



Management of Records Improve Significantly in Area 2 Divisions Since 2019 TOPS Competition

POLICE CIVILIAN OVERSIGHT AUTHORITY QUARTERLY NEWSLETTER

THE PCOA MONITOR

Aside from boosting the morale of police personnel in the aftermath of the inaugural Transforming Our Police Service (TOPS) Competition last year, the PCOA unquestionably achieved its main objective hosting the competition, that of fostering greater conformance with prescribed Jamaica Constabulary Force policies, especially as it pertained to the management of records.

This was manifested during the quarter when the PCOA Team returned to re-inspect 32 stations in the three divisions - St. Mary, Portland and St. Ann - which comprise Area 2.

The re-inspection is the last of the four layers of the Accountability Framework Initiative, which includes the initial inspections for the TOPS competition; awards ceremony and incentive; and, meeting with the Area hierarchy to agree upon deliverables and hold divisional commanders



PCOA Inspections and Monitoring Manager, Nichelle Duncan (right) sharing findings from an Area 2 Transforming Our Police Service (TOPS) Competition re-inspection exercise with Bamboo Station Commander, Sgt. Patricia Brown .

to account .

Findings from the inspections revealed that a minimum of two stations in the three divisions attained perfection in the maintenance of all the major records inspected, which was far from the case in the inspections for the TOPS Competition.

For the St. Ann Division, the most notable improvement was in the maintenance of the Station Diary, which moved from 18% to 54% the number of stations

properly maintaining this record. In fact, more than half of the eleven stations maintained records correctly unlike the situation in 2019. All stations also adhered to JCF policies when maintaining the CR-10 record.

The St. Mary Division reflected similar improvement especially with the historically problematic Station Diary, where the number of stations went from 0% to 36% in terms of adherence to JCF policies. All stations properly maintained the Firearm Register and CR-10 records, which again was the antithesis of 2019. This division also had the most improved station in Area 2 as the Castleton Station moved from maintaining 25% of the records inspected to 100%.

As for the Portland Division, there was an improvement in adherence to JCF policies in the keeping of all records, particularly the Station Diary.

Overall, the Top Stations in three divisions (San San, Portland; Bamboo Station, St. Ann and Gayle, St. Mary) maintained excellence in the management of their records.

PLANS ARE UNDERWAY TO LAUNCH 2020 TOPS COMPETITION IN THE NEXT QUARTER

The Jamaica Constabulary Force (JCF) Area 5 has been selected for the next staging of the Transforming Our Police Service (TOPS) Competition. The competition, which is now in its second year, is aimed at fostering greater conformance with prescribed JCF policies as well as raising morale among police personnel. "It is our view that the initiative, which was launched last year, was a successful one and after much consideration, the PCOA Members took the decision for it to be an annual event," PCOA CEO, Otarah Byfield disclosed.

Inspections in Area 5 will be conducted in October, covering four divisions - St. Catherine North, St. Catherine South, St. Andrew North and St. Thomas - which

collectively comprise 39 stations. Inspections will focus on some key areas, which include: *Records Management, Station Administration, Station Facility and Community/ Customer Service*. Winners of the various

categories - *Top Division, Top Station and Top Prisoners in Custody (PIC) Station* in addition to *Top Stations in each Division within Area 5* – will be honoured at a virtual awards ceremony on November 25 on our Facebook page (pcoagov) and You

Tube Channel (policecivilianoversight). This year, a special award will be presented to the station offering the Best Customer Service. Input will be garnered from communities which are served by these stations.



Flyer for the 2020 TOPS Competition.

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St. Andrew JCF Divisions Score High Marks for Implementation of COVID-19 Measures

Findings from a special inspection of JCF Divisions in the parish of St. Andrew to assess the safety measures implemented in the wake of COVID-19, for the most part indicate that, the divisions were more than adequately prepared. The inspection was conducted in June, covering three divisions - St. Andrew Central, St. Andrew South and St. Andrew North, comprising of 20 stations. However, the August Town Station was not inspected due to unrest in the area. The divisions scored high marks in the majority of the areas inspected. Among those areas include: a 100 per cent of the stations implemented adequate measures to encourage social distancing; 95 per cent of the stations implemented meas-



PCOA Inspection and Monitoring Officers (Toni-Ann Baker and Theo Clayton) sharing findings from COVID-19 inspection with Cross Roads Station Commander.



