



Jamaica Civil Service Association

101st

Annual General Meeting

**“Persistent and Consistent, Advocating for the Worker:
Moving from Surviving to Thriving”**



ANNUAL REPORT 2019-2020



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Jamaica Civil Service Association

Annual Report 2019 - 2020

Presented
to the

101st ***Annual General Meeting***

Theme:

***"Persistent and Consistent, Advocating for the Worker:
Moving from Surviving to Thriving"***



Mission Statement

The Jamaica Civil Service Association 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 whose legitimate interest are safeguarded and affirmed through membership in the organization.



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MESSAGE FROM HIS EXCELLENCY THE GOVERNOR-GENERAL THE MOST HON. SIR PATRICK ALLEN ON, GCMG, CD, KSt.J

The Jamaica Civil Service Association begins its second century of existence, proud of past initiatives and successes, and committed to a bright future for its members.

Our nation has grown in maturity, efficiency and the international respect we currently enjoy. A major contributor to our progress has been the stability and the vibrancy of the membership and leadership of the Association throughout its existence.

Although it has not been trumpeting its many achievements, the Association has focused on effective representation, supported proposals aimed at national progress, and sought to emulate best practices in a country serious about economic growth and socially responsible development.

The JCSA has adopted a forward-looking approach to its work, and the leadership has reminded us that Jamaicans are not content with simply getting by. We are constantly striving for better, whether it be in quality of life, engendering true respect for all our citizens, or earning international recognition for our achievements, products, and principles.

Implicit in this approach is the desire to reflect as far as is humanly possible the excellence of which we are capable. We are people who have a reputation for working hard. Increasingly, we are finding ways not only of “working harder”, but of “working smarter.” Notwithstanding the significant support provided by currently available technology, it is the will, professionalism, and the love of service which are critical to the improvements we seek, moving “from surviving to thriving”.

I commend the Jamaica Civil Service Association on its achievements over the years. I encourage the leadership as you continue you to uphold professionalism, support performance enhancement, effectively advocate for your members, and inspire Jamaica to embrace all opportunities to grow and prosper.

Best wishes!



MESSAGE FROM THE MOST HON. ANDREW HOLNESS, ON, MP PRIME MINISTER

The nation is proud and blessed to have one of the oldest and strongest public sector advocacy organizations in the entire region. The JCSA has played an integral role in the development of the trade union movement and the history of Jamaica.

I therefore take pride in extending greetings to the JCSA as it celebrates its 101st annual general meeting.

Civil servants are important stakeholders which drive service delivery in Government. Indeed they work tirelessly to build our nation as we seek to transform Jamaica into an efficient, modern and productive society. It is therefore crucial that service excellence is the hallmark of success for the civil service.



The Association should be commended for the early formation of a Thrift Society to provide financial support to members, as well as the creation of the Jamaica Civil Service Housing Company to promote home ownership were powerful steps for a then young organization to promote service to members.

Today, the focus must be shared as the changing needs of the public, which is a key stakeholder in the society, must be addressed. In this regard, as the Association seeks to represent its members, it must also be mindful of the public demands. Indeed, the civil service exists because of a public demand for Government service and we must move to efficiently and effectively provide such services. Indeed as drivers of economic growth, our role is to be facilitators of the true economic independence which all Jamaicans should embrace.

As Jamaica evolves into a modern society, all institutions, both private and public, must position themselves to be positive contributors to our national development. None of us have a choice in this matter. Globalization, modern technology, the needs of the future generation and several other factors have put into sharp focus the need for a rapid transformation in the way we operate as a Government and a public sector.

The JCSA must be one of the organizations at the forefront of the drive to modernize systems and move our country to the pinnacle of global nations. Through discussions, partnerships, and a shared vision of efficiency and growth, this Government and all stakeholders must join hearts and minds to achieve our goals.

I implore you to advocate to members of the Association to utilize all the tools and opportunities available to consistently provide quality service to the public

Again, my heartiest congratulations on celebrating 101 years of service to Jamaica. I wish you every success as you continue to partner with Government and play your part in shaping a civil service built on excellence and success to ensure a prosperous Jamaica.

The Mst Hon Andrew Holness, ON. MP

**MESSAGE FROM
THE MOST HON. DR. PETER PHILLIPS, MP
THE OFFICE OF THE LEADER OF THE OPPOSITION**

For over a century, the Jamaica Civil Service Association (JCSA) has built and maintained a fine tradition of advocacy, representation and service to the hardworking men and women that keep the wheels of government turning. The Association must be commended for its consistent demonstration of the highest levels of professionalism in its service to the nation.



As you stage another annual general meeting, be minded that the people of Jamaica readily appreciate the concept and validity of your theme **“Persistent and Consistent, Advocating for the Worker: Moving from Surviving to Thriving”**.

In spite of the challenges, this is the type of commitment that has motivated your members over the last century to serve with dedication and competence. Today, the job has become more demanding as the task of governance becomes more complex.

Against these realities, I would like to urge you to continue the process of strengthening the capacity of the JCSA’s membership to ensure Jamaica’s progress in an increasingly competitive global environment, now being challenged by the global pandemic which has impacted our livelihood and for which solutions are still being pursued.

Let me wish you every success in your future endeavors as we look forward once again to your partnership and support in the building of a Jamaica that works for all.

The Most Hon. Peter D. Phillips, MP



Message from CARIBBEAN PUBLIC SERVICES ASSOCIATION

The theme which has been selected for the 101 Annual General meeting of the Jamaica Civil Service Association (JCSA) is timely and appropriate. The many activities that have been planned lend substantial support to the theme “Persistent and Consistent, Advocating for the Worker: Moving from Surviving to Thriving”. Over the years, The Union has proven itself to be persistent, consistent, strident and effective in advocating on behalf of its constituents. In recognizing the need to more effectively represent its members, the union has taken steps to move away from a survival mode to a more assertive and proactive posture whereby it is more likely to flourish.

The JCSA has no doubt over the years, faced many challenges with Jamaica, in many instances, being the first in the region to implement certain stringent economic measures. However, unlike the proverbial ostrich it has never “buried its head in the sand.” It has always embarked on the necessary research and prepared itself in other ways to efficiently address the issues of the day be it pension reform, public sector reform or divestment of public assets to public officers.

At this juncture in our history there is no room for complacency. The JCSA is ensuring that the gains it has achieved over a long period of time are maintained. It is also aware of actions which should be taken to retain membership and to attract new members into the fold.

We wish to applaud the union on its recent move in establishing a supermarket, a decision which in my opinion will bring financial relief to members and additional revenue to the union.

Our wish is that positive productive recommendations will in fact emanate from conference which when implemented will result in even greater and more sustainable achievements.

Do have a successful conference. Long live the JCSA. Solidarity forever from the Dominica Public Service Union and the Caribbean Public Services Association.

Thomas Letang
General Secretary



Message from JAMAICA CIVIL SERVICE MUTUAL THRIFT SOCIETY LIMITED

I wish to congratulate the Executive and members of the Jamaica Civil Service Association as you celebrate your 101st anniversary as well as the hosting of your Annual General Meeting under the theme “Persistent and Consistent, Advocating for the Worker: Moving from Surviving to Thriving”.

As we reflect on the events of the past few months occasioned by the disturbing effects of COVID 19, your theme seems most timely. This event has brought with it new experiences and new lessons at survival given its effects on our culture through physical distancing, our economy and our general way of life. It has even caused us to place greater reliance on technological solutions for our everyday existence. We have not only been forced to innovate but are required to adapt to a new ‘normal’ way of operation.

Your members would not have been immune to the challenges brought about by this pandemic and by other adversities over these many years. These would have impaired their ability to attain their desired goals. However, after a century of existence, the Association would have

witnessed many challenges - socio-economic, cultural and technological. No doubt you have developed the resilience and experience that, through persistent and consistent advocacy on behalf of your members, they would have cultivated the spirit to survive. But to be in a survival mode is merely to be existential.

Your objective must be to transform them from being existential to become more productive and successful in their jobs. Your advocacy for issues such as new workplace policies and programmes for their benefit should certainly improve their economic health and prosperity – thereby transforming them from just merely surviving to a state of thriving.

On behalf of the Committee of Management and staff and the membership of the Jamaica Civil Service Mutual Thrift Society, I extend very warm greetings and best wishes for a successful and productive 101st Annual General Meeting.

Errol L. Miller
Chairman

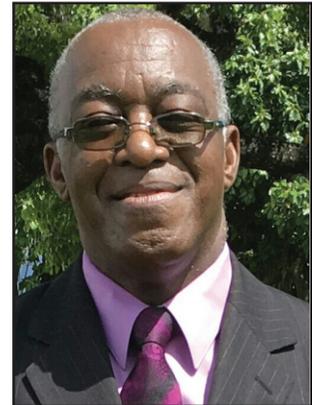
MESSAGE FROM JAMAICA GOVERNMENT PENSIONERS ASSOCIATION (JGPA)

As the Jamaica Civil Service Association (JCSA) embarks upon its 101st year - charting a course towards another century we, the Jamaica Government Pensioners Association, take delight in wishing you every success as you go forward on this journey.

We use this medium to reiterate our sincere appreciation for the work that you do and for your continued persistence as you display professionalism and loyalty to our nation, and to your cause. Your advocacy and patience over the years are commendable; despite the many challenges we face as a nation, you have stayed the course in pursuit of sustainable social and economic development for all your members and indeed for all concerned.

The theme of your AGM: "Persistent and Consistent, Advocating for the Worker: Moving from Surviving to Thriving" is very relevant to the role of the Jamaica Civil Service Association, particularly at this time when your members have made the sacrifices and now look forward to brighter futures. In this regard we are confident that you will always remain true to the mission

as you seek new and innovative ways in your efforts to aid in the betterment of your members and the transformation of our nation.



We, at the JGPA, also remain committed to work in tandem with you as we strive to improve the quality of life and general welfare of your members and the wider public sector group, as they proceed into retirement from the Jamaica Government Service, and again, we extend our invitation to your members to join us.

Best wishes to you all and may you have a very fruitful and successful AGM!!!

Johnathan Brown, BH (M)

President

Jamaica Government Pensioners Association

PRESIDENT MESSAGE

The year 2020 brought with it much hope for a bountiful year for Public sector employees as the plans laid by the Government were now unfolding setting the foundation for a great 2021. Several targets were achieved, and plans were put in place for their execution. No one could have predicted that an outbreak of an infectious virus would literally bring our economic recovery to a halt and set us back several years. Thus, is the nature of the impact external forces have on our vulnerable Socioeconomic system.

The impact of the virus has been tremendous but could have been greater if it were not for the brave and dedicated men and women on the front lines who, notwithstanding personal risks to their health stood in the breach to ensure that we contained the virus. The public Service remained on the Job committed to serving our fellow citizens. Some contracted the virus, but we were lucky to have not lost any lives.

However, this crisis has taught us many lessons as a country and a public Sector, it demonstrates that we are not only workers, but the entire Public Service is an essential service and that public services are essential. This realization should not escape us, and we must use them to strengthen our advocacy for the strengthening of the delivery of quality public services.

This crisis has also brought sharply into focus that the way we work needs to change

and that the various reforms recommended by the Labour Market reform Commission is in urgent need of action.

This will require significant resources being made available to transform the Ministry of Labour and Social Security into an economic ministry and the promulgation of the Decent work Agenda and Sustainable Development Goal 8.

Strengthening of the framework for flexible work arrangements must now be prioritized, passage of the Occupational Safety and Health Act must be passed quickly in the context of the recent experience, Childcare and Protection Act must be reviewed to reexamine the rights and responsibilities for parent and those that care for their elderly parents, the Social Security net must be strengthened with the need to properly Identify of Citizens in need of those social services and we must use technology and the relevant digital infrastructure to drive how we deliver services to our citizens.

Resiliency is a buzz word in recent years, but this has been in the context of adverse natural occurrences such as hurricanes, floods, rising sea levels and earthquakes. We must now add pandemics to the lexicon



of resiliency. Jamaica as a Small Island Developing State that is highly dependent on tourism and services must develop resiliency to mitigate the effects of all the risks cited above.

Only the public sector can create the environment for our country to be resilient and so our stated intention of building a world class public service is a given. A strong and efficient bureaucracy is needed where the best and the brightest are in charge of creating an environment to fosters resiliency and is properly resourced in protecting the country from the effects of crises of any complexion.

Let us not waste the lessons of 2020 and we build back better!

O'Neil W. Grant, MBA
President

THE JAMAICA GOVERNMENT PENSIONERS ASSOCIATION

Celebrates with & Congratulates

THE JAMAICA CIVIL SERVICE ASSOCIATION

On its 101st Annual General Meeting under the Theme
“Persistent and Consistent Advocating for the Worker:
Moving from Surviving to Thriving”



The natural progression for members of the Jamaica Civil Service Association on retirement is to become members of the JGPA

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The JCSA Team

Officer Corps



Honorary Treasurer and Team



Executive Committee





Jamaica Civil Service Association

General Secretary



Management Team



Accounts Team



Industrial Relations Team



Administrative Team



Member Service Team



JACISERA Park Team



Regional Administrators



Secretariat Staff



GENERAL SECRETARY'S OVERVIEW

"The pessimist complains about the wind, the optimist expects it to change, the leader adjusts the sails." - John Maxwell

As the youngest General Secretary for the Jamaica Civil Service Association to date, my stewardship since 2015 has led me to believe that leadership not only requires optimism; it requires adjustment to situations, thereby keeping the ship afloat, for we cannot direct the wind, but we can adjust the sails, as it is not the direction of the wind that determines which way we will go.

The year 2020 has been particularly challenging with the declaration of the Global Pandemic, Covid-19 which has caused many setbacks. The year started off with high expectations and much hope, but as the days and weeks went by, we watched as this crisis deepened, the likes of which we have never experienced before as an independent nation. We have had to make significant changes to our modus operandi, yet we were able to navigate through the tremendous struggles we have had to face throughout this period.

Our spirit of resilience has enabled us to bounce back from the hard hits and today we continue to stand tall. This is a practical example of us adjusting our sails. The unprecedented Covid-19 has resulted in us inevitably having to find solutions to ensure our constitutional obligations were met. This experience has taught us many valuable lessons and will position us for the future.

Having celebrated 100 years of existence, the Association entered its new administrative year on June 1, 2019. This new year commenced



with the Special General Council Meeting where the Council was charged, ready and willing to serve, having been given the mandate from the Annual General Meeting, our task begun and so the sails were adjusted for the journey.

Annual General Council Retreat

Given the approval of a dues increase at the Annual General Meeting held in May 2019, the General Council was presented with the plans for the implementation of the new dues structure, plans that would see additional benefits being given to the members as well as strengthening our core functions: Industrial Relations, Member Services, Administration, Communications and Finance and Accounts.

The Jamaica Civil Service Association held its Annual General Council Retreat during August 15-17, 2019. The retreat formed part of an initial training and empowerment activity for the General Council to allow them to become familiar with the Associations plans, vision and methodologies for the implementation of the union's key objectives.



During the session, the JCSA's Strategic Plan 2016-2020 and the JCSA Sector Focus Strategy were presented to the General Council which was deeply engaged in discussions that would see the Association addressing the weaknesses and strengths and dealing with threats while capitalizing on opportunities.

The strategic plan 2016-2020, required the participation of all our stakeholders including the Officer Corps, the Executive Committee, General Council, staff, partners in the Ministries, Departments and Agencies as well as business partners. At the core of the plan was membership growth and retention and providing the highest qualities of professional services to our members.

The roles and functions of Council Members were presented with the highlights being how their work would ensure the success of the organization.

The retreat also provided an opportunity to groom newly elected representatives on how to conduct meetings, volunteering on committees and conducting their annual check-off. The Retreat was held under the theme Persistent and Consistent, Advocating for the Worker: 100 years of activism for Quality Public Services".

Other presentations on such as the GOJ's Compensation Review was made to the Council. The sessions were very interactive as the Council reviewed and made recommendations to the four priority areas under the Strategic Plan, namely Service Delivery, Human Capital Development, Operational Efficiency and Revenue Enhancement.

The General Council Retreat 2019 was held at the Sea Garden Beach Resort, Montego Bay, St. James.

Presentations were made by President O'Neil Grant, First VP, Techa Clarke Griffiths, General Secretary Tifonie Powell-Williams and Past President and Deputy Financial Secretary Wayne St. A. Jones.

Having completed the General Council Retreat, the Association's Strategic Planning continued with a Staff Retreat to convey the overall plans for the organization as the team members would be the implementors of those strategy plans.

For the rest of the year, focus was placed on carrying out the mandate of the Council, particularly by strengthening the Secretariat's capacity and so in December 2019, the Association engaged a fulltime Public Relations and Communications Officer, Sis. Shanee Grant.

The strategic priorities that were approved by the General Council are as follows:

Strategic Priority:

- 1: Improved Access to JCSA Services
- 2: To optimize Financial Performance
- 3: To improve operational efficiency and service delivery
- 4: To improve people and performance management for results

The chart below outlined our major tasks as it relates to these activities:

Strategic Priority 1: Improved Access to JCSA Services

Strategic Objective 1.1 To improve the JCSA contact with membership through increased visibility				
1.1.1	Major Task	Target 2019-2020	Update	Owner
Secretariat Strengthening	Parish Chapter Annual General Meetings	January 2020	14 Chapter Chairs Elected – 100% complete	Admin Coord/ GS
	Departmental Representative Meetings	February – April 2020	85% Min. /Dept confirmed	Admin. Coord
1.1.2 New Team Members	IR Services expanded to include two (2) new members of staff, the unit now has five persons.	February 2020 – April 2020	One additional IR to be employed.	Admin Coord/ GS
	Employment of Member Service Supervisor which expands the number of persons in the unit to four (4). Accounts unit expanded with two (2) new members of staff Two (2) Regional Administrators were employed to head our outstations i.e. Western Region and South East Region. Public Relations and Communications Officer was employed		One additional member service to be employed One additional accounts clerk to be employed. Two support staff to be employed (clerical officers) Completed	
1.1.3 Strengthen Regional Office	Employment of Regional Administrator and Clerks	February – June 2020	90 complete Three Regional Administrator and One Clerk	Admin Coord/ GS
1.1.4 Chapters	Quarterly Meetings by regions	Chapters quarterly meetings	Orientation session being organized	GS/Admin Coord.
2.1.1. Implement measures that will increase subscription compliance rate to 100%	Collect 100% of all subscriptions by using accounts receivable methodologies	January 2020	To be completed	HT
	Fully populate the Membership database with details of all members	February 2020	Database is being populated. WIP	GS/Admin. Coord
2.1.2 Increase use of JPark as revenue center	Develop and implement a utilization plan	February 2020	To be done	JPark Committee/ Admin Coord

Strategic Objective 1.1 To improve the JCSA contact with membership through increased visibility				
2.1.3. Utilize surplus revenue to increase JCSA pool of investments	Major Task	Target 2019-2020	Update	Owner
	Develop an investment policy for funds surplus	February 2020	To be completed	HT
4.1.1. implement a staff engagement	Major Task	Target 2019-2020	Update	Owner
	Develop & implement the Strategic Staffing Programme	Feb 2020	Plan developed	GS

KEY: GS - General Secretary, AC- Administration Coordinator, MSS - Member Service Supervisor, MSO - Member Service Officer, JCSH - JCS Housing, TUET - Trade Union, Education & Training Committee, MC - Mini Mart Committee, IRO - Industrial Relations Officer, RA - Regional Administrator, DEC - Data Entry Clerk, PR&CO - Public Relations & Communications Officer, AT - Accounting Technician, ARC - Accounts Receivables Clerk, HT- Honorary Treasurer, IRM - Industrial Relations Manager.

Tifonie Powell-Williams
General Secretary

HUMAN RESOURCES AND ADMINISTRATION

Staffing Matters

In keeping with our strategic plan to fully staff our offices with the required personnel the following team members were employed as follows:

- Sis. Shanee Grant,
Public Relations and Communications Officer
- Sis. Natasha Wright-Rankin,
South Central Regional Administrator
- Sis. Alecia Pusey
Regional Industrial Relations Officer
- Sis. Rosalind McKenzie,
Industrial Relations Officer
- Sis. Dellaceta Drummond
Western Region Regional Administrator
- Sis. Michelle Williamson
Member Services Officer
- Sis. Cherrian Bowyer
Accounting Technician s
- Miss Denisha Smith
Accounting Clerk

Sis. Claudette Walcott went off on retirement however, she was re-engaged on a contractual arrangement as the First Impression Officer for a period of one year. We welcome her back to the Secretariat and look forward to a mutually rewarding working relationship.

Sis. Claudette Parker contractual employment with the JCSA came to an end. Sis. Parker was thanked for her invaluable service to this organization and well wishes expressed to her in her future endeavours.

The Secondment of Sis. Keisha James came to an end as of July 31, 2019, Sis. James returned to the Kingston Public & Victoria Jubilee Hospital on 1st August 2019.

Additionally, Bro. Richard Chin former Member Service Supervisor engagement with the Association came to an end on July 31, 2019. Sisters Joan Hughes-Drysdale and Kimone Campbell tendered their resignation from the Association on November 2019 and January 2020 respectively for greener pastures.

Staff Orientation Session

An orientation/reorientation session was held with members of staff on September 20, 2019 at JACISERA Park. The session was geared towards sensitizing staff about the roles, functions and responsibilities of the various units and the general HR policies, procedures. Presentations were also conducted on Workplace Ethics and Pension Administration – presenters were, Mrs. Charmain McKnight and Mr. Hibbert Anderson. The session was very interactive and informative and was well received by members of staff.

A one-day training session was also held at the Hugh Shearer Labour Studies Institute (HLSI) under the theme “Conflict Resolution and Grievance Handling at the Workplace”. Those who were in attendance included, Sis. Rosalind McKenzie, Sis. Joan Hughes Drysdale, Sis. Rhonda Pryce – Exco Member and Sis. Ann Marie Campbell Bell - Exco member.

The workshop was facilitated by Dr. Suzette Henry-Campbell, Ph.D. The partic-

Participants were mainly union delegates from the private sector. This workshop was very interactive, it started out with a case study highlighting how conflict arises. The course material highlighted the Labour Relations and Industrial Disputes Act (1975) and the Labour Relations Code, 1976. These two pieces of Legislation are the key which guides the relationship between Employers/Managers and Labour. Some of the main points discussed were duties and responsibilities of the Employer, the employee, and the Trade Union

The components of the grievance procedure were outlined as follows:

- Must be in writing.
- States the level at which the issue should first be raised.
- Set time limits for each stage of the procedure and provide for extension by agreement.

Seminar on Sexual Harassment in the Workplace

The Jamaica Chamber of Commerce hosted a Seminar entitled: *“The Sexual Harassment Act in the Me-Too Era: Employee Rights & Employer Obligations”* on October 9, 2019 at the Knutsford Court Hotel. The JCSA was represented by Sisters Tifonie Powell-Williams and Patrice Porter. Sexual Harassment as defined by the Equality Act 2010 of the UK is: where one engages in *unwanted conduct related to sex or of a sexual nature and the conduct has the purpose or effect of violating B’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.*

The definition covered less favourable treatment for rejecting or submitting to unwanted conduct of this nature.

Sexual Harassment Bill (Jamaica)

A person making any sexual advance towards another person that is reasonably regarded as unwelcomed, offensive, or humiliating by the person towards whom the sexual advance is made.

Participants were guided with regards to what constitutes a sexual advance, and these were put forward as:

- Physical contact of sexual nature
- A demand or request for sex or for favors of sexual nature
- The making of sexually covered remarks, sexual advances, sexual suggestions or sexual innuendos

The session focused on the duties of the employer and implementing Workplace Sexual Harassment Policies.

Staff Retreat

A one-day Staff Retreat was also held on Friday September 27, 2019 at the Courtleigh Hotel in New Kingston. The presentations and discussions were aligned to the JCSA Strategic Priorities.

1. Service Delivery- (Improved Access to JCSA Services)
2. Human Capital Development (Improved People and Performance Management for Results)
3. Revenue Enhancement - (Optimized Financial Performance)
4. Operations Management and Efficiency – (Improved Operational Efficiency and Service Delivery)



The change in location did well for the staff, as it set the atmosphere for what was a very interactive and fruitful Retreat leaving each member of the team with a very clear understanding of our mandate towards providing effective and efficient service for our members. Special thanks to our presenters President O'Neil Grant and First Vice President-Techa Clarke Griffiths.

Trainees

The Secretariat welcomed our Summer trainees Ms. Sharri-Ann Gayle, Ms. Jhenille Getfield and Ms. Paige Johnson who worked with us for four (4) weeks. The trainees were assigned to the Members Service Unit and the Registry.

Dues Increase

At the 100th Annual General Meeting of the Jamaica Civil Service Association on May 31, 2019, a Resolution was passed to amend the dues structure from half of one percent (1/2 of 1%) of basic salary to one percent (1%) of basic salary effective 1st July 2019. As such, Permanent Secretaries, Heads of Departments, Human Resource Managers, Principal Finance Officers and Payroll Supervisors were advised of this so as to ensure a smooth implementation of the new fee. All Departmental Representatives were asked to follow-up on this. As a result of the dues increase the Association received quite a number of resignation requests in the first instance as some members indicated that they were not informed by their representatives, subsequent to this the Association developed a communication method to sensitize members island wide which resulted in a decreased significantly in

comparison to previous months. Notwithstanding this, the Association would have seen a vast increase in new application for membership within the Union.

General Council Retreat 2019

General Council Retreat 2019 was held at the Sea Garden Beach Resort, Montego Bay, St. James between August 15-17, 2019, under the theme: "Persistent and Consistent, Advocating for the Worker: 100 years of Activism for Quality Public Services". Presentations were conducted on the Role of the Departmental Representative: Attendance and conducting meetings, Giving and Receiving feedback, Desk Research, Resources needed, volunteering on committees, annual check offs, Implementation of the Dues Increase, compensation Review, the JCSA Rules and Regulations and the JCSA's Strategic Plan.

