

**St. Andrew Central Division Inspection Reveals Strong Performance Across Key Areas**

A recent inspection of the St. Andrew Central Division has revealed that the division is in good operational order, with commendable performance in records management and facility maintenance, which were all in compliance with Jamaica Constabulary Force (JCF) policies. The division has six stations - August Town, Cross Roads, Half Way Tree, Matilda's Corner, National Stadium, Papine - and two posts, New Kingston and UWI (Mona).

In regards to records management, the majority of stations maintained 80% of the records examined, with three (Cross Roads, Matilda's Corner and New Kingston Post) attaining perfection. Of note, all 8 stations/posts scored a 100% compliance with JCF policies in the two records – the Sudden Death Register and CR-10. Additionally, a JCF Patrol Visit Register was instituted at all stations and seven out of eight stations/posts maintained a Citizen Complaints Register. The maintenance of Prisoners in Custody (PIC) records was



It is a requirement for the PCOA Team to provide feedback to police personnel after a station inspection. Here Inspection and Monitoring Manager, Nichelle Duncan (right) share findings with Corporal Watson at the National Stadium Station in the St. Andrew Central Division.

also impressive, with all records (PIC Register, PIC Cards and Charge and Prisoners' Property Book) in adherence to JCF policies.

The lone PIC station, held prisoners above the gazetted cell capacity. Recurring issues were observed with bathroom facilities, including clogged wash basins, malfunctioning faucets, and damaged ceilings and walls.

Station facilities were found to be well-maintained, with serviceable fire extinguishers, clean and tidy compounds and barracks. Most stations/posts

(six of eight) had operational generators.

In the meantime, the team tested 3 of seven strategic priorities - Crime Reduction and Control; Improving and Maintaining Accountability and Professional Standards; and, Enhancing Staff Welfare, with two out of three so far being achieved.

Notwithstanding a shortage of police personnel and service vehicles, the division demonstrated a practical framework aimed at reducing crime in its policing area. As it pertained to improving and maintaining accountability and professional standards, the team discovered from divisional administration data, that the division fell a little short.

The team found that the division met most of its targets for enhancing the welfare of staff.



The PCOA Team (right and left) being assisted by a police officer at the Half Way Tree Station in the St. Andrew Central Division.

PCOA Beautify Grounds on Labour Day

The PCOA brought renewed vibrancy to its 5A West Avenue premises in Kingston Gardens on Labour Day (May 23), through a beautification project. This initiative, aligned with the national theme, "Protect the Environment: Our Land, Our Duty, Our Future," aimed to enhance the workspace while fostering team spirit.

The project included clearly marking out parking spaces, planting flowers and establishing an art gallery, featuring the top three winners from the Transforming Our Police Service (TOPS) Poster Competition for Secondary Schools in

Areas 1 and 2.

PCOA CEO, Otarah Byfield Nugent shared that these activities were highly successful in



Members of staff inspecting cleared area to plant flowers at PCOA Office.

building team synergy and camaraderie. She pointed out that the new plants and art gallery not only beautified the space but also provide a welcome "boost of positive energy" for staff as they begin their workday. Staff members also

expressed their appreciation, particularly enjoying the framed artwork that greeted them as they ascent the stairway.

The project was a true team collaboration, with staff members generously contributing not only flowers, tools and equipment, but also items for the accompanying food festivities.

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Overcrowding in Area 4 Remains a Significant Issue

A recent special inspection of five of the largest lock-ups in Area 4 divisions revealed a widespread issue of overcrowding, with most of the stations inspected operating above their gazetted cell capacity. The review also found deficiencies relating to infrastructural decay, safety and health issues.

The largest lock-up in each of the five divisions that comprise Area 4 were audited. The stations were: Central (Kingston Central Division); Port Royal (Kingston Eastern Division); Denham Town (Kingston Western Division); Half Way Tree (St. Andrew Central Division); and, Duhaney Park (St. Andrew South Division). The latter station, which is the second largest lock-up in the division, was inspected because the largest station, Hunts Bay, had a tuberculosis outbreak. The issue of overcrowding which was evident at 4 of the five stations inspected, impacted on the consistency of both physical checks and cell searches, whereby in some cases, searches exceeded the required frequency.

