



Season's Greetings

POLICE CIVILIAN OVERSIGHT AUTHORITY QUARTERLY NEWSLETTER

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Asia Station Named Area 3 Top Station Winner

Etched in the mind of those present at the awards ceremony for the Transforming Our Police Service (TOPS) Competition for Area 3 at the Golf View Hotel in Mandeville, Manchester, was Station Commander, Sgt. Lavern McLean's unadulterated joy upon hearing the announcement that the Top Station for Area 3 was awarded to her Asia Station in the Manchester Division.

The dedicated police veteran of 24 years first quickly rose from her chair, jumped up and down, exuberantly clapping her hands, then ambled quickly towards the stage to collect the Top Station Award, which included a \$100,000 cheque to fund a project of her station's choice. Once on stage, she further basked in the moment by sashaying across it like a model, giving a queenly wave to the audience, briefly stopping to pose for the cameras before collecting the award and calling for her Manchester Divisional Commander, Supt. Shane McCalla to



Area 3 Top Station Winner in the Transforming Our Police Service (TOPS) Competition, Asia Station Commander, Sgt. Lavern McLean (left) posing with a gift basket and cheque along with Manchester Divisional Commander, Supt. Shane McCalla (centre) and PCOA Chairman, Mrs. Jacqueline Hinkson.

join her on stage.

“It is a very good feeling to be the top station in Area 3. Our hard work has paid off. I want to thank every single member of the Asia team and the Asia community,” she told the *PCOA Monitor*, adding that the success of the station was rooted in strong partnerships shared with the community and stakeholders.

Sgt. McLean, who has served the bulk of her career in the Manchester Division, working at 7 of the 11 stations in the division, took over the reins of lead-

ership at the Asia Station in April.

“I am thankful to the leadership of the Manchester Division who entrusted me with the leadership of the Asia Station. It has been my pleasure and I commit to continue working hard to make Manchester the place of choice for people to reside,” she said.

Morale at the 18 manned station is at an all time high. Asia police personnel, Sgt. McLean said, were highly motivated. It also has helped that the Commissioner of Police, Major General Antony Anderson and Deputy Commissioner of Police Richard Stewart recently visited the station and much needed appliances (microwave, refrigerator and stove) were handed over.

Looking forward, Sgt. McLean said plans were afoot to start a Police Youth Club at the Winston Jones High School.

The Asia Station serves 4 major districts, comprising of 32 communities.

Area 1 Up Next for 2023 TOPS Competition

The next Transforming Our Police Service (TOPS) Area Competition will be held in Area 1.

The announcement was made by PCOA CEO, Mrs. Otarah Byfield Nugent at the Area 3 TOPS Awards Ceremony held at the Golf View Hotel in Mandeville, Manchester in November. “Today you [winners] pass on the baton to your colleagues in Area 1...St. James, Hanover, Westmoreland and Trelawny,” the PCOA CEO revealed.

“The PCOA is sounding the alarm. Area 1 is where we will be in 2023,” she added.

Area 1 marks the last in the

cycle of five commands participating in the TOPS programme. In her overview, Mrs. Byfield Nugent said the overall TOPS Programme, which is divided into four phases inclusive of the competition, reflected the desire and passion of the PCOA to encourage a culture of change in the service delivery of the Jamaica Constabulary Force.

“The sustainability of the programme depends on leadership and management. We cannot be everywhere all the time, so leadership and management are very important in driving the change in the culture of policing,” she stated.

There are 38 stations in Area 1.



PCOA CEO, Mrs. Otarah Byfield Nugent giving an overview of the Transforming Our Police Service (TOPS) Competition at the Awards Ceremony held in November.



An extremely pleased Asia Station Commander, Sgt. Lavern McLean poses with Top Station Award for Area 3.

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The Clarendon Division Claims Two TOPS Awards

The Clarendon Division walked away with the Top Division and Top Customer Service Division honours at the awards ceremony for the Transforming Our Police Service (TOPS) Competition for Area 3 held in November.

The Clarendon division, which bested the two other divisions -Manchester and St. Elizabeth - in Area 3, is comprised of 14 stations, the most in Area 3.

