

MINISTRY PAPER No. /

POLICE FORCE REORGANISATION—PAY AND OTHER CONDITIONS OF SERVICE

The Government has decided to initiate a reorganisation of the Police Force and also revision of salaries to be effective 1st April, 1962, and other improvements in the conditions of service. All these matters have not yet been brought to finality, but the Government consider these matters of such importance that it has decided that the proposals discussed below should be brought to this Honourable House for its approval in principle.

REORGANISATION AND TRAINING

2. Although the changes in the structure and organisation of the Force which were settled in Ministry Paper 27 approved by this House in July, 1960, have been fairly successful it has been recognized that there should be further improvement in its organisation; particularly in view of the fact of the country's approaching Independence. It is contemplated that the reorganisation should in particular cover recruitment and improved training. To this end steps have been taken to engage the services on contract of an experienced Officer from the Royal Canadian Mounted Police to advise this Government on these problems. The Royal Canadian Mounted Police has been recognized as a highly competent Force and it is considered that a senior Officer from such a Force would be able to help us with our problems.

It is also proposed that an Officer Training School should be established. At present men in the Force who are considered as suitable officer material have had to be sent abroad and whilst it is not contemplated to stop sending Officers abroad it is felt that Jamaica, particularly when it becomes an independent territory, should provide its own Police Officers training school. This is designed to widen effectively the opportunities for promotion for men in the ranks. Provision for such a school is expected to be made in the Estimates 1962-63 when detailed proposals and estimates will then be ready for the approval of the House.

3. In dealing with these matters the Government in the light of its policy for better employee relationship for the first time agreed to allow the Police Federation which is statutorily set up to deal with the welfare of the Sub-Officers and ranks of the Force, to enter into discussion about their pay and conditions of service, and several meetings have been arranged between the Central Committee of the Federation and the Establishments Division of the Ministry of Finance when the Government's proposals referred to above were told to them and discussions developed thereon. The Federation representatives from the outset made it clear that whilst they were in agreement with the view that there was need for reorganisation and improved training they considered improvements in salaries of prime importance.

REVISION OF SALARIES

4. Arising from these discussions and in full recognition of the Government's aim to have an efficient and contented Police Force and also in recognition of the status of the individual members in relation to other Civil Service posts that might have comparable relevance, the following scales have been agreed:—

| | Present | Proposed |
|---------------|-------------------|------------------------|
| Inspectors .. | £720-30-900 | £940-40-£1,100 |
| Sergeants .. | £610-30-670 | £830-30-890 |
| Corporals .. | £525-25-575 | £720-25-£770 |
| Constables .. | £320-20-£420 | £420-440; £525-25-£575 |
| | P.B. £460-20-£500 | P.B. £625-25-£650 |

In considering the scales the following factors have been taken into consideration—

(i) As regards the Constable, it had to be determined what salary might attract and retain the right kind of recruit, particularly since there has been some present difficulty in securing recruits to the Force. The considerations in this direction were—

- educational qualification,
- special training,
- physical requirements,
- special occupational demands, for example discipline (mental as well as physical), availability for duty at all hours, regular late duty, etc.

It was considered therefore that a scale should be devised to provide a first segment to cover two years of training for a recruit and when that training was completed and the recruit could be regarded as a full Constable he would move to a point which would show a substantial increase to justify his new position: hence the second segment of £525-25-£575 in the proposed scale. It is also proposed that Constables of promise and ability should continue to be allowed to take the examination usually set during the sixth year of service after four years instead, and if they pass they should be advanced to the first point in the third segment £625-25-£650 per annum. Constables who have proved satisfactory but fail the examination would proceed in the normal way and pass over the Promotion Bar on the approval of the Commissioner of Police.

(ii) With regard to Inspector of Police, it is felt that this post marks an important point in the career of the general rank and file and therefore the level of salary that should be determined would be one that bears regard to the status and responsibilities of the post and the nature of the duties involved. The scale proposed above is therefore considered justifiable.

(iii) The scales for Corporals and Sergeants have been devised in relation to (i) and (ii) above and to maintain relative seniorities.

