## The Role and Function of The Jamaica Police Federation

Members of the Constabulary Force are prohibited from being members of Trade Unions, but like any other organization, issues and concerns regarding welfare, discipline and conditions of work must be aired and addressed. In 1944 a Police Federation was established for the purpose of enabling members to adequately represent their needs. The Constabulary Force Act Sub-section 1 of Section 67 stipulates "for the purpose of enabling the Sub Officers and Constables of the Force to consider and bring to the notice of the Commissioner of Police and Minister of National Security all matters affecting their general welfare and efficiency There shall be established in accordance with the Second Schedule, an organization to be called the Police Federation which shall act through Branch Boards, Central Conference and Central Committee, as provided in that Schedule."

Branch boards are elected by the Constables, Corporals and Sergeants respectively. All Inspectors islandwide constitutes the Inspectors' Branch Board.



At the annual joint Central Conference, representatives of each Branch elect an eight member Central Committee consisting of two members from each rank. A Chairman and General Secretary are appointed by the Committee members, supported by a Secretariat, carry out the affairs of the Police Federation.

Members of the gazetted ranks are exempted from membership of the Federation, but derive benefits whenever representations are made from the betterment of conditions for Sub-Officers and Constables.

The Federation is precluded from making representations in relation to any question of discipline, promotion, transfer, leave or any other matter unless a question of principle is involved.

The Federation negotiates for pay and allowances and other conditions of service. The Federation is consulted when Police Regulations are formulated in relation to matters such as training, promotion and discipline and take an active interest in a wide range of subjects which affect the Police and put forward views on their behalf.

The Federation prides itself on its service to members and its continuing ability to give value for money, whilst operating efficiently and cost effectively with the contributions provided by its members.

## Services offered:

- **Legal:**
  - Legal Advice in criminal and civil matters
  - Legal Representation for the defense of a contributor charged with an offence arising in the due execution of duty where this is not immediately available from the Government.
- **Discipline:**
  - Advice & Interpretation of Force Policies; Police Regulations
  - Representation on behalf of a member charged at a Court of Enquiry; Orderly Rooms
  - Financial Assistance
- **Bereavement:**
  - Burial Assistance to the widow, dependents, legal personal representatives pr to the estate of a registered contributor whose death occurs while serving member of the Force
  - General Support
- **Compensation:**
  - Injury: to contributors who have sustained injuries on duty
  - Death: To the dependents or legal persona representatives or relatives of a contributor killed in the line of duty



- **Disaster:**
  - To assist registered contributors who suffer damage to personal belongings in the event of disaster or fire not otherwise provided for.
- **Medical**
  - Advice
  - Financial Assistance
- **Welfare**
  - General Advice and Support
  - Personal Issues
  - Retirement/Pension
  - Education Grant (Scholarship and Tuition)
- **Loans**
  - Hypothecation Loans
  - Consolidation Loan
  - Home Improvement
  - Housing Acquisition
- **Advocacy**
  - Force Development
  - Negotiation at national Level
  - Salary and Fringe Benefits
  - Working Conditions
  - Negotiation at other levels
- **Meetings and Conferences**
  - Members of Branch Boards and Sub committee members of the Central Committee assisted with allowances for attending meetings
  - Central Committee members assisted in defraying the out of pocket expenses incurred whilst attending meetings; engaged in the business of the Federation other than meetings.

## MISSION STATEMENT

To promote and advance the welfare of rank and file members in Educating, Enlightening and Empowering them, for the total development of the Force and the protection of the society

## VISION STATEMENT

To continue collaboration with stake holders, promote the total welfare advancement of our members, in order facilitate continuous professional service to both our internal and external customers.

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# JAMAICA POLICE FEDERATION



***The steady and reassuring voice informing... advocating... defending... supporting the Protectors***