Annual Report

presented to the

88th Annual General Meeting

May 24 - 25, 2007

Theme:
“Achieving Excellence in a Resolute Quest for Quality Public Service”
NOTICE

CONVENCING THE 88th
ANNUAL GENERAL MEETING

The Eighty-Eighth Annual General Meeting of the Jamaica Civil Service Association will be held, on 24th-25th May, 2007, commencing with the Official Opening on Thursday, May 24, 2007 at 3:00 p.m. at the Jamaica Conference Centre, Kingston. The meeting will continue on Friday, May 25, 2007 with the Business Session at JACISERA Park, 31 Molynes Road, Kingston 10, commencing at 10.00 a.m.

Voting for the posts of President, Second Vice President and Honorary Secretary, is scheduled as follows Rural Areas - May 16th, 2007, 10:00 a.m. - 5:00 p.m.; Kingston and St. Andrew May 25th 2007, 10:00 a.m. - 5:00 p.m. All members are being encouraged to be in attendance and participate in the proceedings. Dated this 16th day of April 2007.

Signed: Denham Whilby
Honorary Secretary
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LIST OF EXECUTIVE OFFICERS 2006-2007

President: Bro. Wayne St. A. Jones
1st Vice President: Bro. Robert St. F. Chung
2nd Vice President: Sis. Marcia Higgins
3rd Vice President: Sis. Sharon Anderson
Honorary Secretary: Bro. Denham A. Whilby
Honorary Treasurer: Bro. O’Neil Grant

Auditors: Mr. Nehemiah Ramdon
           Mr. Fred Manderson
Bankers: Bank of Nova Scotia Jamaica Ltd

Secretariat Staff
Mr. Thomas Bryce - Associate Secretary
Mrs. Ruth Clayton - Administration Coordinator
Mr. Andrew Latibeaudiere - Field Officer
Mr. Alvin Perry - Field Officer (deceased-Nov.2006)
Mr. George Grant - Training and Research Coordinator
Miss Tifonie Powell - Executive Secretary
Miss Patrice Porter - Secretary
Mrs. Shornette Duncan - Accounting Technician
Miss Joy Tucker - Member Service Officer
Miss Joedene Walsh - Records Management Clerk
Miss Alecia Duckworth - Telephone Operator
Mrs. Claudette Walcott - Attendant
Mr. Norman Humphrey - Messenger

Registered Office:
10 Caledonia Avenue, Kingston 5 Jamaica
Telephone: (876) 968-7087  Fax: (876) 926-2042
Email: jacisera@cwjamaica.com
Website: www.jacisera.com
Agenda

Opening Session
Thursday May 24, 2007 at 3:00 P.M.

• Call to Order - Bro. Wayne St. A. Jones, President
• Convening Notice - Bro. Denham Whilby, Honorary Secretary
• Invocation - Fr. Abner Powell
• Welcome/Introduction/Apologies - Bro. Wayne St. A. Jones, President
• Greetings
  - Cabinet Secretary
  - JCTU
  - MOFP
• Introduction of Guest Speaker
• Keynote Address & Official Opening - Hon. Omar Davies, Minister of Finance & Planning
• Presentation of Awards
• Vote of Thanks
• Benediction
• National Anthem
• Adjournment

Business Sessions
Friday May 25, 2007 at 10:00 am

• Resumption
• Prayer
• Workshops
• Lunch
• Confirmation of Minutes (87th AGM)
• Matters Arising
• Presentation of Annual Report
• Financial Statement
• Motions/Resolutions
• Awards of Honoraria
• New and other Business
• Appointment of Auditors
• Declaration of Officers
• Termination
“Achieving excellence in a resolute quest for quality public services” is the vision statement we have chosen to guide our activities for the succeeding year. For many years the concept of excellence continues to elude us as a people even as we remain unrelenting in the efforts to “achieve excellence”. By constantly reminding ourselves of the need for the delivery of quality public services we are guaranteeing and demonstrating the resolve that it is not just a vision we have for the public sector but more importantly we are prepared to make it a part of our daily living thus a better chance of it happening.

Quite recently the Annual International Monetary Fund (IMF) Article II Consultation Report again highlighted the view of that institution that the Jamaican public sector was bloated and oversized and thus should be cut and downsized. This of course is no new prescription coming from an organization which itself has similarly been criticized but seems less than willing to cut and downsize its own establishment. The reference to the report is not in anyway intended to defend blindly the Jamaican public sector structure and size, however it is hoped that this focus will help the country to elevate the debate to a higher level focusing on the bigger question of public services and governance.

As part of this discourse it is time that the society engages in a consultative process capable of leading to a definition of public services and in fact quality public services. This definition must outline and answer the questions: What are public services? Who should access it? What levels should be delivered? How should it be delivered?

From the President’s Desk

Answers to these questions I propose, will help us to agree on the size and quality of the labour force necessary to provide the service. Until then we continue to tinker with the “system” and thereby ensure that we render ourselves incapable of achieving the excellence we all yearn for.

As an advocate for the workers, the Jamaica Civil Service Association (JCSA) remains steadfast in its view that public services can adequately be delivered through "public hands". What we content however is that this can only be possible if the system is properly resourced, if the decision-making processes are fair and open, if the method of policy formulation is coherent and acknowledges the role of all and of course if workers are motivated enough to give their best.

In marking another milestone in the life of our Association, we take pride in acknowledging our role in the task of renewing the public sector and commit to continuing to be that ever important and relevant linchpin between the leadership and the “followership” of the sector. We note the many good wishes and reassuring comments and critiques of the state machinery but do so fully aware that the job is far from done.

It is our desire that as we proceed along the road of national development, over the next year and beyond, we will encounter more persons willing to join the pilgrimage for change and improvement aimed at enhancing our ability to achieving excellence in our quest for quality public services.
Message from the Governor General
His Excellency the Most Hon. Kenneth O. Hall, O.N., O.J.

The ongoing refinement and modernisation of the public sector signal the commitment to maintaining high standards in business for the 21st century and beyond.

The modernisation strategies have involved institutional strengthening and the implementation of strategic corporate planning and management across Government entities. The achievements of the programme so far have been visible in the improvements in the way Government conducts business as well as in the increased levels of professionalism, productivity and performance.

I commend the Jamaica Civil Service Association for the contribution and support it has given to the process, and for its own initiatives towards enhancing the efficiency of its own operations.

I congratulate the Association and its members for making the public service a key driver in the country’s activities towards growth and sustainability. It is my hope that the 88th Annual General Meeting will strengthen the commitment of the Association to pursue excellence as an essential component of the modernisation process.

I extend my best wishes to the Jamaica Civil Service Association for a successful 88th Annual General Meeting and in all future endeavours.
Message from the Prime Minister

The Most Hon.

Portia Simpson Miller, O.N., M.P.

I extend best wishes to the Jamaica Civil Service Association as you convene your 88th Annual General Meeting.

I also commend your choice of theme: **Achieving Excellence in a resolute quest for Quality Public Service.** It is particularly significant and appropriate as I believe those of us who are called upon to give service on behalf of the government have a duty to be always courteous, caring and respectful to those we serve.

Indeed, delivering quality service is a necessary part of achieving excellence at whatever we do.

Government can come up with the most wonderful policies and programmes, but these are less likely to succeed if the service provided by those entrusted with that responsibility is not of the standard and quality required by our clients and customers.

I call on those of us in government, as humble servants, to be the ones to set the example by being always focused on achieving excellence and delivering quality service.

Over the years, we have made considerable progress toward achieving the service quality goal through initiatives like the Public Sector Modernization Programme and the implementation of the Citizens’ Charter. Many public agencies have also become more customer-oriented and service focused. However, we still have some way to go to achieve the desired level of service quality in all ministries, agencies and government departments.

Let those of us who have already begun this service ethic, encourage our colleagues who may not yet have caught the vision so that together we can become fine examples of transformation in action.

I applaud all Public Servants for their role in bringing about a change in the profile of the civil service and for contributing to an improvement in the delivery of quality service to Jamaicans. On behalf of all Jamaicans I salute your work and effort and extend every good wish for continued future success.
Message from the Leader of the Opposition
The Hon. Bruce Goldng M.P.

We are continuously preoccupied with the search for a path that will lead to sustained growth and development that will afford all our people the opportunity for a better life. Economic and social policy initiatives are almost always seen as the instruments for achieving that goal. Not sufficiently recognized is the importance of the public sector not only in the direct delivery of vital services but in facilitating enterprise at the formal, informal and personal levels.

Our public sector has a distinguished history rooted in traditions that were appropriate for their times. However, times have changed and continue to change and the public sector is challenged to respond. But this response cannot be reactive and crisis oriented. It must be well defined, strategically structured, goal-oriented, highly motivated and performance-accountable.

I recognize the efforts that have been made at administrative reform and the results where it has succeeded must be acknowledged. But we have a far way to go and many challenges still to face. A closer alignment between the defined role of government and the work of every public agency, a structure geared to efficiently perform that role, a greater devolution of authority to support that level of responsibility and conditions of engagement that ensures a highly motivated work force are all critical measures that must be pursued if we are to create the public sector that can play its part in our efforts to achieve the level of development and prosperity we seek.
This year we celebrate our 88th Anniversary, under the theme “Achieving Excellence in a Resolute Quest for Quality Public Service”

Our main focus this year is to ensure that Quality Public Service (QPS) is encouraged and be an integral part in the lives of all workers throughout the Public Service through the machinery that is in place. If that is not done, the World Class Public Sector we are striving for in 2012 will not be achieved.

The French literary giant, Victor Hugo, wrote in 1849:

“A day will come when all the Nations of this continent, without losing their distinct qualities of their glorious individuality, will fuse together in a higher unity and form the European brotherhood. A day will come when the only battlefield will be the marketplace for competing ideas. A day will come when bullets and bombs will be replaced by votes.”

Of course, Hugo did not live to see that happen, and in fact, it took more than a century after he voiced those thoughts for them to come to pass. But now, there is a European Union in place and it took several years from the concept stage for the reality to occur.

There were times when our forefathers had that dream of the Caribbean Governments forming a Federation, it did not happen then, but now, we are seeing the Caribbean Region being integrated to form the Caricom Single Market Economy (CSME).

There was in recent time when partners had a major difficulty even discussing issues with each other, but now, we are seeing Social Dialogue taking place at all levels in the society. We have seen it manifested in MOU1 and MOU2 when all the partners, i.e. Employers, Employees, and the Trade Union Movement united for one cause, and that is for the economic sustainability of our country.

All it takes brothers and Sisters is “Dialogue, Involvement and Trust.” So let us put those three pillars to work so that we can achieve excellence in Quality Public Service.

I must thank God for his grace and mercies and for being my strength throughout the year.

Gratitude must also be extended to the Officer Corps, the members of the Executive and General Council, the very dedicated management and staff of the Secretariat, as well as the wider membership of the Association, for their valuable cooperation, support and patience during my tenure.

On behalf of the Officers, Executive and General Council, we extend welcome to the new member of our staff, and we hope that her stay will be long and rewarding.
I also wish to extend a very special welcome to all the new members who have joined our ranks.

As the Administrative year 2006-2007 becomes a part of history, it is appropriate that I present this report on our stewardship for the period.

The Association has been actively engaging in programs, nationally, regionally and internationally geared towards the upliftment of our members.

National Activities
GENERAL COUNCIL RETREAT 2006

The Annual General Council Retreat 2006 was held on June 8-10, 2006 at the Holiday Inn Sunspree Resort in Montego Bay.

The 102 delegates and 5 staff members headed by President Wayne Jones with the commitment to move the organization forward, met and discussed a host of issues and made decisions on the way forward. Some issues discussed were: Pay Equity, the Negotiation Process and the Election Process.

The new delegates were introduced by 1st Vice President Robert Chung who took them through the JCSA Constitution and the Election process that would allow eligible members to serve on the Executive Committee.

We were elated to have Sis. Ann-Marie Lord of National Union of Public Workers (NUPW) Barbados in our presence who made a splendid and enlightening presentation on the topic “The Negotiation Process” which was well received by the delegates.

The result of the evaluation exercise is without doubt encouraging and was premised primarily on the following questions:

- How do you rate the preparations for this retreat?
- How do you rate the locale?
- How do you rate the involvement of the participants?
- How do you rate the benefits of this retreat?

SUB-COMMITTEES

Emanating from General Council Retreat a number of sub-committees were established to ensure that the goals and objectives of the Association are achieved. The sub-committees have been working assiduously throughout this administrative year to achieve the goals and objectives mandated. They have achieved success in a number of areas.

HUMAN RESOURCE DEVELOPMENT

Financial Assistance for Tertiary Studies

Three hundred and seventy-two (372) applications were received for the 2006 grants; This year over J$2 million was awarded to 278 members of the JCSA as grant funding to pursue studies leading to diplomas and degree at accredited tertiary institutions island-wide.

Tertiary Education Assistant Programme

Three hundred and seventy-two (372) applications were received for the 2006 grants, 171 have been approved and allocated.

Secondary School Quiz

The Secondary School’s Quiz initiative continues to be well received by the school community, and saw nine (9) teams participating in the 2006 competition i.e.
Calabar, Camperdown, Edwin Allen Comprehensive, Charron Hall, Excelsior, Gaynstead, Manchester, St. Mary's, Merl Grove, Campion College, and Clarendon College.

The competition was held at the Medallion Hall Hotel on Thursday, 2006-11-23 as a part of the Civil Service Week activities, and at the end of the day's proceedings, Clarendon College walked away with the coveted Blue Cross Champion Trophy with Campion College placing second and Merl Grove third.

According to Chairman Sis. Gillian Corrodus, corporate Jamaica not only continued but improved its support for the event with Blue Cross, Sportplayaz, Air Jamaica and Covenant Insurance Brokers being the main sponsors buttressed by Grace Kennedy, Sunset Resort, Gloustershire Hotel, Medallion Hall Hotel, Rosh Marketing Company, Digicel, Cable and Wireless (Ja.), Green Thumb, Campbell’s Stationary, Guardian Life, RST Industries, Juici Patties and Burger King.