We had breakout sessions where Council members were placed into four groups looking at Service Delivery, Human Capital Development, Operational Efficiency and Revenue Enhancement within the Association, all intelligence and bright minds came alive and this was demonstrated in all presentations. All sessions were very interactive and informative and the unity amongst the council was evident and can only give strength as we stand together as a council to service our members and to provide effective and efficient service.

Many thanks to our Presenters: President O'Neil Grant, First VP, Techa Clarke Griffiths, General Secretary Tifonie Powell-



Williams and Past Present Bro. Wayne St. A. Jones. Many thanks to you our Council Members for making Retreat 2019 very rich and productive one. Thanks also to the Secretariat staff and planning committee. Many thanks for a very successful Retreat.

Renovation of the Secretariat

A fresh new look at our Secretariat which was redesigned, reorganized, repainted, and fitted with workstations to facilitate the Members Service Unit and front desk staff in a more efficient manner. Members should find our Industrial Relations Unit to be more comfortable also when treating with their issues in a more private and secure manner. We continue to do our best to provide comfortable and safe environment for our members and staff.

Centenary Celebrations

We continued with our centenary activities in 2019 starting out with a series of four 5K Walk/Runs, the first of this kind which were held over the period February – April 2019. The proceeds of this venture went to four Health Facilities in the 4 Regions of the Ministry of Health. The first was Region 3, which comprises the parishes of St. Ann, St. Mary, Portland and St. Thomas; Region 1 St. James, Trelawney, Hanover, and Westmoreland; Region 2, St. Catherine, Clarendon, Manchester and St. Elizabeth; and Kingston & St. Andrew Region. Congratulations to the sports Committee and many thanks to our Sponsors.

Church Service

Our Church service was held on Sunday May 5, 2019, at Holy trinity cathedral, 1 George Headley Drive, Kingston. The

service was presided by Rev. Kingsley W. ASPHALL JP, and assisted by the Archbishop of Kingston, The Most Rev. Kenneth D.O. Richards, DD, Rev. Ron G Burgess

The service was graced by the awesome, delightful and melodious sound of the 100 Voices Centenary Choir under the direction of Assistant Superintendent Heston Boothe of the Jamaica Constabulary Force Choir. The members of the choir were drawn from the following MDA'S: Min. of Finance and the Public Service, Min. of Foreign Affairs & Foreign Trade, Min. of Labour and Social Security, Department of Correctional Services, Statistical Institute of Jamaica, Jamaica Information Service, Tax Administration Jamaica, Jamaica Customs Agency, Jamaica Constabulary Force, National Lands Agency and Jamaica Civil Service Association.

The service was well attended by members and their families. Greetings were brought by President O'Neil Grant, Sis. Helen Davis-Whyte, President of the Confederation of Trade Unions, and Hon. Pearnel Charles Jnr. who Represented Hon. Dr. Nigel Clarke and delivered his message. The first lesson was read by General Secretary, Mrs. Tifonie Powell-Williams.

Launch of Centenary Stamp

The JCSA in collaboration with the Post and Telecom Department launched the Centenary Stamp to commemorate its 100 years of existence. This ceremony was held at Jacisera Park on May 6, 2019. It was attended by representatives from the Ministry of Science Energy & Technology,



The Postmaster General and staff, President O'Neil Grant, Officers, Executive Committee, General Secretary and staff and members of the Association. It was a wonderful moment and the stamps are beautiful some of which were given as token at our Annual General Meeting to our members.

Launch of Centenary Gardens

The Centenary Garden was also launched on May 6, 2019 at our Sports Complex, JACISERA Park, 31 Molyne's Road, Kingston 10. It was landscaped by the HEART/NTA Ebony Park Academy, Horticultural Division. The garden was one of the planned projects to commemorate our 100 celebrations, and to improve the aesthetic appearance of the grounds of the park. The main feature of the garden is the area bearing the Head Stones of the sixteen (16) Past Presidents complete in marble tiles. Other highlights of the garden are the Concrete Benches, the Established Lawn, and the Fountain, adorned with Plum Bago plants, and Red Wood Mulch around the garden bed.

Centenary Banquet

The Centenary Banquet, which was a signature event, was held at the Jamaica Pegasus Hotel, on the Association's 100th birthday, Monday May 6, 2019. There were two main features of the banquet, the guest speaker Ms. Claudia Coenjaerts, Director of the International Labour Organization (ILO), Decent Work Team and Office for the Caribbean, and the honoring of two Past Presidents, Bro. Wayne St. A. Jones and Bro. Edward Churchill Bailey, Past Officers Bro. Denham Whilby and Sis. Una Samms, and

past member and advocate Lady Patricia Golding. The evenings event was well attended by corporate sponsors and their staff, JCSA members, staff and their families, Ambassadors, Permanent Secretaries and their staff and other dignitaries.

There were lots of WOW MOMENTS!!!! The Master of Ceremonies for the occasion was the very enthusiastic, humorous and knowledgeable Mr. Vivian Crawford who did an exceptional job. To add to the evening's enjoyment, we were entertained by the beautiful and melodious voice of Jamaica Constabulary Force Choir songbird, Constable Shaneika Murray-Bartley. The elegant décor was done by the TEST events planning team..

Young Worker's Forum

This event was held on May 31, 2019 at Jacisera Park, under the theme: "Sustainable Development and Young Workers: An Examination of Decent Work". The panelists were drawn from the Caribbean and Jamaica's public and private sectors. These were Sis. Sandra Massiah, Sub Regional Secretary from the Public Services International; Dr. Henry Wallace Charles, Youth Development Specialist from St. Lucia, Dr. Andre Haughton, Economist and Senior Lecturer, UWI Mona and Ms. Kemesha Kelly, Youth Advocate and Lecturer, UWI Mona.

Minister Alando Terrelonge, Minister of State, Ministry of Education, Youth and Information, brought greetings and Ms. Viris Rickards, Branch Manager of Singer Jamaica Ltd., gave some valuable remarks

to the young workers. The forum was attended by a significant number of stakeholders from various educational institutions, Government Officials, representatives of the private sector, union practitioners, and Young Workers from various MDAs. Based on the feedback the forum was well received and had achieved its objectives.

Heartfelt appreciation was conveyed to Sisters Yvonne Jackson and Beverly Edwards who were very integral in the planning of our Centenary celebrations.

Men's Forum

The Men's Forum was held on May 7, 2018 at the Jacisera Park 31 Molyne's Road, Kingston 10, under the theme "THE TRADE UNION at a CROSS ROAD, Its RELEVANCE in a MODERN SOCIETY. The forum was well supported by members and non-members and was very successful.

The presenters were:

- Dr. Orville Taylor, Head of the Department of Sociology, Psychology, & Social Work, Faculty of Social Sciences – The University of the West Indies.
- Michael Tucker Executive Director, National Council on Drug Abuse.
- JCSA Young Workers – Mr. Herbert Gray Department of Correctional Services, and Mr. Raymond Poyser of the Ministry of Economic Growth and Job Creation.
- The Hon. Alando Terrelonge MP, Minister of State in the Ministry of Culture, Gender, Entertainment and Sport represented for the Hon. Minister

Olivia Grange Minister of Culture Gender Entertainment and Sport.

- Greetings were also brought by Hon. Fayval Williams, Minister without Portfolio, Ministry of Finance and the Public Service.

CONDOLENCES

During the administrative year, the Association said farewell to some of our members and well close family members of our council:

"Gone from our sight, but never from our hearts." Condolences were expressed to the following:

- To the Family and Friends of our very own Bro. Denham Whilby who served the Jamaica Civil Service Association in the capacity of Honorary Secretary and Honorary Treasurer and was a current member of the National Staff Relations Council.
- To the Family and Friends of sis. Cecile Clear - Sis. Marguerite "Cecile" Clare was Former Third Vice President of the Jamaica Civil Service Association. She was serving as a member of the JCS Mutual Thrift Society Committee of Management.
- Bro. Robert St. Francis on the passing of his Sister
- Sis. Techa Clarke Griffiths, on the passing of her Aunt
- Bro. Edward Bailey, on the passing of her Brother
- Bro. Radcliffe Anderson, on the passing of his Mother



- Sis. Marilyn Hines, on the passing of her Father
- Sis. Sardia Morris, on the passing of her Grandmother
- Bro. Mark Richard on the passing of his Father
- Bro. Dwight Lee, on the passing of his Brother
- Sis. Natasha Wright-Rankine, on the passing of her Father and Cousin
- Sis. Peta-Gay Hodges on the passing of her Father
- To the Family and Friends of former Chapter Chair Vivian Kildare
- To the Family and Friends of former Chapter Chair Tyrone Foster
- To the staff at the National Works Agency (NWA) Mandeville on the passing of their colleague sis. Nevia Sinclair
- To the staff of the Rural Agricultural Development Authority (RADA) St. Thomas on the passing of one of their colleague Bro. Tadj Barclay

MEMBER SERVICES UNIT

Member Services

Membership is the life blood of the Jamaica Civil Service Association and the Member Services Unit is committed to promoting the Association through the benefits and services that we provide. The Unit has a trained cadre of staff who are knowledgeable and equipped to address questions and concerns relating to membership and its benefits.

The Member Services Unit is the first point of contact for members visiting the Association for matters other than Industrial Relations services. The service offered by the unit can attract, retain or cause resignation of membership.

We value our members and always seek ways to improve the services offered. To get an insight on how our members feel about the services offered by the Association we launched our Annual membership survey. The Unit was redesigned to be more aesthetically pleasing and additional staff has been added to serve our members.

For the year 2019 we processed 1793 applications and confirmed 1375 new members. Based on applications processed we projected revenue of \$1,051,490.09, the confirmed membership produced revenue in the amount of \$929,755.27.

Challenges

- Dues
The year 2019 saw our membership dues being increased to 1%. The increase caused a noticeable increase in the number of resignations; however, this was mostly due to lack of communication in this regard and once the process was explained to our members, we were able to retain the majority.

The monitoring of dues is critical as some Ministries, Departments and Agencies submit incorrect dues. When this is identified by the Member Services Unit, we contact the Payroll department via phone and write to them advising the correct amount to be remitted. If the incorrect dues are still being submitted an officer from the Member Services unit will arrange a visit to meet with the officer responsible for the payroll department to ensure that the calculation

of the dues is correct for future submissions to the Association.

There are also instances whereby MDAS are not remitting the dues in a timely manner or the dues are sent but the listing with the names of our members is not sent. This would also require the Member Services Unit to reach out to the respective payroll department.

- Completion of Application forms

We encourage prospective members to properly complete membership application forms. If the application form is not properly completed this will cause delays in the processing.

- Annual Membership Check off

The annual Membership Checkoff is integral to us as this is how we are able to have an accurate accounting of our membership and proper maintenance of membership data such as contact information, TRN etc. This information is not being submitted by the departmental representatives in a timely manner. Many of the representatives indicate that the request is made however the information is not forth coming from the various payroll or accounting departments.

To assist the departmental representatives with this exercise letters were dispatched from the Unit requesting the assistance from Payroll or Human Resource departments in preparing the information required for the membership check. Members of the Unit also visited a number of MDAS to sit with the relevant officer to assist with the process of getting the information prepared.

Opportunities

- Membership Opportunities for growth in membership exists. The unit actively

engaged potential members by using avenues such as “desk for a day” and invitations issued by MDAs to events.

There are Agencies and departments that have only a small number of members. The information available in house from the subscriptions submitted can be used to determine where to make requests to set up “desks for a day” to drum up membership.

- Field Visits

The Member Services Unit was active in the field and in 2019/2020 visited the parishes of St. Catherine and St. Elizabeth to do ID sessions for our members. The unit also did ID cards, attended Orientation Sessions, Health and Wellness Fairs or did “Desk for a Day” at the following locations;

- Office of the Prime Minister
- Ministry of Industry, Commerce and Fisheries
- Ministry of Culture, Gender, Entertainment and Sport
- Jamaica Library Services
- The Ministry of National Security (Police Department)
- National Environment and Planning Agency.
- Ministry of Education
- Jampro
- Jamaica Customs Agency
- Water Resources Authority
- Ministry of Foreign Affairs and Foreign Trade
- National Public Health Labs
- Ministry of Finance
- The Registrar General’s Department
- Post and Telecommunications



- ID cards

A total of 2075 ID cards were done through visits to MDAs and from members visiting the Association's offices. There were no IDs taken for the Month of April and May 2020 due to the Coronavirus outbreak.

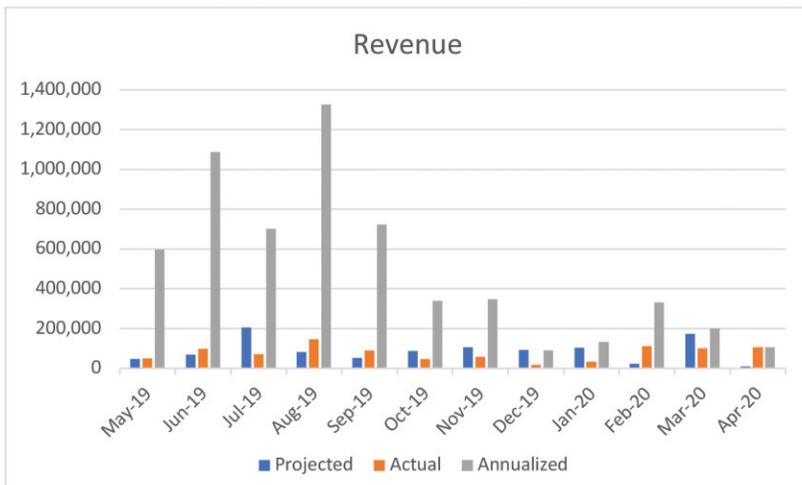
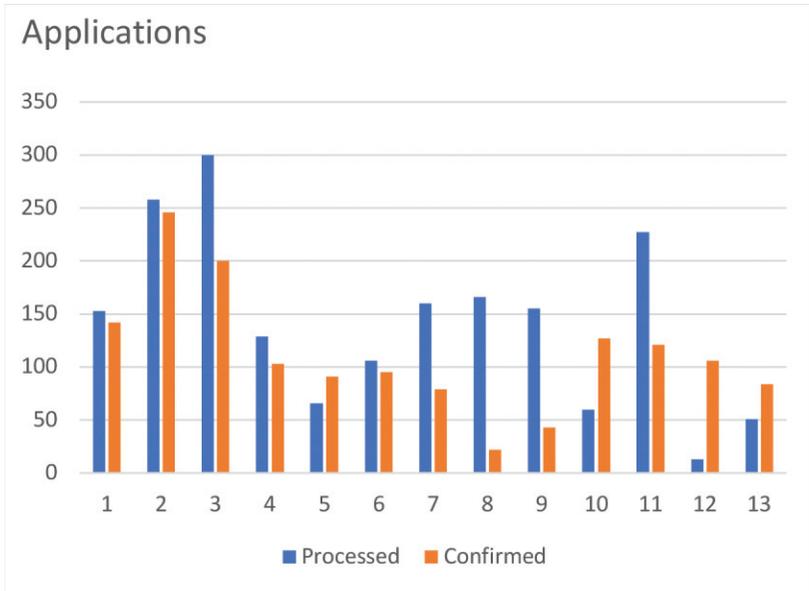
Applications increased in June and July 2019 as a result of the Membership Drive competition among General Council members and also because of the Education grants that are applied for through the Association. The numbers recorded for June and July would be the highest numbers recorded for the reporting period.

September saw a reduction in the number of applications due in part to persons being on summer vacation and a general lull in the submission of applications to the Association.

Number of ID's Done from May 2019 to May 2020	
Month	Number of IDs Taken
May 2019	72
June 2019	278
July 2019	293
August 2019	52
September 2019	2
October 2019	186
November 2019	305
December 2019	120
January 2020	479
February 2020	109
March 2020	179
Total	2075

Members by Month		
	Processed	Confirmed
May-19	153	142
Jun-19	258	246
Jul-19	300	200
Aug-19	129	103
Sep-19	66	91
Oct-19	106	95
Nov-19	160	79
Dec-19	166	22
Jan-20	155	43
Feb-20	60	127
Mar-20	227	121
Apr-20	13	106
May-20	51	84
Total	1,844	1,459

New Revenue from Membership broken down by Month and Annualized			
	Projected	Actual	Annualized
May-19	47,950.00	49,700.00	596,400.00
Jun-19	69,922.00	98,880.00	1,087,680.00
Jul-19	205,261.17	70,163.68	701,636.80
Aug-19	80,815.56	147,330.00	1,325,970.00
Sep-19	53,769.67	90,223.79	721,790.32
Oct-19	87,630.57	48,371.26	338,598.82
Nov-19	106,662.24	57,721.15	346,326.90
Dec-19	91,688.70	17,784.37	88,921.85
Jan-20	103,528.08	33,484.31	133,937.24
Feb-20	22,051.09	110,759.20	332,277.60
Mar-20	173,467.25	100,081.43	200,162.86
Apr-20	8,743.76	105,146.08	105,146.08
Total	\$1,051,490.09	\$929,755.27	\$5,978,848.47



The novel Coronavirus arrived in Jamaica in the month of March and with it came restrictions in movements and reduction in works hours. This resulted in the lowest numbers being recorded in April and May 2020.

For the month of May 2020, we had projected income of \$28,815.15 and actual income of \$ \$65,341.60. Revenue from confirmed members peaked in August 2019 this is attributed to the dues coming in from the applications processed in June and July 2019.

The revenue for August 2019 was the highest for the reporting period, the numbers fell for the period October to January 2019 due to a lull in confirmed membership.

The unit worked assiduously February – April 2020 to use the subscriptions sent from the different MDAs to confirm new members resulting in a 52% increase over the previous quarter.

INDUSTRIAL RELATIONS REPORT

Industrial Relations Climate

The period June 2019 to April 2020 commenced with one hundred and forty-nine (149) cases being carried forward from the previous period. During the period two hundred and fifty-three (253) cases were settled, while for the said period we received two hundred and six (206) new grievances. Six hundred (600) members visited the office or called in for advice and other work-related matters. The outstanding grievances that remained inhouse at the end of the period is one hundred and twenty (120), from that amount eighteen (18) are awaiting results from disciplinary hearings and appealed matters, for the said period an average of 66 cases were settled per Industrial Relations Officer.

Overview

The Jamaica Civil Service Association (JCSA) Industrial Relations Unit in keeping with the theme "Persistent and Consistent, Advocating for the workers" continues to advocate for the legitimate interest of the workers within Public Service leading up to our 101 years of outstanding service.

Over the period June 2019 to April 2020 the IR Unit experienced some challenges in the area of staffing with the departure of two IR Officers, however, two new IR Officers were subsequently recruited.

Despite the challenges the number of grievance cases settled has significantly

reduce the amount of outstanding cases by approximately 19.5 % from 149 at the start of June 2019 to 120 at the end of April 2020 notwithstanding that 206 new cases were added for the period, which also represents an increase of approximately 14.5% from the 180 new cases received for 2018/19.

We continue to observe the various industrial relations breaches within the MDAs. The Human Resource Practitioners continue to act ultra vires to the various policies and regulations which governs the public sector and by not following due process which results in chaos, victimization, lack of benevolence and empathy catapulting into disharmony within the workplace.

Industrial Relations Highlights

Industrial Relations Consultation with the Executive Members of the Executive, who had an interest in grievance handling were invited to the secretariat on Wednesdays of each week, between the hours 9:00 a.m. to 4:00 p.m. with effective from October 9th, 2019, wherein guidance would be provided by the IR Officers in unmasking the process of treating with grievances, this was done in a bid to:

- Strengthen the knowledge base of the executive in grievance handling.
- To build a cadre of IR Officers.
- To reduce the numbers of outstanding grievances.
- To familiarize the Executive with the functions of the Industrial Relations Unit.

Island-wide Consultations

During the months of July to September members of the Industrial Relations Unit met with our newest affiliate members, Psychiatric Health Aides across the island, the consultation was very fruitful for both the union and the affiliates, the working relationship continues where the union will assist them in putting together their Heads of Agreement, and also treats with outstanding issues affecting them.

Child Protection and Family Services Agency

It has been noted that Child Protection and Family Services Agency (CPFSA) is using a Human Resource Policy Manual that has not been ratified by the Ministry of Finance and Public Service. Consequently, the CPFSA conceded by granting the vacation leave that they had previously denied one of our members.

Non-Members Seeking Representation

The JCSA has seen an influx of non-members seeking representation from the Association, these non-members are often heard saying that they are not interested in being a member of the union however, when they are involved in a dispute, they seek the intervention of the union. They are usually willing to pay up to six months dues up front over the counter and even complete an application form.

These non-members once given the option to pay upfront become impatient and sometimes abusive to the Industrial

Relations Officers as they want their grievances to be dealt with immediately. Research has shown that most of them do not continue with the union after their matter has been dealt with.

The IR unit recommends that the JCSA form a consultancy unit where non-members seeking representation can be accommodated for a cost or on retainerhip of 33 1/3 percent, this can serve as an income earner for the Jamaica Civil Service Association and its partners.

Office of the Services Commissions

The Industrial Relations Unit is having some serious concerns as it relates to appeals sent to the Commission for deliberation on behalf of our members. This process is usually protracted for a number of years before a determination is delivered by the Commission. This is a clear breach of the members right to work as a result of allegations proffered. This has caused undue stress and hardship for the members affected resulting in psychological impacts and breakdown in family structures.

The Commission has indicated that they are understaffed, which attributes to the length of time appeals take to be heard. We are recommending that these matters take no longer than 6 months to be heard. Where MDAs failed to provide the necessary evidence against the member that the matter be rescinded.

Refund of Tuition

After a series of negotiations and discussions on behalf of two of our members regarding refund of tuition, the



members finally received payment having been denied the refund for over one year. The members received approximately Nine Hundred Thousand Dollars (\$900,000.00). The Industrial Relations Unit will continue to advocate for other members who have not received their tuition refund.

Jamaica Fire Brigade

Drivers and mechanics from the Jamaica Fire Brigade (JFB) has sought the intervention of the JCSA, after complaining of poor representation over the years by the National Workers Union (NWU), over thirty-five application forms were received and processed by the JCSA.

Letters were written by the workers to NWU advising them of their decision to seek the intervention of JCSA. Most of the drivers and mechanics are contract workers and are faced with myriad issues such as:

- No renewal of employment contracts since 2013.
- No salary increases since 2013, despite the increases given to Public Sector Workers over the years.
- No payment of overtime after completing a sixteen-hour shift.
- No uniforms provided; workers have to procure their own materials for uniform.

A meeting is being sought with NWU to discuss the way forward in treating with the issues of the contract drivers and mechanics. NWU has the bargaining rights for these workers however, they have sought our help in having their concerns resolved.

The JCSA has since made contact with the President of the NWU, Mr. Khurt Fletcher in a bid to arrange a meeting to discuss the strategies to be employed going forward.

Travelling and Acting Allowance Malpractice

The practice by some HRM/Supervisors wherein workers are given verbal instructions/directives to take up acting assignments continues, resulting in workers seeking representation from the JCSA to secure payments for work done.

For example, one of our members was recently paid a sum of \$1,236,649 in arrears for travelling and acting allowances as result of the intervention of the JCSA.

Breaches of Natural Justice

Despite the established Policies and Procedural Manuals emanating from the Ministry of Finance and the Public Service governing operations within MDAs, some entities continue to breach the rights of workers, in most instances, rendering severe hardship to our members, for example, this occurs within the Regional Health Authorities, Tax Administration Jamaica, Department of Correctional Services to name a few.

The Public Service Regulation vs Staff Orders

There seems to be some confusion between the Public Service Regulations, 1964 and the Staff Orders, 2004. Let us examine both documents:

Public Service Regulations, 1964	Staff Orders, 2004
<ul style="list-style-type: none"> • The Public Service Regulations 1964 is an act of Parliament. • The Public Service Regulations is an excerpt of the Constitution of Jamaica. • The Constitution is the supreme authority of the land. 	<p>The revised Staff Orders is intended therefore to point the way forward, more flexible operational procedures and to give effect to continuing improvement in conditions of service. They are also intended to reflect some of the changes which have in the administrative milieu as well in organization theory and practice. At the same time, they embody features of the previous regulations which have proved useful</p> <p>Excerpt from Staff Orders 2004 revised August 1, 2004. In the August report the Industrial Relations unit will point out the areas of conflict between the Public Service Regulation and the Staff Orders.</p>
<p>Section 9 (4) of the Public Service Regulations states where disciplinary proceedings against an employee result in his exculpation he shall be entitled to the amount of salary which he would have received had he not been interdicted, but where the proceedings resulting in any punishment other than dismissal the employee shall be allowed such salary as the authorized officer may in the circumstances think appropriate”</p>	<p>Section 7.3 (iii) staff orders states “public officers are not entitled to earn and accumulate vacation leave and to be paid salary in lieu of vacation leave in relation to the period during which they are interdicted.”</p>

Summary

- We can all appreciate the fact that leave is money
- One can argue that if it wasn’t for the employer sending the worker on interdiction pending the outcome of the investigations the employee would have earned his vacation leave.
- The worker did not have a choice but

was instructed to proceed on interdiction one can conclude to say that no one should be punished for actions other than his/her own.

We are therefore recommending that this matter be discussed and the necessary stakeholders be consulted in a bid to remedy same.