In one instance, overcrowding hindered a proper assessment of a lock-up as it was deemed inaccessible. Therefore as it pertained to ablution facilities at that lock-up, the team was unable to make a full determination of issues.



The PCOA Team (Adin Grant and Nichelle Duncan) chats with Sub-Officer in charge, Inspector Portia Lawrence at the Port Royal Station in the Kingston Eastern Division.

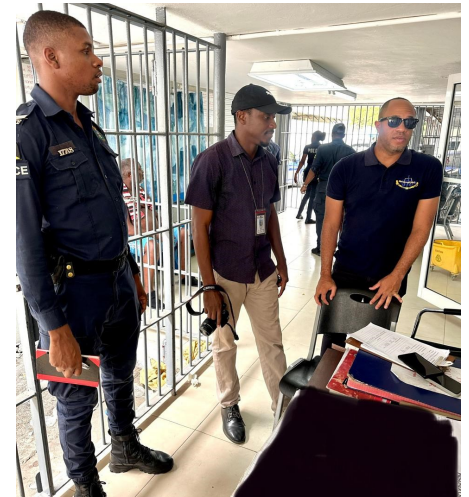
As for the cell condition in the other four station inspected, the showers and toilet facilities were found to be in poor and, in some cases, deplorable condition. One station had stagnant water surrounding the lock-up, posing serious health risks. Damage to ceilings and walls was noted in most facilities.

In regards to health and safety concerns, there was pest infestations at two of the stations inspected. Restraining devices such as handcuffs and batons were found to be insufficient in the majority of stations inspected. As it pertained to fire

extinguishers, some were non-functioning or required servicing.

On a positive note, the majority of stations were compliant in maintaining PIC records which included the PIC Register, PIC Cards, Charge and Prisoners Property Book and Medical Journal. Only one station properly maintained all PIC records.

In addition, all stations were equipped with the appropriate prisoners transportation and functioning generators.



The PCOA Team (centre and right) on an inspection of Central Station in the Kingston Central Division. The station is the most populous (largest) in the division.

JCF Area 2 Command Commit to at Least 80% Improvement for Upcoming TOPS Re-inspection

PCOA Members and the Area 2 Jamaica Constabulary Force (JCF) High Command have agreed upon targets ranging from 80% to 100% for improvement in compliance with JCF records management policies. This is for an upcoming re-inspection exercise, the fourth phase of the Transforming Our Police Service (TOPS) Programme. Area 2 is comprised of three divisions - St. Ann, St. Mary and Portland - with a total of 31 stations.

These targets were agreed upon during an online TOPS Performance Review Meeting with PCOA Members, Police Services Commission (PSC), representatives from the JCF High Command including the Police Commissioner, Area Commander and Divisional Commanders among other stakeholders. A breakout of the targets for improvement set and agreed upon at the meeting, which is the third phase of the TOPS programme, saw both the St.



Poster for Area 2 TOPS Competition in 2024

Mary and St. Ann divisions as well as the Marine Division, committing to a 100% improvement in the area of records management. The Portland Division set a target of 80% improvement.

Prior to the agreement on the way forward, the divisional commanders accepted the findings outlined in reports emanating from inspections for the TOPS Competition. The commanders gave their commitment to addressing the deficiencies identified. They also discussed procedures that were in place

to ensure improvement and compliance. Area 2 Commander, ACP McArthur Sutherland, who was in attendance, outlined that the divisional management teams have been giving updates on all 3 divisions at Area 2 Tasking Meetings. This, he explained, was part of corrective measures that have been implemented to achieve full compliance with JCF's Standard Operating Procedures (SOPs).

ACP Sutherland also expressed confidence that the PCOA Team would find great improvement in records management when returning for the re-inspection. Meanwhile, Police Service Commission (PSC) representative, Rose Marie Pilliner commended the PCOA for the TOPS Programme, inspection reports and their impact on fostering JCF compliance with its SOPs. She also acknowledged the poor facilities in which some JCF members operated, but she anticipated improvement in such infrastructure in the future.

