



Season's Greetings

POLICE CIVILIAN OVERSIGHT AUTHORITY QUARTERLY NEWSLETTER

# THE PCOA MONITOR

## Bull Bay Station Snags Area Four TOPS Station Award

The Bull Bay Station in the Kingston Eastern Division snagged Top Station honours at the awards ceremony for the Transforming Our Police Service (TOPS) Competition for Area 4, held in November at the Office of the Police Commissioner on Old Hope Road in Kingston.

Bull Bay bested some 31 stations in five divisions - Kingston Eastern, Kingston Central, Kingston Western, St. Andrew South and St. Andrew Central.

A jubilant Bull Bay Station Commander, Inspector Paul Cummings told the *PCOA Monitor* that while his station had endeavored to adhere to the procedures and policies of the Jamaica Constabulary Force (JCF) "as best as they possibly could," he had no idea that they would win the Top Station award.



Awardees for Top Station and Top Stations in each division in Area 4 Transforming Our Police Service (TOPS) competition displaying trophies. From left to right are: Inspector Jacqueline Grant, representative from the Allman Town Station (Top Station for Kingston Central Division); Inspector Stacey-Ann Powell, Station Commander for Olympic Gardens (Top Station for St. Andrew South Division); Inspector Paul Cummings, Station Commander for Bull Bay Station (Area 4 Top Station); Inspector Veronica Johnson-Blythe, Station Commander for Denham Town (Top Station in Kingston Western Division); and, Inspector Lorna Fowler-Burchell, Station Commander for Mona Police Post (St. Andrew Central Division).

"Winning this award is very humbling and also very excit-

ing for staff and all concerned at the station," he said.

Indeed the fruits of their hard work has been paying off despite challenges in resources as well as the COVID-19 pan-



A pleased Bull Bay Station Commander, Inspector Paul Cummings (right) accepts trophy for Top Station in the Area 4 Transforming Our Police Service (TOPS) Competition from PCOA Chairman, Mrs. Jacqueline Hinkson at TOPS Awards Ceremony on November 25.

dem.

"We have worked assiduously as a team with the support of headquarters and operations to relieve our police district of serious crimes. As a result, most of the major crimes have

been recently trending downwards," he disclosed.

As winners of the top award, the station received a trophy, which was accompanied by a cheque, valued at \$100,000, towards a station improvement project of their choice. Similar to previous winners, Inspector Cummings said the funds would go towards completing a water improvement project at the station.

While Bull Bay received the overall Area 4 Top Station Award, there were Top

Station awardees in the other divisions. They were: Allman Town (Kingston Central Division); Denham Town (Kingston Western Division); Olympic Gardens (St. Andrew South Division) and Mona Police Post (St. Andrew Central).

Meanwhile, in her address, the PCOA CEO, Mrs. Otarah Byfield-Nugent spoke generally about the different processes administered at the stations and how proper maintenance and record-keeping could be used to improve performance overall.

In his remarks, the Police Commissioner, Major General Antony Anderson said the address by the PCOA CEO was appropriate and timely.

"We as a police force have to live up to standards we have set for ourselves. That is abiding by the rule of law; ensuring that we have respect for all of our citizens; and, being a force for good," he said.

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## Two New Members Appointed to the PCOA

Two new members were appointed to the Police Civilian Oversight Authority (PCOA) on August 22. They are: Ms. Vivette Miller and Rev. Dr. Maitland Evans.

The new members replaced longtime member, Dr. the Hon. Marshall Hall, who served for some 14 years, and Mr. Errol Strong, a former Chairman, who served for 5 years.

Both new members join returning members, Chairman, Mrs. Jacqueline Hinkson, Mr. Gladstone Lewars, Professor Anthony Harriott, Pastor Glen Samuels and Mr. Norman Heywood to comprise the Authority.

Ms. Miller, an attorney-at-law, brings to the Authority a wealth of experience in jurisprudence both locally and internationally, practicing in Jamaica as well as New York (USA); England and Wales; and



**PCOA Members clockwise are: Ms. Vivette Miller, Mr. Norman Heywood, Rev. Dr. Maitland Evans, Mr. Gladstone Lewars and Chairman, Mrs. Jacqueline Hinkson. Missing are: Professor Anthony Harriott and Pastor Glen Samuels.**

also acting as a Supreme Court Mediator in Jamaica.

“I am truly honoured to serve in this role as we work together to build a better Jamaica,” Ms. Miller told the *PCOA Monitor*.

“Efficient law enforcement and the relationship between enforcers and civilians are integral to maintaining safe and healthy communities and a prosperous society,” she added. She is also currently the President of Rotary Club of Downtown Kingston and is dedicated to improving the lives of others.

Rev. Dr. Maitland Evans, a theologian, has served as a Minister of Religion with the

Islands in pastoral and specialized Ministry for some 37 years. Also an educator, Rev. Evans, has headed the International University of the Caribbean for 14 years and served on the boards of the Jamaica Tertiary Education Commission, and the University Council of Jamaica.