Heads of Agreement

- Matters still outstanding from Heads of Agreement
- On off payment for some persons earning \$700,000 or less as of April 2017.
- Employee window
- Loan Redemption Funds
- Section 4.19.7 (Heads of Agreement 2012-2015) “the partners agree that Government will make the necessary changes to the Public Service Regulations that for disciplinary purposes temporary worker will not be separated without a hearing”

COVID-19

The onset of the COVID-19 Pandemic worldwide and more specifically within Jamaica since March 10, 2020 has resulted in an unprecedented shift in the paradigm of normalcy as we know it.

The Flexible Work Arrangements (FWA) legislation was enacted in November 2014 but has not been extensively used within our society both publicly and privately. The need for social distancing necessitated the implementation of several aspects of the FWA to help to contain the spread of the COVID-19 disease. Two (2) types of FWA that were implemented are:

- Telecommuting – this involves working from home for the full work week or a part of the week.
- Flexi-Time – this involves changes to start and end time for work, shorter time periods were implemented.

There is no doubt that the way we conduct business and work will forever be changed,

this could see to a wider use of FWA in the public and private sectors which offer benefits both to employees and employers such as lower overhead cost, reduced traffic and the time spent travelling to and from work.

The COVID-19 presented a number challenges for our members as some of the preventative measures were not implemented in a timely manner at some MDAs sparking a number of complaints; relevant advice were given to our members and in some cases discussions were had with the MDAs to resolve the issues.

It has proven a challenge for the different MDAs to effectively manage the outstanding issues relating to our members including payments. This will inevitably result in an increase in the time taken to resolve grievances.

While it is evident that COVID-19 will be with for a while, the IR Unit is recommending that the necessary policies and procedures be implemented within the various MDAs to include the Occupational Health and Safety Act and the Sexual Harassment Act.

PUBLIC RELATIONS AND COMMUNICATIONS UNIT

The Public Relations and Communications Unit is a new arm of the JCSA being established only since December 2019. The unit plays an integral role in ensuring that communication is done strategically within the organization. The Public Relations Unit is an essential and integrated



component in offering quality service to members. Its activities seek to strengthen the organization and to ensure that members are made aware of all necessary information within the union.

Press Releases

The Unit has made efforts to issue press releases on a more consistent basis.

Month	Number of Releases
December	2
January	2
February	3
March	3
April	1
May	1
June	1
Total	15

Press Advisories

Press advisories were sent out to the media for two (2) major events in December. These events were the JCSA President’s Luncheon and the 5k Run/Walk Centenary Grand Prix 2019. Follow up calls were made to confirm the attendance of the media. On both occasions’ media personnel were present. For the former The Jamaica Observer and the Jamaica Information Service (JIS) and for the latter, JIS and CVM TV.

Press Features

In December, the JCSA President’s Luncheon and the 5k Run/Walk Centenary Grand Prix 2019 were featured in both online and print media outlets, the gleaner, the Jamaica observer and JIS.

The Union has been featured in print, online and broadcast media several times subsequently.

Research

The Unit has been and will be undergoing research for activities and strategies it will be undertaking throughout the year.

Parish Chapter Annual General Meetings

Promotion of the Parish Chapter Annual General Meetings was done through Social Media (SM) posts and a poster that was emailed to members. Members were encouraged to support meetings in their parishes and to get involved in the elections for chapter executives. Throughout the month of January, the SM pages have been and will continue to be updated with current information to make members aware of the activities at the meetings, to inform them of the newly elected chapter executives and to allow them to feel involved in the process. A press release will also be published.

JCSA Newsletter

It is the unit’s aim to have newsletters produced on a monthly/ quarterly basis. The frequency of this will be determined by the amount of activities taking place within the organization. The first edition of the JCSA newsletter was produced on January 7, 2020 and a 2nd Newsletter was published subsequently on April 1, 2020.

Social Media Campaign

The Social Media Campaign which



commenced on January 17 continues and will be carried out throughout the rest of the year and onwards. The aim is to raise awareness about the benefits offered by the JCSA. This is in response to the members need to feel the organization and to be more informed about the benefits that are available to them. So far 4 posters have been created and published to the Social Media Pages (FB, IG, LinkedIn and Twitter). Post will be done once or twice per week. Other activities will include:

- Trivia
- Did you know features
- Information titbits

Preparing Updates to General Council

The PR & Communications Officer has been engaged in sending out regular updates were to the General Council Members as well as Members via Email, WhatsApp as well as Social Media Platforms Facebook, Instagram and Twitter to ensure that the Council and by extension members are kept abreast of JCSA activities.

Departmental Meetings

The 2020 Departmental Meetings were held up to February 2020 activities from these departmental meetings were posted on social media platforms, Instagram and Facebook. It was also featured in the Jan-March Newsletter. The departmental meetings were however postponed due to the Covid-19 Pandemic.

Communication Policy Review

The JCSA Communication Policy was reviewed by the Public Relations and

Communications Officer and was presented at the Executive Meeting on Tuesday, February 11. Some amendments were made to the Policy which will be presented at EXCO Meeting on March 11.

WhatsApp Policy Review

Amendments were made to the WhatsApp Policy it was reviewed and will be presented at the upcoming executive meeting.

JCSA Online Birthday Celebration

The JCSA celebrated its 101st birthday on May 6, 2020. Due to the Covid-19 pandemic and the guidelines and protocols given by the government we were not able to carry out regular celebratory activities this year. We were however able to acknowledge the JCSA's 101st year of existence via online platforms.

A Celebration the JCSA's History Online:

Online activities for the commemoration of the JCSA's 101st Birthday were as follows:

- A 101st anniversary banner / commemorative banner was posted on the Website's home page and as our FB Group Banner.
- Social Media Trivia contest- A week leading up to the Birthday a SM Trivia Contest was done on social media where members were invited to answer questions and win Digicel or Flow Credit.

Online Webinar

The webinar aimed to give recognition to the Organization's 101st Birthday

Anniversary via zoom. It was streamed live on our Social Media pages and members were able to join in.

- President Grant brought Greetings and thanked members for their support over the years. Give a brief reflection of where the Association is coming from to where we are now. He also spoke about our accomplishments and new plans for the future of the JCSA.
- Our 1st VP, Sis Techa- Clarke and our 2nd VP Bro. Kelvin Thomas also brought greetings and spoke about
- Have General Secretary Speak about accomplishments and new benefits etc.

Communication Strategy for Membership Retention

A strategic communication plan has been drafted to aid in the retention of members who have expressed a desire to resign from the Association. It has been noted that a significant number of members from the Department of Correctional Services and the Tax Administration of Jamaica have been leaving from the Jamaica Civil Service Association. Currently an exit interview is conducted by the Member Services Department when members leave the Association. This has helped to determine some of the reasons why the members are leaving. Two reasons have been repeatedly expressed. One is the dues increase and the other is that they are not aware of the benefits that they can get by being a member. The Communication Strategy consists of a SWOT Analysis as well as recommendations of strategic communications that can aid in retaining our members.

Birthday Poster

In an effort to increase comradery and ensure that all stakeholders are appreciated, the unit has implemented a birthday poster to wish members/executive committee members/ Officers and staff a Happy Birthday each month.

Website

Maintenance of our website continues; the website has been updated with new content.

Some other changes to the website will be:

- President's Corner- The president's updates, speeches, messages will be here
- Press Release Updates
- A Career/ Vacancy Section
- Calendar of Events
- Testimonials from Civil Servants about how being a member of the Association has benefitted them
- Banners with upcoming events on the websites main page

Members Testimonials

We have received several testimonials from members who have benefitted from the services that the JCSA offers. Members will tell their stories of their experience with the JCSA and were able to. Testimonials will be shared with members this month via social media platforms and our website.

About the series

60 Seconds with the JCSA will be a weekly feature which will seek to educate the public (specifically targeting Civil Servants but also ensuring that the general public is made aware of the JCSA's mission and



purpose) about the programs and policies within the JCSA. The feature will explore and explain in a detailed step by step manner how JCSA benefits work and how members may access them.

This will be done in 60 seconds. The first edition will be done in the month of June 2020.

Promotion of Mini Mart

Regular emails have been sent out to the membership reminding them to shop at the JCSA Mini Mart and reminding them of the ongoing 15% discount on all items.

As of next month (June) Members will see new promotional ads (videos etc.) for the Mini Mart.

JACISERA MANAGEMENT COMMITTEE

Monitoring Officer: O'Neil Grant

Co-chairs: Angela Burrell-Rodney

Michael Thompson

Secretariat Staff: Helen Hutchinson-Mason

Fabio Johnson

George Thorpe

Members: Boan Wood, Sandra Cameron, Charmaine Gillette, Christopher Scott, Harold McCurbin, Vincent Allen, Ethel Morgan, Tamara Lawrence, Richard Hutchinson, Richard Gibson, Clarence Frater, Lemuel Williams

JACISERA Park is a recreational and conference complex that provides an exclusive facility for the enjoyment of Jamaica Civil Service Association members and their guests. The establishment serves the purpose of accommodating both formal

and informal functions and meetings that members may be desirous of hosting. The Tarrant Community is a stakeholder and partner in its development.

Since approximately 2013, the management of the Park was returned to JCSA. The JACISERA Park Committee was established to formulate a management system and operations guidelines for the efficient running of the facility.

One obligation of the committee is to put plans in place for the renovation of the park so that it becomes an income earning facility. Numerous stakeholders were approached to provide sponsorship for the refurbishing of the park. Digicel offered to renovate the field in partnership with Molyne's United. This relationship was a win-win situation as Digicel financed the renovation and fencing of the field at a cost of approximately \$3 Million, while JCSA footed the cost for the fencing of the external boundaries and the reconstruction of the building.

As the country continues to grapple with the coronavirus (COVID-19) pandemic which almost brought economic activities to a standstill, the Union has continued to put tremendous effort into ensuring that the aims and objectives of the Park are carried out.

Significant Events

Significant events during the year were:

- Installation of a main gate
- Renovation of two football fields
- Installation of fencing and a spectator stand
- The fields were laid and fenced for

security/crowd control

- Hosting of the annual JCSA Sports competition

Other Activities

The JACISERA Committee has successfully repaired the building and its surroundings by hosting numerous 'Work Fests' which were aimed at:

- De-bushing and removing all garbage on the compound.
- Planting trees, cutting, and removing shrubbery from the compound.
- Painting the auditorium and external areas of the building and perimeter walls.

The committee is also responsible for the regulation of the hosting activities at the Park and operate the kitchen and bar. Some of the activities earlier this year included:

- Opening Ceremony JCSA Sports Competition 2020
- Preparing soup/ refreshments for General Council Meetings
- Preparing soup and warm meals and operating the bar to host teams participating in JCSA Sports Competition 2020

Acknowledgement

We wish to thank the Officers Corp as well as the General Secretary and the other staff members for their invaluable assistance. Finally, we wish to thank General Council Members and the membership for the many ways in which they showed their loyalty and expressed their appreciation for the service provided by the Committee.

The work continues ...Together we can achieve more. 'It is our park, our potential; let us makes it happen; focus, desire & determination'

JCSA STRATEGIC PROJECTS

The progress of all projects was severely impacted by the increased Government Policies geared towards the reduction of the spread of the COVID-19 Pandemic, locally.

The below is a brief update on the activities performed on each project for the month of April 2020. The updates are to be viewed in conjunction with those in all related report(s) produced since January 2020.

Jacisera Park Preparation

All Floor Plans and Drawing for the new structures at the park have been completed and submitted.

These include the plans for the:

1. Gymnasium
2. Wellness Centre
3. Auditorium

The plans are being reviewed by the Structural Engineer. The services of a Quantity Surveyor will be engaged to cost the proposed Auditorium Construction. This phase has been delayed as the Structural Engineer has been constrained to work from home.

NWA Building

Bro. Dixon continues to make periodic checks with the NWA.

Well and Irrigation System – JACISERA Park

Mr. Edward Collie of Hood-Daniels Well Company has indicated that he has almost completed the quotation. He too has indicated that the pandemic has impacted his ability to work as he is doing so from outside his office where the resources reside.

Acquisition and Development of Braco Beach Lands

We are still awaiting approval from the NLA in relation to the lease for lot 3. One of the joint owners of lots 2 and 4 has indicated, through his son, that he will speak to us after the covid-19 situation has passed. The owner of lot 14 has not yet been located.

Development of Albion St. Thomas Property

The NLA has advised, through Sis. Angela Burrell-Rodney, that approval has been given for the notices to be prepared. Contact was also made with Bro. Michael Palmer of the NLA who has been tasked with the responsibility. Follow ups will be done as it relates to the progress of the preparation.

Transition of JCS Housing Company

The review of the operations and policies of the JCSHC has been delayed owing to restrictions arising from the current GOJ Covid-19 Policies.

Next Steps

The below are the updates to the goals that were set for April 2020. These are however subject to the local National COVID-19 response, availability of funds and matters being processed by external agencies such as the NLA and NWA.

Discussions with the National Land Agency to obtain a signed lease for lot 1, in addition to lot 3 is still on hold owing to them needing time to process the existing JCSA requests before them.

POLICIES DEVELOPED	Status
1. Approval to implement the structural changes of the Changing Rooms as the base of the Gym and Wellness Centre	Approval Received
2. Approved Floor Plan for Gym and Wellness	Approval Received
3. Acquire and approve costing for construction of Gym and Wellness Centre	In Process
4. Approval to proceed with construction of Gym and Wellness Centre	Approval Received
5. Construction of Gym and Wellness Centre	Pending 3 above
6. NLA Approval – NWA Tarrant Stores Control Approval	Pending
7. NLA Approval – Notices re Albion Lands of St. Thomas	In Process
8. NLA Approval – Braco Beach Lands Lease Approval	Pending
9. Clearing of Tarrant Stores Grounds and Building	Pending
10. Approval to develop Floor Plans and Engineering Report for Braco Beach Cottage	Pending (subject to 8 above)
11. Costing to erect a wall at the back of the Tarrant Stores	Pending (subject to 6 & 9 above)
12. Identify source of funding for Jacisera Well	Pending
13. Complete Proposal for Jacisera Auditorium (subject to approvals)	Pending review of plans by structural engineer and costing by Quantity Surveyor

Goals for May 2020 were set on a weekly basis as they were largely impacted by how the existing GOJ Policies are transitioned.

Policies Developed And Approved

The Executive Committee approved the following policies during the period of reporting.

1. Communication Policy, 2020
2. Whatsapp Policy, 2020
3. Temporary Revisions to Leave Policy During Covid-19
4. Covid-19 Remote Work Policy
5. Jacisera Park Usage Policy

These policies will further enhance the administrative and operational functions of the organization.

REGIONAL REPORTS

South Central Region

Office Updates

Parish Chapter Annual General Meetings
 The South Central Region hosted very successful Annual General Meetings (AGMs). The meetings were well supported by members and non-members alike. Officers and staff from the Secretariat as well as members of the Executive were present at each meeting to render their support. With the exception of the St. Catherine Chapter, all other Chapter Chairs were re-elected. Sister Sardia Morris former Chapter Chair for St. Catherine made a decision to stepped down and a new Chapter Chair was elected. Her successor

is Brother Ramon Downer from the Institute of Jamaica. The Region register ten (10) new members for St Catherine Chapter, three (3) from Clarendon Chapter, four (4) from Manchester Chapter, two (2) from Santa Cruz Chapter and two (2) from Black River Chapter. Members also had the opportunity to have their membership Identification cards done at the AGMs.

The results are as follows:

Chapter	Date & Location of Meeting	Attendees
St. Catherine	January 16,2020 St Jago Health Centre	89
Santa Cruz	January 22,2020 Social Development Commission	45
Black River	January 22,2020 St Elizabeth Parish Library	25
Clarendon	January 23,2020 Tax Administration Jamaica	72
Manchester	January 23,2020 Manchester Parish Library	128

Chapter Meetings

The South Central Region hosted two (2) Chapter Executive Meeting during the period under review.

An Orientation Session was held with the members of the St Catherine Chapter Executive on February 27, 2020 at the National Museum. Sisters Sharon Anderson, Third Vice President & Zonal Chair, Tifonie Powell-Williams – General Secretary and Natasha Wright-Rankine – Regional Administrator were in attendance.

Membership Growth & Benefits

- Email Data System for South Central Region



Contacts database to date are as follows:

Chapter	Email Added
St Catherine	83
Clarendon	344
Manchester	465
Black River	116
Santa Cruz	141
Total	1149

- Outward communication, Office & Site Visits

Regular office visits for the period included:

- JCSA Information Corner
No new Corner was established for the period:
Status of established Information Corners is as follows:
Depts. Installed to date: 1149
Depts. Pending Installation: 10
Depts. Not able to accommodate due to lack of space availability: 0
- Presentations
Six (6) presentations were conducted during the period.
- Desk for a day
A desk for a day was setup at the Manchester 4-H Clubs EXPO.

ST. CATHERINE		MANCHESTER	
DEPARTMENT	ACTIVITIES		
Linstead Health Centre	Presentation	Manchester Parish Library	Visit
Linstead Tax Administration	Visit	Mandeville Hospital	Visit
National Museum	Visit	Manchester Health Centre	Presentation
Spanish Town Parish Council	Visit	Mandeville Post Office	Visit
St Jago Health Centre	Visit	Mandeville Tax Office	Visit
Ministry of Labour and Social Security	Visit	Consumer Affairs	Visit
Portmore Health Centre	Visit	Parish Council	Visit
Registrar General Department	Visit	National Works Agency	Visit
		Percy Junior Hospital	Presentation
CLARENDON		SANTA CRUZ	
Clarendon Parish Library	Visit	Social Development Commission	Visit
Lionel Town Hospital	Presentation	Tax Administration Jamaica	Visit
Porus Health Centre	Presentation	4-H Clubs	Visit
RADA	Visit	RADA	Visit
Tax Administration Jamaica	Visit	Santa Cruz Health Centre	Visit
Clarendon Health Centre	Visit	Ministry of Labour and social Security	Visit
Clarendon Post and Telecom Office	Visit		
Clarendon 4H Clubs	Presentation	BLACK RIVER	
		Tax Administration Jamaica	Visit
		St Elizabeth Parish Library	Visit
		St Elizabeth Parish Council	Visit
		Police Station	Visit
		St Elizabeth Fire Brigade	Visit

- JCSA Membership – New Applicants
One Hundred and Ten (110) individuals submitted completed application forms to the Association during the period.

Applicants are as follows:

Chapter	New Recruits
St Catherine	39
Clarendon	18
Manchester	20
Black River	27
Santa Cruz	6
TOTAL	110
Chapter	Visit
St Catherine	8
Clarendon	10
Manchester	15
Black River	10
Santa Cruz	6
Total	49

Manchester Chapter Project

The Manchester Chapter of the Jamaica Civil Service Association spearheaded the initiative of the installation of water tanks to the Sydney L. Blake Basic School, in Mile Gully, Manchester. This was a project initiative of the Chapter, which was launched on the school premises, on November 22nd, 2019. The project was done in collaboration with the National Water Commission (NWC).

Over two hundred persons were in attendance including the Deputy Major, Chairman of the Board-school, President of Chambers of Commerce, Mr. Lloyd Distant Jr, JCSA President, Bro. O’Neil Grant, General Secretary, Sis. Tifonie Powell-

Williams, 3rd VP and Zonal Officer, Sis. Sharon Anderson, Representatives from the Observer, Representatives from National Water Commission, Principal and teachers at the various schools in Manchester, Pastors from various churches, 100 students from Mile Gully High, 40 students from the Primary and 38 from the basic school. The Project Launch was well attended by ministries, department, and agencies as well as other personnel.

North Eastern Region

All five Chapters within the region held their Annual General Meetings.

Date	Chapter	Chapter Chair	Attendance
Jan. 30, 2019	Portland	Tamara Lawrence	58
Jan. 30, 2019	St. Mary	Karen Coleman-Clarke	33
Jan. 31, 2019	St. Ann’s Bay	Erlett Findlay	44
Jan. 31, 2019	Browns Town	Carol Clarke	32
Feb. 11, 2019	St. Thomas	Sandra Brown	59

JCSA 5K Run Walk

The North Eastern Region hosted the first leg of the JCSA 5k Run/Walk on February 3, 2019 which started at 7 a.m. It was held at the Carl Rattray Staff College in Runaway Bay in St. Ann. Thirty-six (36) persons participated in the race.

Office Visits

Over one hundred and ten (110) sight visits have been done over the reporting period, The visibility of the JCSA helps to increase

membership while strengthening communication, helping us to know the members concerns which plays an integral role in the sustainability of our members and growth of the organization.

Twenty-five (25) offices were visited in St. Ann, six (6) of which were departments visited for the first time.

Seventeen (17) offices were visited in St. Mary, six (6) of which were also visited for the first time as well.

NB. Total of forty-three (43) offices visited for the period along with follow-up visits.

Visits made to Portland and St. Thomas chapter were solely for meetings and activities held in those parishes. The Chapter Chairs however did recruit new members from the respective parishes during the reporting period.

Offices visited January -December 2019 were:

ST. ANN OFFICE VISITS-January to December 2019	
Correctional Services-Runaway Bay	Jamaica Fire Brigade-Ocho Rios
York Castle High School	Jamaica Fire Brigade-St. Ann's Bay
Browns Town Community College	RADA Claremont
St. Ann Infirmary	Discovery Bay Post Office
Electoral Office of Jamaica	Runaway Bay Post Office
Marcus Garvey High School	Mansfield High School
St. Ann's Bay Hospital	St. Ann Municipal Corporation
North East Regional Health Authority	Brown's Town High School
St. Ann's Bay Post Office	Probation Office
St. Ann's Bay Parish Library	Jamaica Cultural Development Commission
Ministry of Labour & Social Security	Ocho Rios Health Department
St. Ann Health Services	St. Ann's -Tax Administration of Jamaica
CDA	
Total of 25 offices visited in the St. Ann Chapter for the period.	
ST. MARY VISITS-January to December 2019	
Port Maria Health Department	St. Mary High School
Examination Depot	Ministry of Labour and Social Security
Mary Mount High School	Iona High School
Annotto Bay Health Centre	Oracabessa High School
Islington Health Department	Port Maria Post Office
Highgate Health Centre	Tax Administration of Jamaica-St. Mary
Annotto Bay Fire Department	St. Mary Parish Library
Oracabessa Primary School	RADA St. Mary
RM Court	
Seventeen (17) offices visited in the St. Mary Chapter for the period.	
NB. Total of forty-three (43) offices visited for the period along with follow-up visits.	

New Members

One hundred and forty-four (144) new membership application forms were submitted by the North Eastern Regional Office for the reporting period.

Please see breakdown below:

Chapter	New Members
St. Ann's Bay	50
St. Mary	51
Brown' Town	43
Total	144

Presentations

A total of four (4) presentations were done for the reporting period at:

- RADA-St. Mary
- Highgate Health Center-St. Mary
- Annotto Bay Health Center-St. Mary
- St. Ann Infirmary

Desk for a day

A total of four (4) presentations were done for the reporting period at:

- Mansfield High School
- Mary Mount High School
- St Mary High School
- Browns Town High School

Emails added for the period:

Chapter	Reporting period	To date (March 2020)
St. Ann's Bay	72	459
St. Mary	68	207
Brown's Town	32	94
Portland	7	92
St. Thomas	0	41

One hundred and seventy-nine (129) emails added for reporting period and a total of eight hundred and ninety-three (893) added since the inception of the office.

Parish Activities held for the reporting period 2019

St. Ann's Bay Chapter

- AGM – Held on January 31,2019
- Parish Meeting- Non held for reporting period
- Executive Meeting- One held for reporting period
- ¶ CSW-Church Service November 17, 2019

Browns Town Chapter

- AGM – Held on January 31, 2019
- Parish Meeting- One held July 24, 2019
- Executive Meeting- Two executive meetings held for the reporting period
- Beach Cleanup- September 21, 2019
- CSW-Church Service November 17, 2019
- Tokens (51) issued to members- November 2019
- Donations made to Jacobs Ladder in the year 2019
- Fund Raising Raffle

St Mary Chapter

- AGM – Held on January 30, 2019
- Parish Meeting- Two held July 24, 2019 & November 7, 2019
- Executive Meeting- Two executive meeting held for the reporting period
- Women's Day Seminar Held March 8, 2019
- St. Mary Chapter Link Up- Rio Nuevo River October 21, 2019
- CSW-Church Service November 17, 2019



Portland Chapter

- AGM – Held on January 30, 2019
- Parish Meeting- One held July 30,2019
- Executive Meeting- One held for reporting period
- Walk through to entities re; New Discount Houses with Executive Team- October 16, 2019
- CSW-Church Service November 17, 2019

St. Thomas Chapter

- AGM – Held on February 11, 2019
- Parish Meeting- None held for reporting period
- Executive Meeting- Two held for reporting period
- CSW-Church Service November 17, 2019

Remarks:

Office visits, desk for a day and presentations were reduced for the North East Region for 2019 due to the monitoring of the Western Regional Office as well. More emphasis will be placed on visiting Portland and St. Thomas Chapter for 2020.

Western Region

Office Updates:

The year started with the Western Region conducting its Annual General Meetings in

the parishes of Westmoreland, Hanover, Trelawny, and St. James with dates and other information mentioned below.

Executive Meeting/Training:

The Western Region held its Executive Meeting/ Training on March 28, 2019, at RADA Conference Room with Twenty-Three (23) attendees. The Sessions were conducted by a team from the Secretariat lead by the General Secretary, Mrs. Tiffonie Powell-Williams.

Quarterly Meetings.

Two (2) Quarterly Meetings were successfully held in the Western Chapters with the tabled information below.