PCOA Makes Historic Debut at Canadian Police Oversight Conference

The Police Civilian Oversight Authority (PCOA) has marked a major milestone in its international engagement with a successful debut at the Annual Professional Development Conference hosted by the Canadian Association for Civilian Oversight of Law Enforcement (CACOLE) held in June in New Brunswick, Canada.

For the first time in CACOLE's history, an external body from the Caribbean was invited to participate in a featured panel discussion. Representing Jamaica, PCOA Chief Executive Officer, Otarah Byfield Nugent, joined Canadian counterparts to explore the topic, "Reimagining Police Oversight - Legislative Reform, Modernization and Accountability in the 21st Century". "This was a significant moment for the PCOA," said Byfield Nugent. "It allowed us to share our experiences, challenges, and innovative programmes - bringing a Caribbean perspective to the global conversation on police oversight."

The authority's presentation was met with enthusiastic response, particularly for its creative community engagement



PCOA CEO, Otarah Byfield Nugent discusses the topic, "Reimagining Police Oversight: Legislative Reform, Modernization and Accountability in the 21st Century" at the 17th CACOLE Annual Professional Development Conference in Fredericton, New Brunswick in Canada.

initiatives such as the Transforming Our Police Service (TOPS) Poster Competition for Secondary Schools and its inhouse podcast, Citizens Corner. These programmes sparked interest from other oversight bodies, with some expressing intent to adopt similar approaches.

For CACOLE Executive Director, Vicki Yeats, the presentation by Byfield Nugent was "incredible". She further commented, "We could take a lot from that presentation especially the things you [PCOA] have done with your organization to communicate and engage with stakeholders. I loved the poster competition initiative because kids should

be involved. It is good for the generations coming up to build that trust with the police. Fabulous."

CACOLE President, Jennifer Smith said she was "very happy to see that Jamaica was represented," and hoped that "everybody got something out of the conference that they could take back to their own individual organizations."

As for the presentation by the PCOA CEO, Ms. Smith said, "I thought her presentation was fantastic. I wrote down a number of takeaways from the conversation around things we could be doing here in New Brunswick."

Director, Special Investigation Unit in the Ministry of the Attorney General (Ontario, Canada), Joseph Martino, had this to say. "I think the conference as a whole was excellent. I was particularly impressed by Otarah, from the PCOA. What she had to say was absolutely incredible, especially with what you folks have done and the staff that you have and the community engagement and the coverage of the island. I found it admirable and inspiring. Well done and keep up the good work," he stated.

The PCOA's participation reflected its growing international footprint and alignment with global best practices in civilian oversight.

"The opportunity to present on this platform speaks to the respect and recognition the PCOA is building globally, despite being a relatively small agency with only 16 staff members," the PCOA CEO highlighted.

Two members of the PCOA accompanied the CEO, Senior Director, Inspections and Monitoring, Andrew Beaumont, and Inspection and Monitoring Officer, Toni-Ann Baker. The PCOA commenced representation at CACOLE in 2023.

Poster Competition to be launched on September 2

Students attending secondary schools located in the St. Thomas, St. Andrew North, St. Catherine North and St. Catherine South police divisions can look forward to participate in the Area 5 Transforming Our Police Service (TOPS) Poster Competition for Secondary Schools come September 2.

The competition, which is now in its third year, was created to allow the youth the opportunity to express how they feel about the police and what their relationship with citizens should be, through art.

"Each year, we challenge ourselves to go bigger and better with our prizes. We're continuing that tradition this year, offering even more exciting rewards to inspire our youth" PCOA CEO, Otarah Byfield Nugent told the *PCOA Monitor*.



Area 5 TOPS Poster Competition flyer.

Last year's winners and their teachers, who were from Area 2 (St. Ann, Portland and St. Mary) received cash awards, valuing \$350,000, tablets and limited edition PCOA knapsacks containing several goodies. In addition, the top three winners as well as their teachers were feted by Commissioner of Po-

lice, Dr. Kevin Blake and his team, receiving cash awards and tokens including tumblers emblazoned with their winning art work. They were also treated to a trip to the Art Walk on Water Lane in Downtown, Kingston.

The PCOA CEO also disclosed that two of the top 3 winners will be featured in upcoming episodes of the Citizen Corner Podcast. For further information, students will be invited to visit www.pcoa.gov.jm.