Speaking to the *PCOA Monitor*, about copping the two awards, Divisional Com-



Custos Rotulorum of Manchester, Lt. Col. The Hon. Garfield Green (right) presenting the Top Customer Service Division Award to Clarendon Division representative, Insp. Evan Carney of the Hayes Station. Occasion was the awards ceremony for the Transforming Our Police Service (TOPS) Competition for Area 3 held in November.



State Minister in the Ministry of National Security, The Hon. Zavia Mayne (right) handing over the Top Division in Area 3 Award to Clarendon Division representative, Insp. Evan Carney of the Hayes Station.

mander, Supt. Carlos Russell said that he and his team were elated.

“We are so happy that we were successful. It has motivated us to work even harder,” he said, while noting that he was not surprised that his division prevailed over the other Area 3 divisions in the competition.

Supt. Russell, who took charge of the division in August, 2022 highlighted that his predecessor, Supt. Glenford Miller, set the

standard for the success of the division. He further added that the recipe for the success of the division in the competition had to do with teamwork and he commended his team for their hard work. “We have a good management team here and they have been doing a good job as it relates to the management of the division,” he stated, adding that his team, which meets weekly, identified areas requiring attention and implemented plans to address them.

For instance, the team was putting together a proper schedule for the divisional management team to inspect stations within its command, an area which was found lacking during the inspections for the TOPS Competition.

As for other plans, Supt. Russell said topping the list was crime reduction.

“We want to ensure a significant reduction in murders this year,” he stressed.

This year also marked the second year in a row that the winners of the Top Division Award also copped the Top Customer Service Division, the first being, Kingston Eastern Division in Area 5 in the 2021 TOPS Competition.

Govt Remains Committed to Provide Legal Aid for Officers

State Minister in the Ministry of National Security, the Hon. Zavia Mayne says the government remains committed to providing assistance with legal fees for officers brought before the court in connection with their constabulary duties.

“We feel that it is important that we stand with our police officers when they need it. That is why last year [2021] Cabinet approved the establishment of an interim procedure for the management of legal expenses incurred by policemen and women during the lawful execution of their duties, pending the finalization of a formal policy on the matter by the Ministry of National Security,” he disclosed.

The State Minister made these remarks at the awards ceremony for the Transforming Our Police Service (TOPS) Competition for Area 3 in November.

The government, he said was adamant about rectifying this matter. Elaborating, he said that the state should have the same latitude to assist in the defense of an officer brought before the courts to answer for actions taken as part of the course duty, in the same way that, the state was

required to provide assistance for other citizens brought before the courts.

“Under that interim procedure, the government is restricted to contributing to a general legal defence fund for Constables. This is instead of being able to directly pay the legal fees for Constables, who may be



State Minister in the Ministry of National Security, The Hon. Zavia Mayne giving remarks at the awards ceremony for the Transforming Our Police Service (TOPS) Competition for Area 3 held at the Golf View Hotel in Mandeville, Manchester.

brought before the courts,” the Minister stated, while pointing out that the current limitation of the government to provide access to legal support originated from the Jamaica Constabulary Force’s own Book of

of Rules.

“As a country, we often times miss the bigger point, that is, rights go both ways,” he expounded.

The current situation, he said was plainly unfair and that it created an inequity in the nation’s justice system. More over, he added, that it gave police officers the impression that “nobody was in their corner” which negatively impacted on the morale of the members of the JCF.

“It is in the national interest that the JCF understands that while they are out in the streets serving the public good, the government has their back,” he stressed.

Minister Mayne further highlighted that the members of the JCF risked their lives daily to make the country a safer place for law-abiding citizens and, in so doing, they facilitated the flourishing of commerce, industry and the resultant economic growth.

In the meantime, the Minister lauded the work of the Police Civilian Oversight Authority, commenting on its commitment to assisting the government to transform the JCF into a service-oriented force.