CHAPTERS	QUARTER	ATTENDANCE
Westmoreland	April 29, 2019	34
	July 25, 2019	30
Hanover	April 29, 2019	25
	July 25, 2019	27
St. James	April 20, 2019	32
	July 24, 2019	21
Trelawny	April 30, 2019	29

CHAPTERS	DATES OF MEETINGS & VENUE	ATTENDANCE
Westmoreland	January 18, 2019 Source Community Centre, Savanna la mar at 11:00 am	43
Hanover	January 16,2019 RADA Conference Room, Lucea at 3:00 pm	33
St. James	January 17, 2019 Blessed Sacrament Cathedral Church Hall, Montego Bay at 11:00 am	53
Trelawny	January 17, 2019 RADA Conference Room, Falmouth at 3:00 pm	30

Labour Day Project:

The Hanover Chapter participated in a Labour Day Project as they embarked on a partnership with the Hanover Municipal Co-operation to renovate The Sandy Bay Community Centre on the 23rd May 2019.

Jacisera Kids For Change Summer Camp:

For the Sixth Year the St. James Chapter marked success when they hosted a five-day Summer Camp from the 19th to the 23rd of August 2019 on the YMCA Compound, Humber Avenue, Montego Bay.

Twenty-Three (23) children between the ages of 6 – 16 attended, while members of the Chapter volunteered their services. Sponsors were RIU Hotel & Resorts, Grace Kennedy, Jamaica Biscuit Company, and Food for The Poor. Several presentations were done from various Government Departments.

President’s Walk Through

The President, Brother O’Neil Grant and his team visited the parishes of Hanover and Westmoreland on the 2nd of October and the 23rd of October 2019 respectively. Several Departments were visited, and, in both parishes, members had interactions with the visiting team.

Civil Service Week:

The Hanover Chapter hosted a Regional Church Service at the Hopewell Christian Deliverance Centre, in the parish on the 17th November 2019 to commemorate the beginning of Civil Service Week.

The Trelawny Chapter also showed recognition to Falmouth Fire Brigade on the

19th November 2019 when the Chapter and its Executive met with the staff members and shared refreshments with them.

Saint James Chapter hosted a Public Forum on the 28th November 2019 at the St. James Parish Church. The Theme “Gender Issues and Us” identified challenges faced by various individuals. Solutions were also identified.

Membership Growth & Benefits

Email Data System for Western Region.

PARISHES	ADDED FOR YEAR
Westmoreland	111
Hanover	35
Trelawny	79
St. James	61
TOTAL	286

Contacts data added for the Year January to December 2019 are as follows:

PARISHES	ADDED FOR THE YEAR
Westmoreland	116
Hanover	41
Trelawny	57
St. James	11
TOTAL	225

Outward communication, Office & Site Visits

Regular office visits for Jan– Dec 2019

A total of Two Hundred and Twenty-Five (225) Office visits were done for the year in review.

Presentations

A total of Twenty (20) presentations were

done throughout the Region as tabled below.

PARISHES	NO. OF PRESENTATIONS
Westmoreland	10
Hanover	8
Trelawny	8
St. James	4
TOTAL	30

JCSA Membership – New Applicants

New applicants for the reporting year Jan.-Dec. 2019

PARISH	NEW APPLICANTS
Westmoreland	180
Trelawny	94
St. James	53
Hanover	41
TOTAL	368

A total of Three Hundred and Sixty-Eight (368) members have been recruited for the year in review making a total of Two Thousand One Hundred and Eighty-Six (2,186) since the Western Regional Office has been established.

Information Desk:

Installed to date: 50

No New Corner has been established, however several of these corners has been serviced.

Discount Providers:

Three new Providers were identified for the period under review.

Tertiary Grant Applications:

Several members were recipient of this benefit throughout the Region.

AFFILIATED REPORTS

Public Services International (PSI)

PSI Climate Change Project

The Public Service International (PSI) hosted a project meeting for its Union to Union Project 2018 to 2022: “Building Trade Union Capacities and Quality Public Services for a Just Transition to Climate Change”. The session was held over the period October 15-16, 2019 at Hotel Four Seasons | Kingston, Jamaica.

The JCSA was represented by President Grant, GS Powell-Williams, Sisters Regina Bell (Court Management Service), Nadisha Poyser (Ministry of Economic Growth and Job Creation) and Simone Barnette (Ministry of Local Government and Community Development).

Representatives from the Dominica Public Service Union (DPSU) and the Antigua and Barbuda Workers’ Union (ABWU) were also be in attendance.

Workshops are being planned for General Council and members, to build their trade union capacities for a Just Transition to Climate Change.

16 Days of Activism Against Gender-Based Violence

The 16 Days of Activism against Gender-

Based Violence is an annual international campaign that kicks off on 25 November, the International Day for the Elimination of Violence against Women, and runs until 10 December, Human Rights Day.

It was started by activists at the inaugural Women's Global Leadership Institute in 1991 and continues to be coordinated each year by the Center for Women's Global Leadership. It is used as an organizing strategy by individuals and organizations around the world to call for the prevention and elimination of violence against women and girls.

In support of this civil society initiative, under the leadership of the UN Secretary-General, António Guterres, the United Nations Secretary-General's UNiTE by 2030 to End Violence against Women campaign (UNiTE campaign) calls for global actions to increase awareness, galvanize advocacy efforts, and share knowledge and innovations.

In 2019, the UNiTE campaign will mark the 16 Days of Activism against Gender-Based Violence, from 25 November to 10 December, under the theme, "Orange the World: Generation Equality Stands against Rape!"

PSI Information and Strategy meeting on WTO and digital trade issues

PSI Caribbean will be hosting an information session on the Digital Economy and the WTO: Caribbean perspectives and action over the period December 9-11, 2019 in Kingston, Jamaica.

- Background Information
The 11th Ministerial Conference of the World Trade Organization (WTO) will

take place in Nur-Sultan, Kazakhstan, June 8-11, 2020. It will be a very important meeting which will determine the future of the global rules on trade. Pro-corporate forces are intending to ensure that the meeting delivers in a variety of ways, including:

- a mandate for negotiations towards a multilateral agreement that will set the rules for the digital economy; and
- new rules on domestic regulation in services; investment facilitation; and other issues;
- a new architecture within the WTO that fully dismantles the differentiated treatment of developing and developed countries in the WTO.

At this juncture, the threat to development and democratic decision-making is existential, as developed countries are using the Trump administration's attacks on the WTO to try to push their pro-corporate agendas through pluri-laterals as well as multi-laterals, and threaten to side-line forever any common commitments to allow policy space for trade for development.

OWINFS is the global civil society network focused on the multilateral trading system, and particularly the WTO. As digitalization rapidly disrupts the global economy and world of work, public services are being affected by these transformations. Public service workers, and their unions, must come to terms with these changes if we are to defend workers' rights, influence the shape of future public services and ensure democracy and the state are not undermined by corporations using



digital transformation to concentrate their power. Already, governments in the Caribbean are using e-government initiatives as part of their strategy to “transform” public services.

The Public Services International (PSI) sees the importance of developing a strategy to ensure civil society’s success at the upcoming Ministerial, on issues from digital trade (ecommerce) and investment to fisheries, agriculture, and so-called “WTO reform.”

As with the multilateral e-commerce negotiations, CARICOM countries have remained silent on whether they have an appetite for joining the plurilateral e-commerce negotiations. The pressure is therefore on by developed countries and large corporations to push Caribbean countries to join the plurilateral negotiations.

The JCSA has been offered four (4) places at this workshop.

COMMITTEE REPORTS

Member Services and Affiliation Committee

The following is a report on the activities undertaken by the Member Services and Affiliation Committee for the administrative year.

Committee Members

The committee comprises the following persons:

- Sis. Paulette Bruce-Williams -

Monitoring Officer

- Sis. Ann Marie Campbell Bell- Chair
- Sis. Carmelita Pessora McGregor - Co-Chair
- Members - Bro. Errol Scott
Sis. Sandra Cameron
Bro. Michael Thompson
Sis. Tracy-Ann Sinclair
Bro. Michael Kerr
Bro. Allan Carter

JCSA Affiliation Policy

The Affiliation Policy document was approved by the Executive Committee and has been implemented and the Affiliation Policy Application Form is now in use.

Discount Houses

The committee verified and validated the Discount Houses during the latter part of 2019. An updated Discount House Listing was circulated to the membership during the period. The committee continues to add new discount houses to the listing. This project is ongoing.

JCSA Prepaid MasterCard

The JCSA partnered with Alliance Payment Services to provide MasterCards for the membership. Several cards were presented to the General Council. However, the distribution of the MasterCard posed a challenge for the general membership. The matter is being examined by the committee.

Membership Drive Competition 2020

The Membership Drive Competition was launched in the first quarter of 2020. The first-place prize for the competition was a trip to Caribbean Public Services (CPSA) Conference in Bahamas.

The winner of the 2019 Membership Drive Competition was Sis. Millicent Brown-Thompson, Departmental Representative for the Bellevue Hospital. The 2019 and 2020 first-place winners will be part of the delegation to travel to CPSA 2020. The competition is guided by a policy document.

Raffle 2020

The committee is in the process of organizing a Raffle for 2020. The goal of the committee for 2020 and onwards is to continue to find creative ways to improve the lives of the membership. The committee is focused on the members receiving cash back from the Prepaid MasterCard, adding more partners to the discount houses listing and to continue to increase the membership with the organization.

Women’s Action Committee

The JCSA Women’s Action Committee (WAC) was dissolved on May 31, 2019 and a new administration was reconstituted in June 2019. Currently, the team consists of Sis. Techa Clarke-Griffiths, 1st Vice President and Monitoring Officer, Sis. LaToya Spence appointed Co-Chairperson, WAC, Sis. Geraldine Miles appointed Co-Chairperson and other recommended committee members that are listed but not limited to the following specified below:

- Patricia Jackson – Registrar General’s Department
- Tashika Johnson – Court Management Services
- Yanique Ameir-Cummings – Ministry of Foreign Affairs and Foreign Trade

- Dacian Barnes – National Land Agency
- Maxine Shrouder – Jamaica Information Services
- Anastacia Cole-Clarke – National Council for Senior Citizens
- Carol Hammond – Passport Immigration and Citizenship Agency
- Patrice Porter –Jamaica Civil Service Association (Liaison Officer)

At our first meeting on August 29, 2019, eight members including the Monitoring Officer attended the meeting that was chaired by La’Toya Spence, Co-Chair. New and existing members were introduced, and membership profile(s) were obtained for those present. Mrs. Geraldine Miles was also introduced as the appointed Co-Chair assigned to work with the Committee and be the Liaison Officer between the Executive Committee and the WAC.

The mission was outlined to the members; in addition, the Monitoring Officer gave the Opening Remarks, an overview as well as the mandate of the Committee. Further to the discussion, emphasis was placed on the objectives and the plans outlined in the Strategic Plan.

Restoration of National Works Agency building (Proposed Resource Centre)

Embarking on Projects that will make national impact

It was agreed that the proposed WAC meeting dates be schedule on every 3rd Tuesday of each month at 4:30pm. The Calendar of Event was also discussed, and the proposed activities are referred herein:

Projects, Fundraising and Events Planning Activities

The following activities were submitted for approval by the Executive Committee:

- Fish Fry by Prendy’s held 24th October 2019
- Health Fair and Violence against Women Symposium held 18th November 2019.

Other Fundraising Activities suggested:

- Movie in the Park (Jasicera Park)
- White Elephant and Dutch Auction
- Back to School Book Fair (books to be donated by Council Member)
- Fruit Smoothie Week (one week of smoothie sale at strategic points - MDAs)
- Buy Out a Play (Centrestage)
- Pageant Night

Other activities suggested but did not materialise:’

- Lunch Hour Forum / Gender Forum
To partner with Bureau of Gender Affairs to highlight issues concerning gender inequality, gender bias, sexual harassment in the Workplace, entertainment and refreshment.
- Jamaica Fire Brigade
- Engage and visit WAC Chapters (every other month)
 - St. Mary Chapter
 - St. James Chapter
 - Manchester Chapter
- Engage MOF&PS and revisit the passing of the Sexual Harassment Bill
- To engage resource personnel for Mental Health issues and counselling

Updates

- Fish Fry Fundraiser

Approval was granted by the Executive Committee

Flyer and Tickets were designed by a committee member

200 tickets were printed by Hot Off the Press

Each meal sold by Prendy’s at \$1,000.00, Tickets sold at \$1,500.00 which garnered a profit of \$500.00 each meal.

Total Tickets Sold	213
Total Ticket Amount	\$319,500.00
Total Expense	
Tickets Cost (Printing)	\$4,061.00
Deposit Advance	\$100,000.00
Balance Paid on Total Cost	\$100,000.00
	(\$204,061.00)
Total Profit Expected	\$115,439.00
Total Profit Collected to Date/Paid Over	\$98,200.00

- Health Fair and Violence against Women Symposium - the Health Fair and Symposium was hosted during the week of activities for Civil Service Week.

Our Last meeting prior to the Health Fair and Symposium was held on 11th November 2019. Three (3) members were present, namely, Sisters Yanique Ameir-Cummings, Geraldine Miles and La’Toya Spence.

- Sixteen (16) entities mounted displays:
- Ministry of Justice (Human Trafficking)
 - Bureau of Gender Affairs
 - Women Incorporation
 - Jamaica Cancer Society (Display Brochures were sent)
 - Diabetes Association of Jamaica

- National Health Fund
- Heart Foundation of Jamaica
- Dental Lab Technology Association of Jamaica
- Courts Jamaica/Radio Shack
- Yummy Bakery
- First Heritage Co-operative Credit Union
- Facey Commodity Limited
- Chung's Catering
- PriceSmart
- WAC

Participating Entities confirmed but did not turn up on the day of Event
Jamaica Fire Brigade

- SERHA - AIDS Mobile Unit
- LASCO Distributors
- National Council for Senior Citizens

Approximately 163 persons signed the Attendance Register which accounted for twenty-five percent (25%) representing public sector employees (a very low turnout) and seventy five percent (75%) representing the student and teachers from the Tarrant High School.

Budget totalled	\$74,800.00
Actual Expenditure	
Trestle Tables	(invoice outstanding)
Tablecloths	\$6,000.00
Lunches	\$11,120.00
Potted Plants	\$1,000.00
Entertainment	\$8,000.00
Water (2 cases)	(invoice outstanding)

Lunch Hour work-out session was done by personal Trainer (Body by Kurt) hired by Courts Jamaica.

Chung's Catering donated twenty (20) of forty (40) lunches requested. The remaining lunches (20) were purchased.

- Proposed Literacy and Resource Centre in Tarrant Community

Subsequent to our first and second meeting with the President and later the J-Park Committee, planning commenced for the Resource/Literacy Centre Project in December 2019

A Proposal letter to National Works Agency was drafted, it requires vetting before it is submitted to Executive Committee for feedback.

The team had its first meeting with President about the direction and how to proceed with the Project 3rd September 2019

WAC team (Monitoring Officer and 2 Co-Chair) met with the President and the Jasicera Park Committee on site to initialize the project on 6th September 2019.

A walkthrough of the site was scheduled on the same day to discuss and see how the Centre could be designed to provide the appropriate coverage for the needs identified (all were in attendance but access to the premises was not granted at the time of visit); meeting convened.

Planning commenced in October 2019; the proposal is currently being drafted by WAC (Sisters Techa Clarke Griffiths, La'Toya Spence and Geraldine Miles) Planning ceased until early 2020.

An Architect was engaged to do structural assessment and estimate of repairs; however, access was denied at the time of engagement.

Other identified or proposed donors/sponsors or partners include but not limited to Canadian High Commission, Sagicor, Jamaica Lifelong Learning, Ministry of Education, Heart Trust NTA, Tanks-A-Lot, Japanese High Commission and British Council.

The Committee was engaged by a newly employed Project Manager. It is proposed that our first meeting will be in March 2020 to discuss and finalize the Project proposal document.

- Lunch Hour Forum/Gender Forum

Other MDA was engaged earlier in the year as planned on our Calendar of Event; however, the feedback was unfavourable. The Jamaica Fire Brigade will also be engaged September 2019. The activity was postponed until further orders in September 2020. The Bureau of Gender Affairs, Price Smart and Edna Manley College are potential partners.

- Smoothie Sale

A submission was made, and approval was granted. This fundraising event was scheduled for February 21, 2020. The submission has been amended by date and by entities to participate. The period for Smoothie Sale was extended from February 19, 2020 to February 28, 2020. The invitation was extended to the following MDAs:

- Traffic Court
- Ministry of Health and Wellness

- Tax Administration Jamaica
- Court Administration Division
- Ministry of Foreign Affairs and Foreign Trade
- Kingston Civil Court
- Ministry of Finance and the Public Service – (did not participate)
- Jamaica Information Service
- Ministry of Local Government and Community Development
- Supreme Court
- Registrar General (VJH/ Kingston Public)
- National Council for Senior Citizens
- Jamaica Civil Service Association

- WAC Meetings were scheduled and held on:

- 17th September 2019 – three members attended (inclement weather)
- 15th October 2019 – four members attended
- 29th October 2019 – five members attended
- 11th November 2019 – three members attended
- 23rd January 2020 – three members attended
- 18th February 2020 – six members attended

Sports Committee Report

The Committee comprised the following persons:

- Sis. Techa Clarke-Griffiths – Monitoring Officer
- Sis. Melaini Mullings Arnold – Co-chair
- Bro. Arlington Roberts – Co-chair
- Members: Brothers Leon Wright, Jerry-



Neal Richards, Carvel Banton, Raymond Poyser, David Kerr, Ewan Harvey, and Raymond Austin: Sisters Janet Green-DaCosta, Angela Burrell Rodney and Melesia Kerr.

Centenary Charity 5k Run/Walk Grand Prix 2019

The season started two (2) weeks after ending the 2018 Sports Competition. This was to facilitate the early planning of our Centenary Charity 5K Run/Walk Grand Prix. This was one of the activities to celebrate our 100 years of existence as a Union advocating for its workers and the first of its kind. Being a Charity event, the Committee decided to make the health sector the beneficiaries of this inaugural and special event for our beloved Union. We had dialogue with the Regional Directors in all four (4) health Regions indicating our intention and seeking assistance in selecting the most deserving health facility in each region. These were St. Ann's Bay Health Department, Mandeville Comprehensive Clinic, White House Health Centre and Kingston Public Hospital.

Our first race was in Runaway Bay on February 3, 2019 at the Karl Rattray Training Institute, in Montego Bay at the Catherine Hall Stadium car park on February 24, 2019, in May Pen, March 31, 2019 at Denbigh Show Ground and in Kingston on April 14, 2019 at JACISERA Park. This event was launched on January 28, 2019.

Each race had winners in the following categories:

- Male and Female winners in both run and walk

- Male and Female winners in run and walk for the age group:
 - 19 yrs. and under
 - 20-39 yrs.
 - 40-59 yrs.
 - 60 yrs. and over

The event culminated on April 14, 2019 with grand prix winners in the various categories:

The overall Grand Prix winners for the Run race were:

- Shane Lawrence (Double Marchers)
- Kamaala Perkins (Double Marchers)

and for the Walk race were:

- Dr. Dwaine Cooke (Kingston Public Hospital)
- Paulette Bruce Williams (JCSA's Treasurer)

We showed our appreciation to Train fit Mile Chasers, for their support of our event in all the locations across the island. They entered our youngest participant, Rischelle Wong, who was nine (9) years old and the winner in her age category.

There was a Handing Over Ceremony on December 12, 2019 at JACISERA Park, where we donated the funds from the event to the named Charities. Each Charity received One Hundred Thousand Dollars (\$100,000.00). The sponsors were also given a token showing our appreciation for their engagement in our inaugural race. Our sponsors were JN Bank Limited (main sponsor), Lifespan Water, Celebration Brand Limited, Creation Foods, HEART Trust NTA, Trade Wind Citrus, JP Foods and Ministry of Health and Wellness (Jamaica Moves). All the races and

Handing over Ceremony were covered by Corporate Sports Limited and aired on both TVJ and CVM. We also got coverage from the Jamaica Information Service (JIS) and written articles in the Gleaner and Observer newspapers.

If you missed last year's event, we look forward to seeing you in our next race in 2020 where it will be bigger and better. Our race director was Mr. Alan Beckford.

Sports Competition

The JCSA Sports Competitions for the 2019 season officially started on March 22, 2019 with the Opening Ceremony at JACISERA Park, 31 Molyneux Road, Kingston 10. The guest speaker was Ms. Marva Bernard, Past President of Netball Jamaica. The 2019 season saw several Ministries, Departments and Agencies (MDAs) who eagerly awaited the start of the competitions, showing up at the Opening Ceremony as this was a very special year for the Association and its members.

The Committee put forward a total of three (3) disciplines for teams to compete for the ultimate prize and bragging rights. These disciplines were football, netball, and domino and all was contested.

A total of twenty-one (21) MDAs across the Government Service, participated in one or more of the season's competitions. They were as follows: -

- Football
 - Tax Administration Jamaica
 - Jamaica Customs Agency
 - Ministry of Education, Youth & Information
- Netball
 - Ministry of Health and Wellness
 - Kingston and St. Andrew Municipal Corporation
- Jamaica Defence Force
- Bellevue Hospital
- Post and Telecommunications Department
- Supreme Court
- Ministry of Industry, Commerce, Agriculture and Fisheries
- Office of the Prime Minister
- Department of Correctional Services
- Ministry of Economic Growth and Job Creation
- Jamaica Library Service
 - Ministry of Finance and the Public Service
 - Kingston and St. Andrew Municipal Corporation
 - National Irrigation Commission
 - National Land Agency
 - Jamaica Constabulary Force Civilian
- Domino
 - Ministry of Finance and the Public Service
 - Department of Correctional Services
 - Ministry of Industry, Commerce, Agriculture and Fisheries
 - Registrar General's Department
 - Houses of Parliament
 - Post and Telecommunications Department
 - Ministry of Education, Youth & Information
 - Jamaica Library Service
 - Ministry of Economic Growth and Job Creation
 - National Land Agency
 - National Irrigation Commission
 - Kingston & St Andrew Municipal Corporation

- Ministry of Industry, Commerce, Agriculture and Fisheries
- Department of Correctional Services
- Jamaica Defence Force 'A'
- Jamaica Defence Force 'B'
- National Irrigation Commission

Football and Domino was played in two (2) zones (A and B) while Netball was played in a round robin format. The domino teams enjoyed a 'Knockout' Round of competition as a part of the 100 years celebration. The Registrar General's Department was the champion for this category. From round one, the top two (2) from each zone for football and domino, and the top four (4) for netball, contested the semifinals from which the top two teams moved on to play the finals for each discipline. The two (2) losers from each semifinal played for third place.

In the sport of Football, the Jamaica Customs Agency and Ministry of Education, Youth and Information contested the finals where the Jamaica Customs Agency came out the victor. Third place went to Post and Telecommunications Department.

The finals for Domino saw Ministry of Finance and the Public Service going up against the Registrar General's Department. Ministry of Finance proved too hot to handle and came out the winner. Third place was won by Kingston and St Andrew Municipal Corporation
The Netball finals was an exciting affair as Kingston and St. Andrew Municipal Corporation and Ministry of Health and Wellness contested the finals. The ladies

did not disappoint as they displayed their netballing skills. Kingston and St. Andrew Municipal Corporation, with some precise shooting skills, got the better of the Ministry of Health and Wellness and was awarded the victor's crown. Third place was won by the Jamaica Defence Force 'A'.

There were sectional awards and they were as follows:

- Football
 - Leading Goal Scorer: Lennox Russell (Jamaica Customs Agency)
 - Coach of the Year: Calvert Fitzgerald (Jamaica Customs Agency)
 - Manager of the Year: Trishon Mason-Hemans (Post and Telecommunications Department)
 - Most Disciplined Team: Jamaica Constabulary Force Civilian
 - Most Valuable Player: Lennox Russell (Jamaica Customs Agency)
- Domino
 - Manager of the Year: Chaseion Rodney (National Land Agency)
 - Most Disciplined Team: National Land Agency
 - Highest Scoring Team for the Season: Ministry of Finance and the Public Service
 - Highest Scoring Team for any one Match: Kingston and St. Andrew Municipal Corporation
- Netball
 - Top Shooter: Shawnette Kerr
 - Most Valuable Player: Denise Smith
 - Most Disciplined Team: National Immigration Commission
 - Manager of the Year: Eulalee Whitney

The curtains came down on the season's

competitions with the Closing Ceremony at JACISERA Park on July 12, 2019 with Oral Tracey, TVJ's Sports Commentary host, being the guest speaker. All the teams expressed their desires to see the programme moving from strength to strength and the Committee is committed to make this happen each year.

The unavailability of proper playing surfaces at JACISERA Park led to football and netball being played at other venues. However, domino was played at our Sports Complex to bring back life to the Park. The teams looked forward to playing matches on Fridays as they enjoyed a drink or two and a cup of soup while enjoying the matches and cheering for their teams. All sporting disciplines were aired by Television Jamaica (TVJ). The Committee envisioned that with the work taking place at the Park, the 2020 season will see us hosting all matches there.

The Sports Committee would like to thank all parties that made the season a success by their input, hard work and dedication. A special thanks to the teams for making the season a success as without them, there would not have been a competition. The camaraderie was great, the networking was a success, the exposure was welcomed and the benefit to the JCSA was priceless. Next season promises to be even greater.

The Committee lost one of its valuable team members, Bro Leon Wright, domino supervisor. May his soul continue to rest in peace.

Legislation, Regulations, and Industrial Relations Committee Report

The Legislation, Regulations, and Industrial Relations Committee Report consists of 13 members and meets on the third Wednesdays of each month. It outlined the major Circulars and Policies that will be reviewed over the administrative year June 2019 – May 2020. These include:

- Bonding Policy
- Seniority Allowance
- Motor Vehicle Travel Allowance
- Refund of Tuition Cost

The Legislation, Regulations and Industrial Relations Committee met on Wednesday, February 19 where it reviewed and commented on three (3) Circulars/Policies which are in bold below.

