo Station in Area 2 (2019) and Above Rocks in Area 5 (2020), the Bull Bay Station elected to enhance their water supply system.

“Ever since they commenced improving the road network, we have had some challenges with water. There are times when the water from the main is gone and as you can see we are a lock-up, so we have



Bull Bay Station Commander, Inspector Paul Cummings (left) receives cheques valued at \$100,000 from PCOA CEO, Mrs. Otarah Byfield Nugent in January at the offices of the PCOA.

both prisoners and staff to cater to plus persons who traverse the police district that use our facilities. Therefore we are using our prize money to enhance our water storage capacity,” Station Commander, Inspector Paul Cummings told the *PCOA Monitor*.

He further added that a small portion of the prize money was directed towards the hosting of a social, which included celebrating

the win as well as recognizing the hard work of his staff.

“I remain humbled by this award. It has been certainly a moral booster for my team,” he revealed.



Water tank installed at the Bull Bay Station in the Kingston Eastern Division.

Four PCOA Staff Complete NACOLE's CPO Programme

Four members of staff of the Police Civilian Oversight Authority (PCOA) recently attained Certified Practitioner of Law Enforcement (CPO) designation from the US based National Association for Civilian Oversight of Law Enforcement (NACOLE).

They are: Legal Counsel, Sheldon Clarke; Manager of Inspections and Monitoring, Nichelle Duncan; Inspection and Monitoring Officers, Theo



Inspection and Monitoring Officer, Toni-Ann Baker (second from right) posing with her certificate of completion for the Certified Practitioner of Oversight Credential Program from National Association for Civilian Oversight of Law Enforcement. Sharing the moment from the left are: Legal Counsel, Sheldon Clarke, Chief Executive Officer, Otarah Byfield-Nugent and Quida Harrison (Director, Human Resource and Office Services).



Inspection and Monitoring Manager, Nichelle Duncan (left) and Inspection and Monitoring Officer, Theo Clayton (right) and Legal Counsel, Sheldon Clarke show off their certificate of completion for the Certified Practitioner of Oversight Credential Programme from the National Association for Civilian Oversight of Law Enforcement.

Clayton and Toni-Ann Baker.

This brings the total to five, the number of staff that have successfully completed the requirements for the CPO Credential programme, which included: attaining the minimum of 45 credit hours of NACOLE certified training and attendance at two annual conferences within three consecutive years in addition to, completing two assigned reading materials among requirements.

Legal Counsel, Sheldon Clarke expressed his gratitude at being able to participate in

the CPO Credential programme.

"I appreciated the fulsome training and knowledge I gained from participating in this programme. Most invaluable to me was the exposure to how police oversight works in other jurisdictions and the various issues encountered," he told the *PCOA Monitor*, adding that he would make every effort to apply some of the knowledge gained when conducting field work.

For Inspection and Monitoring Officer, Theo Clayton, completing the programme was a special achievement.

"Having international certification will generate more acceptance in terms of the work we do here at the PCOA," he posited.

PCOA CEO, Otarah Byfield-Nugent stated that every effort would be made to



Inspection and Monitoring Officer, Keriesha Morrison (right) receives her NACOLE special pin from Manager, Inspection and Monitoring, Nichelle Duncan.

expose all staff members to the CPO programme. She re-iterated that exposure to benchmark training offered by NACOLE served to enhance the work of the practitioners of oversight.

The PCOA holds the distinction of having the first person outside the US to receive this designation in 2011.

PCOA FACTOID



Since the inception of the PCOA in 2005, some 16 Jamaicans have served as PCOA Members, with Mr. Gladstone Lewers being the sole foundation member still serving the Authority.

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Compiled by the PCOA Communications Unit

PHOTO OP OF THE QUARTER



PCOA CEO, Mrs. Otarah Byfield Nugent (left) in conversation with DSP Winston Sutherland at the National Police College prior to a lecture for 34 Inspectors participating in the Staff and Junior Command Course.