## Who we are

The Jamaica Police Federation is the representative body of the rank and file members of the Jamaica Constabulary Force who number in excess of twelve thousand. We are the voice of the Police, heard regularly in the media tirelessly ensuring that you are treated fairly. We are the voice heard in the halls of Government as we lobby for improved conditions of service. We are the steady and reassuring voice when you need advice and assistance, particularly in times of trouble.

## 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,the Force faces issues regarding welfare, discipline and conditions of work etc.

For the purpose of enabling members to consider and bring to the notices of the Commissioner and the Government, all matters affecting its efficiency, a Police Federation was established under the Constabulary Force Act.

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



The Federation acts through Branch Boards, Central Conferences and a Central Committee in accordance with the Second Schedule of the Act. The Federation is precluded from making representation in relation to questions of discipline, promotion, transfer, leave or other matters unless a question of principle is involved.

In areas of discipline, the Federation will represent or have representation made on behalf of a member charged at a Court of Enquiry, and Orderly Rooms, providing an application for assistance is made by the member.

## What we do for you

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. We take an active interest in a wide range of subjects which affect the Police and put forward views on your behalf. We are more than a staff association, we are a professional body influencing living standards through pay and benefits and the development of professional standards.

## How we are structured

Each division section of formation has a branch of the Federation with three separate committees known as Branch Boards, elected by the Constables, Corporals and Sergeants respectively. All Inspectors island-wide constitute the Inspectors Branch Board. An eight member Central Committee, two from each rank elected annually, operates nationally. Its officers (Chairman and General Secretary) are appointed by the Committee members which is supported by a Secretariat.

## Services offered

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 you.

The Federation is operated on a Fund which is used for the following purposes:

- **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
  - Legal Assistance
- **Bereavement:**
  - Burial Assistance to the widow, dependents, legal personal representatives or 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
  - Death: To the dependents or legal persona representatives or relatives of a contributor killed in the line of duty
- **Loans**
  - Hypothecation Loans
  - Consolidation Loan
  - Home Improvement
  - Computer Loan
  - Housing Acquisition
- **Advocacy**
  - Force Development
  - Negotiation at national level
  - Salary and Fringe Benefits
  - Working Conditions
  - Negotiation at other levels
- **Welfare**
  - General Advice and Support
  - Financial Assistance/Personal issues
  - Retirement/Pension
  - Education Grant (Scholarship and Tuition)
- **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.



## History of the Police Federation

The Police Federation came into existence following the 1938 labour unrest which gave birth to the modern trade union movement and the two major political parties. at the time, Rank and File policemen displayed great interest in the work of the trade unions and were enthusiastic about the prospect of worker representation within the Force despite the rules of the Police Force barring union membership. Though the Rank and File members of the Force were denied representation, this was not the situation with the higher ranks, as Gazetted Officers were represented by a Staff Association.

It was also a period in the history of the Constabulary Force when black native policemen could not rise above the rank of Sergeant Major, which is today's equivalent of the rank of Inspector.

In order to address the issue of representation for members of the Force, the Colonial Office dispatched a representative to the United Kingdon to study the British Police Federation model for local adoption.

In 1944 the Police Federation was created by the provision of Sub-section 1 of Section 67 of the Constabulary Force Act 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."*

Surviving records show one of the early Central Committees of 1948 consisted of members Sgt. Major C.A. Brown, J.N. Ricketts, Det Sgt. J.E. Pommells, Sgt. G.S. Anderson, Cpls B.L. Scott and A.A. Dwyer, Det. A/Cpl. R. A. Smith and Second Class Cons. H.E. Williams.

Four years after coming into existence, the Federation celebrated the promotion of the first of its members to the Gazetted Ranks: Sub Insprs. P.E. Rose and S. A. Bailey. This was quite an achievement as the Federation in those days was ostracised. To be actively engaged or associated with the Federation , meant that one;s prospect for promotion was greatly reduced. This has now changed as Federation stalwarts H.L. Allan and E.K. Lobban have gone on to achieve the rank of Assistant Commissioner of Police.

In times gone by, the Federation was more known and recognized for its role in salary negotiations with Government. Some of the landmark negotiations have been the 1990-1992 salary package achieved under the chairmanship of Insp. Claude Samuels (now retired), with then Constable's basic pay moved to the existing level of the Inspectorate. Another achievement occurred with the 1992-1994 wage dispute which was resolved by an historic arbitration award. The Federation was then led by Sgt. James Forbes, (now Superintendent).

The arbitration board consisting of Chairman Prof. Gladstone Mills, Mr. Nathan Richards representing the Government and Mr. Peter Thwaites representing the Federation, handed down a unanimous decision awarding the Police eighty-five percent (85%) in the second year of the contract period.

Despite the many successes achieved in the area of salary negotiations, the Federation has now seen the need to balance the welfare of its members with the proper development of the Force. To achieve these objectives, the Federation is also focussing attention on matters such as discipline, motivation, morale and service delivery with the aim of achieving greater protection of the society. It is the belief of the Federation that a well developed organization will be better equipped to promote and advance the welfare of its members.


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# JAMAICA POLICE FEDERATION



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