The Bonding Policy was reviewed and found to be acceptable and therefore, does not warrant any amendment.

The Circulars related to Motor Vehicle Travel Allowance were reviewed and the Committee is putting forward the case that some sections may need to be amended to include extenuating circumstances during the execution of duties.

Circular No. 12 (2012):

Section 6 (Loss of Disposal of Motor Vehicle) and Section 7 (Vehicle Out of Service): the provision should be made to include cases totally beyond the control of

an officer such as; getting caught in a robbery or crossfire and motor vehicle is damaged. The Committee is questioning the rationale and adequacy of the 25 days period for which an officer can be paid for loss of the use of the motor vehicle. What consideration is given to loss resulting from extenuating circumstance during the execution of one's official duties?

The committee is also positing that under Section 7, additional time should be given in special cases provided that the documentation is submitted in the form of a Mechanic's Report or Assessor's Report to substantiate the extent of damage. The assessor should be registered and supported by the insurance company.

The level and types of criminal activities plaguing the country should be considered as reasonable causes that can result in officers suffering the loss of their vehicles.

Circular No. 16 (2005) Seniority Allowance and Circular No. 35 (2006) PMAS One Off Payment were also reviewed and found to be acceptable. The issues found when examining cases related to this Circular was more about the interpretation by officers and pay stations rather than the items requiring amendment.

The LRIR Committee will be examining another set of Circulars/Policies of which the Executive Committee will be advised. The LRIR Committee was given a special assignment by the President to examine the increased bank charges and prepare a Position Paper. This was done and the Paper was submitted to the Secretariat.

Bus Management Committee

- Facility
The renovation of the facility at Lyndhurst Road is moving rather slowly. The plans are now with the Procurement Committee of the Ministry of Finance for final approval.
- Hireage
The constant hiring of buses to compliment the fleet when buses are down is having a negative impact on passengers evident by the many complaints from passengers on the affected routes.
- New Buses
Approximately four (4) new buses should be added to the fleet before the end of the financial year.
- GETS New Bus Access System
This is ongoing and full implementation should take place with the arrival of the new busses.

Young Workers' Committee

CPSA Conference 2019

The Future Leaders had a two-day consecutive workshop, clothed with the theme: "Stronger Affiliates, fostering Greater Achievement".

The countries that participated are as follows, Antigua and Barbuda, Bahamas, Barbados, Belize, Bermuda, Dominica, Jamaica, Montserrat, St. Lucia, St. Vincent & the Grenadines, and Trinidad & Tobago.



Eighteen (18) future leaders participated, building a conducive environment for critical thinking and healthy discussions.

The workshop was very informative and brings to home the same sentiments faced by young workers in Jamaica. Discussions highlighted issues of financial challenges of trade unions, conflicts within the trade unions, the constant fight in ensuring workers' rights are protected, negotiation challenges, members lacking confidence in trade unions, issues faced by future leaders in the workplace and the involvement of future leaders in the trade union. The deliberations were interactively intense and accommodated disagreement and acceptance of opinions, but we all concluded on the fact that no challenges faced by trade unions are limited but expansively throughout the region.

The presenters were experts in their areas, and accommodated questions and answers, henceforth presentations were very collaborative.

The first day of the workshop commenced with registration and an opening ceremony nurturing an introductory atmosphere for each participant. Brother O'Neil Thurston gave the welcome remarks on behalf of the Bahamas Public Services Union, immediately following all affiliates gave a report on their respective young workers committee.

The President of the Anguilla Civil Service Association, Sister Susan Hodges was our first presenter. She deliberated on the topic: Decent Work and Equal Pay for All. Sister

Hodges shed light on social dialogue to citizen on legislations and policies to promote entrepreneurship. She also highlighted that decent work entails; the opportunities for work that are productive and delivers a fair income, security in the workplace and social protection of families.

The impact of Future Leaders in Trade Union Movements as it Relates to Sustainability was a topic presented by Sister Javelle Frank. Her presentation encourages self-assessment and reflection as she asked the question what is your purpose as a future leader in your union? She reassures us to be an asset to our union and not just an asset but an indispensable asset as future leaders. She implore for us to always seek training and personal development as a trade unionist.

Sister Belinda Wilson, President of the Bahamas Union of Teachers spoke on the topic: the impact and the relevance of the Trade Union Movement in the 21st century. Mrs. Wilson said we will always remain relevant because of unfair dismissal, protection of workers' rights, advocacy and industrial actions will always be present. She encourages us to always be knowledgeable of new laws and legislations and perfect our skills as a trade unionist.

Bro. Ivan Thompson was our last presenter. His presentation was about Roberts Rule and how to chair a meeting. His presentation was vibrant, persons were randomly selected to demonstrate what was taught.

The JCSA was represented by Bro. Herbert Gray. He expressed that his greatest



moment was the opportunity he got to sit on the Resolution Committee of the CPSA Conference. He was amazed by how technical it is to craft a resolution and the importance of the wording and abbreviations used. He is empowered by the conference and expressed his gratitude for the opportunity to attend and represent the Young Workers Committee at the conference.

Trade Union, Education And Training Committee

Tertiary Education Grant Programme

The Trade Union, Education and Training Committee completed the approval for the JCSA Education Grant in 2019. The submissions were prepared and sent to the Ministry of Finance and the Public Service for disbursement to the relevant universities/schools.

The number of applicants considered are as follows:

A total of 160 applicants were selected and an allocation of \$3,590,000 was approved for our members.

JCSA Secondary School Quiz

Submission Date	No. Applicants	Amount
July 19, 2019	28 -	\$630,000.00
July 31, 2019	36	\$900,000.00
August 12, 2019	65	\$1,435,000.00
September 3, 2019	27	\$540,000.00
September 19, 2019	4	\$85,000.00

Competition – November 21, 2019

The Jamaica Civil Service Association hosted the 19th staging of the Secondary School Quiz competition during Civil Service week and it was held at Medallion Hall on November 21, 2019 at 10:00 am. The Quiz began with devotion, Chairman Dwight Lee gave his opening remarks while Quiz Master Sister Angela Burrell-Rodney explained the rules of the quiz competition and Sister Ingrid Edwards was given the task to Moderate the event.

Our keynote Speaker was Mr. Kristofferson Nunes, a 25 year old CEO of UCA Limited, a leading youth agency with a track record for offering freelance and work opportunities for students and youth across the island while riding the career gap through developmental workshops and connecting brands to a growing demography. According to Mr. Nunes, UCA Limited has impacted over 2000 students through his work and his presentation at our Quiz Competition was very impactful and inspiring.

Eleven (11) Schools participated:

- Holy Childhood High School
- St. Mary's College
- Manchester High School
- McGrath High School
- Merl Grove High School
- Anchovy High School
- Jonathan Grant High School
- Camperdown High School
- Wolmer's High School
- Charlemont High School
- Calabar High School

The first round was quick and intense, all



the schools performed fairly well in this round, the second round was exciting for the schools while the third round culminated at 12 p.m. with winners. The Judges were Sisters Rachel Solomon, Melaini Mullings-Arnold and Charmaine Gillette-McLellan.

The First Place Winning School was Jonathon Grant High School who entered the competition for the first time, Second Place winner was Manchester High School and Third Place Wolmer's High School who also entered the competition for the first time.

The First Place winner, Jonathan Grant High School received \$30,000, Second Place Winner, Manchester High School received \$20,000 and Third Place Winner, Wolmer's Boy's School received \$10,000.00. JCS Thrift donated \$50,000.00 while Yummy Bakery

donated 4 baskets and their team was on location offering samples of their products.

Sisters Techa Clarke-Griffiths, Monitoring Officer and First Vice President, Tifonie Powell-Williams, General Secretary, Patrice Porter, Administration Coordinator, Racquel Stephenson, Administrative Assistant, Sisters Yvonne Jackson and Beverley Edwards, Committee Members Sis. Patricia Jackson, Bro. Christopher Scott, Sis. Ann Marie Campbell Bell, and Sis. Jacqueline Brown-Kinghorn were present. The competition was a success and the committee appreciated the support and tremendous assistance in hosting another fantastic quiz competition.

Photo Highlights

JCSA Secondary Schools Quiz Competition



JCSA 5k Run Walk Centenary Charity Competition



Manchester Chapter outreach project

Photo Highlights

President's Luncheon, 2019



Parish Annual General Meetings



Photo Highlights

100th Annual General Meeting – Day 1



100th Annual General Meeting – Day 2 Youth Forum



Photo Highlights

100th Annual General Meeting – Day 2





Minutes of the Opening Session of the 100th Annual General Meeting of the Jamaica Civil Service Association,

Thursday May 30, 2019

(Day 1)

Opening Remarks

Master of Ceremonies, Mrs. Donna-Marie Rowe made opening remarks and invited President Grant to call the meeting to order.

Acknowledgements

The President acknowledged all distinguished guests including Prime Minister, the Right Honourable Andrew Holness, Dr. The Honourable Nigel Clarke, the Minister of Finance and the Public Service; The Honourable Faval Williams, Minister of Science, Energy and Technology, other members of the Cabinet; Ambassador the Honourable Douglas Saunders; Permanent Secretaries; Mrs. Helene Davis Whyte, President of the Jamaica Confederation of Trade Unions; the Executive and members of our General Council; heads of Government Agencies, executive bodies and public organizations. Partners Sagicor; The Jamaica Civil Service Mutual Life Society; The JCS Housing Company and the JCSA Limited.

He also recognized the officer corps of the Jamaica Civil Service Association.

Call To Order

Bro. Grant called the meeting to order.

Notice Convening the Annual General Meeting

Sis. Tifonie Powell-Williams, General Secretary read the Notice convening the meeting.

Apologies

Apologies were tendered by a number of persons who were absent.

Invocation

The invocation was done by Pastor Rupert Brown.

Greetings

Excerpts from presentations

Ambassador the Hon Douglas Saunders, OJ, CD, JP

(Salutations)

I am most honoured to have this opportunity to bring greetings on behalf of the Public Service of Jamaica, and I join wholeheartedly in congratulating the Association on attaining this centenary anniversary. That is no mean achievement in any context, and not just in terms of the years of existence but the Association has been a bulwark and at the forefront of the struggles over many decades associated with the shaping of the nation's industrial relations environment.

...I remember very shortly after I joined the service that I had some difficulties - not being familiar with the JCSA before that - had some difficulties not confusing that acronym with that of the JSPCA...

...a then senior civil servant asked me why I was apologizing, because it was the same difference - preventing cruelty to - well, not animals, but civil servants...

...I reiterate on behalf of all of the members of the public service, warmest congratulations to the JCSA on their attainment of the milestone, and I extend every wish for a successful 100th Annual General Meeting...



Mrs. Helene Davis- Whyte, President of the Jamaica Confederation of Trade Unions

When we look at an organization that has been around for 100 years, I think it says a lot for that organization and I think for the Jamaica Civil Service Association it says indeed a whole lot in terms of the stellar service that this Association has given to its members over these 100 years that have passed. Several organizations that were thought to be invincible over this time have come and gone, but the JCSA has endured. This demonstrates the character of the organization and its leaders. They have clearly recognized the need to adapt and transform in order to remain relevant. They have also recognized the importance of solidarity and unity in the workers struggle, and so we are a founding member of the Jamaica Confederation of Trade Unions...

...The JCTU also commends the Civil Service Association for recognizing the need to adopt strategic, pragmatic approaches in a situation where the prevailing economic climate is one in which the demands and needs of workers have become increasingly difficult to meet, and I think you all would identify with that...

... We fully expect the Jamaica Civil Service Association to continue to be a vibrant organization that espouses the values of social dialogue and a tripartism entering its second century. The JCTU also expects that the JCSA will be integrally involved and at the center of debate regarding the future of work and other 21st Century concepts that have the ability to redefine how trade unions and their members operate...

... The JCTU you salutes the Jamaica Civil Service Association on this landmark achievement and looks forward to continuing to work with you as we seek to devise new and different approaches to negotiations and representation in the context of the ever changing labour relations landscape...

The Honorable, Nigel Clarke, Minister of Finance and the Public Service

(Salutations)

When you examine history there is no country or people or I dare say empire that has achieved greatness without a great public administration, without a great civil service. The exploits of Greece and Rome and Egypt and the empires of Western Africa and the Mongolia in the East were all built on the back of a civil service that could get the dams constructed and the roads built on a civil service that could move grain to where it was needed, that could take records and keep records that could collect taxes and allocate revenue. Without efficient administration none of those entities could exist, and if we want to aspire to greatness we have to do likewise. ... In the past we have spent a lot of our time in deliberations, talking about the single issue of wages and percentages. In countries that have achieved greatness you have stability and stability gives the predictability, and as a result that part of the conversation take a few minutes because with stability you have foresight into the future...

... Indeed, our brothers and sisters in the Caribbean, the Eastern Caribbean, for decades have had 5-year wage agreements - imagine that - little Grenada and St. Lucia, and that's because they have had stability, fiscal stability...

... To get there we are going to need to restore the civil service to that place where it becomes the choice of employment for the best possible graduates leaving our tertiary system, like it is in other part of the world for countries that maybe want to give the label 'great' in terms of their achievements...

In the United Kingdom or in the United States, as an example, it is so competitive to join their civil service. You leave the top schools in their country and the best people want to go to Washington to work in the - they call them the departments, Health Department, Treasury Department and so on, but it's their civil service. The best and the brightest in the U.K. want to go to White Hall to work in their civil service, and we are intent on making it exactly the same here in Jamaica.

... What you put in is related to what you get out, so if we aspire for this greatness and this excellence from the civil service, then we have to invest in the civil service, and we are prepared to do that and you are going to hear more on this later in the year...

... Now, there was a time in Jamaica not too long ago when any time you wanted to get something done, the way to do it would be to bypass the civil service and set up a public body...

... So we have been in a process rationalizing our public bodies and we have done so by mergers and divestments and we have also done so by reintegrating public bodies into their parent ministries, because we want a civil service where only if something is commercial in nature or regulatory in nature or attached to those, that we set up a public body...

... we want a civil service in which the people of Jamaica have confidence and in which you are motivated, and you see that you are a part of something bigger than yourself...

... You come to work with pride, you come to work knowing that you are working towards a bigger destiny than simply the destiny of yourself. But we can't do that alone, we can only do it in partnership. The things that we are engaged in, however, have to complement investment in people. We have to also invest in systems, and the Minister of Science is here, and the Government is engaged in investing in technology to ensure the delivery of public service is more efficient.

Everybody here is a contributor to the NHT and you know that couple years ago to get anything from the NHT in terms of your refund you have to fill out a paper form, send it in, wait couple months and then you get your refund. Today on the 1st of January, when you are still in your New Year's Eve at 5:00 o'clock in the morning you go on your computer you fill out a form, you press enter, boops ten days the money is in your account

... Imagine if we can replicate that experience across the public service and the civil service, where your external customers can engage with you on an online platform...

...So that is what our transformation effort is doing across Government. We are starting with our border regulatory agencies and we are making the procedures for getting the permits and the licenses electronic and online, starting with the Trade Board and moving to the plant quarantine unit and then to the Health Inspectorate and also to the pharmaceutical area...

... What would be of most interest to you is that your payroll systems are going to also be online, and it means that instead of what happens now where some of you have to go and beg a letter to evidence your salaries, you can go and apply for the loan or the NHT mortgage as the case may be. When we have the investment in technology and we have the payroll system in place, you go online you type in your name and your password, and you can upload your individual payroll data, you can print it. you can manipulate it, you can calculate what your pension is going to be if you are retire, et cetera, et cetera, empowering you and making your life more efficient.

... Ladies and gentlemen, members of the Jamaica Civil Service Association, on your significant century that is a tangible demonstration of the relationship in the new Jamaica. We see you as indispensable to the creation of this new Jamaica. We see an excellent civil service that is led by, that is staffed by people who are highly motivated, highly trained, highly exposed, that that is the kernel of the Jamaica that we are trying to bring into being...

...we look forward to working with you to achieve that great objective in line with the Joseph Principle where the meek indeed inherit the earth.

Opening of the 100th Annual General Meeting

Dr. the Honourable Nigel Clarke declared the 100th AGM of the Jamaica Civil Service Association Open.

President's Address

(Salutations)

I have a special thing in my heart for, they know themselves very well, but I have to acknowledge them every year that I come

to this lectern. They work in the communities and they are called the Community Health Aids. My sisters could you stand so we can see you.

Despite the challenges of not having a permanent post in public sector most of them are on contract, they continue to give yeomen service at the community level so that we all can remain and keep ourselves healthy, and we continue to big you up every chance that we get.

...Minister Clarke as someone who will not only carry his duties out as the chief Minister in charge of prosperity, prosperity of the country, of every single individual, but one who has heart and tries his utmost to balance the books while balancing the peoples' lives. And I could take a quote from a past Prime Minister, whose mantra had to do with progress.

Mr. Prime Minister, as the JCSA has come to known Minister Clarke, we see you much in the same light and it has not escaped us currently serving civil servants that many of the men and women who are now sitting in the Parliament are the sons and daughters of public officers or those who have worked in the public service at some point in their lives. It is with that knowledge that we are confident, and the evidence is coming through, that the time for the prosperity of the public sector worker has come.

We have been sacrificing for many decades in the interest of our country, and notwithstanding the increases we have recently received we have to give some back through increases in the rate of contribution to the National Insurance Scheme, but we recognize it's for ours long term good and so we give it without a murmur or a complaint.

We acknowledge that inflation, Minister, is trending lower than expected and that the economy is growing albeit a little below where the country predicted it would have been. But we as civil servants continue to support the Government's programs, as a professional public service ought to do. We acknowledge the tax give-backs and the increase in social spending as the country continues to gain international attention for the economic recovery that is underway. We would like to think that we public officers have played a significant part in this recovery and that we will accept any tangible evidence of the appreciation that we so justly deserve.

We see infrastructure works taking place and I am privileged to be seated on a National Partnership Council where the plans of the country are regularly shared and discussed by our Chairman, the Prime Minister, and I have developed an elevated appreciation of the struggles that we face as a country with a tight economy, crime and violence, vulnerability to external shocks, et cetera. My exposure as your leader at this very high level has reinforced the fact that only the public sector can fix the socio-economic ills, and so we must, as Minister Clarke has said earlier, we must invest more in public services to aid in sustainable development.

So while we strive for sustainable development, we struggle with the socio-economic impact on productivity and the inability of our leaders and managers to be creative, using entrepreneurial thinking to solve issue such as implementing flexible work arrangements to manage the human productive forces despite the infrastructure work that is being carried out across the entire corporate area. This inability to deal with the human side of the productivity paradigm is proving to be the biggest negative influence on workforce produc-

tivity. As a country we are yet to realize that worker productivity is not facilitated in how we deal with the issues affecting the workers.

I continue to lament, and the PM knows this very well, every meeting of Partnership Council that sit I speak about the issues of contract employment and how it is that we need to fix it. I continue to lament that significant leakages are being occasioned by how we use contract employment in Jamaica. We are not against contract employment; we are against how it is being used. It is not used as a tool to aid productivity, but as constant threat to the worker, a weapon that if you step out of line, we will use it against you.

... the issue affecting us in the public sector and the wider labour force, 'contract employment', has changed the labour relations landscape that we have built up in the past few years and have put up back into the adversarial roles that we have long abandoned.

Settlements are costing us hundreds of millions of dollars each year that could have been used to boost firm productivity, and by extension the Gross Domestic Product, yet we are slow to deal with the significant drain on the economy. I am sure that when we examine the total cost of settling all of these disputes or just merely paying out contracts, we will see that it is significantly impairing our GDP and our growth targets.

Again, as I indicated, and Prime Minister you know that I am very passionate about the topic and I have shared my passion with you on many occasions, and my advocacy is to eliminate the worst forms of contract employment that is anti-ethical to the ILO Decent Worker Agenda, to Goal 8 of the United Nation's sustainability devel-



opment goals, and part of our own vision which says to make Jamaica a place of choice to work.

Sir, whilst you honour us with being our keynote speaker today at this our 100th Annual General Meeting, and we are immensely grateful for your presence here, sir. As public officers and with you being the son of a public officer, we seek your help, we seek your help in expediting as a matter of priority the human side of the transformation of the public sector. We have ten milli-interests: Training and education; a clear and fair path to appointments in the public sector; proper scope for promotion in the public service; just treatment in the disciplinary matters; proper working conditions as per the Occupational Safety and Health Standards. We want proper accommodation when we travel to and from work; we want fair total compensation, not just wages, because one of the things that we have always indicated is that total compensation is what we strive for across all ministries, departments and agencies, and we welcome the compensation review that is on the way. We want universal access to pension by all public officers, and last but certainly not the least of the ten items, we want improved health coverage through our health plan. I am calling on you Prime Minister, because I am like a country preacher that when you see town people come you tend to go on the platform and you say a few words to them, so forgive, please, sir.

Prime Minister we have confidence in you if it has never been said before it has been said now...

...We have confidence that you will continue to give strong policy support to Minister Clarke, sorry Brother Clarke as we like to call him, and as we work to improve

the lives of public officers and to make the Jamaican public a place...

We want to make the Jamaican public service a place where every single Jamaican seeking employment will want to work in the public sector as their first choice of career.

Finally, in this our 100th year, for adding value to the lives of public officers, we continue to live true to our mission to safeguard and affirm the legitimate interest of public officers everywhere. First, our celebration of 100 years is being used to broaden and reinforce the foundation of this historic organization. Right, now we are 30,000 members strong and growing, and in two years we will be 40,000 members strong.

Our task is to continue to add value to the lives of public officers through collaboration with our employer and our valuable partners and stakeholders. Our commitment is strong, our mandate is clear, our work will enhance the social fabric of this country, Jamaica land we love as we continue to grow from strength to strength. The work continues.

Introduction Of Keynote Speaker

Sis. Gillian Corrodus, 2nd Vice President introduced the Keynote Speaker, the Most Honourable, Prime Minister Andrew Holness.

Keynote Speaker

**The Most Honourable Andrew Holness,
Prime Minister of Jamaica**

(Excerpts from Presentation)

Firstly, let me so congratulate the Jamaica Civil Service Association on reaching this



milestone. You know, 100 years in anything is significant, significant, and that you have attained 100 years not just by existing, but by thriving, is worthy of commendation. So, I commend you. To have such an institution is a signal and a symbol of the strength of our society. I am going to make an observation: I was just looking on the plaque and noting the first President of the Association, I believe the name was Frater and he had a title, the title is called ISO. That title means Imperial Service Order, that was given at the time, I believe it would have been by King George, and you would have had to serve somewhere in the region of about 25 years in the civil service to be given that award wherever you were in the British Empire.

Now, the construct of the civil service is not a western thing only, in other words, it is not just the British and the Americans and Europeans that have had civil service. In fact, the Chinese which is one of the oldest civilization, they have had a very effective, very successful civil service which was based on a principle which we call a meritocracy, and indeed even to this day the entire Chinese Public Administration is based on that same principle of meritocracy.

In later years the British realized that patronage, preference and purchase was not going to get them the kind of public administration that they would need, they needed to have a civil service that was independent, professional and competent. Why? One simple reason. That helped them to expand their empire. In fact, when the British Empire started to expand they started to form - well, the reason for the expansion was that they recognized that the British state itself couldn't do it, so they have to form something called companies. So, you had the British East Indian Company, literally almost all of India was

ran by a company. For that company to be properly administered it needed to have a professional class of public administrators, and that professional class of the administration of the affairs of the realm became the civil service.

And how did you get into that civil service? Well, you had to sit an exam. Yes. So, they decided that they were only going to select the best and the brightest and they were going to protect them from political influence. So you couldn't get in because of your relations and preference, you couldn't get in because you had money and could buy your way in, you had to be competent and you had to display the necessary skills. And when you are in you are independent, but of course you swore on oath to be loyal to the realm, which meant effectively that you are going to follow policy and execute policy to the best. That's the history of it, and you are part of that history, because I would bet, and I am not now speaking of what is a fact, but I would wager that some of those persons were not Jamaicans in the sense of being born here.

So, your 100 years is also a period of evolution, a period of transformation. As much as it was part of our colonial history that we may not own or identify with, the truth is you claim the 100 years of existence and that is also a part of that transformation. The bad things about colonialism, of course, we must get rid of them, but the standards, the excellence, giving your best for a higher cause, those are core principles which I feel as a Jamaican are still very much a part of the Jamaica Civil Service Association.

And I say that because I hear the criticisms being leveled daily; we see articles in the press. I too have been critical of our public service, but I wish to say here today that

my involvement with the public service has been one where I have had the great and distinct honour and privilege to have worked with some of the best and brightest Jamaican minds, some of the best administrators, some of the best administrators, some of the most committed people who work for hours on end giving yeomen service to this country. So yes, there are things we have to correct, but we must never forget that within this room and under that tent and within the hundred thousand or more public sector workers that we have, we have great Jamaicans who continued to uphold the highest standards of public service.

But there is, of course, another reason why I say that, because Donna will tell you that I grew up in Spanish Town and I didn't grow up in wealth or in fortunate circumstances. My mother was a civil servant, she worked for close to 35 years, a little more than 35 years in the civil service. She worked in the Ministry of Labour and Social Security.

...but she would bring to my attention many of the challenges and issues that the pensioners face, because it became a personal matter for her as I am sure for many of you who are serving now in the civil service, that it is a personal matter for you and you take the delivery of service to your client personally, and so it should be...