Mandeville Station is the Top PIC Station in Area 3

It came as no surprise to the Mandeville Station Commander, Inspector Coretta Nembhard-Daley when it was announced that her station won the award for Top Prisoners in Custody (PIC) Station in the Transforming Our Police Service (TOPS) Competition for Area 3.

“Based on the work I have done and what I have seen, I really expected this award,” she said confidently in an interview at the awards ceremony for the TOPS Competition for Area 3 held at the Golf View Hotel in Mandeville, Manchester in November.

“Everywhere I go, I make a mark really,”



Mandeville Station Commander, Inspector Coretta Nembhard-Daley posing with the award for Top Prisoners in Custody Station in Area 3.



Permanent Secretary in the Ministry of National Security, Mr. Courtney Williams (right) presenting the award for Top Prisoners in Custody (PIC) Station in Area 3 to Mandeville Station Commander, Inspector Coretta Nembhard-Daley.

she added, highlighting that the station had been previously acknowledged for keeping the best PIC records and having contraband-free cells.

The recipe for success for this 30-year stalwart of the Jamaica Constabulary Force (JCF) lies in her staunch dedication to her work.

“I ensure that the lock-up administration policy is followed. This means that each morning that I come to work, I check all the respective registers along with sub-officer on duty to ensure that all the rules and regula-

and guidelines are adhered to,” she revealed.

In the meantime, Inspector Nembhard-Daley has been stationed in the Manchester Division for 20 plus years, specifically at the Mandeville Station since 1996, working in various capacities, such as the Sub-officer in charge of Process and at one point, in charge of Custody. She took over the command of the Mandeville Station in June 2022, having served in Detention and Courts for a decade.

The award, she explained, has further motivated her to push harder even though she already works very hard. “It has also shown me that good and effective work pays off,” she noted, adding that her staff was equally motivated.

She constantly keeps close tabs on the lock-up and employs novel techniques to search cells. Her skills as a certified guidance counsellor also comes in quite handy when interfacing with prisoners in custody, some of which are repeat offenders.

“I have to use psychology on them when I reason with them. Sometimes when I visit them, they call out my name and tell me that although I am strict with them, they love and miss me,” she said.

PCOA Chairman Urges JCF to Act on Recommendations of Inspection Reports

PCOA Chairman, Mrs. Jacqueline Hinkson is imploring the leadership of the Jamaica Constabulary Force (JCF) to continue to receive and act upon the recommendations made in inspection reports emanating from her entity.

She made this appeal at the awards ceremony for the Transforming Our Police Service (TOPS) Competition for Area 3 at the Golf View Hotel in Mandeville, Manchester on November 22.

She said the reports were geared towards improving the service being provided by the JCF.

“We are on the same side. We need to continue working together,” Mrs. Hinkson stressed.

The PCOA Chairman further stated that the awards ceremony for the TOPS Competition was a renewal of the PCOA’s commitment to recognizing a certain standard of excellence.

“With you [JCF] having attained the standard, the PCOA stands ready to assist you all in maintaining this excellence for which you are being recognized today,” she pointed out.

In the meantime, the PCOA Chairman took time out to highlight the achievements of the Authority for the year, singling out the thematic inspection focusing on the operations of the Marine Division. This inspection, she



PCOA Chairman, Mrs. Jacqueline Hinkson, giving opening remarks at the awards ceremony for the Transforming Our Police Service (TOPS) Competition for Area 3 held at the Golf View Hotel in Mandeville, Manchester on November 22.

she expounded, sought to determine if the division was equipped to carry out its mandate of preventing and combatting crime along the coastline and in the territorial waters of Jamaica. Twelve of the 13 outposts islandwide were inspected along with the Marine Divisional Headquarters in Kingston. “A 60 page report detailing findings and rec-

ommendations was disseminated to the relevant stakeholders,” she revealed.

The Chairman also mentioned the prisoners in custody (PIC) themed inspections of two of the most populated lock-ups within each JCF division in Area 1 (St. James (Westmoreland, Hanover and Trelawny), which were conducted during the year.

The focus of the inspections were on four areas: PIC Records Management; Building and Ground Security; Prisoners Health and Diet; and Protocols for COVID-19.

