



CISOCA Faces Serious Staff, Training and Vehicle Challenges

The Centre for the Investigation of Sexual Offences and Child Abuse (CISOCA) faces serious staff, training and fleet infrastructure challenges according to a recent thematic inspection conducted by the PCOA.

The inspection evaluated 9 CISOCA locations, including the Kingston and St. Andrew centre - which covers JCF Area 4 - along with two centres each from Areas 1, 2, 3, and 5, selected based on the highest volume of reported sexual offences. CISOCA, which operates under the authority of the Criminal Investigation Branch (CIB), provides services which include evaluating each complaint; interviewing complainants and recording statements; apprehending perpetrators for arraignment before Court; ensuring speedy and effective investigation of incidents and assisting with rehabilitation of victims through counselling and therapy among other functions.



PCOA Team (l - r Adin Grant, Sheldon Clarke and Andrew Beaumont) sharing findings from inspection with Divisional Detective Inspector, Dwayne McDonald (right) and Sub Officer in charge for CISOCA, Detective Sgt. Nathalie Patterson at the Port Antonio Headquarters.

At the time of inspection, staffing levels across the centres varied, with the Kingston and St. Andrew centre having the largest complement of 55 personnel, while other centres had smaller teams ranging from 3 to 8 personnel. This was of particular concern given that some of the centres with the highest reported sexual offences had the lowest staffing levels.

The limited staff levels correspondingly impacted on case assignments. In one instance, the ratio of investigator to cases was 1 to 20 cases at a centre.

With the exception of the Kingston and St. Andrew centre, the remaining centres did not have a doctor on call. As a result both victim and officer relied on public health facilities for medical examinations and treatment.

As it pertained to training, of the total personnel assigned to CISOCA centres, 52% received both CIB Level 1 and 2 training, while 11% had only Level 1 training. However, 37% of officers had no CIB training. In relation to specialized Sexual Offences and Child Abuse Investigation Training, only 31% were trained, while 69% had no training.

The PCOA Team also found that there was a significant shortage of service vehicles across the centres. Of the 9 centres inspected, the Kingston and St. Andrew Centre had 4 operational service vehicles assigned which was inadequate for the investigative teams. The remaining 8 centres either had no vehicles assigned or had vehicles that were inoperable. As a result, officers relied on service vehicles from CIB and stations when available. However in several instances, case investigators used their personal vehicles to perform routine policing duties or escorted victims on foot to medical facilities.

PCOA Team Inspires Young Minds on Read Across Jamaica Day

The PCOA Team joined students and teachers at the Dunrobin Primary School on May 5 as part of Read Across Jamaica Day, helping to promote a lifelong love of reading and the importance of literacy.

The observance was held under the theme, "Literacy Resilience Foundation of National Building.

Chief Executive Officer, Otarah Byfield Nugent, and Administrative Assistant, Acacia Brown represented the PCOA at the school, marking the organization's first participation in the annual Read Across Jamaica Day activities.



PCOA CEO Otarah Byfield Nugent reading to Grade 2 students at the Dunrobin Primary School in Kingston.

The PCOA team spent the morning interacting with students across two grade levels. The PCOA CEO led an interactive reading session with Grade 2 students, encouraging them to develop a greater appreciation for books and reading. Ms. Brown engaged Grade 6 students sharing the joy of reading while encouraging them as they prepare for the transition to high school.

The CEO said that the initiative provided an opportunity for the organization to connect young readers while reinforcing the value of literacy in building a stronger and more resilient Jamaica

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Divisional Commanders Agree to 100% Improvement in Record Management Compliance

PCOA Members and the Area 5 Jamaica Constabulary Force (JCF) High Command have agreed to a target of 100% improvement in adherence to records management policies for an upcoming Transforming Our Police Service (TOPS) re-inspection exercise. This target was agreed upon in a TOPS Performance Review Meeting held in May, which had a record attendance, totaling more than 100 participants including the Permanent Secretary in the Ministry of National Security and Peace, Ambassador Alison Stone Roofe; Commissioner of Police, Dr. Kevin Blake; Deputy Commissioners of Police, Clifford Blake, Richard Stewart, Andrew Lewis and Karina Powell-Hood and four PCOA Members, Chairman Jacqueline Hinkson, Norman Heywood, Vivette Miller and Gladstone Lewars among them.