But I also know the struggles of the civil servants. I remember at the time of my graduation; Donna went to another school across town while I went to St. Catherine High School. I had to rely wholly and solely on my mother's salary, and you know, it's graduation time everybody wants new shoes and new clothes and I couldn't afford it. And it was a

disappointment to my mother that she wasn't able to afford it and I said, "Mommy, don't worry about it, it will be all right. And growing up on a civil servant's salary taught me some core principles, fundamental principles, principles that I live by to this day.

If you have don't have it, don't beg, make do with what you have, and what you have use it frugally. I am sure that that is the creed that members of the civil service live by, because you have that sense of pride and even though the pay is small you have achieved much with it, because many of you now have made the sacrifice and you can be proud of what your children are going to achieve because of the sacrifice that you have made as a civil servant. And many of you have made the sacrifice to stay in the civil service because some of you could have gone and have gotten better jobs and better pay, but you have decided to stay and we appreciate that, we respect that and we love you for that.

So O'Neil you don't have to preach to me, and I am not the out-of-towner coming to the rural church, I born in that town and preach the sermon sometimes, and I am not a foreigner to the challenges. I don't usually go into too much details in these matters, because for too long and too often persons have used that in a political way to try and get stripes and credit, but I don't believe in that. Yes, you want to ensure that people understand who you are and where you come from, but I am not into the politics of poverty. What I am about is preaching a message of prosperity, a message that if you work hard, if you sacrifice, that you can prosper and progress, that is what I believe in so I don't make poverty an excuse.

So today I want to share a message of hope

with the Jamaica Civil Service Association. In 2009 I happened to be in on the Government, I was then the Minister of Education, and I had to deal with another very powerful union, the JTA, and I am certain there may be representatives here today. At that time there was a collapse in the global economy, it was a precipitous event and we had to go to the IMF. In fact, we didn't want to deliberate about it for a little while, but the events were so catastrophic on our finances that we had to go to the IMF. But, you know, everything works for good, because the truth is, that even without the global collapse we would have had a problem, because our debt was still very high at that time, and we had to make some decisions about how we going to treat with the debt. And so, we started on this program of fiscal responsibility. In fact, we developed something called the Fiscal Responsibility Framework.

...I felt it was important that the public understood what needed to be done. Of course, there were counter promises and for other reasons the public decided to change course, which gave me some time to reflect and hone my skills a little sharper and develop the policy platforms much more clearly. But, as I said, there were some bitter medicine to be administered and it was administered. I was not the doctor at the time but, you know, I would see where a certain Minister of Finance having gone to the IMF having the same experience I had going to the IMF, came back and said it was a sobering experience. You know, this after saying well in two weeks we will have an IMF deal and we could take off GCT off electricity and it would be all milk and honey. Of course, that was not the reality.

... So I hear all the calls about increase and I will pray with you for increase, but I also

know that if we make any misstep you are the same ones that would just slay me, not slay, but flay. So we well know, as you see Brother Joseph Clarke right there, he well understands the Joseph Principle that we have to keep putting grains in our store, we have to keep administering your affairs in a way that we don't go back to those days, and the increase will come as a result. The increase will come as a result of the good management of the public affairs...

So my message of hope to you is that as the economy improves you have the commitment of this Government that we will do everything within our powers to ensure that you can participate in the prosperity of the country and as you say it's not just about pay, it's about your total compensation.

...I share another point with you. My mother was the beneficiary of a NHT house, in fact, I grow up in a NHT scheme, so I understand the importance of being able to get your four concrete walls around. When hurricane Gilbert struck those concrete walls stood, had at little leak through the window and everything, but the family was safe and you would therefore understand why I have this passion for building, and no mek nobody tell you nothing, you just build. Yes, nuh mek them bad mind you for your house, you just build. All right, build. Just make sure you follow your local municipal authority rules, you apply for your approval and you do it within the norm. And that is why we emphasize the NHT building and the NHT is now building more houses than ever before. In fact, there will be an explosion in the housing market within the next few years, which will see far more affordable units coming to the market.

...I wanted to address the issue of technology and the transformation. Ultimately, when we are finished with transformation, I would not want to predict what the size the civil service will be, but it is likely that it will be smaller than it is now. And immediately as I say that, in the minds of people listening and those in social media and probably listening live if this is being streamed, we would say job cuts, but remember what I tell you, I am not going to hide and talk or cover up my mouth. I tell you straight, the strategy of the Government is obviously to avoid that by all means, but the strategy that we are now employing is to ensure that, (1) we understand what the payment requirement is for the civil service, the public service, that is why we are doing a total compensation review, so we can have a better understanding of how we use our existing budget to pay our workers better.

The second thing is services that don't need to be done by the Government should be placed in the hands of the private sector, and that is one strategy that we are pursuing, and that strategies will ultimately result in the civil service contracting. But what is the beauty of that, nobody needs to lose their jobs. Yes. In fact, that is a strategy that we should be pursuing long ago, because the truth is that the public sector is not always the best place for some of the service delivery requirements that the public sector is now trying to deliver. So, there are some agencies that we are operating that we don't need to operate and even those that we have set up statutory bodies to run they could very well be operating under private hands.

... The economic space that is going to result in one where the public sector has to become more efficient, because it is by virtue of your efficiency that the private

sector is going to grow, and as your efficiency grows and the private sector grows the pie grows, there is your increase...

And the guarantee that I give you that Minister Clarke and Minister Williams give you, from the political directorate, and I am sure the opposition will take the same position, that as the economy improves and increases you must get your fair share of that increase. And you can rest assured that within the political class there is great understanding and great sympathy and indeed great activism to ensure that our household and our economy will see the increase and prosperity.

Awards Presentation 2019

- **Service to the General Council for 5 Years**

(Presenter: Dr. the Hon. Nigel Clarke)

- Sis. Fay-Ann Mitchell
- Sis. Carmelita Pesso-Mcgregor
- Sis. Karen Coleman-Clarke
- Sis. Ann-Marie Henry
- Bro. Vincent Allen
- Bro. Christopher Scott
- Sis. Yanike Ameir Cummings
- Bro. Lemuel Williams
- Sis. Sandra Mendez-Williams
- Sis. Jacqueline Brown-Kinghorn

(Presenter: Hon. Faval Williams)

- Sis. Cheryl Rowe
- Sis. Melva Green-Livingston
- Bro. Boan Wood
- Bro. Lloyd Reid



- Bro. Michael Kerr
- Bro. Llewellyn Hall
- Sis. Racquel Campbell
- Sis. Faith McDonald
- Sis. Debbie Sharpe
- Bro. Dave Noel Williams
- Sis. Tsahai McGrath-Burke
- Bro. Shawn Mitchell
- Sis. Camelia Bryson
- Sis. Ingrid Edwards
- **Service to the General Council for 10 Years**

(Presenter: Prime Minister, the Most Hon. Andrew Holness)

- Sis. Techa Clarke-Griffiths
 - Sis. Gillian Corrodus
 - Bro. Herbert Grey
 - Bro. Rolando Noble
 - Bro. Richard Hutchinson
 - Sis. Rosemarie West-Webb
 - Bro. Kevin Cornwall
 - **5 Years Of Service To The Secretariat**
- (Presenter: Dr. the Hon. Nigel Clarke)**

- Sis. Marlene Hinds
 - Sis. Nadine Robinson
 - Sis. Barbara Haughton
 - **10 Years Of Service To The Secretariat**
- (Presenter: Dr. the Hon. Nigel Clarke)*

- Bro. George Thorpe

- **Chapter Of The Year 2018/2019**
- (Presenter: Ambassador Saunders)**
- Manchester Chapter
 - **Departmental Representative of the Year 2018/2019**
- (Presenter: Bro. O'Neil Grant)*
- Bro. Raymond Poyser

President's Award

- Melaini Mullings-Arnold
- **Acknowledgement of the Recipient of The Samuel Stewart Scholarship**

Mr. Richard Stewart, son of the late Samuel Stewart gave recognition his father as well as the to the recipient of the scholarship.

Entertainment

The audience was serenaded by Constable Shaneika Murray-Bartley of the Jamaica Constabulary Force.

Presentation Of The General Council

President Grant presented the General Council for the period 2018-2020

Presentation of Chapter Chairs

President Grant presented the Chapter chairs for the period.

Vote Of Thanks

The Vote of thanks was done by 3rd Vice President, Sis, Sharon Anderson

National Anthem

The MC invited everyone to stand at attention for the singing of the National Anthem.



Minutes of the Business Session of the 100th Annual General Meeting of the Jamaica Civil Service Association

JACISERA PARK, FRIDAY, MAY 31, 2019

(Day 2)

RESUMPTION

Proceedings of day 2 of the Annual General Meeting commenced at 9:30 A.M.

YOUNG WORKER'S FORUM

Moderators Bro. Allan Carter and Sis. Jaunya-Alleen Anderson gave a special welcome to distinguished guests, State Minister, the Honourable Alando Terrelonge, MP, Minister of Education and Information, President O'Neil Grant, Vice Presidents, guest speakers, General Secretary, sponsors, Council Members.

Additionally, they gave a warm welcome to those who were in attendance from the various MDA's.

Prayer

Sis Jaunya invited Bro. Joseph Reid from Courts Management Services to give a word of prayer.

Greetings

President Grant was then invited to bring greetings.

President Grant stated that the event was the first ever to be held within the JCSA. He acknowledged sponsors, the JN Group, Fosrich, Singer, Celebrations Brands, Facey, Coldfield Manufacturing and Hyundai. Bro. Grant mentioned that on Day 1 of the AGM Decent Work Agenda was discussed and stated that the discussion would be

continued to explore the challenges and how contract employment is used to circumvent rights.

Bro. Carter called upon Sis. Camelia Bryson to introduce the first speaker, Dr. Andre Haughton.

Presentations

Dr. Haughton in his presentation asserted the necessity of having a balance between productivity and compensation. He stated that increased productivity requires proper compensation of workers. He gave examples of countries where these strategies have been implemented "What we realize is that developed countries, and we can look at Europe, we can look at Sweden, we can look at Norway, we can look at Austria who have found a way to balance how the economy coordinates between the firm and the household. What this means is that they have found a way to bring the economy where the workers are motivated because of the compensation and the packages that they receive."

He stated that as a person becomes more educated, more knowledgeable, they get a better understanding of the importance of technology which makes their job easier and by doing so increases productivity. He further stated that one of the reasons why some of our brightest in Jamaica leave for greener pastures is because they are not properly compensated.

The moderators then called upon Mr. Michael Collins from the Jamaica National Group Retail Division. Mr. Collins gave guidance on diving into financial freedom. He spoke about the importance of proper budgeting and shared budgeting techniques with the audience. He also advised that government workers should utilize their skills and talents to make money to supplement their income.

Following Mr. Collins' Presentation, the second speaker, Mr. Henry Charles was introduced by Sis. Regina.

Mr. Charles addressed the issue of Social Security in the context of decent work. He started his presentation by giving a history of social protection. He stated that social protection emerged in the 1970's in Europe from some of the struggles that took place and emergence industrial revolution when people was struggling to deal with what took place as a result of industrialization. He further stated that the emergence of social protection or measures that can be considered to be social protection in the Caribbean, were part of the union policy at the time especially after the 1930s a period when there were significant uprisings as the working class fought for their rights amidst what was happening in the countries during the period.

He asserted that social protection plays a key role in sustainable development through the promotion of good social justice and help in realizing the human rights through social security departments and that social protection policies are set in the vital elements of action developing strategies to reduce poverty and vulnerability across the life cycle.

Bro. Allan thanked Mr. Charles for his informative presentation. He invited Sis. Monique Gray to make an official presentation to Mr. Charles. A presentations was also made to Senator Haughton.

Sis Regina stated that Mr. Michael Collins had more information to share with the audience and invited him to come and engage the audience.

Mr. Collins announced to the audience that the JN Bank and the Jamaica Civil Service Association penned an agreement which allowed all civil servants in the island of Jamaica to be entitled to a particular package. He encouraged the audience to give the President a round of applause for making such bold step. He also encouraged them to visit the JCSA to get more information on the package. He mentioned that this is was a milestone for the JN Group in general and the Jamaica Civil Service Association and encouraged the members to make good use of it.

Sis. Jaunya then invited Ms. Viris Rickards, Branch Manager, Mega Store, Constant Spring, Singer Jamaica Limited to bring remarks. Ms. Rickards informed the audience about Singer and the benefits that they can get when they shop at Singer. She provided details and step by step guidance on how to do hire purchase.

The 4th speaker Ms. Kemesha Kelly was introduced by Bro Denson. Ms. Kelly expressed her delight at the JCSA's 100th Anniversary. She also expressed her excitement to present on the topic of "Social Dialogue in respect of Decent Work for youth." She stated that the statistical data

for Jamaica's unemployment has been significantly reduced over the years, she described this reduction as "fantastic". She said however, that there is still a concern about the significant youth unemployment rates and especially in the case for young women at which she said stands at 26.5%. She pointed out the fact that half the world's population are earning little to nothing and their wages only allow them "to pay bus fare and sometimes not even to buy lunch."

She made mention of the social dialogue started by the ILO that allows for the creation of jobs and the improvement in performance for business and that new efforts are needed to ensure that recognition and realization of the right to freedom of association and collective bargaining.

Ms. Kelly asked a riveting question "do you think the young people you know who are outside the civil service are able to be a part of unions and collective bargaining?" She made mention of persons who work in the Business Process Outsourcing (BPO) Industry. She asked if these persons are allowed to become members of a union. She noted that social dialogue and the tripartite partnership it includes all the facets of negotiations, consultation, and exchange of information between or among representatives of government, employers, and workers on issues of common interest relation to economic and social policy. She said that it is important to keep the conversation going. Furthermore, Ms. Kelly asserted that as a result of the evolution of technology young persons have become more complacent because they think that this may allow the job to be easier. She said however, that this may not always be the

case as older persons may be seen as valuable because of the level of experience they offer which would make them more integral and more important at a particular workplace at a particular time.

She asked another provoking question "So as young workers what is your social capita? Why should you have a seat at the table on the decent work agenda? Are you going to be a young person who sits there and say nothing and ticks and box and put it on your CV to show I was there, you know when people use graffiti when they are leaving school, was here '98 to something and the graffiti say ERE, "I was ERE"."

She said that young people especially in the public sector must seek to use their voices to impact policy change. She stressed the importance of social dialogue and stated that more youth need to become active in unions and to let their voices be heard on issues concerning young people in the public sector. She said that these conversations should not be left up to persons 50 and over as they may be more concerned with retirement which is more imminent for them than for younger persons.

Questions and Answers

At the end of Ms. Kelly's presentation Bro. Allan opened up the floor for questions.

Acknowledgement of Minister

Bro. Allan paused to acknowledge the presence of Honourable Alando Terrelonge, MP, State Minister, Ministry of Education, Youth and Information.

Ms. Kelly was applauded for her potent pres-

entation. Bro. Allan asked a few questions regarding the presentation and asked that persons be rewarded with tokens from the Jamaica Mutual Thrift Society.

The State Minister within the Ministry of Education, Youth and Information was invited to the podium to speak. Minister Terrelonge thanked the JCSA for the invitation to be a presenter at the historic youth forum. He pointed out that he enjoyed Ms. Kelly's presentation. He asseverated that the landscape of the working world has evolved significantly over the years, stating that now black women can wear their hair in various styles and that they were unable to do so some years ago. Minister Terrelonge noted that youth unemployment is at a record low because young people are now stepping out of the box to create jobs for themselves. He said that jobs are being created that did not exist years ago. He expressed gratitude to Jamaica's youth stating that boundaries are now being pushed by the youth and as such we are seeing a great change in Jamaica.

Minister Terrlonge pointed out that there are many more opportunities now available for young people to own homes because of provisions made for them. He also said that young persons who are entrepreneurs can invest more in their businesses because of the removal of the GCT threshold to 10 million.

He posited that young men should empower themselves and step out and take advantage of the numerous opportunities available to them.

He stated that the number of HEART trainees and youth summer workers have

been increased from over 5,000 to more than 24,000. Young persons in Jamaica are given an opportunity every summer to learn a skill, get an apprenticeship and help with grooming, lifestyle, how to write a resume, how to conduct job interviews, and getting an opportunity to make an impression on their bosses over the summer to hold firm employment.

He stated that he will seek to establish innovation centers all across Jamaica which will enable the youth to access information about drugs, opportunities, skills and skills training to aid in the development of the youth.

Bro. Allan thanked Minister Terrelonge for his presentation

Ms. Claudine Allen Executive Member Relations and Quality Assurance, Jamaica National Group brought remarks.

Final Presentation

The final speaker for the youth forum Ms. Sandra Massiah, Public Services International Sub-Secretary for the Caribbean (PSI) was introduced by Bro. Herbert Gray.

Ms. Massiah thanked the previous presenters for "setting the pace". She expressed gratitude to them for appreciating and recognizing the value of public services. She stated that her topic was "Standards and Rights at Work" an important facet of the Decent Work Agenda. She emphasized the right to freedom of association and collective bargaining.



“There is absolutely no point in talking about unemployment figures going down when a vast majority of those people who now say they have a job can’t pay bus fare, can’t even join a union, if they want to,” she said.

She contended that democracy has failed when one’s human right to join a union is taken away. She urged that persons need to be aware of what is happening worldwide in terms of businesses and the withdrawal of human rights. She stressed the important task of trade unions in ensuring that the rights of the working class are upheld. She said that it is the right of members of Trade Unions to defend their rights and the rights of their colleagues. She reminded the young workers of the essential role that they play in society

And posed an important question to them “Your members and potential members are the ones who will set national policies, so what role will you play in influencing that policy that you will be able to deal with, will all those people who probably dealt with it”, she stated.

Ms. Messiah averred that being a member of a union is a human right and is in the universal declaration of human rights. She said that these rights ought not to be taken away. She stressed the importance of working together and that unions should work collectively to achieve common goals. She spoke about similar challenges faced in her own union with young persons. She encouraged young workers to let their voices be heard and to build on their skills and talents so they can make significant contributions to the society.

Bro. Allan thanked Mrs. Massiah for her presentation and described it as being “strong and “to the point”.

Vote of Thanks

The Vote of thanks was given by Sis. Shawna-Kay Reeves.

National Anthem

Bro. Allan Carter invited everyone to stand for the National Anthem

Closing Remarks

Bro. Allan gave the closing remarks and urged everyone to exercise their right to vote.

The Youth Forum was terminated at 1:10 P.M.

BUSINESS SESSION

Commencement 3:00 P.M.

The chairman, Bro. O’Neil Grant urged everyone who had not registered to do so. He asked that a motion be moved for the resumption of the Annual General Meeting. The motion was moved by Bro. Livingston, seconded by Bro. Gary Mowatt.

Sis. Stephanie Lewis-Brown was then invited to say a word of prayer.

Matters Arising

Bro. Grant asked persons to state any amendments or corrections of substance or fact they had with regard to the 99th Annual Report.

Bro. Gary Mowatt stated that there was only one of the two names mentioned by the Director of Elections. He suggested that an amendment be made to reflect this. Bro. Grant stated that he would make this suggestion to the Director of Elections.

The chairman asked that the motion be moved. It was moved by Bro. Gary Mowatt and seconded by Sis. Pessoa. He asked if there were any matters arising and stated that most of the matters arising would be in the General Secretary's report.

Resolution on dues increase

Livingston Burnett, National Chest Hospital asked if there was any decision taken on the splitting of the dues and shares.

Bro Livingston asked what the status of the resolution regarding dues increase. The chairman stated that the Resolution failed last year, and the Executive and General Council indicated that it should be discussed at last year's AGM to be passed. Bro. Jerry-Neal Richards from the Jamaica Library Service stated that the resolution spoken of by Bro Livingston was an important inclusion to the annual report. It was confirmed by Bro. Grant that the discussion on the resolution was not mentioned in the minutes. He stated that this should have been captured in the minutes.

Declaration of Term Limits

The Chairman stated that a member took a resolution to the AGM. He said that after going through the various channels it was decided that a committee would be convened to research the issue of term

limits for all offices within the JCSA. He said that no work was done where this was concerned and said that it would be put to the incoming executives to continue the discussion.

Labour Reform Commission

The chairman noted that the Labour Reform Commission was done and submitted to the Ministry of Labour. He said that the Minister of Labour and her team attended the National Partnership Committee Meeting and that a paper is to be developed and laid in the House of Parliament by the Ministry of Labour for a Special Select Committee to examine the comprehensive report submitted by Dr. Marshal Plummer as the Chief Commissioner.

Contract Employment

The President addressed a number of contract related questions and issues brought up by members. He noted that one of the focuses is to examine contract employment as it poses a significant challenge to the labour market. Bro. Livingston expressed the concern that the termination clause in his appointment letter could mean that his service could be terminated within 30 days with notice or in lieu of payment.

President Grant stated that there are different types of contracts, fixed term and those of an undetermined duration. He said that most egregious ones are those that have a fixed termination date. He advised persons to refer contract related cases to the secretariat as these cases can be technical. Sis Stephanie Lewis-Brown noted that there is another side to contract employment

where persons are employed on contract and are given a gratuity of 25% of their salary for the year at the end of the year. She said as a result of this some persons prefer to continue with this type of employment than regular work.

Communication Policy

President Grant gave an update of the communication policy. He said that he was advised by the committee chair that a meeting was not convened hence, the policy did not pass the draft phase. He said that due to this, the policy would be drafted by the secretariat staff and then go to General Council as a policy of communication will be done within the JCSA.

Albion, St. Thomas

The President spoke about the challenges being faced with Albion St. Thomas. He said that the property has become heavily squatted and that things had to move quickly in order to keep the property. He stated that Bro. Raymond Poyser was brought on to the board of the housing company along with representatives from NEPA and NLA to aid in moving things forward.

Irwin, St. James

The president also mentioned that construction on Irwin would begin as soon as the Joint Venture Agreement from the Housing Trust was received.

Hague, Trelawny

He said that the Joint Venture Agreement for Hague in Trelawny was signed. He added that a site redesign would have to be done in order to gain approval from the NWC for onsite sewage treatment.

New Land Spaces

The president mentioned that association had sought to find land in other parishes. He stated that the Portland chapter found two large pieces of land which was submitted to the Ministry of Finance for inclusion in the 20 acres per parish agreement. He further stated that other parishes would be called on the future to aid in identifying land. He said that in St. Ann there was an attempt to have dialouge with the Noranda Bauxite Company to see if they will make 20 acres to land available for the 20 acres per parish agreement, however, the attempts to get in contact with the company have so far been unsuccessful but that the efforts would continue. He also mentioned that May Day in Manchester was identified for the 20 acres parish agreement. Submissions were made to the National Land Agency.

Sis. Paulette raised the point that the members are eager to gain lands in order to build their houses. The president stated the letter were being awaited.

Public Sector Debates

The president spoke briefly about the public sector debates stating that it was held for the first time. He stated that two prizes were given by the JCSA, \$75,000 for the champion team and \$25,000 for the best debater who is a JCSA member. He encouraged members to join the next round of the competition.

Centenary Celebrations

The Centenary Celebrations which started off with the Men's Forum was acknowledged by President Grant. He lauded the Men's committee for their excellent work. He pointed out some of the



wonderful centenary activities such as the 100 voices choir, the Church Service for the birthday which was held on the 5th of May and the Annual General Meeting.

Condolences

The President expressed condolences to Sis. Gillian Corrodus, who lost her son, Sis. Sharon Anderson who lost her Brother-in-law and Bro. Denham Whilby who lost his brother.

Membership

Bro. Grant stated that despite the changes in the labour market the union was doing very well in membership. He said that the work that the union continues to do, attracts new members.

Tuition Grant

The president mentioned that the tuition grant was increased from J\$4 million to J\$ 5.5 million. He stated that a portion of the funds are used to the aid in PCIR training for members who are participating in the PCIR.

Presentation of Annual Reports

Financial Report

Sis. Paulette Bruce- Williams, Treasurer was invited by President Grant to provide the financial report. Sis. Bruce-William asked that a motion be made to accept the report. It was moved by Sis. Stephanie Lewis-Brown and seconded by Bro. Roshane McKenzie.

The Treasurer invited Mrs. Karen McPherson to give her opinion of the financial report.

The report was read by the Treasurer. Questions were asked after the presentation.

Award of Honoraria

A motion for the acceptance of the Honoraria was moved by Bro. Gary and seconded by Sis. Gillette.

(Proceedings suspended at 5:40 P.M.)
(On Resumption at 6:45 P.M.)

Declaration of Officers

Sis. Techa Clarke- Griffiths called upon Bro. Harrow to announce the results for the positions of President and 2nd Vice President. Bro. Harrow announced that Bro. O'Neil Grant and Bro. Kelvin Thomas were successful for the respective posts. Bro. Grant expressed gratitude to the members and to the association for their confidence in him and stated he along with the team will continue to work to move the association in the right direction.

Adjournment

The Meeting was adjourned at 7:08 P.M.

