

**THE POLICE (CIVILIAN OVERSIGHT) AUTHORITY ANNUAL REPORT
APRIL 1, 2013 TO MARCH 31, 2014**

1.0 PURPOSE

1.1 The purpose of this Ministry Paper is to introduce the contents of the Annual Report of the Police (Civilian Oversight) Authority (PCOA) for the period April 1, 2013 – March 31, 2014 as well as to provide an update on the operations, policies, structures, earnings and achievements for this period.

2.0 BACKGROUND

2.1 The Police (Civilian Oversight) Authority (PCOA) was established as a result of the enactment of the Police (Civilian Oversight) Authority Act, 2005. The functions of the Authority are to:

- Monitor the implementation of Policy relating to the Force and Auxiliaries;
- Monitor the standard of the performance of the Force and the Auxiliaries so as to ensure that internationally accepted standards of policing are maintained, and to report thereon;
- Conduct inspections of the Force and the Auxiliaries;
- Monitor the management and use of the financial and other resources of the Force and the Auxiliaries;
- Perform such other functions as may be necessary for promoting the efficiency of the Force and the Auxiliaries.

Also, the Authority shall, in the exercise of its functions under this Act, have the power to:

- Require the attendance of the Commissioner of Police or any other Officer of the Force or the Auxiliaries;
- Call for and examine documents and reports;
- Receive representation from members of the public in relation to the operation of the Force and the Auxiliaries;
- Do all such other things as it considers necessary or expedient for the purpose of carrying out its functions under this Act.

3.0 ACTIVITIES OF THE AUTHORITY

3.1 Activities of the Authority are contained in the Annual Report for the period under review which can be seen at *Appendix I*.

3.2 Achievements

3.2.1 Significant achievements of the PCOA for the period April 2013 – March 2014, are as follows:

- Two extensive thematic reviews into the factors impacting performance at police lock-ups conducted, namely, understanding the causes and effects of overcrowding in police lock-up as well as children in conflict with the law [custody issues and lock-up conditions]. The Findings of the Review were used to interact with the JCF and other relevant Government agencies to encourage positive interventions. A Summary of the Findings and Recommendations from the Thematic Reviews can be seen on page 34 of the Annual Report.
- The Inspection and Monitoring Unit of the PCOA conducted re-inspections of a total of forty (40) police stations/posts. This number accounted for eight (8) JCF Divisions island wide. A Summary of the re-inspection findings for the period can be seen on page 45.
- As part of the monitoring and feedback mechanism of the Authority, two (2) exit interviews were conducted with the JCF Divisional hierarchy in both the Westmoreland and Kingston Western Divisions.
- Prior to the commencement of the Thematic Inspections, the PCOA partnered with the Office of the Children's Advocate to receive training for the Inspection and Monitoring Unit in the Child Justice Guidelines.
- Having benefitted from training in the implementation of the Performance Management Appraisal System (PMAS) from the Ministry of National Security, the PCOA fully administered the system in June 2014.

3.3 Challenges

- 3.4.1 Notwithstanding the accomplishments, the Authority sometimes experience resentment from the police as their activities are perceived to be "civilian intrusion".
- 3.4.2 Further, the effectiveness of the Authority is severely limited by several weaknesses identified in the legislation such as the lack of empowerment for the Authority to hire, dismiss or take any disciplinary action against errant Police Officers.
- 3.4.3 While the Act empowers the Authority to conduct inspections and make recommendations, it does not obligate the Police to comply with the execution of

such activities. Consequently, there are currently no sanctions in the legislation which treats with non-compliance of Police Officers in this regard.

3.4.4 Additionally, in response to human resource needs, the PCOA was unable to participate in benchmarking training for its staff due to budgetary constraints.

3.4 Meetings and Attendance

Section 14 (1) of the Schedule to the PCOA Act requires that the Authority meet at least once per month for ten calendar months of every year and at such other times as may be expedient for the execution of its functions. The Authority held nine (9) meetings for the reporting period. The table below illustrates the attendance of the Board Members.

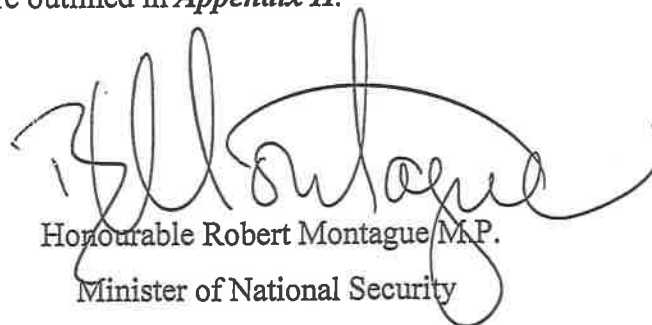
Members	Meetings attended	Apologies
Bishop Charles Dufour, DD, CD	9	-
Dr. The Hon. Marshal Hall, OJ, CD	7	2
Professor Anthony Harriott	7	2
Rudolph Hamilton, OD	7	2
Arlene Harrison-Henry	6	-
Gladstone Lewars	7	2
Pastor Glen Samuels	1	4

3.5 Income & Expenditure

3.5.1 A comprehensive audit of the PCOA’s financial statements was conducted for the period under review and is included in the Annual Report attached.

3.5.2 The total operating cost for the FY 2013/2014 is entirely funded by an annual subvention of \$40,570,607.00 from the Ministry of National Security. However, due to a decrease in several recurring expenses such as employees’ compensation, travelling and transportation, depreciation etc. the Authority realized a budget surplus of \$4,572,341.00.

3.5.3 A detailed summary of the salaries and emoluments for the Board Members and Executives are outlined in *Appendix II*.



Honourable Robert Montague M.P.
Minister of National Security

May 11, 2016.

PCOA MEMBERS' COMPENSATION

Position of Director	Prescribed Fees (\$)	Motor Vehicle Upkeep/Travelling or Value of Assignment of Motor Vehicle (\$)	Honoraria (\$)	All Other Compensation including Non-Cash Benefits as applicable (\$)	Total * (\$)
Board Chairman	2013 /2014 9,500		N/A	N/A	85,500
Arlene Harrison Henry	5,500	N/A	N/A	N/A	11,000
Glen Samuels	5,500				5,500
Professor Anthony Harriott	5,500	N/A	N/A	N/A	33,000
Dr. Marshall Hall	5,500	N/A	N/A	N/A	33,000
Rudolph Hamilton	5,500	N/A	N/A	N/A	33,000
Gladstone Lewars	5,500	N/A	N/A	N/A	33,000

Note

1. Where a non-cash benefit is received (e.g. government housing), the value of that benefit shall be quantified and stated in the appropriate column

SENIOR EXECUTIVE COMPENSATION

Position of Senior Executive	Year	Salary (\$)	Gratuity or Performance Incentive (\$)	Travelling Allowance or Value of Assignment of Motor Vehicle (\$)	Pension or Other Retirement Benefits (\$)	Other Allowances (\$)	Non-Cash Benefits (\$)	Total (\$)
Chief Executive Officer	2013/2014	4,729,400	1,182,250	975,720	N/A	N/A	N/A	6,887,370
Senior Director of Inspection & Monitoring	2013/2014	2,863,995	715,998.75	975,720	N/A	N/A	N/A	4,555,713.75

Notes

1. Where contractual obligations and allowances are stated in a foreign currency, the sum in that stated currency must be clearly provided and not the Jamaican equivalent.
2. Other Allowances (including laundry, entertainment, housing, utility, etc.)
3. Where a non-cash benefit is received (e.g. government housing), the value of that benefit shall be quantified and stated in the appropriate column above.