During the meeting, the official inspection findings for the Area 5 for the TOPS Competition - which were corroborated by the JCF's Inspectorate and Professional Standards Oversight Bureau (IPROB) - were presented. Following the presentation all five Divisional Commanders (St.



Police Commissioner Dr. Kevin Blake and his team in virtual Area 5 TOPS Performance Review Meeting in May.

Andrew North, St. Thomas, St. Catherine North, St. Catherine South and Marine) expressed full agreement and collectively agreed on a target of a 100% improvement as it pertained to records management in time for the fourth and last phase of the TOPS Programme, the Re-inspection, in July. Ambassador Stone Roofe highlighted that Dr. Blake and his team were

actively addressing some of the issues presented. She also acknowledged continued support of the Ministry in the post Melissa era and expressed confidence that despite existing constraints, the Ministry remained committed to ensuring that the necessary outcomes are achieved.

For his part, Commissioner Blake commended the work of the PCOA team for its excellent work and continued partnerships with the JCF, while also recognizing the improvements made by the Commanding Officers of Area 5.

Despite the progress achieved, he emphasized that serious policing and administrative issues still required urgent attention, particularly the need for full compliance with Station Diary requirements. Meanwhile, Area 5 Commander, Assistant Commissioner of Police, Gary Francis expressed his appreciation to the PCOA team for conducting the inspection of Area 5, promising that the issues identified would be urgently addressed. He also thanked his management team and station commanders for their dedication and continued efforts to improve.

CACOLE Conference Offers Invaluable Insight into Police Oversight

The Police Civilian Oversight Authority (PCOA) team has hailed the 2026 staging of the Canadian Association for the Civilian Oversight of Law Enforcement (CACOLE) Annual Professional Development Conference as an invaluable catalyst for advancing international standards in police oversight. The conference, held in Saskatoon, Saskatchewan, was centered under the theme: *"Oversight in Transition — Trust, Technology and Accountability in a Changing Policing Environment."*

For first-time CACOLE attendee and PCOA team member Camille Crooks, the conference offered deeper insight into how civilian oversight is evolving alongside technology - specifically regarding legal reforms, changing public expectations, and the use of AI for effective policing. "I appreciated the open dialogue, the practical learning sessions, and the opportunity to connect with oversight leaders from across Canada and the world. It strengthened my understanding of accountability, independence, and trust, and I left with



Panelists from left to right: CACOLE Board Director and Director of the Serious Incident Response for Nova Scotia and New Brunswick, Erin Nauss; Senior Indigenous Advisor, Civilian Review and Complaints Commission, Trisha Georges and Criminal Investigator, Alberta Serious Incident Response Team, Tom Hewitt.

a renewed commitment to apply these lessons in my own role at the PCOA," Mrs. Crooks said.

Senior Director Andrew Beaumont also welcomed the opportunity to connect once again with international peers.

"The opportunity to network with fellow civilian oversight practitioners from across Commonwealth jurisdictions was extremely invaluable," Beaumont stated.

"I also took the opportunity to update my fellow practitioners on the work of the

PCOA, including our TOPS Poster Competition and colouring books, copies of which I will be sharing with them," he added.

The PCOA's engagement at CACOLE builds on prior international representation. Last year, PCOA Chief Executive Officer Otarah Byfield Nugent delivered her maiden presentation at the conference on a panel titled, *"Reimagining Police Oversight: Legislative Reform, Modernization and Accountability in the 21st Century,"* which was well received.



Civilian Review and Complaints Commission Senior Indigenous Relations Advisor, Trisha Georges, was among the several attendees the PCOA Team members, Andrew Beaumont and Camille Crooks mingled with at the conference.