5. The above scales are generally acceptable to the Police Federation but the representatives of the Federation have strongly urged that the effective date of any revision of salaries approved should be as from 1st October, 1961, on the following grounds:—

- (a) The Federation has never regarded the regradings approved in Ministry Paper 27 which were effective from 1st October, 1960, as satisfying the representations for increases which they made before that date and which led to that revision;
- (b) that since they were not given an opportunity to negotiate the revised salaries at that time they consider the present negotiations as a continuation of their representations and, in their view, in keeping with Government's policy on regradings they should be given retroactivity in any regradings now to be approved;
- (c) having regard to their obligations they do not regard the 1960 regrading as adequate.

6. The Government cannot accept such a view. The Police Federation in June, 1961, by letter brought to the attention of the appropriate Ministry that they were dissatisfied with the pay that had been approved in 1960. This was after the Budget 1961-62 had been passed by the House. It is the Government's policy enunciated in this House on several occasions that if representations are brought forward during the course of a financial year any revision of salaries that might flow from negotiations and discussions developed during the year can only be embodied in the Budget of the ensuing financial year. All Unions and the Jamaica Civil Service Association have accepted that policy. Although it has been accepted that the Police service in matters of pay and conditions of service would be treated as a separate and self-contained service that position cannot be construed to mean that the service would not be bound by the established policy in respect of regradings. If the Government were to accede to the request of the Police Federation for a retroactive regrading in these circumstances it would disturb the whole principle of preparing Budgets and also the generally accepted system which has developed in dealing with representations from Staff Associations and Unions in regard to pay and other conditions of service. If the Federation view were to be accepted the Government would be faced with representations for similar treatment from other groups. Moreover, it should be pointed out that since the 1955 Regradings the Police has received revisions of salaries in 1958 and 1960, which is above what has been afforded any other group of Government employees. Members of the House would wish to know that the initial cost of these regradings (inclusive of improved allowances) has been as follows:—

| | | | |
|------|----|----|----------|
| 1955 | .. | .. | £175,000 |
| 1958 | .. | .. | £121,000 |
| 1960 | .. | .. | £215,000 |

7. The Federation has maintained its stand although I as the Minister responsible for these matters have met them more than once and given them the assurance that any approved regradings would be effective from 1st April, 1962.

8. At this point I think the Honourable House should be informed that the initial annual cost of implementing the regradings referred to above would be £280,000 and, as will be noted, the Gazetted Officers and Special Constables who must also be dealt with have not been included in this paper. It will therefore be seen that final costs may be well near £350,000. The Government thinks that this Honourable House should be made aware of this situation and approve the action of the Government in this matter.

ALLOWANCES

9. The Police Federation has made representations about the inadequacy of the following allowances:—

- (i) House allowances
- (ii) Subsistence allowances and
- (iii) Clothing allowances.

Item (ii) has been disposed of by agreement to the following increased allowances from 1st December, 1961, to bring them more in line with rates applicable in the general Civil Service:—

| | Present | Approved |
|-----------|--------------|--------------|
| Inspector | 30/- a day | 35/- a day |
| Sergeant | 25/- a day | } 30/- a day |
| Corporal | } 20/- a day | |
| Constable | | |

As regards item (i), the Federation representatives agreed that they had put forward insufficient material for proper consideration and this item together with item (iii) are to be the subject of further negotiation when they have presented new material for examination.

OTHER CONDITIONS OF SERVICE

10. It has also been agreed that the duty of cleaning departmental vehicles by Police personnel should cease with effect from the 1st of December, 1961, and the work done by private engagements.

11. I should like to inform members of this House that as already stated there are several matters related to these questions which have yet to be settled; there is the question of improved salaries for the Gazetted Officers on which representations have been made and it has not yet been possible to open negotiations with the body representing those Officers, and also housing allowances and certain other fringe benefits which the Police Federation have not yet fully discussed with officials of my Ministry. These matters have financial implications and must come to this Honourable House eventually for approval. In view however of the importance of the issue the matters discussed above have been brought to the House in order that the actions of the Government which are indeed reasonable may be agreed to in principle.

12. In summary it should be restated that the Government proposes substantially improved salaries for the Police as well as improvements in allowances at present payable; and also a thorough examination of existing training facilities both for the rank as well as officer material. It is hoped that the status of the Police now established by these improvements will attract suitable recruits which will bring the Force up to the numbers that will be consistent with Independence and that the country will need.

13. In due course I shall move a Resolution seeking the endorsement of the House to the action indicated.

V. L. ARNETT,

Minister of Finance,

17th January, 1962.

M.F. (Estabs.) C. 16400/1