MEMBERSHIP
The membership of the Union continued to experience strong growth during the period under review

The number of persons joined and separated from our ranks for the period June 2006 to February 2007 are as follows:

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The committee is presently doing a survey on the dues collected by some Ministries and Department to ensure that the correct dues are being collected. Also, there has arisen a need to develop a policy on the no-pay leave regime following a discussion which revealed that members are at risk of no representation when granted no-pay leave since dues would not be paid over on their behalf.

MEMBERS BENEFIT AND FEASIBILITY
The draft Benefits Booklet has been reviewed and awaits finalization. It is scheduled to be launched shortly.

There will be a drive to have Discount Providers renew their contracts for the benefit of members islandwide.

SPORTS
The season of activities concluded on Friday, 2006-09-30. The Presentation Ceremony which saw Jamaica Defence Force, Department of Correctional Services and Ministry of Education clutching the coveted top prizes in Football, Netball and Dominoes (respectively) formed the customary and no doubt fitting finale for the season.

GSB Credit Union in a demonstration of support to Public Servants in general and sports, wellness and thrift in particular; made financial contributions in the amount one hundred thousand dollars ($100,000.00) to the Sports Committee and to individual members of the Football and Netball teams to the sum total of thirty-six thousand dollars ($36,000.00)

Mr. Garett D’Aguilar represented GSB and brought not only money, but greetings as well; while ardent supporter Mr. Ferris Zaidie of SPORTPLAYAZ was special guest. Permanent Secretary in the Ministry of Education, Mrs. Maria Jones...
and her Principal Financial Officer, Mrs. Marcia Carvalho were surprise guests and were vocal in support of their team.

The finals for Football, Netball and Dominoes preceded the presentation ceremony and recognized placing are as follows: -

**FOOTBALL**
- Jamaica Defence Force (1ST)
- National Irrigation Commission (2ND)
- National Land Agency (3RD)

**NETBALL**
- Ministry of Education (1ST)
- Dept. of Correctional Services (2ND)
- Island Special Constabulary (3RD)

**DOMINO**
- Dept. of Correctional Services (1ST)
- Office of the Prime Minister (2ND)
- Island Special Constabulary (3RD)

Chairman Sis. Angela Burrell-Rodney has expressed her sincere and abundant gratitude to all who contributed to the success of the year's activities.

The Sports Committee, for the second consecutive year, hosted the RJR Cross Country Invasion Family Fun Day at JACISERA Park.

The day's activities bowled off with a 20/20 cricket match between the RJR group and a Civil Service eleven. Other activities included football, netball and dominoes.

The entrance of the Boom Box and subsequent stage show climaxed the day's activities, which Chairman Sis. Angela Burrell-Rodney categorized as successful, and from the gratitude expressed by RJR's representatives, it was apparent that successful was also their choice adjective.

**JCSA YOUNG WORKERS CADRE**

The Public Services International (PSI) staged a Young Workers Workshop over the period May 10-12, 2006 in St Lucia, which focused on ‘Industrial Relations - Current practice, Future action’.

Sis. Tanya Bedward of the Transport and Works Ministry and Sis. Patrice Porter of the Secretariat together with Sis. Caron Bernal-Rose of the Jamaica Association of Local Government Officers comprised the participating delegation from Jamaica.

The workshop formed part of a three year project “Developing Young Workers in the Caribbean - A Strategic Approach” for young public sector workers sponsored by IMPACT - Ireland.

The project is aimed at contributing to:
1. Increasing and improving the capacity of trade unions
2. Building/developing skills, attitudes and knowledge.
3. Building the capacity of PSI affiliates in the sub-region.

This first workshop should help participants to:
1. Understand what is Industrial Relations
2. Understanding the role and scope of collective bargaining
3. Examine the current practices in Industrial Relations
4. Develop good/competent grievance handling skills
5. Clarifying the difference between Negotiating and collective bargaining.
6. Identify strategies for the future.

**HOUSING**

Twickenham Park Development

Members of the Jamaica Civil Service
Association (JCSA) and other Public Servants represented by member unions of the Jamaica Confederation of Trade Unions (JCTU) will begin to see construction on the eagerly awaited housing development at Twickenham Park in St. Catherine.

The development will be undertaken by the National Housing Trust (NHT) in collaboration with the JCSA and the unions of the Jamaica Confederation of Trade Unions (JCTU).

The scheme is to be developed in three phases. Phases one and two will provide the first sets of 410 units which should begin in September 2007, while phase three will provide an additional 357 units. When complete, the community will consist of two and three bedroom apartments and two bedroom town-houses.

The land is part of the several 20 acres of land negotiated by the unions.

BURSARY
Computer Loans
The loan scheme administered by Ministry of Finance and Planning (Public Service Establishment Division) has released its latest awards of loans to purchase Personal Computers.

Sixty-one (61) awards were made to the tune of approximately Three million Dollars ($3.05M).

Members who had applied should inquire of their respective Personnel Department the extent of awards for their Ministry/Department.

TRAINING
Public Speaking and Presentation Skills Workshop
Thirty-five (35) members benefited from a one-day workshop on Public Speaking and Presentation skills held on March 15, 2007 at the Jacisera Park.

The initiative was fully sponsored by the JCSA and participants were provided with both theoretical and practical lessons by presenter Totlin Oliver.

CIVIL SERVICE WEEK 2006
Civil Service Week 2006 was celebrated during the week of November 19-24, 2006 under the theme “Enhancing Customer Service through Modernization and Transformation”. The Cabinet Office organized the week of activities with input from the JCSA.

The week of celebrations commenced with the customary church services island wide. The service for Kingston and St. Andrew took place on Sunday, November 19, 2006 at the St. Andrew Parish Church, where messages from the Governor General, the Prime Minister and JCSA’s President were read.

Highlights of the week’s activities were:
- Monday, November 20, 2006
  - Official launch was held at the Penthouse, Ministry of Finance and Planning.
  - Presentation to Nominees for the Civil Servant of the Year 2006-2007
  - JCSA Courtesy Call on His Excellency Professor Kenneth Hall, Governor General

- Tuesday, November 21, 2006
  - Health and Wellness Fair held at the Ministry of Finance and Planning and the Ministry on Health
Wednesday, November 22, 2006
- Annual Long Service Awards to Colleagues who have served for twenty-five years and over were honoured;
- Blood Bank Drive, at JCSA Secretariat and Career Expo; and
- Special Lecture at Herbert Morrison High, Montego Bay.

Thursday, November 23, 2006
- Brain Games at Eden Gardens;
- Finals in “JCSA’s Secondary Schools Quiz” held at the Medallian Hall Hotel;
- JCSA Courtesy Call on the Public Services Commission.

Friday, November 25, 2006
- Celebrity Cricket Match and Fete which signaled the end of the week’s activities.

PRESIDENT’S LUNCHEON
The Annual President’s Luncheon is that gala event held at the end of each year as a means of saying “thank you” to corporate Jamaica, Departmental Representatives and other internal workers for their invaluable contribution to the well-being of our members and for assisting the union in fulfilling its mission. The Luncheon was held on December 8, 2006 at the Knutsford Court Hotel.

CHILDREN’S TREAT
The Jamaica Civil Service Association on Saturday, December 30, 2006 held its tenth annual Christmas Treat for children in the immediate environs of the JACIS-ERA Park recreational complex situated at 31 Molynes Road, Kingston 10.

The Annual Treat forms a part of the JCSA’s outreach programme, and this year catered to over two hundred and fifty (250) children in the age group two (2) to fourteen (14) years.

The organizers having observed the absence of fathers at previous treats, this year incorporated a Curry Goat Cricket Match which proved successful in attracting fathers either as players or spectators, much to the delight of their offspring. Gift packages consisting of educational items, toys, confectionery et al, were presented to each child, who in turn communicated appreciation predominantly with a smile.

The event was jointly organized by the Association’s Women Action, Youth and Sports Committees with the assistance of Kiwanis Club of Liguanea and OCS Electrical Company, and each year includes monthly follow-up interactive sessions.

HRD CONFERENCE
The Jamaica Civil Service Association in partnership with Management Institute for National Development, (MIND), Jamaica Employers Association (JEA) Public Sector Reform Unit of the Cabinet Office (PSRU) and the Office of the Services Commission (OSC) has hosted a Human Resource Development Conference 2007 under the theme “Top Priorities for Engaging and Leading Teams in a World Class Public Sector” held on March 30, 2007.

This year the institute indicated its interest in the current initiative at Public Sector Reform in Jamaica, and subsequently invited the participation of the key stakeholders in this reform process.
Over 100 Human Resource practitioners from the public sector were in attendance, as well as key players from the Private Sector. Participants were exposed to Public Sector Modernization success strategies undertaken in Europe, strategies for closing the Competence Gaps.

All the partners contributed to the discussions on topics such as:

• Reviews of the successes and obstacles thus far in the Jamaican implementation of Public Sector reform;

• Exchange of ideas in respect of the “top priorities for leading and engaging teams in a world class Public Sector”

• Communicating “good practices” from public/private experiences locally, regionally, or internationally from which valuable lessons can be drawn in Jamaica’s attempt to attain the standards of a world class Public Sector:

• Joint discussion of the way forward/“road map” towards achieving a world class Public Sector.

A partnership of this kind in our estimation not only enunciates the importance of our human capital, but also serves as a very symbolic initiative. This Conference is the first platform where the partners including the Trade Union, Private Sector, Government, HR practitioners, and the academia engage in public discussion of the successes, hindrances, and to share experiences as we seek to attain the standards of a world class Public Sector.

The JCSA considers this intervention to be very timely as Jamaica reflects on the strategies needed to reach developed status by the year 2030.

As expected the feature presentation by Mr. George Bardwell, International Development Consultant and PAI Director and Associate Consultant, has greatly assisted us in shaping this vision given his wealth of experience having effected similar changes in Bulgaria, Namibia, Lithuania and the United Kingdom.

INDUSTRIAL RELATIONS
MEMORANDUM OF UNDERSTANDING (MOU-I)
Evaluation of MOU-I

The validity of the MOU-I expired at the end of March 2006. As the negotiations for the successor Memorandum of Understanding (hereinafter called MOU-II) were about to begin, the partners who had participated in the preparation and implementation of the MOU-I reflected on the achievements as well as the failure and some of the reasons for the failure. They also tried to assess any shortcomings within the MOU mechanism in implementing what had been agreed so that they could aim at better implementation
of the MOU-II based on the lessons learnt.

The following was the reflection on MOU-I:

1. Cost-savings measures –
   Only J$67 million had been achieved. One of the weaknesses of such measures is that nobody had been appointed to take the responsibility of pursuing cost-savings measures.

   The understanding is that 40% of savings achieved was to be used for staff welfare programmes, but no mechanism had been established to ensure its success.

2. Macroeconomic management –
   Fiscal goals had not been achieved either, and some mentioned that this failure had been blamed largely on external factors, such as rising oil price and natural disaster, and the lack of political will for not having established proper mechanisms to monitor achievement.

3. Wage restraint – According to the Technical Report, wage restraint had been applied to approximately 99% of the public sector employment resulting in a considerable amount of resignations among the Technical, middle and upper-middle management groups who have found better-paying jobs elsewhere.

   It must be borne in mind that the Government has saved J$11.2 billion on the wage bill over the two year period.

4. Summer Training Programme –
   Despite some shortcomings in training for the development of the public sector, some 6,000 workers had been trained for entrepreneurial skills. Such skills will become useful for those workers should they decide to leave the public service or face retrenchment which ever comes first. Approximately J$14.6 million had been spent on sponsorship of nurses training from which 97 nurses had benefitted. It must be noted also that the Ministry of Education had fulfilled its obligation under the MOU-I by completing the training needs assessment.

MEMORANDUM OF UNDERSTANDING (MOU-II)
Reaffirming the joint commitment made under MOU-I based on collaboration and mutual trust, the partners expressed a desire to continue the process of social dialogue in the public sector and concluded the successor Memorandum of Understanding (MOU-II) for another two years from 01 April 2006, the content of the MOU-II is similar to that of MOU-I. Namely, it aims at steady economic growth, employment creation and an efficient and cost-effective public service delivery through appropriate macroeconomic policies and harmonious industrial relations where fundamental international and labour standards in the workplace are respected. The partners have reaffirmed their commitment to the continued development of a mechanism for collaboration, consensus building and good practice of industrial relations in the public sector.

1. Wages-
   While wage restraint had been imposed under MOU-I, the Partners have agreed on a managed growth of the wages bill in MOU-II, provided that it would not exceed 20%.
However, the wages bill covers not only staff salaries but also various allowances and emoluments as agreed under the Staff Orders for the Public Service. Under the MOU-II, efforts are to be made to narrow the gaps in incomes among public sector workers, thus those at the bottom salary scale are to received an increase of 26%, the highest rate, as opposed to 13%, the lowest rate, for those at the top scale.

2. Cost savings committee-
Based on the lessons learnt under MOU-I, where proper mechanism to oversee the implementation of the measures was lacking, each Ministries/Departments are now required to implement systems to monitor expenditure patterns and to establish a Cost-Saving Committee to ensure the intended outcome. Again, as an incentive, a proportion of the savings achieved is to be made available for staff welfare.

The agreements that had been concluded on employment, expenditure restraint measures under the MOU-I were reaffirmed in the MOU-II.

With regard to macroeconomic management, the Government is to pursue fiscal and monetary policies aimed at economic stability and real growth over the medium and long term. In order to achieve this, a GDP growth of 3-4% for the first and second year has been set as a target, and inflation is to be reduced from 9-11% to 8-9% during the two year period. In addition, the Government plans to reduce its fiscal deficit to 2.5-3% of the GDP during the first year and to 1-0% in the second year.

The MOU-II reaffirms its aim of developing the public sector into a modern, efficient and effective one with an optimum size of workforce that is suitably trained to respond to changing needs of the citizens, properly equipped to deliver quality service and adequately rewarded to be motivated.

In this regard the partners will be ensuring that under the MOU-II, other structures are in place to ensure that the maximum gains are achieved, such as a cohesive Human Resource Management policy which will be critical and a Minister to be appointed who will be vested with this function, the “cross training” programme between the Public and Private Sectors to be administered by the Public Service Establishment Division of the Ministry of Finance and Planning, the establishment of a Secretariat of the Monitoring Economic Committee(MEC) in the Ministry of Finance and Planning to ensure adherence to both the spirit and intent of the MOU-II by the Partners and to focus on macroeconomic and strategic issues.