2019-2020 Sectors, Boards, Committees and Sub-committees

Existing Committee	Proposed Committee	Monitoring Officer	Chairman (ExCo /NSRC)	Staff Assigned
Jacisera Park	Jacisera Park	President	Angela Rodney/ Michael Thompson	Fabio Johnson
Finance and Planning	Finance and Planning	President	Paulette Bruce-Williams	Helen Mason
Sports	Sports	1 st VP	Melaini Mullings-Arnold/ Alrington Roberts	Patrice Porter
Young Workers	Young Workers	President	Rhonda Pryce/ Regina Belle	Racquel Stephenson
Policy, Constitution and Member Education	Policy, Constitution and Member Education	President	Peta Gaye Hodges (Volunteer PR)	Helen Hutchinson Mason
Culture, Entertainment, Hospitality and Fundraising	Fundraising	2nd	Tiffany Turnbull	
Women's Action Committee	Women's Action	1 st VP	Latoya Spence/ Geraldine Myles	Patrice Porter
Trade Union Education and Training	Trade Union Education and Training	1 st VP	Dwight Lee	Patrice Porter
Mini-Mart	Mini-Mart	3 rd VP		Crystal Lee
Member Services and Affiliation	Member Services and Affiliation	Treasurer	Ann Marie Campbell-Bell Carmelita Pesoa McGregor	Richard Chin
Legislation, Regulations and Industrial Relations	Legislation, Regulations and Industrial Relations	1 st VP	Kevin Cornwall/ Raymond Poyser	George Thorpe
JCSA Centenary Committee	JCSA Centenary Committee – comes to an end December 2019	President	President	Helen Mason
Trouble Shooting Ad Hoc Committee		2 nd VP	Allan Carter Michelle Henry Leo Byfield	none

JCSA Advisory Committee			
Existing Committee	Proposed Committee	Monitoring Officer	
National Staff Relations Council	National Staff Relations Council	Denham Whilby	
		Patricia Jackson	Succession Planning
		Charmaine Gillette	Planning
		Robert Chung	
		Peta Gaye Hodges	PR
	JCSA Trustees	Edward Bailey	
		Wayne Jones	
		Georgia Mogg	

JCSA Affiliated Organisation	Current Representatives	Proposed Representatives
JCSA Limited (by appointment ratified by General Council)	O'Neil Grant (only returning)	O'Neil Grant
JCS Housing Company Limited (by appointment ratified by General Council)	Sonia Campbell Wayne Jones O'Neil Grant Robert Chung Nicholas Henry	Raymond Poyser Wayne Jones O'Neil Grant Tifonie Powell Williams Nicholas Henry
Jamaica Civil Service Mutual Thrift Society	(by election by the members)	(by election by the members)
JCSA Nomination - External Committees/Commissions/Boards		
Body	Nominee	
Public Service Commission (Constitutional Nominee)	Brenda Cuthbert	Brenda Cuthbert
Jamaica Printing Services (1992) Ltd	Wayne Jones	Wayne Jones
Jamaica Confederation of Trade Unions	O'Neil Grant Robert Chung Sharon Anderson	O'Neil Grant Techa Clarke Griffiths Tifonie Powell
Government Employees Transport Service	Michael Thompson Patrice Porter Judith Chin	Michael Thompson Patrice Porter Raymond Poyser
Government Employees Administrative Services Only (GEASO) Scheme	O'Neil Grant Sonia Campbell	O'Neil Grant Tifonie Powell-Williams
Board of Trustees Executive Agencies Pension Scheme	Gillian Corrodus	Patricia Jackson
Computer Loans Scheme	Alrington Roberts Richard Hutchinson	Alrington Roberts Raymond Poyser
Civil Service Week Planning	Noel Miller Sandra Cameron George Thorpe	Patrice Porter***(TBD)

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Computer Loans Scheme	Alrington Roberts Richard Hutchinson	Alrington Roberts Raymond Poyser
Civil Service Week Planning	Noel Miller Sandra Cameron George Thorpe	Patrice Porter***(TBD)

Externally Nominated and Appointed (Public Bodies)	
Body	Appointee
Public Sector Transformation Committee	O'Neil Grant
Public Sector Monitoring Committee	O'Neil Grant Techa Clarke Griffiths
National Housing Trust	O'Neil Grant
Partnership for Jamaica	O'Neil Grant

Nominee to Executive Committee		
Current 2016-2017	Proposed 2019-2020	Elected 2019-2020
Angela Burrell-Rodney	Sandra Cameron	Allan Carter
Michael Thompson	Geraldine Myles	Michael Thompson
Ann Marie Campbell-Bell	Ann Marie Campbell-Bell	Ann Marie Campbell Bell
Alrington Roberts	Alrington Roberts	C J Frater
Clarence Frater	Clarence Frater	Raymond Poyser
Melaini Mullings Arnold	Melaini Mullings Arnold	Alrington Roberts
Raymond Poyser	Geoffrey Marshall	Melaini Mullings-Arnold
	Raymond Poyser	Herbert Gray
	Herbert Grey	Kevin Cornwall
	Michael Thompson	Sandra Cameron
	Rhonda Pryce	
Honorary Assistant Treasurers		
Denham Whilby	Denham Whilby	
Sandra Cameron**	Sandra Cameron	
*Suzette Grant (Mini Mart)	Alrington Roberts (Mini Mart)	
Public Relations Volunteer		
Peta Gaye Hodges		

Sector Leader	Sector	Sector Focus Volunteer/ Admin	Member Assigned – ExCo/NSRC	Staff Assigned
O'Neil Grant	Industry Commerce Agriculture and Fisheries Office of the Prime Minister and Office of the Cabinet Economic Growth & Job Creation Local Government & Community Development Finance and the Public Service Education, Youth and Information Health National Security		Peta-Gaye Hodges Rhonda Pryce Regina Bell Alrington Roberts	Helen Mason / George Thorpe
Techa Clarke Griffiths	Justice Foreign Affairs and Foreign Trade Tourism Energy, Science and Technology Electoral Office of Jamaica	Patricia Jackson	Michael Thompson Sandra Cameron Geraldine Miles Angela Burrell-Rodney Alrington Roberts	Joy Tucker
Kelvin Thomas	Transport and Mining Culture, Gender, Entertainment and Sport		Ann Marie Campbell-Bell Raymond Poyser	Andrew Lattibeaudiere
Sharon Anderson	Labour and Social Security		Clarence Frater Denham Whilby	Joan Hughes Drysdale
Zone	Region	Monitoring Officer	Staff Assigned	
Zone 1	Western Region	Techa Clarke Griffiths	Andrew Lattibeaudiere	
Zone 2	South Central Region	Sharon Anderson	Joan Hughes Drysdale	
Zone 3	North East Region	Kelvin Thomas	Joy Tucker Harriot	
KSA	At Large St Thomas & St Catherine	O'Neil Grant	George Thorpe	



JAMAICA CIVIL SERVICE ASSOCIATION EXECUTIVE COMMITTEE

JUNE 2019 – MAY 2020

OFFICERS

Bro. O'Neil Grant	President
Sis. Techa Clarke-Griffiths	First Vice President
Bro. Kelvin Thomas	Second Vice President
Sis. Sharon Anderson	Third Vice President
Sis. Paulette Bruce-Williams	Honorary Treasurer

ELECTED MEMBERS

Sis. Sandra Cameron
Sis. Melaini Mullings-Arnold
Sis. Ann Marie Campbell Bell
Bro. Clarence Frater
Bro. Kevin Cornwall
Bro. Raymond Poyser
Bro. Alrington Roberts

EXECUTIVE COMMITTEE PREPARED: JUNE 20, 2019

Bro. Michael Thompson
Bro. Herbert Gray
Bro. Allan Carter

YOUNG WORKERS' REPRESENTATIVE – APPOINTED

Sis. Rhonda Pryce

NATIONAL STAFF RELATIONS COUNCIL – APPOINTED

Sis. Patricia Jackson
Sis. Peta-Gay Hodges
Sis. Charmaine Gillette-McLellan
Bro. Denham Whilby (last served October 2019)
Bro. Robert St. F. Chung
Sis. Angela Burrell Rodney
Sis. Sandra Brown (as of February 2020)

HONORARY ASSISTANT TREASURERS – APPOINTED

Sis. Sandra Cameron
Bro. Denham Whilby
Bro. Alrington Roberts



Executive Committee Meetings For the period June 2019 – May 2020

OFFICERS	OFFICE	SPECIAL	REGULAR	EXEC. COM. RETREAT	REMARKS
		1	11	1	
O'Neil Grant	President	1	11	1	
Techa Clarke-Griffiths	First Vice President	1	10	1	1 excused
Kelvin Thomas	Second Vice President	1	11	1	
Sharon Anderson	Third Vice President	1	8	0	4 excused
Paulette Bruce-Williams	Honorary Treasurer	1	11	1	
Sandra Cameron	Post & Telecom	1	7	1	3 excused
Ann Marie Campbell Bell	Jamaica Custom Dept.	1	10	1	1 excused
Allan Carter	Ministry of Health & Wellness	1	10	1	1 excused
Kevin Cornwall	PICA	1	10	1	1 excused
Clarence Frater	Min. of Industry & Comm.	1	11	1	
Herbert Gray	Dept. of Correctional Services	1	8	1	2 excused
Geraldine Miles	Ministry of Foreign Affairs	0	7	0	As at Sept. 2019, 2 excused
Melaini Mullings-Arnold	TAJ	1	9	1	2 excused
Raymond Poyser	Min. of Econ. Growth & Job Creation	1	11	0	
Rhonda Pryce	TAJ	0	7	1	4 excused
Michael Thompson	STATIN	1	11	1	
Alrington Roberts	Assist. Honorary Treasurer	1	11	1	
Sandra Brown	Nat. Staff Relations Coun.		3	0	As at Feb. 2020
Angela Burrell-Rodney	Nat. Staff Relations Coun.		10	1	As at August 2019
Robert Chung	Nat. Staff Relations Coun.		2	0	9 excused
Charmaine Gillette-McLellan	Nat. Staff Relations Coun.	1	11	1	
Peta-Gay Hodges	Nat. Staff Relations Coun.	1	7	1	3 excused
Patricia Jackson	Nat. Staff Relations Coun.	1	9	1	1 excused
Denham Whilby (deceased)	Nat. Staff Relations Coun.	1	4	1	Up until October 2019

	Min/Dept/Agency	Special (Jun 2019)	Quarterly (Aug 2019)	Quarterly (Nov 2019)	Quarterly (Feb 2020)	Quarterly (May 2020)	Total Attended (5)
OFFICERS							
Grant, O'Neil	RADA	P	P	P	P	P	5
Carke-Griffiths, Techa	Min. of Local Government	P	P	P	P	P	5
Thomas, Kelvin	Ministry of National Security	P	P	P	P	A	4
Anderson, Sharon	Retired	P	P	P	P	E	4
Bruce-Williams, Paulette	Retired	P	P	P	P	P	5
DEPARTMENTAL REPRESENTATIVE							
Allen, Vincent	DCS -Tower Street Adult C C	P	A	P	P	A	3
Allison, Nargeree	DCS - Head Office	P	A	A	A	A	1
Ameir Cummings, Yanique	MFA&FT	P	P	P	P	P	5
Anderson, Kareem	Court Management Services	A	A	A	0
Anderson, Pauline	MICAF - Industry & Commerce Div	A	P	A	A	P	2
Bell, Regina	Court Management Services	A	A	A	A	A	0
Bellamy, Churton	TAJ - Contsant Spring	P	P	P	P	A	4
Bernard, Christopher	Post & Telecom Inspectors Assoc	A	A	A	P	A	1
Boswell, Kevin	Forestry Department	A	A	A	A	A	0
Brown, Carole	ODPEM	A	A	A	A	A	0
Brown, Dorrant	TAJ - King Street	A	A	A	A	A	0
Brown, Latoya	National Public Health Lab	P	E	P	P	P	4
Brown, Othneil	MOF&PS	P	A	A	A	A	1
Brown-Kinghorn, Jacqueline	KSA Health Dept.	P	P	P	P	P	5
Brown-Thompson, Millicent	Bellevue Hospital	A	A	P	A	A	1
Bryson, Camelia	TAJ - Oxford Road	A	A	A	A	A	0
Buford, Camille	RGD	P	A	P	P	P	4
Burrell-Rodney, Angela (NSRC)		NLA	P	P	P	P	P
5							
Byfield, Leo	MLSS	P	A	A	P	A	2
Cameron, Sandra	Post & Telecom Dept.	P	A	A	P	P	3
Campbell, Leslie	DCS - Tamarind Farm Adult C C	P	A	A	A	E	1
Campbell, Nikhail	Jamaica Library Service	A	A	A	A	A	0
Campbell, Racquel	MLG&CD	P	A	A	P	P	3
Campbell, Tasheena	MICAF - Agriculture & Fisheries Div	P	A	A	A	P	2
Campbell Bell, Ann Marie	Jamaica Customs Agency	P	P	P	P	P	5
Carter, Allan	MOH&W	P	P	P	P	P	5
Chambers, Maud	Min. of Tourism	P	A	A	A	P	2
Chung, Robert (NSRC)	Retired	E	E	E	E	E	0
Clarke, Golda	Auditor General's Department	P	A	P	P	P	4
Clarke, Kevin	STATIN	P	P	P	A	P	4
Clarke-Cole, Anastasia	National Council for Senior Citizens	P	P	P	P	A	4
Clemmings, Sandra	Houses of Parliament	A	P	P	A	A	2
Cornwall, Kevin	PICA	P	P	P	P	P	5
Dallas, Nicholas	Companies Office of Jamaica	A	P	A	P	P	3
Davis, Melicia	JCDC	A	A	P	A	P	2
Deslandes Brown, Keynea	Companies Office of Jamaica	P	P	P	P	P	5
Edwards, Annette	Shortwood Teachers' College	A	A	A	A	P	1
Edwards, Charlene	Jamaica 4-H Clubs Staff Assoc	A	P	P	P	P	4
Edwards, Ingrid	Min. of Transport & Mining	P	P	A	P	A	3
Edwards, Kayanna	KPH	A	A	P	A	A	1
Foster Cole, Deserine	JCDC	A	A	A	A	A	0
Frater, Clarence	MICAF - Industry & Commerce Div	P	P	P	P	P	5
Goodison, Dwayne	MOEYI	A	P	A	A	A	1
Graham, Sheldon	Post & Telecom Dept.	P	A	A	P	A	2

Min/Dept/Agency	Special (Jun 2019)	Quarterly (Aug 2019)	Quarterly (Nov 2019)	Quarterly (Feb 2020)	Quarterly (May 2020)	Total Attended (5)	
DEPARTMENTAL REPRESENTATIVE							
Gray, Herbert	DCS - Horizon Adult Remand Ctre	P	P	A	P	A	3
Green-Livingston, Melva	Bustamante Hospital for Children	P	A	A	P	P	3
Hall, Llewellyn	MLSS	P	P	P	P	P	5
Hearne, Sharon	NEPA	P	A	A	P	P	3
Henry, Kingsley	Jamaica Customs Agency	A	P	A	A	P	2
Hodges, Peta-Gay (NSRC)	JIS	P	A	P	P	P	4
Hutchinson, Leroy	National Chest Hospital	A	A	A	P	A	1
Hutchinson, Richard	Cabinet Office	P	P	P	P	P	5
Jackson, Patricia (NSRC)	RGD	P	A	A	P	A	2
James, Denise	TAJ - Contsant Spring	A	A	P	P	A	2
James, O'Niel	MICAF - Agriculture & Fisheries Div	P	P	P	P	P	5
Johnson, Anthony	Jamaica National Heritage Trust	P	A	P	P	A	3
Johnston, Rolforde	National Library of Jamaica	P	A	P	P	A	3
Jones, Anthony	Mines & Geology	P	P	A	A	A	2
Kerr, Michael	JIS	A	P	A	P	P	3
Knight, Marlene	Jamaica Fire Brigade	A	A	A	A	P	1
Lee, Dwight	MOEYI	A	P	A	A	P	2
Lester, Sherene	NWA	P	A	P	P	P	4
Loague Cargill, Sheryl	Bellevue Hospital	A	A	P	P	A	2
Marshall, Geoffrey	WRA	E	P	A	P	P	3
McCurbin, Harold	Bustamante Hospital for Children	P	P	A	P	A	3
McDonald, Faith	Ministry of National Secretary	P	P	P	P	A	4
McGrath-Bruke, Tsahai	Registrar General's Department	P	E	P	A	A	2
McKay, Oshane	MEGJC	A	P	P	P	A	3
Mendez-Williams, Sandra	KPH	P	P	A	A	A	2
Miles, Geraldine	MFA&FT	P	P	P	P	P	5
Mingoes, Suzette	Accountant General's Dept	A	A	A	A	P	1
Mitchell, Shawn	TAJ - King Street	A	P	P	P	A	3
Moodie Reid, Sophia	Min of National Security	A	A	A	A	A	0
Morgan, Ethel	DCS - Fort Augusta Correc Ctre	P	P	P	P	A	4
Mullings-Arnold, Melaini	TAJ - Oxford Road	P	E	P	P	P	4
Newman, Dionne	National Works Agency	A	A	A	A	A	0
Noble, Rolando	MLSS	P	P	P	P	P	5
Osbourne, Marlon	Food Storage & Prevent of Infest Div	A	P	P	P	A	3
Palmer, Michael	NLA - Estate Management Divison	P	P	A	A	P	3
Patterson, Sharon	NLA - Survey & Mapping	P	E	P	A	P	3
Patterson, Sharon	Supreme Court	A	A	A	A	A	0
Pellington, Dona	TAJ - Stamp Office	P	P	A	P	P	4
Pessoa-McGregor, Carmelita	Jamaica Dental Nurses Assoc	P	A	P	A	P	3
Poyser, Raymond	MEGJC	P	P	P	P	P	5
Pryce, Rhonda	TAJ - East Street	A	A	P	P	P	3
Reeves, Shawna-Kay	MSET	A	E	P	A	P	2
Reid, Lloyd	Jamaica Defence Force	P	P	P	P	A	4
Richards, Jerry-Neal	Jamaica Library Service	P	P	P	P	P	5
Richards, Mark	TAJ - Ocean Boulevard	A	A	A	A	P	1
Richards-Henry, Michelle	MOH&W	P	P	A	P	P	4
Riley, Mario	Accountant General's Department	A	A	A	A	P	1
Roache, Andrea	NLA - Land Title Division	A	A	A	A	A	0
Roberts, Alrington	MOF&PS	P	P	P	P	P	5
Salmon, Fitz-Roy	Municipality of Portmore	P	P	A	P	A	3
Saunders, Peter-Gay	KSA Health Dept.	A	P	A	P	A	2
Saunders Hammond, Carol	PICA	P	A	A	A	P	2

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DEPARTMENTAL REPRESENTATIVE							
Scott, Christopher	DCS - Metcalfe Street Secure Juv C	P	A	P	P	A	3
Smith, Leanord	DCS - Tower Street Adult C C	P	P	P	P	A	4
Stewart, Morris	Psychiatric Nursing Aide Assoc	-	P	P	P	A	3
Street, Mitzie	Auditor General's Department	A	A	A	A	...	0
Talbert, Philisha	Municipality of Portmore	P	A	P	P	P	4
Teape, Avaneta	MSET	A	P	P	A	P	3
Thompson, Michael	STATIN	P	P	A	P	P	4
Walker, Faith	NEPA	P	A	-	-	...	1
Wedderburn-Faulkner, Annette	JDF	P	A	A	A	A	1
West-Webb Rose-Marie	RADA	A	P	P	A	P	3
Whilby, Denham (NSRC)	Deceased	P	P	-	-	...	2
Williams, Lemuel	Forestry Department	A	P	P	P	P	4
Wood, Boan	IOJ	P	P	P	P	P	5
CHAPTER CHAIRS							
Bailey, Jody-Ann	SERHA	-	-	-	P	P	2
Brown, Sandra (NSRC)	SERHA	P	A	P	E	A	2
Clarke, Brandon	Court Administration Division	-	-	-	P	A	1
Clarke, Carol	Brown's Town Community College	A	P	P	P	P	4
Coleman-Clarke, Karen	St. Mary Parish Library	A	P	P	P	P	4
Downer, Ramon	IOJ (Museums)	-	-	-	P	A	1
Drummond, Dellaceta	Savanna-La-Mar Hospital	A	P	A	-	-	1
Ferguson, Paulette	Jamaica 4-H Clubs	A	A	P	P	P	3
Findlay, Erlett	MOEYI	A	A	A	P	A	1
Gillette-McLellan, Charmaine	MLSS	P	E	P	P	P	4
Haughton, Aldon	MLSS	-	-	-	E	A	0
James, Lillieth	RADA	P	P	P	-	...	3
Lawrence, Tamara	MLSS	P	P	P	P	P	5
Lewis-Brown, Stephanie	SDC	A	E	P	P	A	2
McGhie, Clance	Trelawny Municipal Corporation	-	-	-	P	P	2
Mitchell, Fayann	TAJ - Black River	P	P	A	P	P	4
Morris, Sardia	MNS	P	E	P	2
Sancko-Valentine, Yanike	TAJ - May Pen	P	E	A	P	P	3
Wynter, Kristie-Kay	MLSS	P	A	P	2



THE HONORARY TREASURER'S REPORT

Brothers and sisters, it is with pleasure that I present (although it will be last) to the Special General Meeting the financial statements for the financial year ending November 30, 2019.

Financial Performance

We grew our revenues by \$73,732,269.00 (57%) for the year under review. This growth is influenced by the 0.05% Increase in subscription which was implemented July 2019. We achieved a 64% or \$50,691,361.00 in subscription income. We also had exceptional income of \$22.5million which was received from the Airport Authority in exchange for leased property named Bay Roc in Saint James. For the first time, in at least a decade, I can report that we have made a net income of \$36,346,090.

Some major performance indicators: Overall our expenses increased by \$33,859,815. The increase is understandable, as this is the year when we celebrated the organization 100th birthday. The centenary celebration took several dimensions, one such is the Mastercard which acquired for all "good financial standing" members at the time the agreement was signed. This endeavor swelled members benefit cost by \$6,112,608. The cost is expected to be recovered over time from the income JCSA will earn when members use the cards. Other activities were Cross Island Walk/ Run Competition, JCSA Banquet, Church Service, and the launching of JCSA Commemorative Centenary Stamp Issue in \$200, \$180, \$140, and \$60 denominations. This was a collaboration between the JCSA and the Post and Telecommunication Department. The stamps were customized into a paper weight

which was used as the token for the Annual General Meeting. General housekeeping expenses also increased by \$5,118,158. Cost is mostly associated with renovation of the office space. Both the Secretariat and Chapter Annual General Meetings expense increased by \$1,880, 393. This increase was partly to spruce up the grounds of Jacisera Park and increase cost of food and drinks.

The Year in Review

The present leadership continues to be optimistic about the future of this noble organisation and has taken us "from surviving to thriving" as we move into its second century. JCSA continues to strengthen its strategies to respond to the memberships needs to and provide services that will improve the quality of their lives while significantly improving member's satisfaction and confidence in the organisation. Some of the achievements include increasing the staff complement in the Member Service Unit, Accounting Unit, Industrial Relations Unit and at Jacisera Park with the engagement of a Facilities Manager. The ambience at the Secretariat office space and the upgrading of the Jacisera Park's ground have been executed to provide comfort and safety for the members, staff, and our visitors. However, plan to transform the Jacisera Park into an income stream for the organisation will continue into the next financial year. The North East Office in Port Maria refurbishing is completed and is open for business. The Professional Certificate in Industrial Relations course mandated by General Council will commence soon. It is my hope that the recipients will make it a success and the achievement will be a milestone that will be celebrated in the second century. The Mini Mart continues to operate Monday to Friday

by the lot next to the Secretariat, but sadly, it will soon be relocated to make way for the Jamaica Mutual Thrift Society's expansion plans. We will continue focusing on industrial relation grievances, and the PCIR training to General Council should result in significant improvement in the management of local level grievances. Lastly, but of importance the Accounts Unit's desktop computers and accounting software were upgraded.

Economic Outlook:

The presence of the pandemic COVID-19 has unleashed an economic crisis that is affecting most (if not all) countries regardless of their income level. It is from this premise, that an outlook on 2019/2020 is deemed insignificant, hence my focus on 2020/21 which offers a better forecast.

Prospects for the overall economy in the short term are negative based on the economic impact of the COVID-19 pandemic on the domestic economy as well as those of our main trading partners. Measures implemented to restrict the spread of the disease include the closure of the country's borders to passenger movement, the imposition of curfews, physical distancing measures, anticipated downturn in trade due to a contraction in the global economy as a result of the Coronavirus. The above could be compounded by plant down-time due to relatively aged plant equipment in major industries and adverse weather conditions.

A significant deterioration in the macro-economy is expected due to COVID-19. Tourism is expected to be one of the most gravely industries impacted by the pandemic. Before travel restrictions were fully implemented, there was a fall in projected arrivals for the March quarter and no arrivals for the June 2020 quarter. There are expected declines in foreign currency

flows for the June 2020 quarter as well as the fiscal year 20/21 influenced by the fallout in tourism, foreign direct investment and significant declines in remittance inflows. A substantial widening of the current account deficit is projected as the fall in commodity prices will be partly offset by the fall in inflows. The outlook also includes a substantial fall in commodity prices. The Central Bank projects that the Jamaican economy will contract in the range 4% - 7% for FY 2020/21. There will be a decline in the transport sub-sector with a reduction in manufacturing due to the lower capacity utilization in the agroprocessing, petroleum refining and cement sectors. Lower capacity utilization and lower income will also impact mining and wholesale growth respectively. The outlook for macroeconomic developments could affect financial system stability predominantly through weaker resilience of financial entities to further shock, as income and capital levels deteriorate. Secondly, lower earning potential of the private sector will reduce the debt repayment profile of households and businesses.

The Jamaican economy and the economy of rest of the world have been significantly affected by the spread of the Coronavirus and the measures taken by governments to contain it. Despite recent data that suggests that the spread of the virus is slowing, the duration of the global pandemic is highly uncertain and there is much risk of a resurgence of new cases as governments attempt to restart their economies. Given the anticipated progression of the Coronavirus, there has been a downward adjustment to the medium-term inflation forecast for Jamaica. Inflation is projected to average 4.4% over the next eight quarters (June 2020 to March 2022), within the target range of 4.0 percent to 6.0 percent. This forecast track is 0.3 pp lower than previously projected but still represents an acceleration relative to the average rate of 4.0 per cent over the past

eight quarters. The outlook for the US economy has deteriorated due to the spread of the COVID-19 pandemic globally and measures to contain it. In particular, the forecast assumes significant contractions in incomes and wealth in the US, which will cause a sudden, albeit temporary, stop in tourist arrivals and spending, lower remittances and declines in domestic energy-related prices.