“This activity was a continuation of efforts to ensure proper lock-up administration,” Mrs. Hinkson explained, adding that resulting from this exercise, virtual training sessions for Justices of the Peace (JPs) in four parishes were organized, with more than 400 JPs participating.

The Chairman also acknowledged the good work of the PCOA staff throughout the years.

“The mammoth tasks they undertake with a very small staff...words are not enough to express my appreciation for what they have accomplished over these many years so congratulations to them,” she said.

Pedro Plains and Rock River Stations Emerge TOPS Winners for their Division

It was a tale of two opposite responses when Pedro Plains and Rock River stations emerged as Top Stations in their respective divisions -St. Elizabeth and Clarendon. For the Rock River Station Commander, Sgt. Omar Fairclough, winning award was “a big surprise,” and an almost surreal moment for him.

As for life at the station post award ceremony, Sgt. Fairclough said that the morale was high and that everyone was ecstatic about the achievement. “We are upbeat, motivated and buzzing in confidence, and you know when we are buzzing in confidence this makes our work much easier,” he divulged. “We feel a deep satisfaction that will drive us to serve our communities even more,”



Rock River Station Commander, Sgt. Omar Fairclough (left) receiving award for Top Station in the Clarendon Division from PCOA Senior Director, Inspections and Monitoring, Mr. Andrew Beaumont at the TOPS Awards Ceremony.

he added. Praising his team for their commitment, Sgt. Fairclough attributed winning the award to teamwork and highlighted that there was no “I” in team.

“It goes to show that hard work never goes unnoticed,” he quipped.

Meanwhile, for Pedro Plains Station Commander, Inspector Jenice Thomas, winning the Top Station in St. Elizabeth was not a surprise.

“I have always been optimistic and confident, albeit it [my station] will never be perfect as there will be some shortcomings. However, I did not for one moment think our deficit would impact on us winning per se,” she explained.

In fact, Insp. Thomas said her station’s only competition was from the Lacovia Station, which had “a good Sub-officer” and “was up there with record keeping”.

“If my station should have been challenged, I



Top Station in St. Elizabeth Division winner, Pedro Plains Station Commander, Insp. Jenice Thomas posing with her award.

would have looked at the Lacovia Station, but I was confident,” she iterated.

A JCF member for the past 29 plus years, Insp. Thomas has commanded the Pedro Plains Station since 2019.

Area 3 Runners-Up in TOPS Competition



The Porus Station was the runner-up for Top Station in the Manchester Division. Receiving gift basket from Member of Parliament for Manchester Southern, Mr. Richard Chin (right) was Constable Marcia Allen.

Rollout of Station Records Management System Underway

Deputy Commissioner of the Police (DCP), Clifford Blake says the rollout of the Station Records Management System is progressing, with seven stations implementing the system.

“We look forward to all the stations coming onboard soon,” he said, while giving remarks at the awards ceremony for Transforming Our Police Service (TOPS) at the Golf View Hotel in Mandeville, Manchester in November.

He said that as the Jamaica Constabulary Force (JCF) transitioned to electronic records both the inspectors of the PCOA as well as JCF members would have to be retrained in order to audit the new system. He also pointed out that given the digitization of records, the PCOA could eventually conduct audits of JCF records from their office in Kingston. Meanwhile, while stressing the importance of maintaining standards and proper records, the DCP highlighted the need for

the JCF leadership to mentor young recruits. “Where I sit I am seeing that there is a gap. We are recruiting at a fast pace now anywhere between 1200 to 1400 members annually, so the mentorship process has really been pushed to us to get these members in terms of mentoring them up to standards that you [PCOA] are now auditing. It is somewhat challenging to us,” he acknowledged.

“Let us pay special attention to these young members coming in terms of guiding them along the proper pathway and the standard that PCOA is auditing you for. This is the standard that we expect you to mentor the new members, who are coming into the organization,” he urged.

The DCP also took time out to congratulate the PCOA for their work with the JCF and also the partnership formed as a result. “We are certainly benefiting from it [partnership],” he noted.