The Trade Union movement in Jamaica firmly believed that the MOU-II meant protecting thousands of jobs in the public sector and has been justifiable as its aim is to transform the public sector into a modern, efficient one while being mindful of “decent work agenda”

Training
Tertiary Education Assistant Programme
Despite the shortcomings of the training programme under MOU-I the parties were able to agree on a new assistance programme for benefiting the workers in further development.
The amount of $500,000,000 was secured for assisting Public Service workers to acquire the requisite training to take the service to world class level.

The JCSA commend our President Bro Wayne Jones who led the process in achieving this milestone.

GRIEVANCE
The Association's motto "Duro De Cortice Fructus Quam Dulcis" translated to English, reads 'How Sweet the fruit hard rind yields', and is the premise for our unrelenting efforts to safeguard and affirm the legitimate interests of the members. As it is said that predominantly little grievances are borne with less courage than large misfortunes, each reported case must be appropriately assessed; and whether or not adjudged to be real or imagined, it is the Association's burden to bring resolution to every issue.

For the period June 2006 to April 2007 seventy-three (73) grievances, composed of both administrative and disciplinary issues, were formally lodged with the Secretariat.

Forty (40) have been settled, while the remaining thirty-three (33) are at varying stages of attention.

PENSIONERS
Consequent on the Jamaica Government Pensioners' Association expressed desire to have a closer working relationship with the Jamaica Civil Service Association, a Sub-committee has been formed and will be chaired by Sis. Beverley Edwards with the following Terms of Reference: -

• To forge a close relationship with the Government Pensioners Association (JGPA) aimed at enhancing the representation on behalf of pensioners and retirees of the Jamaica Civil and Public Services.

RURAL FOCUS
The JCSA has embarked on the representation of members islandwide by ensuring that the mechanisms are in place.

A team headed by 1st Vice President Bro. Robert Chung; Honorary Treasurer, Bro. O'Neil Grant and Field Officer; Bro. Junior Latibeaudiere went on a campaign islandwide to ensure that all the chapters are well structured to carry out the mandate of the JCSA.

Within ten working days the team was successful in their mandate in establishing twelve (12) Chapters with their structures and given the autonomy to carry out the mission of the JCSA.

The following are the constituencies and their chairmen:-

St. Thomas - Bro. Aston Smith
Portland - Bro. Maxwell Hamilton
St. Mary - Bro. Victor Edwards
St. Ann - Bro. Vivian Kildare
St. Catherine - Bro. Kiddo Smith
Clarendon - Sis. Michelle Graham
St. Elizabeth - Bro. Tyrone Foster
Manchester - Bro. Nigel Gray
Trelawny - Sis. Lillieth James
St. James - Bro. Keeble Downie
Hanover - Sis. Cynthia Fletcher
Westmoreland - Sis. Delleceta Drummond

Regional Activities
CARIBBEAN PUBLIC SERVICES ASSOCIATION (CPSA)
On August 4th 2006 a delegation of 16
persons comprising of 3 delegates, and 13 observers departed for the CPSA Conference 2006 over the period 5-13 August 2006, under the theme “Social Dialogue and Quality Public Services Important Elements in Poverty Eradication” hosted by the Belize Public Service Union.

The week began with a church service at the St. John’s Anglican Cathedral on Sunday 6th and the Official Opening Ceremony & Cocktail Reception at the Princess Hotel and Casino. The Conference was declared open by the Prime Minister of Belize the Rt. Honourable Said Musa.

For the first time all the presentations on various topics were made by the affiliates, with no exception. The JCSA delegates played a major role at the conference.

The involvement of young workers is critical to the perpetuation of the social dialogue process. In his presentation, Bro. Jones alluded to a number of reasons why young workers should become involved in the social dialogue process, these reasons included:

- An increasing young population
- An increasing young labour force
- Particular and peculiar issues
- Decision making responsibilities, and
- Future responsibilities for the Trade Union Movement

In his recommendation, he stated that developing a culture of efficient social dialogue will require learning from practical situations; as such he stated that it would be important for young workers to understudy their older counterparts within their respective unions.

Conference matters were dealt with on Wednesday to Friday, such as, the Presentation of 3 Plenary Sessions

1. “Social Dialogue in the Caribbean- A Public Sector Trade Union Perspective”.
2. “Role of Public Services in Poverty Eradication: A Caribbean Perspective”
3. “Sustainable Development: Perspectives from Public Sector Trade Unions”

Vice President, Bro. Robert Chung (JCSA) led the session on the topics “Social Dialogue in the Caribbean- A Public Sector Trade Union Perspective” and “Social Dialogue- The Jamaican Experience”.

Honorary Treasurer, Bro O'Neil Grant chaired the session on “Role of Public Services in Poverty Eradication: A Caribbean Perspective”.

He also pointed to the importance of various factors being in place to ensure efficiency; that of honesty, trust, respect, institutions’ organizational structure, transparency, legitimacy, political will, a clear mandate and adherence to the universal principles of Freedom of Association and Right to Collective Bargaining.
The Women and Young Workers (JCSA) played their role in making presentations on various issues. Sis. Tanya Bedward Young Worker Cadre Chairman (JCSA) was elected Assistant Secretary - CPSA Young Workers' Secretariat.

This is the second year of the CPSA that a men's forum was held and the participants were very pleased with the topics that were discussed, such as: Domestic Violence; Masculinity; Crime in Belize; Manhood (in the form of a Panel Discussion); and Men's Health issues.

“Diseases of the Prostate” which was presented by Dr. Said S. Ishaq MD, MPH, of KHMH Belize focussed on “What is the Prostate?” - (a part of the male sex organ, size of a walnut); Prostate problems - such as: Prostatitis, Prostatic enlargement, Benign Prostatic enlargement and Prostate Cancer. He informed the men about some of the examinations that can be done to detect the presence of the disease, such as a digital rectal exam; blood test; PSA Imaging; X-ray/IVP; Rectal sonogram; Urine flow study; Cystoscopy.

He covered areas that included diet, lifestyles and ethnicity and the effects of these variables on the incidence of this disease and urged men in their 40s and 50 to consult regularly with their doctors for screening.

RESOLUTIONS
The following eight (8) resolutions were carried:

• Resolution #1 The Establishment of Disaster Assistance Fund and Secretariat Support

• Resolution #2 Enhancing Family Participation at CPSA Conference

• Resolution #3 Equipping Young Men to Contribute to Sustainable Development;

• Resolution #4 Calling on the Dominica Government to engage Public Sector Union in Meaningful Dialogue

• Resolution #5 Restraint and Peaceful General and Regional Elections in Guyana.

• Resolution #6 For the Government of Belize to pay for Public Hearings of Development Finance Corporation (DFC) Commission of Inquiry

• Resolution #7 For the Protection of Health Care Workers in the Region

• Resolution #8 For the Enhancement of Benefits to the Police Forces of the Region

Other highlights of the conference were: Election of General Secretary and Assistant General Secretary/Treasurer. Bro. Letang Thomas of DPSU was elected as General Secretary.

Country Reports which informed of activities the affiliates were presented at the conference. The Honorary Secretary, Bro. Denham Whilby presented the JCSA country report.

The Conference closed on Friday with the traditional passing of the baton and the installation of the new Officers of the Association, also the usual exchanging of gifts.
LIST OF EXECUTIVE OFFICERS
2006-2007

President – Bro. Armell Thomas
Bermuda Public Services Union

1st Vice President – Bro. Mervin Antonio
Dominica Public Service Union (PSU)

2nd Vice President – Bro. Dylan Reneau
Belize Public Service Union (BPSU)

General Secretary – Bro. Letang Thomas
Dominica Public Service Union (DPSU)

Asst. General Secretary/Treasurer – Bro.
Kervin Dangleben
Dominica Public Service Union (DPSU)

The Organizational structure is comprised of officers on a rotary basis by respective countries.

PUBLIC SERVICES INTERNATIONAL (PSI) ACTIVITIES
Sub Regional Advisory Committee (SUBRAC)

The 2007 Caribbean SUBRAC was held in Castries, St. Lucia, February 6-8, 2007. The Jamaica Civil Service Association was represented by President Wayne Jones, First Vice President Robert Chung and Chairman of the Women’s Action Committee, Sis. Fay Tomlinson. Prior to the SUBRAC meeting Sis Tomlinson attended the Caribbean Women’s Committee meeting.

President Jones co-chaired the SUBRAC Meeting.

Among the matters addressed was the sub region’s work on International Migration and Women Health Workers project, the PSI global campaigns on Pay Equity and Quality Public Services.

The sub-region continues to be present and represented at Caribbean meetings on trade liberalisation issues especially in discussions/negotiations on Economic Partnership Agreements (EPAs) between the EU and ACP.

The sub-region continues work with sub-regional NGOs and civil society bodies especially on issues such as governance, trade liberalisation, water, social services.

The sub-region noted the continued attempts to privatize public services especially through public private partnerships (PPPs).

SUBRAC applauded the continued growth and development of young workers in the sub-region, noting in particular their active involvement in regional activities as well as in the SUBRAC meeting itself.

SUBRAC noted the increased attacks on trade union and workers’ rights with some unions having to resort to the law courts to settle their grievances.

Key Decisions
- SUBRAC noted the increasing cases of xenophobia and intolerance in Caribbean society and welcomes the Region’s Plan of Action, in particular the proposed Task Force.
- SUBRAC endorsed the recommendations made by the Sub-regional Women’s Committee.
• SUBRAC discussed the issue of Haiti and passed a resolution on the issue.
• SUBRAC also passed a Resolution on Trade Union and Workers' Rights in the Health Sector in Trinidad & Tobago.
• SUBRAC passed a third resolution on infringements of collective bargaining rights in Guyana.
• SUBRAC agreed to the establishment of an electronic forum for discussions on Pension Reform in the Caribbean.
• SUBRAC elected the following persons to serve on the Inter American Regional Executive Committee (IAMREC) for the Congress period 2008-2012:
  Titulars: Wayne Jones (Jamaica Civil Service Association) and Sandra Williams-Joseph (Antigua & Barbuda Public Services Association)
  1st Substitutes: Angela Edwin (St Lucia Civil Service Association) and Dennis Clarke (National Union of Public Workers - Barbados)
  2nd Substitutes: Karen Lovell-Ferreira (Public Services Association of Trinidad & Tobago) and Dylan Reneau (Public Service Union of Belize)

• SUBRAC noted and welcomed the inclusion of Sustainable Development in the Global Policy.
• Priorities for 2008 and 2009 are:
  – Pay Equity and Job Evaluation free of gender bias
  – HIV/AIDS: Fighting Discrimination and Stigmatisation
  – International Migration and Women Health Workers
  – Nursing Services
  – Pensions and other social security schemes
  – Sustainable Development especially environmental issues

CARIBBEAN SUB-REGION'S WOMEN'S COMMITTEE MEETING
Key Developments in PSI's POA 2002 - 2007 on Gender Equality, Equity and Diversity 50/50 campaign:
• 6 affiliates have made or have drafted amendments to their Constitutions so that women and young workers are represented at various decision-making levels (with voice and vote) in their respective organisations.
• 14 affiliates have made or have drafted amendments to give Constitutionality to the establishment of Women and Young Workers' Groups and Committees.
• The sub-regional women's committee and sub-regional advisory committee will prepare and submit for the World Congress, a detailed report on efforts to increase women's representation in decision-making.

Young Workers
Fourteen (14) of the twenty-one (21) affiliates now have elected Young Workers' groups and committees. Three (3) have Steering Committees. The remaining four are developing their young workers' structures/networks.

The Young workers welcome the plans to allocate places on PSI's Executive Board (EB) for young workers as well as the plans to hold an activity for young workers prior to the Centennial Congress.
Young workers believe that with the increased efforts to involve and integrate young workers at the sub-regional and regional levels, more young workers will be involved in PSI activities.

**Participation in PSI-sponsored Programme**
Over the last 4 years, the sub-region has had an average of 63% attendance of women at PSI-sponsored programmes (even where these have not been women's workshops/activities). On average, 25% of participants have been young workers.

**PSI’s Global Policy and Strategic Objectives 2008 - 2012**
The sub-regional Women’s Committee suggest the following actions to ensure that gender concerns are fully integrated:

- There must be at least 50/50 representation on any sectoral networks that are established
- There must be gender sensitivity training at all levels, especially for those serving on networks
- The sub-regional Women's Committee should oversee, monitor and evaluate the integration of gender concerns in all PSI work/activities in the sub-region

**IAMREC MEETING**
Following the Caribbean SUBRAC Meeting President Jones and Sis Sandra Joseph Williams of Antigua and Barbuda Public Services Association attended the IAMREC meeting in Quebec City, Canada, March 23-24.

The meeting received reports from the various SUBRAC meetings.

Note was taken of the activities of the sub regions, resolutions passed as proposed by the Caribbean SUBRAC and the budget for 2008 approved.

**EXECUTIVE BOARD**
Between November 2006 and May 2007 President Jones represented the Caribbean at two Board Meetings in Geneva, Switzerland.

Being a Congress year the Board spent much of its time reviewing the PSI's Program of Action for 2002-2007 and drafted the Global Policy and Objectives 2008-2012. These will be tabled at the Centennial Congress in Vienna, Austria, September 21-28, 2007 at which the JCSA will be represented.

**Keynote Address to the Grenada Public Workers’ Union on their 75th Anniversary**
Presented by Wayne St. A. Jones
Monday November 6, 2006

Salutations.
I bring you greetings from the public sector workers and workers generally in Jamaica my homeland and the wider regional labour movement. I offer congratulations on surviving the past seventy (75) years but it is not just a case of existing as a permanent workers’ organization, but your long list of achievements must be lauded.

The Grenada Public Workers Union has stood the test of times characterized by the struggle for the right of the citizens to gain Universal Adult Suffrage - the right to vote and thus participate in the decisions governing their daily lives. You have survived the struggle for political
independence and significantly the political upheavals of the 1980s with the invasion and revolution. Since then we have seen a dramatic change in the way that trade unionism and workers' advocacy has been practiced. From an era of sheer antagonism to one now of partnership and cooperation with governments and civil society groups acknowledging the critical and positive role that unions can and do play. I am aware of some of the fights you have had with the governments both at the bargaining table and publicly, and here I pause to salute former President Luret Clarkson and present President Madonna Harford. These ladies for me represent a significant achievement in a field dominated historically by the male specie. Of course tribute must also be paid to Bro. Alvin St. John who has been a stalwart not just at the level of the GPWU but for his years of service as General Secretary of the regional Caribbean Public Service Association.