PCOA Team Members (Theo Clayton and Sheldon Clarke) posing in front of a spectacular wall size station sign, which greeted them as they entered the Matilda's Corner Station to conduct a special inspections related to the implementation of COVID-19 measures

ures for the public to have access to a wash or sanitization area; the wearing of mask upon entry, was enforced in 89 per cent of the stations inspected; 89 per cent of the stations sanitized at least twice a day as required by guidelines; 86 per cent of the lock-ups identified a decontamination zone to sanitize items before they are issued to the prisoners; and, 84 per cent had the required supplies of personal protective equipment (gloves, disposables, masks and hand sanitizers).

Also commendable was the concerted effort in several stations across the divisions to educate visitors to stations about COVID-19

guidelines via posters on walls and notice boards.

Meanwhile, there were two areas which required attention. One of which revolved around the adequacy of cleaning agents, whereby only 63 per cent had sufficient bleach, soap and liquid disinfectant. The other, highlighted that only 32 per cent of the stations inspected, mentioned COVID-19 guidelines in all their briefings as required by force policy.

So far, COVID-19 inspections have been



PCOA Team Members (Theo Clayton and Sheldon Clarke) in discussion with Station Commander for the Olympic Gardens in the St. Andrew South Division.

conducted in the parishes of St. Catherine and Kingston. Upcoming COVID-19 related inspections will include: St. Ann, St. Mary and Portland.

2020 Virtual NACOLE Conference Creates More Opportunities for Training

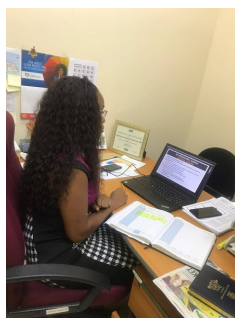
This year marked the first time that the majority of Inspections and Monitoring Officers (IMOs) were able to benefit from the training opportunities facilitated by the Annual National Association for Civilian Oversight of Law Enforcement (NACOLE) Conference.

This was made possible due to the fact that the 2020 edition of the conference, which was initially scheduled for Tuscan, Arizona from August 30 - September 3, was hosted virtually from July to September in light of the COVID-19 pandemic.

Held under the theme, 'Oversight in Uncertain Times: The Path Ahead', the conference was presented in the form of 32 webinars, under four tracks - Innovations and Work Impacting Civilian Oversight;

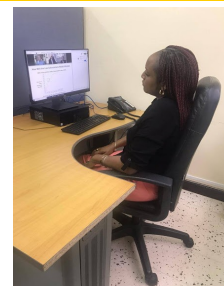
Jail and Prison Oversight; Oversight and Broader Community; and Training.

The overall consensus was that the conference was a rewarding experience. Inspection and Monitoring Manager, Nichelle Duncan praised the organizers for "doing a great job in making the experience memorable," despite the lack of face to face engagement and the networking element.



Inspections and Monitoring Manager, Nichelle Duncan glued to her computer watching a NACOLE webinar.

The fact that sessions were interactive was also a plus with all of the participants. According to the youngest IMO participant, Theo Clayton, he appreciated that the conference allowed for interaction with the panelists, as this reflected an acknowledgment of the need for feedback and the airing of alternative viewpoints. "The addition of this element



Inspection and Monitoring Officer, Toni-Ann Baker, listening intently to the NACOLE proceedings.

definitely enhanced my learning experience," he noted.

"What was very attractive about the conference also was the flexibility that the scheduling of sessions offered," said Legal Counsel, Sheldon Clarke, adding that he likewise the inspection unit were able to attend sessions during breaks while in

the field conducting inspections.

Resonating with some the participants was the focus on race and the excessive use of force in light of the current Black Lives Matter movement. "I appreciated the candor with which the several panelists spoke on the issue of police brutality and race," IMO, Toni-Ann Baker noted.

All the participants, which also included PCOA Chairman, Mrs. Jacqueline Hinkson and PCOA Legal Counsel, Sheldon Clarke, were first timers to the NACOLE experience.

\$100k Cheque Officially Handed Over to Area 2 TOPS Station Winner

On August 20, all roads led to the parish of St. Ann to officially handover the winning cheque in the sum of \$100,000 to the Top Station in the Area 2 Transforming Our Police Service (TOPS)



PCOA CEO, Otarah Byfield (right) assists Bamboo Station Commander, Sgt. Patricia Brown to sign documents to officially release TOPS monetary incentive award.