Deputy Commissioner of Police, Clifford Blake (left) in conversation with the Permanent Secretary in the Ministry of National Security, Mr. Courtney Williams (right), Member of Parliament for Manchester Southern, Mr. Robert Chin (second from right) and PCOA CEO, Mrs. Otarah Byfield Nugent at the awards ceremony for the Transforming Our Police Service (TOPS) Competition.



Runner-up Top Station in the Clarendon Division was the Chapelton Station. Inspector Kevin Brown (left) accepted the gift basket from Member of Parliament for Manchester Southern, Mr. Richard Chin on behalf of the station.



Runner-up Top Prisoners in Custody Station in Area 3 was the Black River Station in the St. Elizabeth Division. On hand to accept the gift basket from Member of Parliament for Manchester Southern, Mr. Richard Chin, was St. Elizabeth Division representative, Sgt. Shavaughn Reid from the Lacovia Station.

Former PCOA Stalwart Dr. the Hon. Marshall Hall Passes

Former PCOA Member Dr. the Hon. Marshall Hall transitioned on November 22, three days before the awards ceremony for the Area 3 Transforming Our Police Service (TOPS) Competition, of which he was a staunch supporter.

A minute’s silence was observed in his honour at the awards ceremony, which was held at the Golf View Hotel in Man-
deville Manchester.

Dr. Hall was appointed by the Governor



Dr. the Hon. Marshall Hall (left) with then National Security Minister, The Hon. Dr. Horace Chang (centre) and PCOA Chairman, Most Rev. Hon. Charles Dufour at the PCOA North Avenue offices in 2012.



A staunch supporter of the TOPS Programme, Dr. the Hon. Marshall Hall (right) was on hand to present the Top Station Award for Area 2 to Bamboo Station Commander, Sgt. Patricia Brown in 2019.



Dr. the Hon. Marshall Hall (right) greeting then Commissioner of Police, George Quallo (left) at the PCOA Oxford Road Offices in 2017. Looking on is then PCOA Chairman, Professor Anthony Harriott.



Dr. the Hon. Marshall Hall (right) sharing a light moment with National Security Minister, The Hon. Dr. Horace Chang (centre) and PCOA Chairman, Jacqueline Hinkson at the PCOA West Avenue offices in 2018.

General to serve as a PCOA Member in the wake of the sudden passing of founding member, Dr. George Phillip in 2007, remaining a member until August 22, 2021. Easily recognized for his successful association with Jamaica Producers Group, Dr. Hall was also an Economist and former University of the West Indies lecturer and was a former member of the Police Service Commission.

During his tenure as a member, Dr. Hall interfaced with a total of six Ministers of National Security and five Commissioners of Police, with an aim to enhance the service delivery of the JCF to the public. Indeed he was relentless in the pursuit for change and transformation in the service provided by the JCF.

“There is so much room for improvement in the JCF. Real progress can be made if the officer corps of the Force can be changed to include only those committed to transformation. This may be expensive but if there is genuine will within the government, the funds can be found largely from external sources. Yes, as old as I am, I expect a significant change in my lifetime. That is within the next seven years,” he said in an interview in the April 2010 issue of *The PCOA Monitor*.

He performed several duties as a PCOA Member, chief among them, as spokesperson for the Authority, when called upon. Additionally, since the inception of the

Authority, he was responsible for vetting the Authority’s annual report before publication and in the early years, dealt with human resource matters.

Dr. Hall’s generosity extended to both the staff of the PCOA as well as the Authority itself. It was in fact, boundless. He could be called upon to donate snacks for residents when the Authority conducted public outreach and also assisted generously to the Transforming Our Police Service (TOPS) programme.

“He was a leader in action as he empowered and inspired us when we faced challenges,” said PCOA CEO, Otarah Byfield-Nugent. “He was admired by many, especially by us at the PCOA, who were blessed with his presence at monthly meetings. His invaluable contribution of 14 years will be unmatched,” the CEO added.

The Authority extends its condolences to the family and friends of this Jamaican Patriot, who was committed to nation building.