During the period of the 1990s the regional trade union movement was challenged to not only advocate better benefits and working conditions for workers, but had to do so within an environment where many suggested that the union movement had lost its relevance. This view I submit was borne out of a failure by those claimants to appreciate the value of having the workers being integrally involved in the decisions related to the use of resources in the organization which when done contributes to improved staff morale and ultimately increased productivity and production. All the studies I have read indicate that where workers feel a sense of ownership and belonging, the entities record increased output and competitiveness.

Contrary to the ill informed view of irrelevance, the records show that union membership, particularly in the public sector has steadily grown even as we see a reduction in the number of jobs in the private sector, a clear sign to me that workers are recognizing the need to be covered by unions.

During this period trade unions have continued to reform the way they do representation and advocacy moving from a stance defined by pure opposition and reaction. Unions today are more proactive and even while we lament the pace of our pro-activity, the evidence is clear that we are changing to meet the times. Here in Grenada you have been a critical player in the efforts to reform the public sector much like other unions regionally, however as advocates for the workers, we do not accept the sometimes symbolic role that governments and the private sector want to prescribe for us. We demand to be brought in at the beginning and not at the advanced stage of any reform initiative. Media reports recently indicate agreements between the government of Grenada and the International Financial Institutions to embark on reform efforts and I hope the union has been a part of these discussions. If not it is not likely to gain the requisite buy-in and support necessary for success.

Partnership is a buzz word now in the lexicon of labor/management relationship and it is a development supported and promoted by unions. As a trade unionist that supports the ILO concept of social dialogue, I am convinced of the benefits of partnership and cooperation and we encourage all others to get on board.
Recently we in Jamaica faced with a fiscal crisis in government saw the unions representing public sector workers initiating social dialogue with the government aimed at ensuring the preservation of jobs and improving the fiscal situation to enhance the ability of workers to deliver quality public service to the populace. This was no easy task as to begin with the government was initially hesitant to “open up” to the unions i.e. they were unsure if what we were after was the unusual quest to get more for workers even if at the expense of other obligations they had. We demonstrated the maturity of the union movement by putting aside any notion of the traditional 'house trading' strategy that both sides normally use. The result is an agreement not confined to improvement in wages and allowances but the creation of a mechanism capable of finding resolutions to challenges and even to prevent some of these challenges. This has created an atmosphere of relative industrial stability thus allowing for greater efficiency and productivity. I commend this model to you.

Social dialogue ladies and gentlemen demand that we be honest, open, fair and trustworthy and fundamentally requires an unequivocal adherence to the right to collective bargaining and the right to organize. Unfortunately though we have seen too much reluctance on the part of regional governments to demonstrate such qualities and no wonder as a region we are mired in such high levels of underperformance.

The constant recording of low single digit growth rate by the respective territories for me is nothing to be proud about. Each year when the various budgets are presented, successive Ministers of Finance almost gloat about recorded and projected low single digit growth rates and receive thunderous desk pounding from their colleagues, this while the majority of their populations continue to exist in sheer squalor and poverty. With more than 1.2 billion persons in the world living on less than US$ 1 per day and the region making a fair contribution to that number, it cannot be okay for us to celebrate low single digit growth. The great majority of the peoples of the world is poor and relies upon public services to meet their daily needs. It is therefore incumbent on governments to provide the public sector with the requisite resources to ensure the delivery of quality public services. I call upon the government of Grenada to ensure that you do your part in helping to achieve the Millennium Development Goals and in particular goal #1 “eradicate extreme poverty and hunger” by engaging the unions and civil society generally to find mutual solutions to the challenges you face.

In approximately 5 months time the region will host the historic Cricket World Cup 2007, but the question is how many of us are aware of the implications of this mega event for the region? Where is the dialogue between the public sector workers and the local organizing committees?

Madam President, have you been invited to any discussions? It is the public sector workers who will have to enforce the 'sunset' legislations passed in the various Parliaments, it is the Immigration Officers and the Customs Officers and the Police Officers who will have to man the borders and ports of entry, how prepared are they? It is the Public Health Officials who must ensure the effective operations of the health facilities, how prepared are they?
On Friday last I listened to a radio discussion back home and one of the points being made was the implications for Intellectual Property Rights during this event particularly the possibility of legal challenges. I understand that South Africa still has about 10,000 such cases before its Courts. Where is the public dialogue on these issues? Let us use the Cricket world Cup 2007 as a test of our preparedness for future integration.

Ladies and gentlemen, we in the trade union movement and civil society are not seeking to take over government that is the duty of the elected but I submit to you that governance is not only about the executive, it involves the representatives of the various sectors and indeed the opposition parties.

Over the past ten (10) years or so we have been treated with a constant diet of lessons on what some suggests is a new phenomena, called globalization, but those of us who do a little reading and have good memories would know that what is now being fed to us as new is indeed an old menu. The Caribbean has since the middle of the last century has been exporting labour all over the world. That great Trinidadian scholar C.L.R. James was writing from Britain for Trinidad and Tobago newspapers from back in the mid 1900s, Caribbean people were migrating to Britain, Canada and the United States of America from there. We exported labour to build the Panama Canal, we have been engaged in world trade in banana and sugar for decades, our students have been attending schools and universities all over the world for many years and foreigners have been coming to our institutions for a long time. You here in Grenada have been providing facilities for medical students for years. This ladies and gentlemen is globalization. What we have happening today is a re-packaging of what we already know by the neo-liberal school - the multi national corporations whose sole aim is to extract as much profit and gains out of us and at the least cost to them and without any regard for what their actions can and is doing to our environment, our culture and indeed our dignity as a people. They would like us to believe that their version of globalization is the only version.

Ladies and gentlemen, there is another way!! The same way that the multinationals unite to fight governments we can unite to fight them. Given our size we don’t have the luxury to leave out anybody, everybody counts in this fight.

If we as a region are going to be successful in regional integration and be competitive in the global market place, it requires us to stop, take stock and acknowledge the role of all.

I am confident that we as a people have the immense ability to win this struggle. I am convinced that the unions including the GPWU can make it happen but only if we are given the space and opportunity so to do.

As you celebrate this momentous occasion in the life of the union and nation building it is my wish for you that you use the lessons of the past 75 years to guide you as you shape your strategies for at least another 75 years.

All the best in your celebrations.
PUBLIC SERVICE INTERNATIONAL (PSI) - PAY EQUITY CAMPAIGN
A mission to the Philippines was conducted by PSI to evaluate the impact of the programme since the introduction of the campaign to that country.

It has been assessed to be a highly successful campaign which was driven by the enthusiasm of the local public sector unions and evidenced by the improvement in conditions of employment experienced by their members. The Unions gained by virtue of growth in numbers of members and also involved their wider Community in issues by hosting activities aimed at educating the general public. The result is that pay equity is now a part of collective bargaining in that country.

On the other hand in France a recent report on the matter revealed that in spite of laws existing to promote the principle of pay equity, the gender wage gap still exists.

It particularly affects women with family responsibilities. Even in the United Kingdom it is reported that it will take 150 years to bring about a closing of the gender pay gap which has been narrowing over the last 30 years. The same issue has been identified as a cause; however, women who have not taken any career breaks still earn 12% less than their male counterparts after 10 years because of discrimination and ineffective government policies.

INTERNATIONAL SOLIDARITY
The JCSA continues to lend its support to our brothers and sisters in other parts of the world who have been facing difficult situations.

Our Sister Union in Trinidad and Tobago has been experiencing anxious moments as the government took action to deny workers right to freedom of association regarding the matter of Voluntary Separation Packages (VSEP) to workers in the Ministry of Health and the coercion, intimidation and transfer to the Regional Health Authorities (RHAs).

The JCSA has sent a protest letter to the Prime Minister Hon. Patrick Manning registering our concerns.

Also a letter was sent to the South Korean Government registering our concern on the repression meted out to the workers and the forceful closing down of the Korean Government Employees Union (KGEU).

INTERNATIONAL WOMEN’S DAY
Women Action Committee
The Jamaica Civil Service Women’s Action Committee in celebration of International Women’s Day 2007 focused on the PSI theme “Water and Women. The Committee held a workshop where the PAHO Environmental Health Advisor in the Ministry of Health made a presentation on how water affects women in rural Jamaica.

The Ministry of Health in its thrust to achieve health related Millennium Development Goals (MDGs) i.e. Reduce Child Mortality; Improve Maternal Health; Combat HIV/AIDS, Malaria and other diseases; Ensure Environmental Sustainability focused on ensuring, achieving this goal will help to achieve MDG 4 to six. The Ministry of Health in conjunction with the Ministry of Water under the Rural Water Supply Project sought to improve the basic sanitary/health condition in rural Jamaica by increasing the availability of potable water. The belief is that water and sanitation go hand in hand.
The presenter highlighted the fact that water affected women more than men. It was established that women, not men, spend most of their time trying to source/collect water from either wells or standpipes.

The distance traveled often times affects the decision whether to send the child to school or not, and affects the practice of good personal and domestic hygiene. Poor access to clean water and sanitation is associated with poor growth in children and an increase in cases of diarrhea. More importantly, there is an increased risk of violence and abuse of women bathing in open showers.

The presentation and question and answer period lasted two hours, there were sixty one (61) persons in attendance.

OBITUARIES
During the year under review the JCSA learnt of the death of union members and families of members. We would like to take this opportunity to express condolences to the families who experienced tragic loss.

The Association received the sad news that Bro. Alvin Perry, Field Officer, for the western region had died. The JCSA has lost a committed and hard working brother.

Condolence has been expressed on the passing of Bro. Linford Green and Sis. Joyceline Service past General Council members who served the organization with distinction.

The General Council, Executive Committee and members of staff would also like to extend condolences to the trade union movement in this time of bereavement.
Photo Highlights

Scenes from the President’s Luncheon
Civil Service Week activities
Did you know?

**Political Activity** (Staff Order 4.2.6)
The following extracts form the written opinion of the Attorney General as to whether the provisions of the Staff Order may be in contravention of the Constitution with respect to the individual's right to freedom of expression and freedom of association.

(1) Officers are expressly forbidden to engage in any type of partisan political activity in any election at any level.

The provision in the Constitution with respect to the right of freedom of expression and the association is found at Section 13 and reads in part thus:

“Whereas any person in Jamaica is entitled to the fundamental right and freedoms of the individual, that is to say, has the right, whatever his race, place of origin, political opinions, colour, creed or sex, but subject to respect for the rights and freedoms of others, and for the public interest, to each and all of the following, namely... Freedom of conscience, of expression and of peaceful assembly and association...”

The provision at Staff order 4.2.6 is in keeping with a universal rule which operative in most jurisdictions in which there is a body of classified employees, of the state, known as the Civil Service or Public Service. These employees, known interchangeably as civil servants or public officers are not allowed to participate in partisanship political activities: the governing consideration being the need to safeguard the reputation of the Public Service for political impartiality and neutrality.

This rule seeks to maintain the balance between two (2) conflicting considerations - on one hand, to restrict public officers as little as possible, and on the other, to safeguard public confidence and trust in the political neutrality of the Public Service.

A public officer is expected to give his undivided allegiance to the State at all times and on all occasions when it has a claim on his services. He must not put himself in a position where his duty as a public officer and his private and personal partisan political interests conflict, nor must he use his official position to further those interests. His private activities must not be such as might bring the Service into discredit or disrepute.

A public officer must retain a “proper reticence” in matters of public and political controversy so that his impartiality and neutrality are beyond question or suspicion. Essentially, there must not be any situation in which his action may be deemed to have been influenced by party political considerations...

In any event, the Staff Order provision is a rule by which the Public Service disciplines its officers at this time, and any breach of that rule renders the offending officer liable to disciplinary action.

**Did you know?**
The Jamaica Civil Service Association enjoys the distinction of being the only Employee Representative Body named in the constitution of Jamaica.

The following is the relevant extract from the constitution:

Did you know?

(1) There shall be a Public Service Commission for Jamaica consisting of a Chairman and such number of other members, being not less than three nor more than five, as the Governor General, acting on the recommendation of the Prime Minister after consultation with the Leader of the Opposition, may from time to time decide.

(2) The members of the Public Service Commission shall be appointed by the Governor General, acting on the recommendation of the Prime Minister after consultation with the Leader of the Opposition, by instrument under the Broad Seal:

Provided that one such member shall be so appointed by the Governor General from a list of persons, not disqualified for appointment under this section, submitted by the Jamaica Civil Service Association (or any other body representing members of the public service which may from time to time, in the opinion of the Governor General acting on the recommendation of the Prime Minister after consultation with the Leader of the Opposition, have succeeded to the functions of that Association).

(3) No person shall be qualified to be appointed as a member of the Public Service Commission if he holds or is acting in any public office other than the office of member of the Judicial Service Commission or member of the Police Service Commission.

(4) A member of the Public Service Commission shall not, within a period of three years commencing with the date on which he last held or acted in that office, be eligible for appointment to any office power to make appointments to which is vested by this Constitution in the Governor General acting on the advice of the Public Service Commission.

Did you know?

The Corruption (Prevention) Act 2000 Subsection (10)

An agent commits an act of corruption if he: Corruptly accepts or obtains, or agrees to accept or attempts to obtain from any person, for himself or for any other person, any gift or consideration as an inducement or reward for doing or for forbearing to do, or for having done or forborne to do, any act in relation to his principal's affairs or business, or for showing or forbearing to show favour or disfavour to any person in relation to his principal's affairs or business; or knowingly uses with intent to deceive his principal, any receipt account, or other document - in respect of which the principal is interested; which contains any statement which is false or erroneous or defective in any material particular; and which, to the knowledge of the agent, is intended to mislead the principal.

Did you know?

TRAVELLING:

Loss or Disposal of Vehicle

Where a traveling officer has lost his/her vehicle or has disposed of it, he/she must immediately inform the HRD of the date of the loss or disposal of the vehicle.