“It is an honour to serve and to use my experience and knowledge to help the PCOA continue to accomplish its purpose and strategic goals. I am looking forward to this journey,” he said.

The tenure of the members of the Authority is 5 years and they are appointed by the Governor General. According to the PCOA Act, the Authority should be comprised of no less than five members and no more than seven members.



**PCOA CEO, Mrs. Otarah Byfield-Nugent (right) handing over instrument of appointment to Rev. Dr. Maitland Evans at the Kingston offices of the PCOA.**



**PCOA Member, Ms. Vivette Miller (left) receiving her instrument of appointment from PCOA CEO, Mrs. Otarah Byfield-Nugent at the offices of the PCOA in Kingston.**

## St. Catherine North Cops the Inaugural Dr. the Hon. Marshall Hall Award

The St. Catherine North Division was the first recipient of the Dr. the Hon. Marshall Hall Award.

The special award, which is named for a former PCOA Member, is presented to the division exhibiting the most improvement in the Transforming Our Police Service (TOPS) re-inspection.

The re-inspection is the last stage of the TOPS programme, which is comprised of four stages - a competition targeting one of five Areas; an Awards Ceremony; Performance Review Meeting with the Jamaica Constabulary Force High and Area Commands agreeing on targets for improvements in performance of the participants in the competition; and a re-inspection to determine if targets are met. The St. Catherine North Division were participants in the 2020 Area 5 TOPS competition along with St. Catherine South, St. Thomas and St. Andrew North divisions. This division, which yielded Area 5 Top Station winners, Above Ro-



**Police Commissioner, Major General Antony Anderson (left) presenting the inaugural Dr. the Hon. Marshall Hall Award to St. Catherine North Divisional Commander, Supt. Howard Chambers.**

cks, however failed to nab the Top Division Award, which went to St. Andrew North Division. The performance of the division superseded all others in the re-inspection.

They were outstanding, achieving almost a 100% compliance in the areas re-inspected. “This type of compliance is unheard of in the history of the PCOA conducting inspections of JCF divisions,” the PCOA CEO Mrs. Otarah Byfield-Nugent said, when viewing the findings from the re-inspection.

Indeed, while only four of the 14 stations in the division failed to achieve the 100% compliance, they came quite close, achieving

75 % compliance with JCF policies.

In the meantime, the award which is in honour of Dr. the Hon. Marshall Hall, represents a small token of appreciation for his stellar contribution to the Authority during his 14-year-tenure.

A tireless contributor to the work of the Authority, he was a staunch supporter of the TOPS programme, playing a critical role in the first staging of the programme in 2019. His generosity knew no bounds,



**Dr. the Hon. Marshall Hall (right) presenting Area 2 Top Station award to Bamboo Station Commander, Sgt. Patricia Brown in 2019.**

as he selflessly contributed to many activities of the Authority including assisting in the preparation of Annual Reports for Parliament.

## Kingston Eastern Division Cleans up Major TOPS Awards

For Kingston Eastern Supt. Tomielee Chambers there was some curiosity regarding why her presence at the awards ceremony for the Transforming Our Police Service (TOPS) Competition in November was required.

Indeed, she would eventually find out that her division copped not one, but two, of the major awards in the TOPS Competition for Area 4.

Her division was awarded Top Division and Top Customer Service Division. The icing on the cake was, her division also yielded the Top Station, Bull Bay.

“I didn’t have a clue that we were the winners. When I heard, I had goose-



**Kingston Eastern Divisional Commander, Supt. Tomielee Chambers (right) receives Top Division Award from PCOA CEO, Mrs. Otarah Byfield-Nugent.**



**Chief Technical Director in the Ministry of National Security, Rohan Richards (left) presenting award for Top Customer Division in Area 4 to Kingston Eastern Divisional Commander, Supt. Tomielee Chambers.**

bumps,” the Supt. Chambers told the *PCOA Monitor*.

She further added that the awards were special for her, as it was a recognition of the hard dedicated work by her team.

“The awards coming from outside is totally different than when coming from the Jamaica Constabulary Force. It is an appreciation for the good work that we do,” the 25-year veteran of the police force said.

Capturing the award for Top Customer Service Division was particularly rewarding for the Superintendent as she considered professionalism and customer service the linchpins of her leadership of the division.

“I make sure that I go out into communities and set that example so that all will follow. Both external and internal customers are number one!” she explained, while stating that her passion was implementing community interventions to touch the lives of those she serves.

As for the reaction from her staff at the division, Supt. Chambers said they were revelling in the division’s success in the



**Kingston Eastern Divisional Commander, Supt. Tomielee Chambers (left) and Insp. Paul Cummings, Station Commander for Bull Bay Station in the Kingston Eastern Division posing with all the TOPS awards won by the division.**

competition. She further stated that winning was a morale booster for the police personnel, especially in light of the challenges such as the rising incidence of crime in the division.