2022 Dr. Hall Awardee

The Fletchers Land Station in the Kingston Central Division was the recipient of the Dr. Marshall Hall Award for the most improved station or division in the previous inspection (Area 4).

The award was named in recognition of the contribution of the former PCOA Member, Dr. the Hon. Marshall Hall who served the Authority some 14 years.

The Fletchers Land Station showed significant improvement in the management of records.

Last year’s winner of the award was the St. Catherine North Division (Area 5).



Deputy Commissioner of Police, Clifford Blake (left) handing over the award to Fletchers Land Station representative, Kingston Central Divisional Commander, Beresford Williams.

JCF Secretariat to the PCOA Reconstituted

The Jamaica Constabulary Force (JCF) Secretariat to the PCOA was recently reconstituted to include six members. The new secretariat consists of previous Chairman, Senior Superintendent of Police (SSP) Desmond Brooks; returning members, DSP Dian Bartley and Corporal Arlene McBean; new members, SSP Charmaine Shand, SSP Jacqueline Coombs and SP Ann Marie Blake.

The new additions replace SSP Bertland O'Connor and Deputy Superintendent of Police Sandra Francis.



Members of the JCF Secretariat to the PCOA posing with the former PCOA CEO, Mr. Dave McIntosh (second from the right). From left to right are: DSP Sandra Francis, SSP Desmond Brooks, Insp. Dian Bartley and Cpl. Arleen McBean. (FILE PHOTO)

the group would convene on a quarterly basis and on a Friday of the given quarter. This was in addition to nominating a new Chairman at the next meeting. Among the matters high on the agenda included, the upcoming Performance Review Meeting, in April, which is the third component of the Transforming Our Police Service (TOPS) programme and involves findings/concerns from the TOPS Competition being ventilated by the PCOA and targets for improvement being set and agreed upon by the JCF hierarchy.



Members of the JCF Secretariat to the PCOA in attendance at the inaugural meeting in 2015 at the Oxford Road offices of the PCOA. Seated from left to right were: DSP Sandra Francis; Chairman, SSP Desmond Brooks; then Insp. Dian Bartley and Corporal Arlene McBean. (FILE PHOTO)

The Secretariat, which is the brainchild of former Police Commissioner, Dr. Carl Williams, was established in 2015 as a channel between the JCF and the PCOA to more efficiently address concerns of the PCOA and JCF. “We concur that there is definitely a need to ensure that the Police Commissioner is not only kept abreast of the outstanding issues relating to PCOA concerns but also deliverables in respect to addressing these concerns,” the PCOA CEO, Mrs. Otarah Byfield Nugent explained.

At the first meeting of the newly constituted Secretariat in December it was agreed that



SSP Jacqueline Coombs of the Inspectorate and Professional Standards and Oversight Bureau (centre) was among the Jamaican contingent attending the 2022 National Association for Civilian Oversight of Law Enforcement (NACOLE) Conference in Texas, USA. Looking on is: PCOA CEO, Mrs. Otarah Byfield Nugent and PCOA Communications and PR Manager, Karen Cadien.

PCOA FACTOID




Inspections of some 71 stations spanning 9 divisions were conducted during the 2022 calendar year. This was in addition to, a thematic inspection focusing on the Marine Division ability to achieve its mandate of preventing and combating crime in Jamaica's coastal waters.

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Compiled by the PCOA Communications Unit

PHOTO OP FOR THE QUARTER



Season's Greetings from PCOA Staff! FRONT ROW: (l-r) Director, Human Resources and Office Services, Ouida Harrison; Manager, Information Systems and Technology, Shevon James; Manager, Inspection and Monitoring, Nichelle Duncan; Senior Director, Inspections and Monitoring, Andrew Beaumont; Inspection and Monitoring Officer (IMO), Kereisha Morrison; Chief Executive Officer, Otarah Byfield-Nugent. BACK ROW (l-r) IMO, Theo Clayton; Communications Manager, Karen Cadien; Legal Counsel, Sheldon Clarke; IMO, Toni-Ann Baker; Accountant, Dulani Williams; and Senior Administrative Assistant, Nicola Morrison.