Travelling allowance shall be paid only up to the date of the loss or disposal of the motor vehicle, and thereafter the officer shall be paid traveling at the applicable
reduced rate payable to traveling officers who do not own a motor vehicle. Such payment shall continue until the travelling officer has provided the HRD with the relevant documents of the replacement vehicle.

Vehicle Out of Service
A traveling officer whose vehicle is out of service and is undergoing repairs shall continue to be paid his/her traveling allowance for a period not exceeding twenty-five (25) working days providing the officer is not otherwise being reimbursed the cost of hiring alternate transportation.

Source: MFP/Circular # 40

Did you know?
MEDICAL CERTIFICATION / REPORT
Employees entering the public service for the first time are required to pass a medical examination conducted by a registered medical practitioner, prior to confirmation of permanent appointment.

Medical reports are to be completed using form(s) prescribed by the Ministry responsible for the public service;

The appointing authority may seek a second opinion from a medical practitioner of choice;

Where a second opinion is sought, the medical practitioner may consult a medical specialist at public expense. The report is not forwarded to the employee’s physician, but must be communicated to the employee at the earliest possible date;

Where a second opinion is sought, the employee may have his/her physician present at his/ her own expense.

Source: Staff Order 1.6

Did you know?
PROMOTION (Staff Order # 1.8)
As a general rule, selection processes for promotion opportunities should be through competition duly conducted, and should provide fair and equitable access and opportunity to all candidates across the Public Service who may be interested in, and eligible to apply for the position.

In exceptional circumstances, Permanent Secretaries/Heads of Departments may make a case for a promotion without competition, e.g. where the talent pool is limited and known, or where the decision relates to the training and development strategy in the Human Resource Management Plan. In such cases, the appointment decision should be posted, so that anyone who may have had an interest may exercise the right to appeal.

If two or more candidates are assessed to be equally suitable, then seniority may be used to determine the most suitable candidate.
Minutes of the 87th
Annual General Meeting
Held on 2006 May 25th and 26th
Day One - Opening Session -
Jamaica Conference Centre, Kingston

OPENING CEREMONY

Call to Order
The Opening Session of the 87th Annual General Meeting commenced with the Honorary Secretary Bro. Denham Whilby reading the notice convening the meeting.

Invocation
The Reverend J.J. Williams invoked the Lord's presence on the proceedings.

Welcome & Opening Remarks
The Chairman welcomed all present to another year of celebration and reflection on behalf of the members of the Jamaica Civil Service Association. He then introduced the members on the platform.

He recognized and extended special welcome to Past Officers of the Jamaica Civil Service Association, the Members of the Board and Staff of the Jamaica Civil Service Mutual Thrift Society, the Jamaica Civil Service Housing Company and the JCSA Limited and thanked them for their invaluable contribution.

He expressed appreciation to Permanent Secretaries and Heads of Departments for the support given to the Association over the years.

Apologies
Apologies for absence were tendered on behalf of The Most Hon. Professor Kenneth Hall, ON, OJ, Governor General, The Hon. Bruce Golding, Leader of the Opposition, Dr. the Hon. Omar Davies, Minister of Finance and Planning, Minister Phillip Paulwell, Senator the Hon. Delano Franklyn, Minister Aloun Asssamba, Minister Wyckam McNeil, Minister Horace Dalley, Minister Maxine Henry Wilson, Minister Donald Rhodd, Minister Peter Phillips, His Excellency Claudio Valle, Canadian High Commissioner, His Excellency Hiroshi Sakurai, Ambassador Japan Embassy, Lucious Thomas, Commissioner of Police, Rear Admiral Hardley Lewin, Mrs. Patricia Sinclair Macalla, Permanent Secretary in the Office of the Prime Minister, Ambassador Douglas Saunders, Permanent Secretary, Ministry of Foreign Affairs and Foreign Trade, Ms. Darlene Morrison, Deputy Financial Secretary, Mrs. Judith Ramlogan Chung, CEO, Companies Office of Jamaica, Mr. Gilbert Scott, Permanent Secretary Ministry of National Security, Mrs. Grace Allen Young, Permanent Secretary, Ministry of Health, Mrs. Aileen Wolfe Stephens, Deputy Commissioner, Department of Corrections, Mr. Ferris Zaidie, Managing Director, Sportplayaz, Mrs. Gene Garvey Salmon, Secretary/Manager JCSMTS, Mr. T.G. Lee, Chairman, JCSMTS, Mr. Alva Anderson, Chairman, National Housing Trust, Mr. Robert
Greetings:
Dr. the Hon. Carlton Davis, OJ, CD
Cabinet Secretary

Dr. the Hon. Carlton Davis commend- ed the Association for the theme cho- sen and stated that it was befitting the characteristics of the public service - people. He spoke of a recent publication in the print media which commented that the civil service was over-populated. He added that such view was reflective of the lazy thinking that passed as an analysis in Jamaica. He informed the gathering that he had been making the point that more than sixty percent of the persons working within the civil service were located in three critical areas of the government, namely Education, Health and Security and Justice. He stated that if the response was to reduce the size when speaking about the size of the civil service then the implications should be carefully thought through. He stated that a number of reform initiatives had been introduced along with reform agencies within govern- ment and that the JCSA was also helping to make a difference. He congrat- ulated President Jones and his team for their modern thinking and taking a responsible approach to the develop- ment of the public service over the years.

He stated that an emphasis needed to be placed on training, and that there was a need to extend it to the junior members within the service as there was a generation that was in the pass- ing scene or had passed and the vacancies needed to be filled and the standards maintained.

He pointed out that providing the necessary tools was an important aspect of efficiency and transparency. He stated that information and communication technology was an im- portant tool to enable workers to do the work more efficiently and more trans- parently.

He spoke of the importance of integrity within the public service and mentioned some of the mechanisms being put in place to achieve this, namely ethical infrastructure, procurement rules/laws, and the Commission for the Prevention of Corruption. He further commented that this work must be done strategi- cally. He stated that there were larg- er corruption issues that the country should address and suggested that a crime act be enacted.

In closing he stated that corruption was a societal problem and implored public servants to deal with it from the ethical infrastructure, by setting rules and laws, by training and provid- ing the necessary tools.

President Jones took the opportunity to recognize Vice Presidents Marcia Higgins and Sharon Anderson; he also recognized Past Honorary Secretary Janet Mitchell, Past Honorary Treasurer, Sonia Campbell and Past Vice President Denzil Whyte.
Solidarity Message from the Belize Public Service Union
(This message was read by the Chairman, Bro. Wayne St. A. Jones)

“Most esteemed Sisters and Brothers of the Jamaica Civil Service Association please receive our fraternal greetings and most sincere wishes for success on the occasion of your 87th Annual General Meeting. The highly commendable endeavours and accomplishments of your union in improving the wellbeing of the Jamaican worker must continue to be highlighted and the Public Service Union of Belize stands proudly next to you in this respect.

We applaud the focus with which you celebrate this anniversary “Human Resource- the Engine for Growth and Development” for it is precisely this resource which is most frequently sacrificed in our governments development policies with disregard for the grave effects this brings to long-term economic growth and sustainability of our peoples. Let us take this opportunity to further strengthen the bonds of common purpose that bring us together and pledge our support to continue to fight the cause of ever marginalized workers of the region

With mutual respect,
Bro. Dylan Reneau, President for Executive and Council of Management.”

The Hon. Minister Fitz Jackson, Minister of State in the Ministry of Finance and Planning, with responsibility for the Public Service.

The Hon. Minister Fitz Jackson congratulated and thanked the Association for the work they had done over the years in service to the country and to the people.

He stated that every year had a new set of challenges and even when they seemed insurmountable they were resolved. He drew particular attention to the life of the public servants during the past Memorandum of Understanding, where he stated that there were challenges, however with resilience and commitment, they overcome.

He commended the Departmental Representatives of the Association for the commitment they displayed in representing the wider civil service. He stated that being a representative was not an easy task. He implored them to continue serving not only the members of the Association but the wider society.

In his address he spoke of the importance of proper conduct in an individual’s life especially at the workplace, adding that conducting oneself in a proper manner was most significant in dealing with the public, helped to foster better relationships and is most significant to the quality of life upon retirement. This conduct he added contributed to growth and development.

He reiterated that as a people we need to make a difference wherever we gathered and he suggested that the JCSA being the leading union for the civil service is in a unique position
to be a catalyst in making a difference within the society.

He again congratulated the leadership of the Association for the professional conduct with which matters were dealt with and encouraged the Association to continue this trend.

He wished for a successful meeting and officially declared the 87th Annual General Meeting of the JCSA open.

Bro. Lambert Brown, Assistant General Secretary, Jamaica Confederation of Trade Unions (JCTU)

Bro. Lambert Brown, in his address stated that the JCSA was the oldest organization amongst the membership of the JCTU and recognized the many years of fruitful struggles which were used to assist some of the other members unions of the JCTU.

He thanked the JCSA on the relentless pursuit of the case involving Customs Officers who were unjustly denied benefits to which they were entitled while on interdiction.

He stated that the Association took the case to the Court of Appeal and they now look forward to the benefits of the success. He also thanked the Association for their involvement with the case of the Correctional Officers. He stated that the JCSA had shown solidarity with other workers organizations and trade unions and suggested that that should be an example to other associations. He stated that not all associations had the benefit of leaders with courage, dedication, innovativeness and foresight as the JCSA had with Bro. Jones has the leader.

He congratulated President Jones on his successful leadership of the Technical Team which negotiated the new Memorandum of Understanding 2 (MOU 2). He advised that the Agreement would be signed within the next week and that it contained important gains for public sector workers. He added that despite the criticism associated with the MOU, the team stayed on track, he assured the audience that there would not be any delays for a new wage agreement.

In closing he expressed appreciation to all the workers within the public sector for their herculean contribution to national development and added that they have laboured under trying circumstances but nonetheless produced spectacular results that sometimes went unrecognized.

He implored the Association to continue to shine its light so the nation would begin to recognize that without the hard working and dedicated civil servants the country would be ungovernable. He stated that the workers deserved greater respect and more remuneration and as such the JCSA and the JCTU would seek to improve on those deficiencies.

He urged the public servants to take advantage of the increased opportunities under the new MOU 2 for personal development, thereby strengthening their own marketability in the
globalized environment. He informed the group that President Jones had negotiated for the provision of an education fund for public sector workers.

He stated that it was by strengthening and developing oneself that the JCSA's would be able to fulfill the slogan, "Human Resource- the Engine for Growth and Development"

He wished for a successful meeting and for the association to continue to grow from strength to strength, and repeated the old saying, United we stand, divided we fall.

President's Address to the 87th Annual General Meeting

Ladies and Gentlemen: when we last met like this in 2005, we were starting the second year of the first Memorandum of Understanding for the public sector and were still grappling with the challenge of getting the society to understand and appreciate the full intent of the agreement. Our tasks was made that more difficult because of the efforts of some to sell the agreement as one geared simply at responding to the ailing fiscal health of the government. Some even went as far as to suggest that it was an attempt to offer the administration a life line at a time when many would have preferred to see the arteries to the government's heart cut thus condemning it to the morgue.

As an Association representing public sector workers for 87 years the Jamaica Civil Service Association has survived many a charge of partisan political bias from either side of the political divide but has managed to continue to effectively protect and preserve the interest of public sector workers and the public service. In effect we have kept our eyes on the purpose of being "... seeks to uphold the highest qualities of professional service to the nation, through the guarantee of a highly trained workforce of competent and committed persons..."

It is this unwavering commitment that kept us focused throughout the year and ensured that we are able to once again meet in this fashion.

The job of being a public servant must have been most difficult over the past two years and even more so over the last year. What with the difficulties posed by the shortage of financial and material resources necessary to administer public affairs, while at the same time trying to survive on the deprecatiing disposable income and diminishing purchasing power. The constant battering of the sector by some in the society who like a stuck record continue to glibly call for a reduction in the size of the public sector workforce that did not help. I say glibly deliberately, as to date those calls persist ambivalent of the possible consequences of such a move. These calls are generally made by those who seem only capable of looking through lens tinted by the dollar sign; they never seemed able of seeing the bigger picture.

A country's public sector, ladies and gentlemen is the mechanism through which any other sector in the society can be assured success, even in an era of privatization and free market there are many services (particularly social services) that cannot be effectively delivered by the pri-
vate or other sectors and therefore must be provided by public hands. The regulation of industries obviously is a government function and I need not remind you of what happened in the under regulated financial sector and of course the recent cement crisis.

Private interests operate not for the love of the service users, not for the love of the workers not even for the love of country in which they make their investments; they operate simply for the love of profit. The state on the other hand must deliver those services that the majority of the society will not be able to pay the economic costs for and in a developing country as ours the majority of citizens - the poor fall in that category.

The implementation of any key policy initiatives that are tabled to support the growth of our Country is facilitated by the combined daily activities of our human resources, encouraged through integration and cooperation. As a people therefore, particularly as Public Servants, combined resources - talents and skills must be of necessity, managed effectively and efficiently to capture and share knowledge with a view to enhancing the continuous learning process resulting in improved personal performance and departmental performance. This of course makes for effective communication and sound decision making.

These are but some of the reasons why a public sector is necessary, but unfortunately those who prescribe a cut in the public sector labour force seem not concerned with these issues, they see the problem as a simple mathematical one.

It is because we in the JCSA see the bigger picture why we reject the notion that the government's fiscal problems can be solved by simple cut in the establishment. It is because we know of the workers' commitment to nationhood and national development why we insist that the answer to much of our problems is the investment in human resources - the people; it is why we say “Human Resource - the Engine for Growth and Development”

As an engine for growth and development there must be a willingness to change in a positive manner, thereby improving the quality of the employment relationship, as well as the quality of the representative relationship. Such improvements can only result in the creation of an industrial relations climate that is supported by the key elements of trust, confidentiality and mutual respect for all. Such basics can only lead to the development of a more positive psychological contract.