Established in 1997, CACOLE is a national non-profit organization dedicated to advancing governance and oversight of law enforcement through-

out Canada and internationally. This is the 24th staging of the conference.

PCOA Gifts Colouring Books to Allman Town, Dunrobin and St. Paul's United Schools

Future-generation nurses, pilots, doctors, soldiers, and bank tellers roamed the corridors and classrooms of St. Paul's United Infant School during their recent Career Day. Dressed as the adult professionals they dream of becoming, the young students paused their festivities to welcome Otarah Byfield-Nugent, Chief Executive Officer of the Police Civilian Oversight Authority (PCOA).



Dunrobin students Shardonnae Aiken (second left) and Kalila Britton look on as Andrew Beaumont, Senior Director of Inspection and Monitoring, points out the colour references to them to use when colouring the images.

Byfield-Nugent arrived with special gifts for the Kingston Gardens early childhood institution: educational colouring books. Between the pages are visual vignettes illustrating positive interactions between police officers and citizens, waiting for the little ones to bring them to life with wax and pencil crayons.

The greatest purpose I hope will be realized through these colouring books, is for infants to view the police - the Jamaica Constabulary Force (JCF) as a safe space," Byfield Nugent shared. Her vision unfolded in real time. Pulling up a seat next to five-year-old Jahani Williams and six-year-old Kairo McLeod – both dressed as doctors – Byfield Nugent turned each page to immediate curiosity. The boy and girl looked intently at illustrations adapted from the top six winning entries of the Transforming Our Police Service (TOPS) Secondary School Poster Competition for Area 2.

"I was very pleased with the interaction. It brought warmth to my heart because it reminded me of the innocent, impressionable space I had at that age," the CEO noted. She explained that secondary students, in inspected JCF areas participating in the TOPS Competition, are invited annually to express positive citizen-police relationships through art.



Visiting St. Paul's United Infant School on their Career Day during the quarter, PCOA CEO Otarah Byfield Nugent (centre) shared time with students and aspiring doctors Jahani Williams (left) and Kairo McLeod, showing them the slate of images in the TOPS colouring book to learn and colour.

"It is a creative way to get them inspired and engaged in building trust and confidence in the JCF to shape its future transformation." For Nicholas Johnson, principal at the St. Paul's United Infant School, the books hold deep significance for his 71 students. "I am happy there are concepts in the book so our teachers can guide students to know that a police officer's job is not just to arrest," Johnson said.

"It is about building relationships, so children know they are safe." The outreach extended beyond St. Paul's United. PCOA representatives

also visited Dunrobin Primary and Allman Town Infant schools.

At Allman Town, Principal Dorothy Mason Balmer warmly accepted a tote bag of books from Andrew Beaumont. PCOA's Senior Director of Inspections and Monitoring. "Colouring books play a vital role in development," Mason Balmer highlighted. "They enhance fine motor skills, hand-eye coordination, color recognition, and early critical thinking."

At Dunrobin Primary, Principal Dr. Sacheel Grant-Henry echoed similar praise. "Colouring within the lines speaks to competence and following directions."

The colouring book initiative forms a key component of the broader TOPS programme, which encompasses an area and poster competition, awards ceremony, a performance review meeting and follow-up inspection, to drive continuous policing improvements in Jamaica.

Deficiencies Revealed in CISOCA Infrastructure and Record Keeping

A recent inspection of the Centre for the Investigation of Sexual Offences by the PCOA has highlighted infrastructure deficiencies and sub-par record keeping practices across centres. The inspection of the nine CISOCA facilities revealed that most had physical structural vulnerabilities which impacted on the delivery of survivor-centred care. Out of the nine centres inspected, only four had dedicated private waiting areas, child-friendly spaces, and examination rooms. Furthermore, just two facilities offered shower and changing amenities, and only two, confidential interview rooms.

Following these findings, the PCOA recommended a comprehensive assessment of all CISOCA locations islandwide to ensure compliance with basic safety, operational and privacy standards.

