



Westmoreland Division Cleans up Major TOPS Awards

The Westmoreland Division snagged three of the four major awards presented at the Awards Ceremony for the Transforming Our Police Service (TOPS) Competition for Area 1. The ceremony took place at the Montego Bay Convention Centre in Rose Hall in St. James. The division bested three others - Hanover, St. James and Trelawny - that comprise Area 1. The division not only walked away with the Top Division and Top Customer Service Division awards, but also had the most coveted prize of them all, the Top Station for Area 1, which was the Bluefields Station.

A very confident Superintendent of the Division, Wayne Josephs predicted during a TOPS sensitization tour in June that his division would clean up the awards in the TOPS Competition and, this they did. The Bluefields Station, which topped 36 stations in Area 1, is under the helm of Sgt. Monique Leslie-Hamilton since June 2023. According to her, the station was optimistic about winning the competition. "Our level of confidence was based on the fact that the staff

remained committed to upholding the laws and policies that govern the Jamaica Con-

State Minister in the Ministry of National Security, Hon. Juliet Cuthbert said the awards ceremony was not only a recognition of excellence, but also served as a testament to the dedication and commitment of law enforcement officers to foster a safer Jamaica. "The tireless efforts, the unwavering dedication and selfless commitment exhibited by all of you have been nothing short of extraordinary," the State Minister Cuthbert Flynn said.



Bluefields Station Commander, W/Sgt. Monique Leslie Hamilton (left) along with her colleague, Cpl. Rupert Dixon (centre) posing with Top Station trophy and cheque with PCOA Member, Pastor Glen Samuels. The Bluefields Station won Top Station in Area 1 in the Transforming Our Police Service (TOPS) Competition.

stabulary Force, prior to even learning about the competition," she told the *PCOA Monitor*.

The Station Commander further disclosed that the morale of the staff at the station was good, amidst all the challenges. "We work together as a team to meet our objectives," she said. Sgt. Leslie Hamilton further added that the award had also given the members a greater push to continue giving of their best.

"The members are even more resolute in their work," she stressed.

The Top Station received a cheque for \$200,000, which will go towards a station project of their choice; a trophy; JPS gift vouchers valued at \$50,000.00; a weekend for two at Couples Resort in Negril; a Barita Investment account with a starting balance of \$20,000; a gift basket from Campari; a PCOA gift basket: a Rainforest gift voucher and a Appleton Tour Pass. In the meantime, the



Permanent Secretary in the Ministry of National Security, Ambassador Alison Stone Roofe (right) presenting the Top Division in Area 1 award to Westmoreland Division Representative, DSP Nadine Grant Brown.



An ecstatic contingent from the Westmoreland Division posing with their prizes for Top Division, Top Customer Service Division and Top Station in the Transforming Our Police Service (TOPS) Competition for Area 1.

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## Westwood High Student Wins Inaugural TOPS Poster Competition for Area 1

Trelawny based Westwood High Student, Adeija McBean became the first student to win the inaugural Transforming Our Police Service (TOPS) Poster Competition.

The top 3 winners were announced at the awards ceremony for Area 1 Transforming Our Police Service (TOPS) Competition held at the Montego Bay Convention Centre in Rosehall, St. James.

The competition was opened to high schools in Area 1, which consists of St. James, Trelawny, Westmoreland and Hanover.

Held under the theme, "Imaging a Force for Good," the competition had entries from all police divisions, the most being from St. James.

For winner of the competition, Adeija McBean, her entering the competition was rooted in the persistence of her art teacher, Ms. Petrina Wright.

"My teacher introduced the competition to us but I wasn't enthusiastic," she admitted.

She was further coaxed by Ms. Wright after she showed her a digital art work she did for a friend and the rest is history.

"I did not expect to win after seeing those beautiful art pieces on the calendar, especially the second prize winner from Muschett High," she said.

"However, when it was announced that a female student had won, I thought it was the only other girl, who was from Spot



**The top three awardees in the Area 1 Transforming Our Police Service (TOPS) Poster Competition posing beside their entries. From left to right are: Adeija McBean with her winning entry, "The Force"; Jacob Smith with his first runner-up entry, "Everyday Heroes"; and Kiara Wozencraft with her second runner-up entry, "Keep Doing Good".**

Valley. I was really nervous when I heard my name," Adeija said, adding that she really liked the fact that she won as she put a lot of effort into designing her poster. Similarly, first runner-up, Jacob Smith from Muschett High in St. James was asked by his teacher to enter.

"I did it for fun! I really didn't think anything would come of it. I love drawing but I do not do art as a subject," he confessed. Nonetheless when describing his poster, he stated that he likened police officers to super heroes, that is why his poster had one in a cape, a la Superman.

"People forget that the police officers are heroes because they don't see them lifting buildings or throwing cars. So, they don't have the image of heroes in their heads.

But, they protect everyone, everywhere all the time. That is why I feel that people need to remember that," he explained.

As for the extremely shy second runner-up, Kiara Wozencraft of Spot Valley High in St. James, who wants to become a member of the Jamaica Defence Force, winning a prize was a surprise. Her poster reflected a woman becoming Police Commissioner.