It is because of our belief that only through education and training that our people stand the best chance of lifting themselves out of poverty and marginalization that during the past two years approximately 6,000 public sector workers were trained in entrepreneurial skills equipping them to take on the challenges of a free and free-for-all market dominated by the rich and powerful and those who care not (even at their own peril) for the poor and vulnerable. It is because of that belief why the next Memorandum of Understanding to be signed on Monday May 29th, will provide for an expenditure of $50M dollars to continue that summer training programme and a revolving loan
fund to assist public sector workers to access tertiary education and training to the tune of $500M over two years so that they too like others in the society can have a fair chance to compete.

The Jamaican Civil Service Association recognizes that the role of human resources in the public sector will vary from department to department, and Ministry to Ministry. This is due to the role and functions of different departments and ministries as well as the differing management styles of the various departmental heads and Permanent Secretaries. This presents a chameleon effect since such contextual variables as traditional structures and power, technology, perceptions and values of public service managers speak to their different functional roles and practices as it relates to the management style of the assigned officers.

Nonetheless, the management of our human resources is fundamentally about strategically matching our public officers to the operational needs of the public service and ensuring that these resources are effectively and efficiently utilized. The concern is therefore one of not only acquiring and maintaining quality staff levels but also with the selection and promotion of officers who 'fit' the skilled and professional requirements of the service. This is often linked to the radical changes in the thinking process and the necessary core competencies required for achieving continued growth and in the achievement of a cultural change.

It is the view of the Jamaica Civil Service Association that the development of human resources supports a major contribution to the successful realization of public service goals that benefit all stakeholders in the society. This can only result from sound financial investments in the education, learning, development and training of our workers. Sound financial investments would also enable these workers to carry out their work more effectively.

In coming to a close it would be remiss of me not to examine the impact of migration on our human resources. For our human resources to be an engine of growth and development we must harness and maintain adequate staffing levels of our skilled and professionals both young and experienced. We must be careful that we do not lose the ability to mentor our young public officers who are the future leaders in the public service.

The World Bank and other international agencies are preaching that migration is a benefit that results from the high levels of remittances. However, as a major representative of workers in Jamaica, I believe there is a need to weigh the value of remittances against the loss of our 'best brains'. I take this opportunity to applaud the returning nationals programme, but we must still ask the question, is this return value enough?

As I leave you to ponder this question, it would be thoughtless of me not to reassert that our human resources are an engine of growth for Jamaica. Hence it is important to emphasize the development and formulation of policies that will support the sustained development of our workers through the facilitation of their continuous learning, lending to their per-
sonal development which in effect will support the continued growth and development of the Jamaican public service and society.

Ladies and Gentlemen thank you for your attention and I look forward to discussing with you any suggestions and ideas that will enable the Jamaica Civil Service Association to realize the mandate it has set itself for the next year, to ensure that our human resources are seen as, and supported as an engine of growth and development for Jamaica.

**Item (Entertainment)**
A performance by Cleopatra Kerr, from the Calabar All Age School, followed the President's remarks.

**Introduction of Feature Presentation**
Done by Bro. O'Neil Grant, Honorary Treasurer
Bro. Grant video presentation under the theme: - “A Commitment to Creating and Enabling environment for Human Growth and Development, which was a production of PSI Link of the Public Services International. He stated that the presentation was in keeping with the theme: “Human Resource - the engine for growth and development”

He said the presentation would allow persons to contrast the Jamaican reality to that which existed in the Philippines. He stated that the presentation would show issues such as safety in the workplace, poorly equipped schools, poor medical facilities, low salaries of public sector workers, poor working conditions. He stated that by way of comparison they would see the level of sophistication and modernization that the Jamaican public service had achieved.

He invited the guests to enjoy the presentation entitled: “In the Public Interest”.

**Feature Presentation**
The feature presentation entitled “In the Public Interest” was presented.

**Item (Entertainment)**
Another performance was done by Cleopatra Kerr, from the Calabar All Age School.

**Awards Presentation**
Plaques in recognition of sterling contribution to the public sector were awarded to Dr. Blossom O’Meally-Nelson, former Postmaster General, Post and Telecommunications Department, Mrs. Marguerite Bowie, former Permanent Secretary, Ministry of Education and Youth, and Mr. Charles Jones, CD, former Chief Personnel Officer, Office of the Services Commission.

The following persons were awarded certificates in recognition of outstanding stewardship in fulfillment of the Association’s Mission for the period 2005-2006:
- Bro. Kiddo Smith (St. Catherine Chapter), Bro. Vivian Kildare (St. Ann Chapter), Sis. Delleceta Drummond (Westmoreland Chapter).
- Sis. Chelsie Shellie-Vernon was awarded a certificate in recognition of her outstanding and dedicated service to the Association.
- Sis. Gillian Corrodus was presented with the Departmental
Representative of the Year Award, in recognition of the energy, enthusiasm, resourcefulness and skill with which she served as Departmental Representative for the administrative year 2005-2006.

• Bro. Glendon Crooks was presented with the President's Award, in recognition of his outstanding stewardship as a General Council member and member of the Executive Committee, giving service beyond self.

Acknowledgement of the General Council for the year 2006-2007

Gate Prize
Bro. Charles Jones, former Chief Personnel Officer was asked to assist in the drawing of the gate prize winner. The winner was Mr. Clinton Scarlett of the Post and Telecommunications Department who won a Motorola V180 cellular phone, sponsored by Cable and Wireless.

Vote of Thanks
Bro. Whilby delivered the vote of thanks.

Benediction
Rev. J.J. Williams gave the closing prayer.

The National Anthem was then sung.

Adjournment
The meeting was adjourned at 6:11 p.m.

DAY TWO - JACISERA PARK

Resumption
The meeting reconvened with the Business Session on Friday May 26, 2006 and Bro. Vivian Kildare offered prayer.

Welcome
The Chairman Bro. Wayne Jones in welcoming persons to the Business Session explained that the new format that had been employed for the Business Session was not intended to exclude the general membership from the proceedings. However there had been a review to the approach that had been used over the past years and it was hoped that the new format would see the Delegates being more participative.

Departmental Reports
Delegates from the various Ministries/Departments and Agencies, reported on their stewardship for the year. The following were highlighted:
  – Recruitment
  – Benefits negotiated by the JCSA
  – Increase in traveling allowances
  – Benefits from the MOU - Training and Appointments
  – Grievances

Bro. Chung after listening to the various reports stated that Delegates were growing and developing and which was a good sign for the future of the union.

The Standing Orders were resumed.

Minutes
The Minutes of the meeting held on May 26 and 27, 2005 having been circulated
were taken as read. The minutes were confirmed by Bro. Anthony Brock and seconded by Bro. Dalton Brown.

Matters Arising

• JAMOMES
A meeting was being sought with the stakeholders of JAMOMES so that they could apprise the investors of their position.

• Long Lane Development
The JCS Housing Company had been representing the JCSA. It was stated that there were some delays due to the Ministry of Water and Housing, putting a hold on all joint venture partnerships until the policy had been reviewed.

In the interim the JCS Housing Company along with the partner are seeking to put in place other aspects for the development.

The cost for the units had not been finalized, however there would be an increase in the cost from that indicated previously.

• Twickenham Park
It was reported that the Commercial Plaza was underway and would house the National Housing Trust branch office. However due to factors such as the cement crisis and violence within the area, the process was delayed.

Another delaying factor was the inability to identify a Contractor capable of developing such a large project of that size land. The National Housing Trust had broken down the project into smaller units so that other Contractors would be able to develop the units on a smaller scale.

Notice for Tenders will be advertised in July.

• Performance Management & Appraisal System (PMAS)
The implementation date had been pushed back. Persons were asked to insist that training be done to inform the persons conducting the appraisals of how the system worked.

• JCSA Sports Football and Netball Competition
Bro. Chung congratulated the Correctional Services Department that won the Football Competition and the Jamaica Defence Force in the Netball Competition.

• Membership
It was queried if an analysis had been done on the impact of the MOU on membership, in terms of an increase in membership or decrease in membership.

Members were referred to page thirteen of the Annual Report, under membership which indicated eight hundred and thirty three new members and thirty eight resignations for the period 2005/2006.

• Members Benefit and Feasibility Committee (Benefits Booklet)
A draft booklet had been done. It was stated that the booklet would be a useful tool in informing the wider civil service.

The booklet when finalized would be available on the JCSA's website.
• Hurricane Relief for Members
It was stated that there was no set budget for Disaster Relief or hurricane relief for members and the funding was identified at that time to offer relief to members who were in need of assistance.

• Corruption Prevention Act
No new date had been set for the matter to be discussed in the Parliament. One of the main concerns expressed by the JCSA was the absence of a Whistle Blowing Legislation.

• Education Assistance Negotiations
It was reported that the negotiations for Education Assistance sought to have persons attain at least a first degree. A concern was raised for the assistance to be extended to post graduate studies. It was reported that five hundred million dollars would be made available in a loan scheme for public servants wishing to pursue tertiary level studies. The Administration of the funds was not yet finalized.

It was further explained that the previous agreement for Education Assistance which was a grant funding was separate from the new Tertiary Assistance Programme which was a loan scheme. The JCSA through negotiation will seek to increase the amount from three million.

• Travelling
It was reported that there would be an increase on the upkeep and not on the mileage.

• Civil Servant of The Year Award
A concern was raised as to the standards by which the recommendations were made for the Civil Servant of the Year Award.

It was pointed out that the Supervisors were sometimes reluctant to make recommendations for an outstanding employee to be awarded.

• Social and Cultural Committee
It was reported that the Committee had been merged with the JACISERA Park Committee. It was reported that the merger would seek to strengthen the weaker Committee. One of the planned activities will be to host plays/performances at the Park.

It was reported that there would be a World Cup Committee, which would seek to identify ways in which JACISERA Park could be used to do televised broadcasts of the Cricket Matches.

• Sick Leave
In clarifying the issue, it was raised that there was a proposal that Saturdays and Sundays would not count in the sick leave; however there was an interpretation that the Saturdays and Sunday should be counted. A further concern was that the leave allotment was not an across the board amount as the new sick leave policy had a ten days allotment, while persons in the service before the new policy had a fourteen days allotment.

The matter is a work in progress.

• Windows & Orphans Fund (Family Benefit Fund)
It was reported that the account was
an investment bearing account and the agreement was in principle and not in writing. The JCSA had requested from the Ministry of Finance and Planning the information on the amount being invested from the funds. That information is being awaited.

It was suggested by a member that we use the Widows and Orphans fund as a negotiating strategy to get the information.

It was explained that the current negotiations had changed from a focus of 'individual bargaining' which had different bargaining agents negotiating, to 'centralized bargaining' with a focus on wages. It was explained that the strategy that was being suggested by the member would be a weak point as it be 'all or none approach'. As such it could not be used as a mechanism in the negotiations process especially as it was a centralized bargaining negotiation, in a situation where only the JCSA members were contributing to the fund.

Discussions continue to be held on the matter of the Family and Benefit Fund.

- PSI Transition to new Secretariat Leadership
It was reported that the General Secretary Bro. Hans Engelbert was schedule to demit office at the end of the year. In light of the World Congress which is scheduled for September 2007, Bro. Engelbert would be continuing in his position as General Secretary and will attend Congress. Bro. Allan Leather, Assistant General Secretary had demitted office and his position would be filled in due course. Bro. Cameron Duncan, Regional Secretary for the Inter Americas, demitted Office and had been succeeded by Bro. Jocelio Drummond. Sis. Wendy Caird, Coordinator of the Quality Public Services Campaign had demitted office; this vacancy is to be filled.

- Grenada Public Workers Union (GPWU)
The JCSA continues to share information with the GPWU as it relates to social partnership.

- Motion/Resolution
It was pointed out that the resolution that was tabled at the last AGM required further details for a representation to be made to the National Housing Trust. The Executive Committee had sought to give effect to the motion; however the resolution could not have been amended by any other assembly other than at the Annual General Meeting.

The National Housing Trust had amended it rules to allow for a greater level of contributors to access home ownership.

There is a commitment by the partners under the MOU for efforts to be made to provide contributors of the public sector with greater access to home ownership by way of the deposit.

- Regional & International Involvement
It was reported that in January 2005 Bro. Jones became one of the two Public Services International (PSI) Titular Representative for the
Caribbean. This would involve him participating in a number of activities regionally and internationally on behalf of workers.

**Presentation of the Annual Report**

- **HUMAN RESOURCE DEVELOPMENT COMMITTEE**  
  *Financial Assistance for Tertiary Studies*  
  The prospects of the Education Grant being increased is imminent and is quite likely to be increased up from three million dollars.

**Secondary School Quiz**  
The preparatory work for hosting the event is underway.

- **MEMBERSHIP COMMITTEE**  
  Bro. Jones pointed out that the Association was able to record a net of seven hundred and ninety-five new members. He stated that this was worthy of commendation especially in an environment where persons thought that unions were not necessary.

  A member had raised a concern that the Association did not show an interest in resignation of membership and did not do any follow up to find out the reason for the resignation.

  The Chairman indicated that there was a policy that was instituted to have every resignation investigated. He added that the case to which the member was referring to should be pursued.

  Commendations were expressed to Bro. Alvin Perry and Bro. Andrew Latibeaudiere for their work in recruitment of members.

- **SPORTS COMMITTEE**  
  It was reported that the JACISERA Park Sports Complex needed improvements. Bro. Chung stated that despite the degradation of the facility, he believed that the lack of use at the Park aided the degradation and implored members to use the park. He added that a document was developed for improvements to the Park, but stated that it made no sense for the Park to be upgraded if the members were not using it.

  He reported that the Sports Committee would be having the usual sports activities and implored members to support the activities.

  Commendations were extended to the Caretaker for the upkeep of the facilities.

- **YOUNG WORKERS CADRE**  
  Bro. Chung appealed to other young workers who were not a part of the Young Workers Cadre to become a part. He added that the young workers were doing remarkable work locally and internationally.

**Issues/Concerns**  
*HIV/AIDS*  
Bro. Chung stated that while the young workers were placing some focus on the issue, he would like to see greater emphasis placed on intensifying their efforts and becoming more involved in campaigns, in particular in the workplace where the concern is the stigma attached to persons working and living with the disease.
Community Integration
It was reported that Young Workers continue to visit the Sir John Golding Rehabilitation and other children homes.

• HOUSING
  Twickenham Park
  Bro. Chung encouraged interested applicants to submit their applications.

  Irwin - St. James
  There was an initiative for CANCARA to do the development for the units. The JCSA would be seeking to meet with the proposed developers.