The inspection also highlighted uneven record-keeping practices across five primary administrative books. While the Division Care Registry Register (DCRR) was properly maintained by eight of the

nine centres, compliance for the other records remained low. Only three facilities properly maintained their Case File Movement Register and Customer Attendance Book and four, the Exhibit Register.

Additionally, only one centre correctly maintained a Station Diary – an issue partially driven by the fact that five locations operate directly from the Criminal Investigations Branch (CIB) offices rather than as standalone centres.

Meanwhile, all the centres were adequately equipped with SAFE kits (specialized child and forensic safety packages) and each were verified to be within its valued usage period and not expired. All centres were also adequately equipped with a refrigerator to store evidence and exhibits.

As it related to coolers for the transport of SAFE kits, none of the centres inspected had a cooler for their transportation. Consequently, several centres used carton boxes to transport SAFE kits and other exhibits.

PCOA Team Engages Students at St. Andrew High for Girls Ahead of Poster Competition Launch

As part of pre-sensitization activities for the upcoming Transforming Our Police Service (TOPS) Poster Competition for High Schools in Area 4, the PCOA joined the 2026 Nationwide News Network (NNN) School Tour during its stop at the St. Andrew High School the Girls. Despite inclement weather, scores of students visited the PCOA Information Booth to learn about the competition and win prizes by spinning the prize wheel. PCOA CEO Otarah Byfield Nugent took the opportunity to speak with students about the September launch of the com-



Students visiting the PCOA Information Booth at the St. Andrew High School for Girls.



PCOA Information Booth at the St. Andrew High School for Girls on Cecelio Avenue in Kingston.

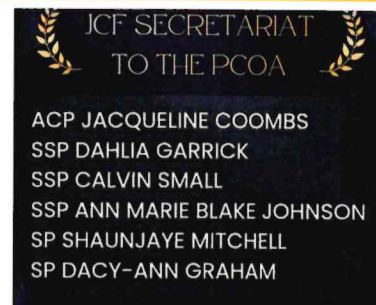
petition, encouraging high schools across Area 4 to participate. "We are striving to inspire a wave of entries this year because we truly value the perspective of our youth," Byfield Nugent noted. "We want to see, through their eyes, how they view the police and what they believe a healthy, productive relationship between citizens and the security forces should look like," she said. With Kingston and St. Andrew accounting for the highest concentration of schools on the island, she emphasized the importance of high engagement: "It is essential that we get a strong representation of what the theme, #aforce4good, actually means to these students. Their vision will help shape the future of

oversight and policing in Jamaica," she added. Meanwhile, the PCOA Team also visited the St. Hugh's High School to share about the competition during their morning devotions. Prizes were awarded to the students during a brief quiz session.

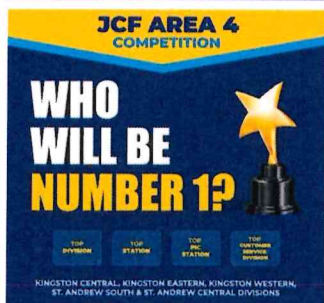


Students from the St. Hugh's High School listening intently to the PCOA Team discuss the 2026 Area 4 TOPS Poster Competition.

New JCF Secretariat to PCOA Named



PCOA FACTOID



A new award category in the Transforming Our Police Service (TOPS) Competition has been added this year - Top Criminal Investigations Branch (CIB) Award. The TOPS Competition will be held in Area 4 this year.

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Compiled by the PCOA Communications Unit

PHOTO OF THE QUARTER



All PCOA Members were in attendance at their 2026 Annual Retreat at the Jamaica Pegasus Hotel in June. From left to right are: Professor the Hon. Terrence Forrester, Ms. Vivette Miller, Mr. Gladstone Lewars, Mrs. Jacqueline Hinkson (Chairman), Pastor Glen Samuels, Mr. Norman Heywood and Rear Admiral (Ret'd) Peter Brady.