**Area 1 TOPS Poster Competition winner, Adeija McBean from Westwood High (left) posing with her art teacher, Petrina Wright.**

All winning students and their teachers won cash awards courtesy of the West Jamaica Conference of Seventh Day Adventists. Students also received a computer, Chromebook and tablet along with trophies and goodie bags.

## Black River Station Cops Dr. Marshall Hall Award

The Black River Station in the St. Elizabeth Division became the third recipient of the Dr. Marshall Hall Award.

The special award, which is named in honour of former founding PCOA Member, the late Dr. the Hon. Marshall Hall, is presented to the station or division exhibiting the most improvement in the Transforming Our Police Service (TOPS) Re-inspection for Area 3.

The re-inspection is the last component of the TOPS programme, which consists of four components - a competition targeting one of five Jamaica Constabulary Force (JCF) Area Commands: an awards ceremony; a performance review meeting where PCOA Members and the JCF High Command/Area Commanders agree on targets for improvements in performance of participants in the competition; and, a re-

inspection to determine if targets set are achieved.

The Black River Station showed significant improvement in records management, moving from zero compliance to almost full compliance in the re-inspection, which included stations from Manchester and Clarendon divisions.



**PCOA Member, Vivette Miller (left) handing over cheque valued at \$100,000 to Black River Station Commander, W/Inspector Sophia Daley. Black River Station was the recipient of the Dr. the Hon. Marshall Award.**

This year's recipient of the award, was presented a cheque valued at \$100,000 courtesy of Jamaica Producers Group Limited, towards a station project of choice.

An elated Black River Station Commander, Inspector Sophia Daley also received a Barita

Investment account and a JPS gift voucher both valued at \$20,000.



**Minister of State in the Ministry of National Security, Hon. Juliet Cuthbert Flynn (third from left) along with head judge for the TOPS Poster Competition and Project Manager for Kingston Creative, Daniel Thompson (fourth from left) and PCOA CEO, Otarah Byfield Nugent posing with the winning entrants. The students from left to right are: Oniel Saunders (Muschett High); Phillip Whyte (Green Island High); first prize winner, Adeija McBean (Westwood High); first runner-up, Jacob Smith (Muschett High); second runner-up, Kiara Wozencraft (Spot Valley High); and Bryan Henry (Spot Valley High).**

## Cambridge, Ulster Spring and Green Island Named Top Stations in Their Divisions

Author Artika Tyner says that the heart of the leader is manifested through service to others. Nowhere is this more evident than with Insp. Carl Bryan, Commander for the Cambridge Station, which won Top Station for the St. James Division.

For him, winning the Top Station for the St. James Division in the Transforming Our Police Service (TOPS) Competition for Area 1 was a good experience. However, he was also cognizant that whilst he is the leader, it was his team that did the ground work.

“So what I did especially with the awards was to find a way to let them all benefit from them,” he disclosed.



**Senior Director of Inspections and Monitoring, Andrew Beaumont (right) handing over plaque and goodie bag to Green Island Station representative, Insp. Nadine Murray Brown. The Green Island Station won Top Station in the Hanover Division.**

This in turn meant hosting his own awards ceremony for his station, where the prizes, which included an investment account from Barita Investments; JPS vouchers valued at \$10,000, a gift basket, a Campari gift basket, a gift voucher from Rainforest, a plaque and a trip for one to the Appleton Rum Tour, were



**Branch Manager for Barita Investments in Montego Bay, Mr. Floyd Lewis (right) handing over an investment account commitment letter to Ulster Spring Station Commander, Sgt. Brenton Williams. The Ulster Spring won Top Station in the Trelawny Division.**



**Cambridge Station Commander, Insp. Carl Bryan (left) receives a basket of goodies along with a plaque from Senior Director of Inspections and Monitoring, Andrew Beaumont. The Cambridge Station won Top Station in the St. James Division.**

redistributed among staff. The top performer was given the gift basket along with cash. “I also ensured that the plaque was placed where all officers can see it. I do think my staff was deserving because of all the effort they put in their work,” Insp. Bryan said. The Green Island Station Commander, Insp. Marvin Hodges, whose station won top station in the Hanover Division, said he expected his station to beat the five other stations in the division. The win, he said, further improved morale and accountability at the station. He added that the station would remain competitive with the other stations in

the division.

Sgt. Brenton Williams, Station Commander for Ulster Spring, the top station in the Trelawny Division was also elated that his station secured the award.

Meanwhile, joint winner of the top Prisoners in Custody (PIC) Station, Freeport Station Inspector, Shawn Whyte was thrilled, when hearing that that the lock-up, for which she in charge of, won. She shared the award with the Commander for her station, Insp. Mark Palmer. She too shared the prizes won with her lock-up staff.