  Tredegar Grove
  It was reported that there were some problems being experienced by the residents. A meeting had been convened by President Jones, to include the National Housing Trust, Tredegar Grove Citizen Association and JCSA. Recommendations have been made as to resolving the matter. The situation will continue to be monitored.

Financial Statements
The Honorary Treasurer Bro. O'Neil Grant tabled his report to the members. The report was adopted by Sis. Fay Tomlinson, seconded by Sis. Michelle Graham.

The Annual Report having been circulated was adopted on a motion moved by Bro. Gary Mowatt, seconded by Bro. Michael Thompson.

Emergency Motion/Resolution
  Vacation Leave for New entrants to the Public Service as at January 2002
  WHEREAS the proposal to cut back on vacation leave to new entrants to the public sector became effective on the 1st January 2002,

  WHEREAS employees were earning leave at the rate of thirty five (35) days per annum in a statutory body and resigned in order to commence working in central government in January 2002 thus starting to earn vacation leave at just fourteen (14) days per annum and,

  WHEREAS there has been a Memorandum of Understanding in effect as of February 2004 and the earning power of such public sector employees has been greatly reduced because of the high cost of living,

  BE IT RESOLVED that the number of days vacation leave be so upgraded once again to thirty-five days (35) to offer such new employees to central government some extra time to pursue extra income earning activity to supplement their basic income.

  The resolution was moved by Sis. Enid Grey and seconded by Bro. Leonard Smith.

  Chairman Jones explained that there was never a cut back on vacation leave to new entrants to the public sector. He stated that the new entrants as at January 1st 2002, were offered a condition of service that carried fourteen (14) days vacation leave and thus if an individual resigned from a Statutory Body and entered a new employment within the central government it would have meant that they accepted the conditions of the new offer.

  He further explained that Leave was not a source of income and should be
used for rest and rejuvenation.

By unanimous decision the motion was not carried.

**Awards of Honoraria**

It was explained that this was used to provide monetary payment to the volunteers who from time to time have been called upon to do more than they were elected or selected to do and as such they work beyond the call of duty. It was recommended that the sum be increased from six hundred and fifty thousand dollars to one million dollars.

The motion for an increase in the honoraria was by Bro. Clarence Frater and seconded by Bro. Dalton Brown.

**New/Other Business**

*Memorandum of Understanding*

It was suggested that the Secretariat for the Monitoring Committee be operated under legal provisions.

*Merger of Ministries/Departments*

It was expressed that whenever mergers took effect there were implications for staff being dislocated. A further concern was that mergers of Ministries/Departments could have an impact of the number of Departmental Representatives to a Ministry or Department.

The Chairman indicated that the JCSA's Constitution clearly stated that there should be one Departmental Representative for every thirty member, but not more than two in any Ministry/Department.

The Chairman suggested that there would need to be constitutional change to facilitate appropriate representation of the members.

**Attendance at Meetings**

It was noted from the annual report that there were a significant number of persons who did not attend meetings for the entire administration; neither did they tender an apology for their absence.

It was suggested that this matter be dealt with under the reform in the organization.

The Chairman stated the JCSA would need to review and make recommendations on how to keep the delegates motivated so that they can participate in the activities of the union.

*Retirement Planning*

It was reported that the JCSA would be embarking on educating the wider membership on the planning process for retirement.

This would be done in the next administrative year within the Ministries/Departments/Agencies and person were asked to support the initiative.

*Increase in Membership*

Departmental Representatives were encouraged to focus on recruitment.

**Appointment of Auditors**

The existing Auditors, Messrs. Nehemiah Ramdon and Fred Manderson were once again recommended and accepted by the members to serve for another year.

**Election of Officers**

The following persons were returned by acclamation there being no other nomination to the position of First Vice President, Third Vice President and Honorary Treasurer.

Robert St. F. Chung - First Vice President
Sharon Anderson - Third Vice President
O'Neil Grant - Honorary Treasurer

Consequently there was no need to grant a poll and thereafter conduct an election. This was the report given by the Honorary Election Officer, Mr. Orrette Fisher, of the Electoral Office of Jamaica.

**Closing Remarks**

The Chairman thanked the members for their commitment to the organization and for the support given to the leadership. He stated that the theme chosen was deliberate as the human resource should be taken to a higher level so that they can be competitive in the labour market.

The National Anthem was then sung.

**Termination**

Having exhausted the meeting, the eighty seventh (87th) Annual General Meeting was terminated at 6:48 p.m.
Photo Highlights

Scenes from the 87th Annual General Meeting
## General Council 2006 - 2007

For the Administrative Year June 2006 - May 2007

### Officers

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### National Staff Relations Council

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<tr>
<td>Miss Michelle Graham</td>
<td>Clarendon</td>
<td>1</td>
<td></td>
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<tr>
<td>Mr. Kiddo Smith</td>
<td>St. Catherine</td>
<td>1</td>
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</tr>
<tr>
<td>Mr. Maxwell Hamilton</td>
<td>Portland</td>
<td>1</td>
<td></td>
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<tr>
<td>Aston Smith</td>
<td>St. Thomas</td>
<td>1</td>
<td></td>
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<tr>
<td>Bro. Nigel Grey</td>
<td>Manchester</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Bro. Victor Edwards</td>
<td>St. Mary</td>
<td>1</td>
<td></td>
</tr>
</tbody>
</table>
COMMITTEES

Executive Committee
Bro. Wayne St. A. Jones - President
Bro. Robert St. F. Chung - 1st Vice President
Sis. Marcia Higgins - 2nd Vice President
Sis. Sharon Anderson - 3rd Vice President
Bro. Denham Whilby - Hon. Secretary
Bro. O’Neil Grant - Hon. Treasurer
Sis. Phyllis Nalty-Raymond - Asst. Honorary Secretary
Sis. Paulette Bruce-Williams - Asst. Honorary Treasurer
Bro. Edward Bailey - Immediate Past President
Bro. Henry Anglin
Bro. Dalton Brown
Sis. Rachel Solomon
Sis. A. Jean Menzie-Hastings
Sis. Georgia M. Mogg
Sis. Chelsie Shellie-Vernon
Sis. Charmaine Creary-Beckford
Sis. Fay Tomlinson
Sis. Lelieth Hamilton
Sis. Beverly Edwards
Sis. Angela Burrell-Rodney
Sis. Gillian Corrodus
Bro. Glendon Crooks
Bro. Clarence Frater
Bro. George Thorpe
Bro. Gary Mowatt
Bro. Glendon Watson
Sis. Sharon Anderson - Monitoring Officer
Sis. Fay Tomlinson - Chairman

Young Workers
Bro. O’Neil Grant - Monitoring Officer
Sis. Tanya Bedward - Chairman
Sis. Tifonie Powell
Sis. Michelle Williamson
Sis. Shelly Ann Brown
Sis. Nicola Carty
Sis. Marcia Higgins - Monitoring Officer
Sis. Sharon Anderson - Immediate Past President
Sis. Fay Tomlinson - Chairman

Sports Committee
Bro. Robert Chung - Monitoring Officer
Bro. Junior Latibeaudiere - Assistant Monitor
Bro. Clarence Frater - Assistant Monitor
Sis. Angela Burrell-Rodney - Chairman
Bro. Rohan Henry
Bro. George Thorpe
Sis. Christine Patterson
Bro. Leonard Smith
Bro. Leo Byfield
Bro. Orville Clarke
Bro. Carlton Smith
Bro. Raymond Austin
Bro. Canute Tyndall
Sis. Tanya Bedward
Sis. Monica Anderson
Sis. Denise Henry
Bro. Senatra Lewis
Bro. Carvel Banton

Claims Cadre
Bro. Denham Whilby - Monitoring Officer
Bro. Wayne Robertson - Chairman
Bro. Clarence Frater
Bro. O’Neil Grant
Bro. Henry Anglin
Members Benefit and Feasibility
Sis. Sharon Anderson - Monitoring Officer
Sis. Beverly Edwards - Chairman
Sis. Phyllis Nalty-Raymond
Sis. Marcia Sewell
Sis. Denise Henry
Sis. Tanya Bedward
Sis. Gillian Corrodus
Bro. Glendon Watson
Bro. Dennis Miller
Bro. Arlington Roberts

Human Resource Development
Sis. Sharon Anderson - Monitoring Officer
Sis. Gillian Corrodus - Chairman
Sis. Beverly Edwards
Sis. Marcia Sewell
Sis. Carol Davis
Sis. Patricia Graham
Sis. Michelle Graham
Bro. Gary Mowatt
Bro. Glendon Dunkley
Bro. Wayne Robertson

Social & Cultural Committee
Sis Marcia Higgins - Monitoring Officer
Sis Claudette Parker - Chairman

Public Education Committee
Sis. Marcia Higgins - Monitoring Officer
Sis. Christine Patterson - Chairman
Sis. Phyllis Nalty-Raymond
Bro. Dave Wright
Bro. Michael Thompson
Bro. Dohewn Cottrell
Bro. Carvel Banton
Bro. Victor Johnson

Finance & Planning Committee
Bro. Wayne St. A. Jones - Monitoring Officer
Bro. O’Neil Grant - Chairman
Bro. Robert St. F. Chung
Sis. Marcia Higgins
Bro. Denham Whilby
Sis. Sharon Anderson
Sis. Paulette Bruce-Williams

Membership Committee
Sis. Marcia Higgins - Monitoring Officer
Sis. Claudette Parker - Chairman
Sis. Suzette Grant
Sis. Lilieth Barrett-Hamilton
Sis. Hopal Hall
Bro. Oliver Morris
Bro. Fred Manderson
Bro. Leo. Byfield

SUB-COMMITTEES
JCSA Policy Network
Bro. Wayne St. A. Jones
Sis. Janet Mitchell
Sis. Marjorie Jumpp
Sis. Patricia Richardson
Bro. Cecil Johnson

Jacisera Park Management
Bro. Robert St. F. Chung - Monitoring Officer
Bro. Junior Latibeaudiere - Assistant Monitor
Bro. Clarence Frater - Assistant Monitor
Bro. George Thorpe - Chairman
Bro. Rohan Henry
Bro. Fred Manderson
Bro. Dave Wright
Bro. Gary Mowatt
Bro. Glendon Watson
Bro. Dalton Brown
Bro. Glendon Dunkley
Sis. Onydeen Mowatt
Sis. Angela Burrell-Rodney
Sis. Denise Henry
**Human Resource Management**
Sis. Charmaine Creary-Beckford  
Sis. Phyllis Nalty-Raymond  
Bro. Denham Whilby  
Bro. Clarence Frater  
Bro. Thomas Bryce

**REPRESENTATION ON BOARDS/COMMITTEES**

**Bus Committee**  
Bro. Erell Crooks  
Bro. Gary Mowatt

**Computer Acquisition Loan Committee**  
Sis. Sonia Campbell  
Bro. Henry Anglin

**JCS Housing Company**  
Bro. Wayne St. A. Jones - Director  
Bro. Robert Chung - Director  
Bro. Edward Bailey - Director  
Sis. Sonia Campbell - Director

**JCSA Limited**  
Bro. Wayne St. A. Jones - Chairman  
Bro. Winston Clarke - CEO  
Bro. Edward Bailey - Director  
Sis. Georgia Mogg - Director  
Sis. Jean Menzie-Hastings - Director

**Jamaica Confederation of Trade Unions Executive Council**  
Bro. Wayne St. A. Jones  
Bro. Robert Chung

**Public Sector Committee**  
Bro. Denham Whilby  
Bro. Clarence Frater

**Blue Cross of Jamaica**

**Government Employees Administrative Services Only (GEASO)**  
Sis. Sonia Campbell  
Sis. Georgia Mogg

**Government Pensioners Administrative Services Only (GPASO)**  
Sis. Sonia Campbell
place before you at this the 88th Annual General Meeting of the Jamaica Civil Service Association, the audited Balance Sheet and the Income and Expenditure Account for the year ended November 30, 2005 and the accompanying schedules (I to V).

Financial Overview
For the Financial Year 2005 to 2006 the Association was again able to realize a net surplus on its activities. This in the context of increased inflow from subscriptions generated by a mix of increased membership and dollar amounts paid by individual members due to increases in salaries. The increase in income was offset by increases in expenditure driven mainly by transportation and traveling costs directly related to increase servicing of members and increases in the rate paid for mileage on traveling.

The Association spent $2.5 Million in the last financial year to acquire fixed assets thus increasing the assets base of the organization by approximately $3M this was covered by increases in receipts from subscription and of over $2.8M.

Investment is a major part of the focus of the Association as we continue to move to diversify the income base. We were able to increase our investments by buying preference share in the NCB Capital Markets in July of the Financial Year.

The Association was able to grow without incurring increases in liabilities even in the face of rising prices and was able to generate a surplus 26.56% above what it was last year.

Local Conferences and Meetings, Donations, Office and Occupancy Expenses and the costs associated with maintaining the organizations presence both locally and overseas were major expenditure items in the Year.

Summary of Financial Performance

<table>
<thead>
<tr>
<th></th>
<th>2006</th>
<th>2005</th>
<th>Change</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Income</td>
<td>25,433,702</td>
<td>23,444,048</td>
<td>1,989,654</td>
<td>8.49%</td>
</tr>
<tr>
<td>Expenditure</td>
<td>22,882,324</td>
<td>21,071,947</td>
<td>1,810,377</td>
<td>8.59%</td>
</tr>
<tr>
<td>Surplus</td>
<td>2,551,378</td>
<td>2,372,100</td>
<td>179,278</td>
<td>7.56%</td>
</tr>
<tr>
<td>Net Total Assets</td>
<td>12,157,124</td>
<td>9,605,745</td>
<td>2,551,379</td>
<td>26.56%</td>
</tr>
</tbody>
</table>

Treasurer’s Report
Outlook 2006/2007

The outlook for 2006 to 2007 is a very bright one for the Association. We will continue to increase the asset base of the organization and we feel that we are now at a point where we will be able to strengthen the institution and further improve the service delivery to members. We have developed and passed into policy the arrangements for the funding of Parish Chapters and there are plans afoot to open an office in the western end of the island.

