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Min. Home Affairs

28/3/68 Police Force Reorganisation

Over the past months, the Government has been conducting a detailed study of all aspects of Police administration with a view to ascertaining what needs to be done in order to enable the Jamaica Constabulary Force to function more efficiently and effectively in the difficult conditions of the present.

2. The first and most important problem to be faced is the numerical strength of the Force. Up to the end of the last financial year, the strength of the Force stood at 2,718 Officers, men and women of all ranks, which gives a proportion of Police to population of 1:684. The Government recognises that there is need for expansion of the Force and that the ratio of policeman to population should be improved. It is therefore the policy of the Government to increase the establishment of the Force as rapidly as possible within the financial resources of the country.

3. As a first step in implementing the policy set out above, the Government has authorised the Commissioner of Police to recruit 200 men into the regular Force. In the interests of speed of recruitment and so as to afford an opportunity to the members of the auxiliary force, 100 of these men will be drawn from amongst the most qualified and suitable members of the Island Special Constabulary. In addition, the estimates provide for the strength of the Force to be increased by a further 84 Officers and Sub-Officers.

4. The Government also recognises the fact that a number of Policemen are used for sedentary and other jobs which can and should be performed by Civilians. It is proposed, therefore, within the course of the year, to employ suitable civilians to do these jobs and thus to release the Policemen concerned for duty more fitting to their police training. This Honourable House has therefore been requested to provide funds to employ civilians, up to a total not exceeding 96, to work in the following categories of employment :-

24 Typists
24 Finance Clerks
5 Mechanics
27 Court Orderlies
16 Drivers for Judges.

The result of these arrangements will be to increase the operational effectiveness of the Force.

5. It is also vitally important that the leadership provided by the Gazetted Officers of the Force should be of a high order. Under the present system, entry into the ranks of the Gazetted Officers at the level of Assistant Superintendent can only be achieved by promotion from the rank of Inspector. The Inspector in turn reaches that level by promotion through the ranks of Constable, Corporal and Sergeant. The following table will show that the higher ranks of the Force are for the most part over 45 years of age, and it is sometimes difficult for Officers in the higher age groups to provide the kind of active leadership required for the performance of the extremely onerous duties required of the Force :-

RANK	No. of Posts	Over 55 Years	50-54	45-49	40-44	35-39	30-34	Under 30
Commissioner of Police	1	-	1	-	-	-	-	-
Deputy Commissioners	2	-	-	2	-	-	-	-
Assistant Commissioners	4	1	2	1	-	-	-	-
Senior Superintendents	9	4	3	-	1	1	-	-
Superintendents	12	5	-	2	1	2	2	-
Deputy Superintendents	18	3	9	6	-	-	-	-
Assistant Superintendents	21	3	8	6	2	1	-	-
Officers	67	16	23	17	4	4	2	-
Inspectors	97	20	38	23	12	2	-	-
Sergeants	198	17	52	55	53	19	2	-
TOTAL:	362	53	113	95	69	25	4	-

In making this general observation, the Government nevertheless desires to pay tribute and record its appreciation of the long, devoted and efficient service given and still being given by the great majority of the Officers and Sub-Officers who have reached their present rank by promotion through the ranks.

6. The Government is nevertheless deeply conscious of the fact that the burdens of the present should not continue to remain solely on the shoulders of an aging Officer Cadre, and the conclusion has been reached that steps must be taken to induct some younger men into the rank of Assistant Superintendent. To this end, an Officer Cadet system has been approved by Government. Six posts of Officer Cadet are provided in the Estimates. Selections will accordingly be made shortly from amongst suitable young men within the Force, and no candidate from outside the Force will be considered unless it is found impossible to acquire the material from within the Force. Applicants will be required to pass an examination, and must be acceptable to the Police Service Commission. If appointed, they will undergo a two year course of instruction before qualifying to become Assistant Superintendents. The Cadet Officers will wear a special trainee uniform with appropriate markings, and will receive a training allowance to bring their emoluments up to £840 a year.