**State Minister in the Ministry of National Security, Hon. Juliet Cuthbert Flynn (right) presenting gift basket to joint Top Prisoner in Custody (PIC) Station awardee, Insp. Shawn Whyte, who shared the award with her Freeport Station Commander, Insp. Mark Palmer. The Freeport Station in St. James was judged the Top PIC Station in Area 1.**

## 29th NACOLE Conference Focus on Building Better Oversight

The main focus of the 29th Annual National Association for Civilian Oversight of Law Enforcement (NACOLE) was on building better oversight of law enforcement.

The conference, which was held at the Fairmont Hotel in Chicago, Illinois, offered a wide range of topics geared towards giving those, who work in and around oversight, the tools required to do the work and also make an impact. The PCOA Team which included PCOA CEO, Otarah Byfield Nugent, Legal Counsel, Sheldon Clarke and Communications and PR Manager, Karen Cadien found the offerings informative. Of all of the sessions, ‘Changing Police Culture: The Importance of Supervisory Practices in Police Reform’ resonated the most. The panellists were: Chief of Police, Shon Barnes from the

Madison Police Department in Madison, Wisconsin; Marcia Thompson, Assistant Professor, Criminal Justice Department, Aurora University and, Cameron McEilhiney, Executive Director of NACOLE.

Chief of Police Barnes shared three core values of his department—effective community partnership; selfless public service and evidence based policing, which involves empirical knowledge based on 35 years of research of what works and does not. While Assistant Professor Thompson stated that police departments should be audited often and continuously. “Blast the progress or the lack thereof,” she said. More than 600 practitioners of oversight were in attendance, the largest ever assembled at the annual conference.



**It is all smiles as the PCOA CEO, Otarah Byfield Nugent (left), PR & Communications Manager, Karen Cadien (second from left) and Legal Counsel, Sheldon Clarke (right) pose with panelist, Chief of Police, Madison Police Department, Madison, Wisconsin, Shon Barnes at the 29th Annual NACOLE Conference in Chicago, Illinois.**

## PCOA Team Commences Inspection of the Canine Division



The PCOA Team at Area 1 Headquarters on Church Street in Montego Bay, St. James, where the kennels and dogs are located in the west.

The PCOA Team commenced a thematic inspection of the Jamaica Constabulary Force (JCF) Canine Division in November.

The division is a specialized unit within the JCF that focuses on the training and handling of canines. Other responsibilities include: firearm, ammunition and spent casings detection; locating missing people; cadaver and explosives detection.

The division's mandate is to prevent the transportation of drugs through the borders of Jamaica via international airports and other ports of entry.

The inspection seeks to assess the effectiveness of the division in achieving its mandate.

Inspections commenced in Montego Bay, St. James at the Summit Station, where the barracks are located; Area I Headquarters, the location of dogs and kennels and the Sangsters International Airport. The team will inspect the Canine Division Headquarters at Harman Barracks and the Norman Washington International Airport in Kingston.


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Compiled by the PCOA Communications Unit

## Station Monitoring Programme Launched at Two Stations

The PCOA launched its Station Monitoring Programme (SMP) in November.

A pilot programme, which is slated for five months, seeks to determine whether there is a correlation between consistent monitoring and improved compliance with policies and procedures of the Jamaica Constabulary Force (JCF).

Two stations were selected for the programme - Gold Street Station in the Kingston Central Division and the Rockfort Station in the Kingston Eastern Division. According to Senior Director, Inspections and Monitoring, Andrew Beaumont, the



Inspections and Monitoring Officers Norville Davy (left) and Adin Grant (right) addressing police officers at the Rockfort Station.

two stations were selected based on proximity and being in high crime areas. "It has been said that stations in high crime areas do not pay much attention to records management, so that is why we selected stations in hotspot areas," he said.

A complete inspection was conducted on the first visit to the stations. Subsequently, the focus was directed towards how the records were maintained from the initial inspection.

"We will see what has been accomplished by constant monitoring," he noted, adding this would be once a month.

## Thank You TOPS Sponsors!

The PCOA would like to extend heartfelt gratitude to TOPS sponsors - Barita Foundation, JPS, Couples Resort, Jamaica Producers Group, West Jamaica Conference of Seventh Day Adventists, Rainforest, Campari and HEART/NSTA Trust.



Manager of JPS Media and Public Relations, Audrey Williams (right) presenting vouchers valued at \$50,000 to winner of Area 1 Top Station, Bluefields Station Commander, Sgt. Monique Lewis Hamilton.



Inspections and Monitoring Officer, Adin Grant (third from right) sharing findings from a monitoring exercise with the Gold Street Station Command (right and second to right). Looking on are the PCOA Team. From left to right are: Nichelle Duncan (seated); Norville Davy and Andrew Beaumont.

## PHOTO OP FOR THE QUARTER



The Area 1 Commander, ACP Clifford Chambers (second from right) and his team were the recipients of the inaugural 2024 PCOA Calendar, which featured winning posters from the Area 1 Transforming Our Police Service (TOPS) Poster Competition for high schools. Making the delivery was Legal Counsel, Sheldon Clarke (left) and Inspections and Monitoring Officer, Adin Grant (centre), delivered copies of the inaugural 2024 PCOA Calendar.