The Central Bank anticipates that the US Federal Reserve (Fed) will maintain interest rates at the zero bound over the forecast horizon. The outlook for GDP growth in the Jamaican economy has deteriorated significantly relative to the previous projections. The near-term outlook (the June 2020 quarter to the March 2022 quarter) is for real GDP to contract in the range of 4.0% to 7.0% for FY2020/21 but recover partially in the range of 2.5 to 5.5 per cent the next year. The output gap over the near term has therefore widened relative to the last projections. The risks to the forecast for real GDP growth are assessed to be skewed to the downside. Central government operations are anticipated to be expansionary, particularly over the next five quarters, reflecting an expected fall in revenues in the context of lower economic activity and the implementation of a stimulus package.

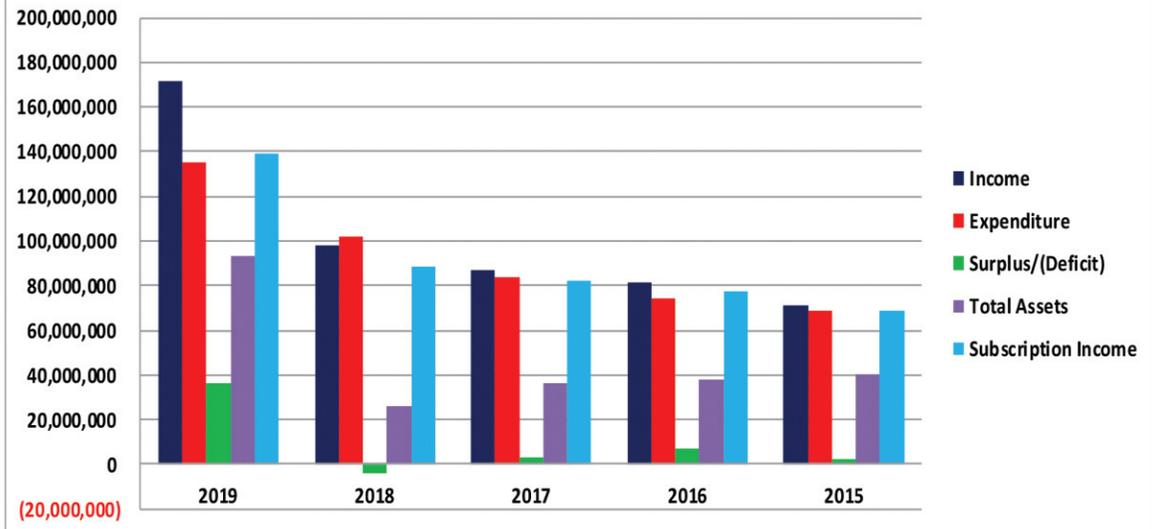
I must express my sincere gratitude to fellow officers, staff of the Secretariat and General Council members for their support and understanding of my continued financial

prudence even with the subscription increase to 1%. I would also like to say “thank you” to the team of Assistant Honorary Treasurers: Sandra Cameron, Arlington Roberts, Natalie Douglas and Denham Whilby (who left us during the year). To our dedicated audit team: Karen McPherson, Aundrey Green, Shanique Parks and Pauline Waugh (who joined the team this year), this year was not easy one for them. Thanks for their support to JCSA in achieving its constitutional requirement. Finally, our loyal Accounts Unit’s team who continue to give their best to meet our members, staff and suppliers’ needs. Mrs. Crystal Lee-Brown, Misses Cherrian Bowyer and Denisha Smith both ladies join the team within the last six months. Miss Kimone Campbell said goodbye to us in January. Again, Thank you all for your support and will be a strong support to the new Honorary Treasurer.

My term of office ends at the end of this meeting as I did not seek re-election. The period of my tenure was exciting for want of a better word. I have experienced growth in both my professional and personal development. I encourage all members to volunteer in the union, it will help in your personal development, assertiveness and make you a defender of what you believe is right.

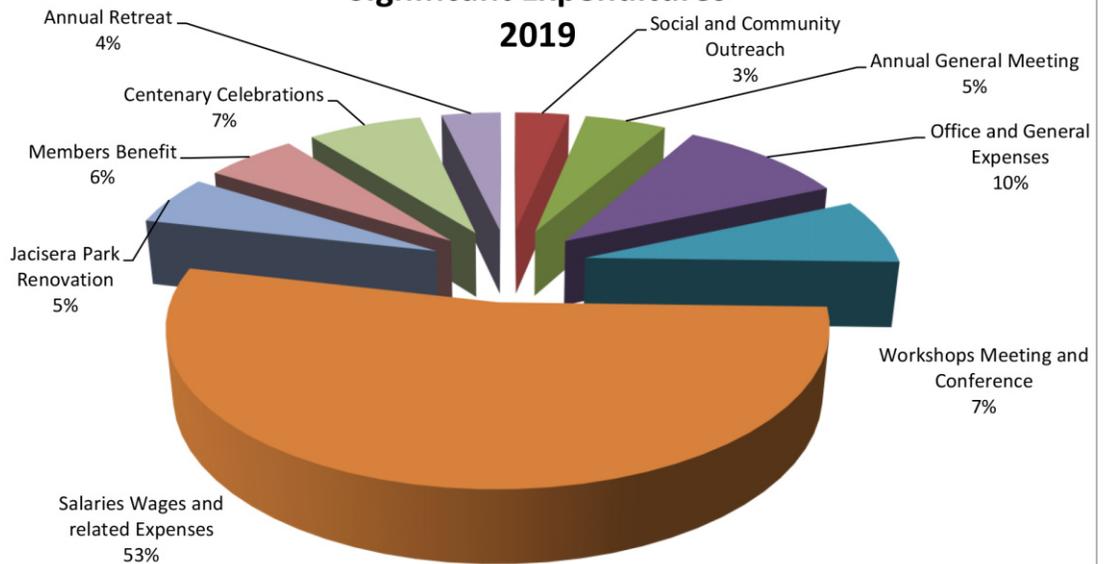
Bon voyage.

Historical Performance



Significant Expenditures

2019



Financial Performance Summary				
Category	2018/2019	2017/2018	Change	
	\$	\$	\$	%
Income	171,882,665	98,150,396	73,732,269	75
Expenditure	135,536,575	101,676,760	33,859,815	33
Surplus/(Deficit)	36,346,090	(3,526,364)	39,872,454.00	1131
Total Assets	93,523,417	26,520,451	67,002,966.00	253
Subscription Income	139,371,436	88,680,075	50,691,361	57



Paulette Bruce-Williams, MSc., BSc., ASc.

Honorary Treasurer

**JAMAICA CIVIL SERVICE ASSOCIATION
STATEMENT OF FINANCIAL POSITION
AS AT NOVEMBER 30, 2019**

		2019	2018
		\$	\$
CURRENT ASSETS			
Cash and Bank	4	39,053,112	1,522,167
Accounts Receivable	5	6,157,302	2,177,863
Minimart Assets	18 a	1,898,709	1,403,352
Investment Securities	6	<u>40,138,533</u>	<u>17,811,974</u>
Total Current Assets		<u>87,247,656</u>	<u>22,915,356</u>
NON-CURRENT ASSETS			
Fixed Assets	7	<u>6,275,761</u>	<u>3,605,095</u>
Total Non-Current Assets		<u>6,275,761</u>	<u>3,605,095</u>
TOTAL ASSETS		<u>93,523,417</u>	<u>26,520,451</u>
EQUITY AND LIABILITIES			
<i>Equity attributable to members:</i>			
Retained Earnings	Note	(1,773,122)	1,753,242
Net Income		36,346,090	(3,526,364)
Prior Year Adjustment		(8,287,910)	
Fair Value on Assets held for Resale		<u>36,132,719</u>	<u>15,778,173</u>
Total Equity		<u>62,417,777</u>	<u>14,005,051</u>
Non-current Liabilities:			
Current Liabilities:			
Payables		18,771,931	12,110,594
Mini-Mart Liabilities	18 b	364,564	404,806
Loan	15	<u>11,969,146</u>	<u>-</u>
Total Current Liabilities		<u>31,105,641</u>	<u>12,515,400</u>
Total liabilities		<u>31,105,641</u>	<u>12,515,400</u>
Total Equity and Liabilities		<u>93,523,418</u>	<u>26,520,451</u>

Authorised by:



**JAMAICA CIVIL SERVICE ASSOCIATION
INCOME STATEMENT FOR YEAR ENDED
NOVEMBER 30, 2019**

	Notes	2,019 \$	2018 \$
INCOME			
Subscription		139,371,436	88,680,075
Mini Mart Gross Profit/(loss)		(4,898)	484,213
Jacisera Park		1,053,000	5,187,520
Other Income		5,699,217	3,798,588
Anniversary Celebration		3,263,910	-
Exceptional Income	14	22,500,000	-
TOTAL INCOME		171,882,665	98,150,396
 EXPENSES			
Social and Community Outreach	8	4,100,472	4,126,973
Members Benefit		6,966,508	853,900
Centenary Celebrations	10	8,703,727	-
Fees and Charges		244,940	206,809
Annual General Meeting	11	6,207,357	4,326,964
Affiliation Fees		1,187,435	1,065,531
Office and General Expenses	9	12,773,325	7,655,166
Office Occupancy Expense		1,353,585	1,307,415
Printing Expenses		1,742,258	1,231,932
Workshops Meeting and Conference		8,885,316	9,747,072
Salaries Wages and related Expenses		66,760,494	58,936,914
Legal Fees	12	327,408	307,275
Competition and Other Expense		826,555	892,487
Advertising		74,237	53,702
Depreciation Expenses		1,579,901	918,152
Annual Retreat		4,502,872	921,043
Jacisera Park Expense	13	6,738,027	8,377,688
Mini Mart Expense		1,062,730	687,737
Loan Interest		1,469,430	-
Business Tax		30,000	60,000
TOTAL EXPENSES		135,536,575	101,676,760
 NET INCOME		36,346,090	(3,526,364)



**JAMAICA CIVIL SERVICE ASSOCIATION
STATEMENT OF CHANGES IN EQUITY FOR YEAR ENDED
NOVEMBER 30, 2019**

	Accumulated Profit/(Loss)	Fair Value of asset for Sale	Total
Balance at 1.12.17	1,753,245	21,977,444	23,730,689
Net Profit for year	(3,526,364)		(3,526,364)
Decrease in Fair Value		(6,199,272)	(6,199,272)
Balance at 30.11.18	(1,773,119)	15,778,172	14,005,053
Net profit for year	36,346,090		36,346,090
Prior year adjustment	(8,287,910)		(8,287,910)
Increase in Fair Value		20,354,546	20,354,546
Balance at 30.11.19	26,285,061	36,132,718	62,417,779

**JAMAICA CIVIL SERVICE ASSOCIATION
STATEMENT OF CASH FLOWS
FOR YEAR ENDED NOVEMBER 30, 2019**

	\$	\$
CASH RESOURCES WERE PROVIDED BY/USED IN:	2019	2018
Profit for Year	(3,526,364)	2,935,790
Adjusted For:		
Depreciation	921,805	1,223,023
Net Operating Profit	(2,604,559)	4,158,813
Increase in Accounts Receivable	(314,046)	(463,835)
Increase/(Decrease) in Payables	(436,231)	554,163
Net Cash Flow from Operating Activities	(3,354,835)	4,249,141
Cash Flow from Investing Activities		
Net decrease in Investment	217,279	167,304
Increase in Fixed Assets	(1,682,901)	(1,178,259)
Net Cash Flow from Investment	(1,465,622)	(1,010,955)
Cash Flow from Financing Activities		
Loan Proceeds	-	-
Loan Repayment	-	-
Net Cash Flow from Investment	-	-
 Net decrease in Cash in cash and Cash equivalent	 (4,820,457)	 3,238,186
 Cash at Beginning of Year	 6,342,623	 3,104,437
Cash at End of the Year	1,522,166	6,342,623



**JAMAICA CIVIL SERVICE ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED NOVEMBER 30, 2019**

1. **Activity:**

The main activity of the Jamaica Civil Service Association (JCSA) is to safeguard and affirm the legitimate interest and concerns of Public Sector workers who are members of the JCSA as legitimized by the payment of subscription of 1% of the member's basic pay.

Summary of significant accounting policies

a) Basis of preparation

These financial statements have been prepared under the historical cost convention and are expressed in Jamaican dollars, based on the accrual concept of accounting, except for membership income which is accounted for on a cash basis. The financial statements have been prepared in accordance with and comply with Generally Accepted Accounting Principles (GAAP).

b) Use of Estimates

The preparation of statements in accordance with GAAP requires management to make estimates and assumptions that affect the reported amount of revenue and expenses during the reporting period. Actual results could differ from those estimates.

c) Cash and Cash equivalents

Cash and cash equivalents are carried in the balance sheet at cost. For the purpose of the cash flow statement, cash and cash equivalents comprise cash at bank and in hand.

d) Depreciation of Fixed Assets

Depreciation is calculated on the straight-line basis by reference to cost/valuation at rates estimated to write off the relevant assets over their expected useful lives. Depreciation is charged as follows:

Computers	20%
Furniture, Fixtures and Fittings	10%
Office Equipment	10%

A full month's depreciation is charged in the month of acquisition of all fixed assets and none in the month of disposal.

An asset is deemed to be acquired when it is received by the Association.

Fully depreciated assets are reflected in the balance sheet at their historical cost/valuation less accumulated depreciation. Repairs and maintenance costs are charged to the income statement during the financial year.

e) Fair Value Estimates

The amounts included in the financial statement for stocks of publicly traded companies have been determined using available market price of the stocks as at year end.

f) Foreign currency translation

Transactions during the year are converted into Jamaican dollars at the appropriate rates of exchange ruling on transaction dates. Assets and liabilities denominated in foreign currency are translated in Jamaican dollars at the appropriate rates of exchange ruling on the balance sheet date. Gains or losses arising from fluctuation in exchange rates are reflected in the statement of income and expenditure.

g) Financial Instruments

In accordance with IAS 39 Financial instruments are recognized at their fair value. Directly attributable cost is deducted from or added to the carrying value of those financial instruments that are not subsequently measured at fair value through profit or loss. Fair value is the price that would be received from the sale of an asset or to transfer a liability in the normal course of business between market participants. See note (6) Investment securities

h) Comparative Information

Comparative information has been reclassified to conform with changes in presentation in the current year

i) Income Recognition

Revenue represents subscription fee received from members and grant received from the Government of Jamaica.

j) Interest income is recognised in the income statement for all interest bearing instruments on an accrual basis unless collectability is doubtful.

k) Taxation

The Association is subjected to flat rate business tax under the Income Tax Act.

3 Financial Risk

(i) Market Risk

Market risk is the risk that the value of the financial instrument will fluctuate as a result of changes in market prices. The JCSA has significant holding in stocks which is held as a long-term investment. The investment does not have a significant impact JCSA operations.

(ii) Currency Risk

Currency risk is the risk that the value of a financial instrument will fluctuate because of changes in foreign exchange rates. The JCSA exposure to this risk is minimal as most transactions are denominated in local currency

(iii) Interest Rate Risk

Interest rate risk is the risk that the value of a financial instrument will fluctuate due to changes in market interest rates. The JCSA has no significant interest bearing assets or liabilities, income and operating cash flows. They are substantially independent of changes in market interest rates. The JCSA interest rate risk arises from deposits.

(iv) Credit Risk

Credit risk is the risk that one party to a financial instrument will fail to discharge an obligation and cause the other party to incur a financial loss. The JCSA has limited concentration of credit risk. This risk is managed through adherence to staff loans policy as well as maintaining good relationship with suppliers.

(vi) Operational Risk

Operational risk is the risk of direct or indirect loss arising from a variety of causes associated with the JCSA processes, personnel, technology and other external factors, other than financial risks. The JCSA manages operational risk to avoid financial loss and damage to its reputation by adhering to good corporate governance practices.

**JAMAICA CIVIL SERVICE ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED NOVEMBER 30, 2019**

4 Cash and Bank

	2019	2018
	\$	\$
General	10,157,698	(112,277)
Salaries	1,197,294	(159,689)
Savings	26,579,566	509,002
EMED	666,056	677,203
Mini-Mart Cash and Bank	331,087	424,554
Cash	120,780	183,374
Total Bank and Cash	39,053,112	1,522,167

5 Accounts Receivables

	2019	2018
	\$	\$
General Receivables	817,510	342,081
Employee Advances	247,930	151,130
Other Advances	1,693	1,693
Staff Loan	126,816	385,890
JCSMT Subscription Receivable	4,870,052	960,093
Subscription Receivable	0	298,137
Petty Cash	93,299	0
Total Receivables	6,157,302	2,177,863

**JAMAICA CIVIL SERVICE ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED NOVEMBER 30, 2019**

6 Investment Securities

Assets Held for Resale

Name	<u>30.11.19</u>	<u>Units</u>	<u>30.11.18</u>
Instruments Held for Resale			
RJR	37,151,027	21,229,158	16,983,326
Scotia Group	702,486	13,009	412,645
Wigton	1,000,000	1,000,000	-
JMMB Ord Shares	891,100	19,000	-
	<u>39,744,613</u>		<u>17,395,971</u>
Shares in Institutions			
JPS	60,000	30,000	60,000
JCSMTS	11,240	5,620	11,240
JCSA Ltd	106		106
JCSA Housing	16	8	16
NHT	755		755
	<u>72,117</u>		<u>72,117</u>
	<u><u>39,816,730</u></u>		<u><u>17,468,088</u></u>
Investment			
JMMB	321,804		343,886
	<u>321,804</u>		<u>343,886</u>
	<u><u>40,138,533</u></u>		<u><u>17,811,974</u></u>

**JAMAICA CIVIL SERVICE ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED NOVEMBER 30, 2019**

7 Fixed Assets

	Furniture &Fixtures	Equipment	Computer	Total
	\$	\$	\$	\$
As at 1.12.18	2,802,171	5,057,376	5,885,846	13,745,393
Additions/ (Disposals)	2,109,456	1,793,889	337,350	4,240,695
As at 30.11.19	4,911,627	6,851,265	6,223,196	17,986,088
Depreciation				
As at 1.12.18	2,007,789	3,264,982	4,867,527	10,140,298
For Year	223,104	654,659	702,138	1,579,901
As at 30.11.19	2,230,893	3,919,641	5,569,665	11,720,199
NBV				
As at 30.11.19	2,680,734	2,931,624	653,531	6,265,889
NBV				
As at 30.11.18	794,382	1,792,394	1,018,319	3,605,095



**JAMAICA CIVIL SERVICE ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED NOVEMBER 30, 2019**

8 Social and Community Outreach-

	<u>2019</u>	<u>2018</u>
Civil Service Week	460,827	124,726
CSW Walk Run	40,500	258,538
Carol Service	200,000	193,643
Committee Project	247,722	290,990
Member's Benefit		
President's Luncheon	387,991	49,780
Donation	495,096	194,410
Sports	1,202,018	893,776
Young Workers	1,010,686	
Women's Forum	30,537	1,037,107
Men's Forum	1,084,003	1,084,003
Manish Water	25,095	-
Gifts/ Cards	-	-
	<hr/>	<hr/>
	4,100,472	4,980,873



**JAMAICA CIVIL SERVICE ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED NOVEMBER 30, 2019**

9 Office and General Expense

	2019	2018
Office/Computer Supplies	2,815,659	1,491,015
Repairs and Maintenance	4,298,731	1,077,816
Food and Drink	1,180,402	998,093
Water Charges	174,709	197,418
Telephone Expense	1,510,329	1,824,983
Electricity	1,740,215	1,795,871
Other	1,053,279	269,969
Total	12,773,324	7,655,166

10. During 2019 JCSA celebrated its 100th year anniversary. To mark this significant milestone the following expenditure were incurred.

Centenary Walk Run	3,507,508.62
JCSA Banquet	3,112,586.89
Church Service	154,500.00
Lapel Pins	1,675,943.37
Centenary Stamp Launch	253,187.76

8,703,726.64



**JAMAICA CIVIL SERVICE ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED NOVEMBER 30, 2019**

11. Annual General Meeting

	2019	2018
Regular AGM	4,180,889	3,107,693
Chapter AGM	2,026,468	1,219,271
	6,207,357	4,326,964

12 Contingent Liability

As at November 30, 2019 has arrangements in place with its lawyer to represent its members. It is expected that future cost will result from this engagement, however, there is currently no reasonable estimate of future costs neither can the timing of these costs be ascertained.

13 Jacisera Park

	2019	20
Jacisera Operational Expense	3,455,557	1,689,0
Jacisera Renovation	3,282,470	6,688,6
	6,738,027	8,377,6

14. Exceptional Income

The JCSA received \$22.5M from the Airport Authority in lieu of JCSA leased property held at Providence St. James. Correspondences from the National Land Agency revealed that this lease agreement commenced in 1972 between the JCSA and the Commissioner of lands and was rented for peppercorn amount. There is no evidence in JCSA's accounting records that they were paying rent on this property.

15. Loan

As at November 30, 2019 JCSA held two loans as follows:

- a. On December 17, 2018 JCSMT borrowed and received a loan of \$15M from the JCSMT:

- Duration of the Loan: 24 months
- Interest: 7% reducing balance
- Loan Balance as at November 30, 2019: \$8,384,311



- b. On 17 May 2019 the JCSA obtained a loan of \$6M from Alliance Financial to aid with the production of the member e-cards. These cards are expected to reward members each time they use the card to make a purchase. The cost of \$5, 999,866.50 for production of the cards is reflected in members benefits.

Duration: 14 months

Interest :18% variable

Loan Balance as at 30 November 2019: \$3,584,817

16. Fraudulent Transactions

During the year a fraud was perpetrated on JCSA Bank account resulting in nine unauthorized cheque payments totaling \$1,150,320. Of this amount the bank refunded JCSA \$502,670. The remaining \$647,650 has been reported to fraud squad at the date of this report the investigation has not been concluded. This amount is included in account receivables.

17. Prior Year Adjustment

The JCSA was given a demand notice from the Tax Administration Jamaica to pay interest and penalties totaling \$8,582,492. \$294,922 of this amount is expensed in the Income Statement. Whilst the balance reduces the retained earning and JCSA total Equity and liabilities for the prior years.

**JAMAICA CIVIL SERVICE ASSOCIATION MINI-MART
INCOME AND EXPENDITURE STATEMENT
FOR YEAR ENDED NOVEMBER 30, 2019**

	2019	2018
	\$	\$
Sales	1,222,607	1,685,491
Subvention	-	200,000.00
	<hr/>	<hr/>
	1,222,607	1,885,491.00
Opening Stock	577,315	176,199
Purchases	1,615,302	1,802,394
Total	2,192,617	1,978,593
Less Closing Stock	(965,112)	(577,315)
Cost of Sales	1,227,505	1,401,278
Gross Profit/(Loss)	<hr/> (4,898) <hr/>	<hr/> 484,213 <hr/>
Expenses		
Stationery and Supplies	90,062	74,340
Selling and distribution	130,367	498,383
Bank Charges	58,662	61,361
Donation (Gift Vouchers)	-	50,000
Repairs and Maintenance	53,822	-
Electricity	25,024	-
Telephone and Cable	104,793	-
Rent	600,000	-
Depreciation	28,695	3,653
Total Expenses	1,091,425	687,737
Net Profit/(Loss)	<hr/> (1,096,323) <hr/>	<hr/> (203,524) <hr/>

**JAMAICA CIVIL SERVICE ASSOCIATION MINI-MART
FINANCIAL POSITION
AS AT NOVEMBER 30, 2019**

	2019	2018
	\$	\$
Current Assets		
Bank and Cash	331,087	424,554
Receivables	741,920	826,037
Stock	965,112	577,315
Total Current Asset	2,038,119	1,827,906
Non- Current Assets		
Leasehold Improvement	191,677	0
Fixed Asset	309,541	108,211
Total Non-Current Asset	501,218	108,211
Total Assets	2,539,337	1,936,117
EQUITY AND LIABILITIES		
Net Loss	(1,096,323)	(203,524)
Retained Earnings	(727,959)	(524,435)
Total Equity	(1,824,282)	(727,959)
Current Liabilities		
Trade Payables	364,564	404,806
JCSA	3,999,055	2,259,270
Total Liabilities	4,363,619	2,664,076
Total Equity and Liabilities	2,539,337	1,936,117



**JAMAICA CIVIL SERVICE ASSOCIATION MINI-MART
NOTES TO THE FINANCIAL STATEMENT
FOR YEAR ENDED NOVEMBER 30, 2019**

18 (a) Mini-Mart Current Assets

JCSA combined financial position reflects Mini-mart current assets are as follows:

	2019	2018
	\$	\$
Receivables	741,920	826,037
Stock	965,112	577,315
	1,707,062	1,403,352

(b) Mini –Mart Liabilities

JCSA combined financial position reflects Mini-mart liabilities as Minimart trade payables only.

(c) In May 2014, the Jamaica Civil Service Association established a Mini Mart to sell selected grocery items at reduced cost to its members. Since May 2019 the Mini Mart operations relocated from the Jacisera Park to a rented premise at 12 Caledonia road.

i. Bank and Cash

	2019	2018
Bank	255,656	406,706
Cash	25,431	17,848
	281,077	424,554

ii. Stock

Stock is valued at the lower of cost and net realizable value.

19 At the close of business Mini Mart owed its parent \$3,999,055 a similar amount was reflected in the JCSA only books as amount receivable from the Mini Mart. The combined position as shown in the combined JCSA accounts is has a nil effect on the accounts.

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