7. It should also be recorded that steps to improve the organisational efficiency of the Force are also being taken. On 13th July, 1966 a Technical Assistance Agreement was signed with the United States Government in respect of assistance to the Police Force in a programme of re-organisation to be carried out over two years. This Agreement provided for a grant of £70,000 to provide modern equipment, training facilities and technical services, and Jamaica is required to make a counterpart contribution of £73,000 over the two year period. Under the provisions of the Agreement a team of experts has been actively engaged in detailed examination of the organisation of the Force in consultation with the Commissioner of Police. The

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targets of the scheme are as follows:-

- A. To strengthen and improve the police organisation through better administration of resources and management.
- B. To improve police training capabilities, including basic and advanced training and the control of civil disturbances.
- C. To expand and improve the Police communications network.
- D. To develop necessary police records and identification procedures.

8. Jamaica's contribution in respect of 1966/67 has been absorbed substantially in the provisions in the Estimates for that year. Provisions for 1967/68 have been included in the draft Estimates.

9. As a result of their investigations, the AID Mission has recommended that the Constabulary should be reorganised into four major branches namely -

- The Operations Branch
- The Services Branch
- The Administrative Branch
- The Security Branch.

The Commissioner of Police is at present over-burdened with routine administrative duties and it is proposed that an Assistant Commissioner should relieve him of routine matters. The two Deputy Commissioners of Police will, as at present, head the Security and Management divisions, the latter being responsible for the branches viz.:- Operations, Services and Administrative. The Operations Branch will include Patrol, Traffic, Criminal Investigation, Immigration, Mobile Reserve, Water Police and Women Police. The branch will be concerned with basic police duties - the protection of life and property and the enforcement of Laws. The Services Branch is to perform those tasks which must be performed to support the personnel in the Operations Branch and would include Records and Identification, Telecommunications, Property and Supply and Transport Repairs. A detention Division would also exercise control over prisoners in the Lock-ups not only in the Corporate Area but throughout the Island. The Administrative Branch would perform the tasks of management, including personnel procedures, inspection, co-ordination, budget, training, planning and research, and the Band. The Officer staff required to implement these proposals is being provided in the Estimates for 1967/68.

10. Up to the present, the cadre of Women Police has been a small one restricted to the posts specifically shown in the Estimates. This system has restricted the numbers which may be appointed, and has prevented the women from obtaining promotion in competition with the men. The Government has decided that the strength of Women Police be incorporated in the Force establishment, and they will receive the same opportunities for training and promotion as their male counterparts.

11. It is proposed also to give increased attention to the important question of training. At the request of this Government, the British Government have agreed to provide a Police Training Mission under their Technical Assistance programme. This Mission will comprise four experts, 3 of whom are already here, and they will remain in Jamaica for three years. They are all ex-Police Officers with a wealth of experience in particular fields, who will have the status of civilian advisers and will hold no rank in the Jamaica Constabulary Force. The Head of Mission will be an Operations Adviser and the three other Advisers will assist in training at Police Headquarters and in Recruit and Advanced Course Training. Besides training police personnel in particular fields of police work, the training mission will also train selected officers to continue the work of training when they have left.

12. It may also be of interest to state that the Government has recently approved the following two alterations in uniform which will be greatly welcomed by the Force:-

- (a) The Inspectors are to be permitted to wear bush tunics instead of the khaki shirts now worn. This will add to their comfort and will look more dignified.
- (b) The existing blue tunic which buttons up around the neck and has long sleeves is both hot and uncomfortable. In future, Sub-Officers and Men will be permitted to wear a tunic with open neck and short sleeves.

It is clear to the Government that much needs to be done in the matter of Police accommodation. The existing facilities are inadequate to meet the needs of the expanding City of Kingston, whilst throughout the Country Parishes much needs to be done to replace unsuitable buildings and in some cases to expand existing buildings. The programme of construction work will be a costly one, and the whole matter is actively engaging the attention of Government. Honourable Members will, however, have noted the provision under this Ministry's Capital Head of Estimates for the Construction and Improvements of Police Stations. This vote was provided last year for the first time, and has been increased in this year's estimates. It will be used primarily for the modification of rural Police Stations, with particular reference to improving living conditions for the men. In addition, it should be mentioned that a programme of amenities such as refrigerators and improved bedding at Police Stations was started last year, and provision for its continuation has been made in this year's estimates.

13. It should also be mentioned that the long recognised need for a Welfare Officer within the Force has now been satisfied, and I am glad to announce that the current budget contains provision for a new post of Superintendent of Police who will be appointed to perform these duties.

14. Finally, I wish to make a special appeal to all Members of this Honourable House to urge all Citizens of our Country to give the maximum support and assistance to the Police in their difficult task.

Roy McNeill
Minister of Home Affairs
13th June, 1967.