Competition, the Bamboo Station. PCOA CEO, Otarah Byfield used the occasion to once again congratulate the Bamboo Station Commander, Sgt. Patricia Brown and her team for their hard work and dedication to serve. The monetary award will be used to fund two



PCOA Senior Director, Inspections and Monitoring, Andrew Beaumont (left) and Corporal Ronald Brown (right) witnessing documents to release TOPS funds, while Bamboo Station Commander, Sgt. Patricia Brown looks on.

Award, Constable Rohan Smith shared that the station had continued to excel. "Our Divisional Commander sees the Bamboo Station as the top station, so we have to continue to be the example for others to follow," he explained, adding that the station had not

special projects, one of which involves improving the water supply system and tiling at the station.

In discussing life after winning Area 2 Top Station

disappointed so far.

Constable Smith further explained that the station was committed to continuing its community interactions, community meetings and customer service relations.

"Given that the area is prone to domestic disputes in particular, we have to be on the top of our game when it comes to following up and dealing with our customers in a professional manner, so that matters can be resolved amicably," he said.

With the camaraderie obvious and the teamwork outstanding, the station which serves 20 communities, with one service vehicle, is indeed thriving, as the post TOPS competition re-inspection revealed they attained perfection yet again, in records management among other areas.

Majority of Stations in Area 2 Divisions Meet COVID-19 Requirements

During the quarter, special inspections focusing on the safety measures implemented at stations in Area 2 in the wake of COVID-19 were conducted concurrently with Area 2 post Transforming Our Police Service (TOPS) Competition re-inspections.

The Ministry of Health and Wellness reported in August that Portland, St. Mary and St. Ann divisions, which comprise Area 2, collectively had 141 cases of COVID-19 with St. Ann having half the amount. In comparison to the number of cases in the hotbed parishes of St. Catherine and Kingston and St. Andrew in particular, the collective number of cases were not as alarming. The inspections, however, were timely due to the spike in cases, which was expected to follow elections scheduled for September 3.

"It was imperative for us to determine the level of preparedness of police personnel for the pending increase in cases. We needed to know that they had adequate measures to mitigate against the spread of the virus while they conducted their duties," said Senior Director, Inspections and Monitoring, Andrew Beaumont.

The inspections revealed that overall, the majority of the stations had implemented safety measures to protect against the spread of the virus.

The most impressive were the 9 stations in the Portland Divisions, as they all met the requirements for the sanitization of



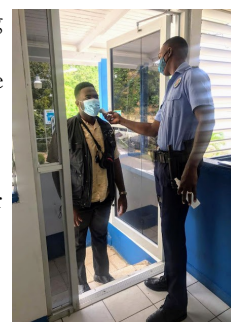
PCOA Inspection and Monitoring Officer, Keriesha Morrison (right) sharing findings with Sgt. Charlton at the Castle Station in Portland.

of the physical plant; the provision of a sanitization area for persons visiting the station; measures to encourage social distancing and; the enforcement of the wearing of masks on the station compound. In the St. Mary Division, all 11 stations were up to par regarding the sanitization of the physical plant, which was at least twice a day, and also the provision of a sanitization area for the public to access. Ninety-one per cent of the stations implemented adequate measures to encourage social distancing, while only 73 per cent of the stations were observed enforcing the wearing of masks in the station.

As for the 11 stations in the St. Ann Division, only 64 per cent adhered to the requirement regarding the sanitization of the physical plant, while 91 per cent of them made provisions for a sanitization area for the public to access. In regards to measures to encourage social distancing and the en-

forcement of the wearing of masks upon entering the facility, all stations met these requirements.

The areas representing a slight challenge throughout the divisions were: the adequacy regarding the supply of personal protective equipment (PPE) and the availability of sufficient cleaning agents. With the exception of stations in the St. Mary Division, 55 per cent of the stations in St. Ann and 78 per cent of the stations in Portland had an adequate supply of PPEs. With regard to the supply of cleaning agents not all stations had a sufficient amount in the divisions - 91 per cent of the stations in the St. Mary Division; 89 per cent of the stations in the



Inspection and Monitoring Officer, Theo Clayton (left) having his body temperature taken before being allowed entry to the Manchioneal Station in Portland.

Portland Division; and, 82 per cent of the stations in the St. Ann Division. The disinfectant sprays available were all past their expiration date.