This year's theme for the competition is: "Imaging #aforce4good: Partnerships of Progress".



The PCOA Team took the opportunity to mingle with representatives from Trinidad and Tobago based Police Complaints Authority (PCA) including Deputy Director, Michelle Solomon Bakesh (second left) and Legal Counsel 2, Sherisse Walker.

PCOA Distributes TOPS Colouring Books to Early Childhood Institutions

The PCOA Team distributed some 300 colouring books to 9 institutions in the parishes of Kingston, Trelawny and St. Thomas as part of its activities for Child Month in May.

The institutions visited in Kingston were in close proximity to the offices of the PCOA - Allman Town Infant School, Alpha Infant School, St. Paul's United Infant School, St. Aloysius Primary School, Voluntary Organisation for the Upliftment of Children (VOUCH) School and St. George's Girls Primary School; the Stephen James Infant School and Falmouth Seventh Day Adventist Preparatory School in Trelawny; and, Nazerene



Charmaine Henry, educator at Allman Town infant School for 25 years, is delighted at the rapt attention of her charges as Andrew Beaumont, Senior Director of Inspections and Monitoring at the PCOA, explains the content of the TOPS colouring book



Senior Director, Inspection and Monitoring, Andrew Beaumont (back right), with Principal of Paul's United Infant School, Nicholas Johnson (back left), share a photo opportunity with students from the institution on Career Day, May 28. The occasion was the presentation of 20 colouring books from the PCOA to neighbouring institutions as part of activities for Child Month.

Learning Centre in Yallahs, Trelawny; and the Kiwanis Club of Worthington.

The 10-page colouring books are retooled images from the Area 1 Transforming Our Police Service (TOPS) Secondary School Poster Competition themed, 'Imaging #AForce4Good,' which PCOA first held in November 2023 in Area One. The artistic interpretation in-between the book's pages reflect positive interactions between citizens and law enforcement.

For Andrew Beaumont, senior director of inspections and monitoring at the PCOA, the opportunity to present the books showing good relationships with the Jamaica Constabulary Force (JCF) "is very

important to begin to cultivate a partnership and participation in security from a child's view of police at an early age".

He further stated that, "the visuals not only reinforce trust and confidence in the police, but the children are more likely to seek help and give help to the police because they see them as friends and allies".

Grateful for the donation of books to the children at the 104-year-old inner-city institution, Allman Town Primary, was educator, Charmaine Henry, who explained their relevance in the teacher process.

"They are very useful, first of all, for children to identify colours and know which to use for each item they are colouring so they don't just randomly select a colour for anything," said the early childhood educator, who dedicated the last 25 years to the school.



PCOA CEO, Otarah Byfield-Nugent (right) took time out to visit the Stephen James Infant School in Duncans, Trelawny to handover colouring books to principal of the institution, Samantha Elvin (left) and teacher Elaine Wallace.

PCOA FACTOID

THE PEOPLE'S CHOICE AWARD

VOTE FOR YOUR TOP STATION IN AREA 5!

Divisions in Area 5 are:
St. Andrew North / St. Thomas / St. Catherine North / St. Catherine South Police Divisions.

STATION WITH THE MOST VOTES WILL RECEIVE THE PEOPLE'S CHOICE AWARD.

SCAN TO VOTE OR VISIT WWW.PCOA.GOV.JM

DEADLINE: **OCTOBER 18, 2025**

WINNER WILL BE ANNOUNCED AT AN AWARDS CEREMONY **NOVEMBER 26 @ 10AM**

A new award category in the Transforming Our Police Service (TOPS) Competition has been added this year - the People's Choice Award - where the public can vote for their top station by logging on to www.pcoa.gov.jm

CONTACT US

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PHOTO OF THE QUARTER



During the period, the PCOA Annual Retreat was held under the theme, "Celebrating Success, Looking Back, Moving Forward!" Team-building activities were the order of the day and included the inaugural PCOA Challenge quiz, which saw the PCOA Women's Association besting the PCOA Men's Association. Guest facilitators were human resources specialist, Donna Henry and National Parenting Support Commission CEO, Kaysia Kerr.