In addition to the Kingston Eastern Division, Area 4 is comprised of Kingston Central, Kingston Western, St. Andrew Central and St. Andrew South.

## Denham Town Station Nabs Two TOPS Awards

Capturing both Top Prisoners in Custody (PIC) Award as well as Top Station in the Kingston Western Division came as a surprise for Denham Town Station Commander, Inspector Veronica Johnston-Blythe at the awards ceremony for the Transforming Our Police Service (TOPS) Competition for Area 4 in November.

According to Inspector Johnston-Blythe



**Denham Town Station Commander, Inspector Veronica Johnston-Blythe receiving award for Top Station in the Kingston Western Division from PCOA Senior Director, Inspections and Monitoring, Andrew Beaumont at the awards ceremony for the Transforming Our Police Service (TOPS) Competition for Area 4.**



**PCOA Member, Norman Heywood presenting award for the Top Prisoners in Custody Station in the Transforming Our Police Service (TOPS) Competition for Area 4 to the Denham Town Station Commander, Inspector, Veronica Johnston-Blythe.**

when her Commanding Officer for her division approached her at the ceremony and asked what award her station won, she was clueless. But that change quickly.

“I was astonished when I heard we won not only the award for Top PIC Station but also Top Station in our division [Kingston Western]. It was such a happy moment,” she told the *PCOA Monitor*.

As for members of her team at the station,

she said: “The entire Denham Town Team is extremely elated. We are basking in the presence of God for these prestigious awards.”

She attributed the success of the station in the TOPS Competition to team effort and hard work. “All hands were on deck...from ensuring that prisoners requiring medical attention get it, to Commanders providing support and ensuring that procedures and policies are adhered to,” she explained.

The Denham Town Station Commander said that the awards would go a long way in motivating the entire staff. She revealed that plans were afoot to present tokens of appreciation to the station’s hard working staff as it was well deserved.

“We will continue to put our best foot forward which will allow us to only get better at what we do,” she concluded, while adding that stations, who wished to perform better, should simply adhere to JCF policies and procedures.

## A Museum Piece Uncovered



Bull Bay Station Commander, Inspector Paul Cummings holds what he believes is the oldest record still in use in the St. Thomas Division.

When the PCOA Team paid a visit to the Bull Bay Station in the Kingston Eastern Division, Station Commander, Inspector Paul Cummings was quick to share what he believes is the oldest record still in use in the St. Thomas Division. It is a Commitment Register, which first entry is dated May 4, 1958. "It is older than me," he quipped, while not divulging his age. The record was in good condition, which was a testament to its craftsmanship.

## Quarterly Spotlight: Buff Bay Station

The PCOA has welcomed the newly constructed \$126 million Buff Bay Station in the Portland Division. The construction of the facility, which commenced in 2018, was funded by the National Housing Trust in a joint initiative with the Ministry of National Security. Senior Director, Inspection and Monitoring, Andrew Beaumont, who first inspected this station in 2009, recalls that the location of the former station was rented property, as the original station was in a dilapidated state. "The new station is now located on the very land of the very first station owned by the JCF," he clarified. As for findings from the inspection then, the PCOA Team reported that while the then facility was in fair condition, the officers expressed that there were plumbing issues and the office furniture was in poor condition. In fact, the station did not have adequate office equipment including sufficient filing cabinets and storage

Coupled with those issues was the fact that the station lacked fire extinguishers, a generator and provisions for emergency water supply. The PCOA Team would return to inspect the station several times, the last being in early 2020. During that inspection the team reported on the low security perimeter fencing and station clutter as it pertained to several derelict vehicles parked on the station compound. In the meantime, the new state-of-the-art two-storey station facility features a ramp for the disabled, a server room, interview rooms, a conference room visitors' lounge, and other modern amenities.



Top Photos : The façade and side of Buff Bay Station in 2014. Bottom Photos: The façade and side of the newly constructed two-storey Buff Bay Station in December 2021.

The Buff Bay Station is one of several stations that have benefitted under the Re-build, Overhaul and Construct (ROC) project, which aims to rebuild, renovate and retrofit police stations island wide. Some \$14 billion will be invested in police facilities over a three-year period.

## PCOA FACTOID



The appointment of Ms. Vivette Miller, brings the total to three, the number of women who have served as members of the Authority. The others are: current Chairman, Mrs. Jacqueline Hinkson and former member and now Public Defender, Ms. Arlene Harrison-Henry.

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Compiled by the PCOA Communications Unit

## PHOTO OP FOR THE QUARTER



Season's Greetings from PCOA Staff. Seated left to right are: Inspection and Monitoring Officer, Theo Clayton; and Chief Executive Officer, Otarah Byfield-Nugent. BACK ROW: Communications Manager, Karen Cadien; Inspection and Monitoring Officers, Toni-Ann Baker and Kereisha Morrison; Manager, Inspection and Monitoring, Nichelle Duncan; Director, Human Resources and Office Services, Ouida Harrison; and Legal Counsel, Sheldon Clarke.