We have completed year two of the three-year strategic plan and of note is the decline in committee activity. As chairman of the Finance and Planning Committee, I will attempt to breed new life and focus on our operational plans as we prepare to enter into the review phase of the plans culminating on November 30, 2008 as we continue to focus on the vision of the Association, which is, to ultimately become the leading member organization in the Caribbean.

In tandem with the reorganization of the JCSA, we will have to examine our infrastructure as it has long been determined that we have outgrown our current capacity both from a human resource and a physical resources perspective.

Despite predictions that we will have a marginal growth year in terms of subscription income, we were able to realize an increase of 13.15% over the 2004/2005 financial year. Kudos must go out to you members who have actively recruited during the year and I encourage you to continue the good work. We are unlikely to see any major growth in subscription income but we will be making a strong effort to materially increase our non-subscription income to fund the Association’s activities and to assist our members whilst containing operational costs.

O’Neil W. Grant
Honorary Treasurer
Auditor’s Statement

We have examined the Balance Sheet, Schedules (I-VI) and Accounts of the Jamaica Civil Service Association together with the Books, Vouchers and other relevant documents for the year ended November 30, 2006.

We have received the information and explanations sought and are of the opinion, as a result of the Audit that the Balance Sheet and Schedules reflect a true and fair view of the transactions and state of affairs of the services to which they relate.

Signed Auditors

[Signatures]
Nehemiah Ramdon
Fred Manderson
## Financial Statements

### JAMAICA CIVIL SERVICE ASSOCIATION

#### BALANCE SHEET

Y/E 30 NOVEMBER 2006

<table>
<thead>
<tr>
<th></th>
<th>2006</th>
<th>2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fixed Asset &amp; Investments</td>
<td>6,005,434</td>
<td>3,795,174</td>
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<tr>
<td>Current Assets</td>
<td>6,254,625</td>
<td>12,260,059</td>
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<tr>
<td></td>
<td>10,469,492</td>
<td>10,469,492</td>
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<tr>
<td>Long Term Liabilities</td>
<td>34,705</td>
<td>34,705</td>
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<tr>
<td>Current Liabilities</td>
<td>68,230</td>
<td>102,935</td>
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<td>12,157,124</td>
<td>9,605,745</td>
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</tbody>
</table>

### JAMAICA CIVIL SERVICE ASSOCIATION

#### INCOME AND EXPENDITURE

Y/E 30 NOVEMBER 2006

<table>
<thead>
<tr>
<th></th>
<th>2006</th>
<th>2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>Receipts</td>
<td>25,433,702</td>
<td>23,444,048</td>
</tr>
<tr>
<td>Less Operating Expenses</td>
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<td></td>
</tr>
<tr>
<td>General</td>
<td>22,882,324</td>
<td>21,071,947</td>
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<tr>
<td>Surplus/(deficit)</td>
<td>2,551,378</td>
<td>2,372,100</td>
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<tr>
<td>Add Balance b/f</td>
<td>9,605,745</td>
<td>7,233,645</td>
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<tr>
<td>Balance c/f</td>
<td>12,157,123</td>
<td>9,605,745</td>
</tr>
</tbody>
</table>
## SCHEDULE 1

### SOURCES OF INCOME

Y/E 30 NOVEMBER 2006

<table>
<thead>
<tr>
<th>Source</th>
<th>2006</th>
<th>2005</th>
</tr>
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<tbody>
<tr>
<td>Subscription</td>
<td>24,285,871</td>
<td>21,463,202</td>
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<tr>
<td>Rental and Hireage</td>
<td>280,000</td>
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<tr>
<td>Competition Fee</td>
<td>108,000</td>
<td>84,000</td>
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<tr>
<td>Affiliation Fees</td>
<td>1,600</td>
<td>1,000</td>
</tr>
<tr>
<td>Miscellaneous Income</td>
<td>4,900</td>
<td>221,489</td>
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<tr>
<td>Dividends</td>
<td>0</td>
<td>605,940</td>
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<tr>
<td>Fundraising</td>
<td>214,000</td>
<td>106,100</td>
</tr>
<tr>
<td>Grants</td>
<td>417,000</td>
<td>750,000</td>
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<tr>
<td>Interest</td>
<td>98,331</td>
<td>192,317</td>
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<tr>
<td>Advertisement</td>
<td>24,000</td>
<td>20,000</td>
</tr>
</tbody>
</table>

<p>| Total                 | <strong>25,433,702</strong> | <strong>23,444,048</strong> |</p>
<table>
<thead>
<tr>
<th>Item</th>
<th>2006</th>
<th>2005</th>
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<tbody>
<tr>
<td>Salaries &amp; Related Expenses</td>
<td>7,552,441</td>
<td>8,052,940</td>
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<td>Travel &amp; Subsistence</td>
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<td>3,716,925</td>
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<td>Management Fees</td>
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<td>150,000</td>
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<td>Training</td>
<td>31,300</td>
<td>75,042</td>
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<td>Office Supplies &amp; Postage</td>
<td>452,681</td>
<td>514,341</td>
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<td>Office Rent &amp; Maintenance</td>
<td>346,280</td>
<td>187,792</td>
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<td>Telephone</td>
<td>512,727</td>
<td>593,930</td>
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<tr>
<td>Electricity</td>
<td>603,171</td>
<td>470,336</td>
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<tr>
<td>Honoraria</td>
<td>800,000</td>
<td>644,000</td>
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<tr>
<td>Local Conferences &amp; Meetings</td>
<td>1,655,604</td>
<td>1,269,414</td>
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<tr>
<td>Annual General Meeting</td>
<td>698,180</td>
<td>752,778</td>
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<td>Civil Service Week</td>
<td>394,083</td>
<td>193,284</td>
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<td>Legal Expenses</td>
<td>93,200</td>
<td>687,118</td>
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<td>Magazine Expenses</td>
<td>482,908</td>
<td>422,661</td>
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<tr>
<td>Public Relations</td>
<td>866,298</td>
<td>776,598</td>
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<td>Foreign Conferences &amp; Meetings</td>
<td>1,085,872</td>
<td>708,573</td>
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<td>Repairs to Furniture &amp; Equipment</td>
<td>229,589</td>
<td>6,100</td>
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<td>Sports Expenses</td>
<td>374,065</td>
<td>10,596</td>
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<td>Donations</td>
<td>191,160</td>
<td>305,587</td>
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<td>Insurance-Building</td>
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<td>48,176</td>
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<td>Fundraising</td>
<td>76,650</td>
<td>90,964</td>
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<td>Election Expenses</td>
<td>28,426</td>
<td>100,888</td>
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<td>Affiliation Fees</td>
<td>632,553</td>
<td>600,890</td>
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<td>Motor Bike Expense</td>
<td>0</td>
<td>23,651</td>
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<tr>
<td>Miscellaneous Expenses</td>
<td>66,829</td>
<td>22,694</td>
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<tr>
<td>Bank Charges &amp; Interest</td>
<td>52,397</td>
<td>130,981</td>
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<tr>
<td>Interest on Loan</td>
<td>0</td>
<td>146,812</td>
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<tr>
<td>Depreciation</td>
<td>846,098</td>
<td>368,878</td>
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<tr>
<td><strong>Total Operating Expenses</strong></td>
<td><strong>22,882,324</strong></td>
<td><strong>21,071,947</strong></td>
</tr>
</tbody>
</table>
## JAMAICA CIVIL SERVICE ASSOCIATION

**SCHEDULE III**

**FIXED ASSETS & INVESTMENT**

Y/E 30 NOVEMBER 2006

<table>
<thead>
<tr>
<th>Description</th>
<th>2005</th>
<th>2004</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fixed Assets Less Depreciation</td>
<td>4,250,966.11</td>
<td>2,580,706</td>
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<tr>
<td>NCB Capital Markets Preference shares</td>
<td>540,000</td>
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</tr>
<tr>
<td>5620 Shares JCSMTS</td>
<td>11,240</td>
<td>11,240</td>
</tr>
<tr>
<td>8 Shares JCSA Housing</td>
<td>16</td>
<td>16</td>
</tr>
<tr>
<td>5 Shares JCSA Ltd</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>JCSA Ltd</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>Shares RJR</td>
<td>1,138,301</td>
<td>1,138,301</td>
</tr>
<tr>
<td>Interest Free Loan - JCSA Ltd</td>
<td>3,007</td>
<td>3,007</td>
</tr>
<tr>
<td>National Housing Trust</td>
<td>755</td>
<td>755</td>
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<tr>
<td>Deposits JCSMTS Ltd</td>
<td>1,043</td>
<td>1,043</td>
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<tr>
<td>30,000 Shares Jamaica Printing Services Ltd</td>
<td>60,000</td>
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</tr>
<tr>
<td></td>
<td><strong>6,005,434</strong></td>
<td><strong>3,795,174</strong></td>
</tr>
</tbody>
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## JAMAICA CIVIL SERVICE ASSOCIATION

### SCHEDULE IV

### CURRENT ASSETS

Y/E 30 NOVEMBER 2006

<table>
<thead>
<tr>
<th></th>
<th>2006</th>
<th>2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>JCSMTS-Subscription</td>
<td>138,318</td>
<td>195,402</td>
</tr>
<tr>
<td>Other Advances</td>
<td>2,385,872</td>
<td>1,949,537</td>
</tr>
<tr>
<td><strong>Savings account</strong></td>
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<td></td>
</tr>
<tr>
<td>General</td>
<td>923,031</td>
<td>489,264</td>
</tr>
<tr>
<td>Foreign Exchange</td>
<td>105,307</td>
<td>103,539</td>
</tr>
<tr>
<td><strong>Fixed Deposit</strong></td>
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<td></td>
</tr>
<tr>
<td>Contingency Fund</td>
<td>70,318</td>
<td>66,576</td>
</tr>
<tr>
<td>Investment a/c</td>
<td>25,846</td>
<td>23,967</td>
</tr>
<tr>
<td>Education Fund</td>
<td>203,704</td>
<td>186,618</td>
</tr>
<tr>
<td>Conference Fund</td>
<td>453,830</td>
<td>433,720</td>
</tr>
<tr>
<td>JCSA Care Fund</td>
<td>64,468</td>
<td>59,192</td>
</tr>
<tr>
<td>Legal Fund</td>
<td>224,625</td>
<td>205,731</td>
</tr>
<tr>
<td><strong>Current Account</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>General</td>
<td>758,293</td>
<td>2,167,565</td>
</tr>
<tr>
<td>Jacisera Park</td>
<td>891,011</td>
<td>783,208</td>
</tr>
<tr>
<td><strong>Cash Balance</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Office Imprest</td>
<td>10,000</td>
<td>10,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>6,254,625</td>
<td>6,674,318</td>
</tr>
</tbody>
</table>
### JAMAICA CIVIL SERVICE ASSOCIATION

**SCHEDULE V**

**LIABILITIES**

Y/E 30 NOVEMBER 2006

<table>
<thead>
<tr>
<th></th>
<th>2006</th>
<th>2005</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Long Term Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>JCSA Ltd</td>
<td>34,705</td>
<td>34,705</td>
</tr>
<tr>
<td><strong>Current Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>JCSA Thrift</td>
<td>0</td>
<td>610,812</td>
</tr>
<tr>
<td>JCSA Ltd</td>
<td>0</td>
<td>150,000</td>
</tr>
<tr>
<td>Scholarship Fund</td>
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<tr>
<td>Deposits</td>
<td>1,654</td>
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</tr>
<tr>
<td>Contingency Fund</td>
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<td>68,230</td>
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<td></td>
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<td>102,935</td>
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## JAMAICA CIVIL SERVICE ASSOCIATION

### SCHEDULE VI

#### ANALYSIS OF FIXED ASSETS

**Y/E 30 November 2006**

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>Original Cost</th>
<th>Additions/ (Disposal)</th>
<th>Total</th>
<th>Depreciation Charge</th>
<th>Accumulated Depreciation</th>
<th>Book Value 30/11/2006</th>
</tr>
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<tbody>
<tr>
<td><strong>Secretariat</strong></td>
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<tr>
<td>A/C</td>
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<td><strong>SUB-TOTAL</strong></td>
<td>3,379,987</td>
<td>260,357</td>
<td>3,640,344</td>
<td>362,624</td>
<td>1,271,562</td>
<td>2,368,782</td>
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</table>

**Jacisera Park**

| Buildings                     | 77,351        | 0                     | 77,351| 0                   | 0                        | 77,351                 |
| Grounds & Fixtures            | 29,782        | 0                     | 29,782| 0                   | 29,779                   | 3                      |
| Tables Tennis Tables          | 260           | 0                     | 260   | 0                   | 258                      | 2                      |
| Sound Equipment               | 9,569         | 0                     | 9,569 | 0                   | 9,565                    | 4                      |
| Kitchen Equipment             | 17,899        | 0                     | 17,899| 0                   | 17,897                   | 2                      |
| Refrigeration Equipment       | 322,743       | 0                     | 322,743| 32,274           | 322,740                  | 3                      |
| Skittle Table                 | 2             | 0                     | 2     | 0                   | 0                        | 2                      |
| Cash Register                 | 5,496         | 0                     | 5,496 | 0                   | 5,494                    | 2                      |
| Cleaning Equipment            | 1,053         | 0                     | 1,053 | 0                   | 1,050                    | 3                      |
| Lawn Mower                    | 173           | 0                     | 173   | 0                   | 171                      | 2                      |
| Chairs & Tables               | 8,050         | 0                     | 8,050 | 0                   | 8,048                    | 2                      |
| Fixtures & Others             | 1,480         | 0                     | 1,480 | 0                   | 1,478                    | 2                      |
| Kitchen Utensils              | 4,322         | 0                     | 4,322 | 0                   | 4,320                    | 2                      |
| Television                   | 2             | 0                     | 2     | 0                   | 0                        | 2                      |
| Darts                         | 660           | 0                     | 660   | 0                   | 658                      | 2                      |
| **SUB-TOTAL**                 | 478,842       | 0                     | 478,842| 32,274           | 401,548                  | 77,384                 |

**Motor Vehicle**

| 0                             | 2,256,000     | 2,256,000             | 451,200| 451,200             | 1,804,800                |                        |

**TOTAL**

| 3,858,829 | 2,516,357 | 6,375,186 | 846,098 | 2,124,220 | 4,250,966 |