As it related to the implementation of Prisoners in Custody (PIC) protocols for the most part, thermometers were available at all PIC stations to conduct body temperature checks and all lock-ups met the

requirement pertaining to the sanitization of cells, the minimum of which is thrice weekly.

JCF Secretariat to the PCOA Revitalized

It is official! The Jamaica Constabulary Force (JCF) Secretariat to the PCOA has been revitalized, with the first meeting held on September 24, after a four year hiatus.

Albeit all of the members of the re-constituted Secretariat, which now has three instead of five members, were unable to participate in the virtual meeting, the Chairman, SSP Desmond Brooks was present.

The returning members are: DSP Dian Bartley and Corporal Arleen McBean and not returning are: SSP Bertland O'Conner and DSP Sandra Frances. PCOA CEO, Otarah Byfield explained that the meeting served to formally re-establish the relationship between the PCOA and JCF Secretariat to the PCOA and to initiate



Chairman of the JCF Secretariat to the PCOA, SSP Desmond Brooks (top left) sharing a laugh with PCOA Staff including, Legal Counsel , Sheldon Clarke (bottom left); PCOA CEO, Otarah Byfield and Senior Director, Inspections and Monitoring, Andrew Beaumont during meeting via ZOOM.

preliminary protocols of operation and engagement between the two.

“The purpose of the JCF Secretariat was to establish a channel between the JCF hierarchy and the PCOA, in order to more efficiently address concerns of the PCOA and the JCF,” the PCOA CEO stated.

Coming out of the meeting, an agreement was made that all Inspection Reports emanating from the PCOA would be disseminated to the JCF Secretariat, through the Chairman, with a view to discuss and engage the Commissioner regarding findings in the reports. “This will be done after Area and Divisional Commanders are given an opportunity to respond to any concerns in the report,” Ms. Byfield expounded. The PCOA also committed to highlighting the concerns when observed and seeking interventions in resolving matters. The Chairman was also updated on the activities of the PCOA including the inspections conducted during the quarter and the concerns regarding the current challenges and health risks that COVID-19 presented.

For his part, the Chairman reinforced the support of the JCF Secretariat in facilitating the work of the PCOA.

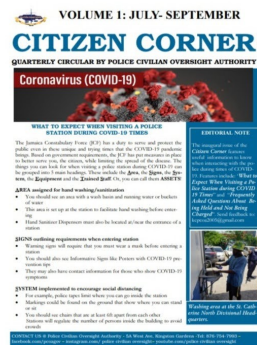
The Secretariat was the brainchild of the former Commissioner of Police, Dr. Carl Williams, who established the group in December 2015 in order to be kept abreast of outstanding issues relating to PCOA concerns and also deliverables in respect to addressing these concerns.

Meetings between the Secretariat and the PCOA will be held quarterly.

Community Newsletter Launched

In a drive to further connect with our stakeholders in the wake of COVID-19, the PCOA launched a quarterly community newsletter, entitled the *Citizen Corner* during the quarter. The newsletter, which is available in hard copy, was disseminated to Police Stations

for distribution to customers. Inspection and Monitoring Officers also handed out the newsletter to citizens during inspections. So far, some 350 have been printed and distributed.



2015 Flashback: Chairman of the JCF Secretariat to the PCOA, SSP Desmond Brooks (second from left) holding court during first meeting. Looking on with interest are: DSP Sandra Francis (left); then Inspector Dian Bartley (third from left); the PCOA Manager of Inspections and Monitoring, Andrew Beaumont (third from right); Corporal Arleen McBean (second from right) and then Senior Director, Inspections and Monitoring, Gregory Simms. Also present were: Then Legal Counsel, Otarah Byfield and then CEO, Dave McIntosh.

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 Police Civilian Oversight Authority

Compiled by the PCOA Communications Unit

PHOTO OF THE QUARTER: FEELING THE LOVE



The PCOA Team took time out to pose with the personnel from the Top Station in 2019 Area 2 Transforming Our Police Service (TOPS) Competition after \$100k cheque handover. From left to right are: Manager of Inspections and Monitoring, Nichelle Duncan; PCOA CEO, Otarah Byfield; Senior Director, Inspections and Monitoring, Andrew Beaumont; Bamboo Station Commander, Sgt. Patricia Brown; Communications Manager, Karen Cadien; and, Constable Rohan Smith.