



JAMAICA
CIVIL SERVICE
ASSOCIATION

Annual Report 2005

Human Resource – the Engine for Growth and Development



Jamaica Civil Service Association

87th Annual General Meeting
May 25-26, 2006

Annual Report 2005-2006

Theme:
Human Resource -
the Engine for Growth and Development

NOTICE CONVENING THE 87th ANNUAL GENERAL MEETING

The Eighty-Seventh Annual General Meeting of the Jamaica Civil Service Association will be held, 25th-26th May, 2006, commencing with the Official Opening on Thursday, May 25, 2006 at 3:00 p.m. at the Jamaica Conference Centre, Kingston. The meeting will continue on Friday, May 26, 2006 with the Business Session at JACISERA Park, 31 Molynes Road, Kingston 10, commencing at 10.00 a.m.

Dated this 13th day of April 2006

Signed: Denham Whilby

Honorary Secretary

The incumbents – First Vice President, Third Vice President and Honorary Treasurer, having been returned by acclamation, no polling will be necessary.

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Organizational Structure

LIST OF EXECUTIVE OFFICERS

2005-2006

President	Bro. Wayne St. A. Jones
1st Vice President	Bro. Robert St. F. Chung
2nd Vice President	Sis. Marcia Higgins
3rd Vice President	Sis. Sharon Anderson
Honorary Secretary	Bro. Denham A. Whilby
Honorary Treasurer	Bro. O'Neil Grant
Auditors	Mr. Nehemiah Ramdon Mr. Fred Manderson
Bankers	Bank of Nova Scotia Jamaica Ltd

SECRETARIAT STAFF

Mr. Thomas Bryce	- Associate Secretary
Mrs. Ruth Clayton	- Administration Coordinator
Mr. Andrew Latibeaudiere	- Field Officer
Mr. Alvin Perry	- Field Officer
Miss Tifonie Powell	- Executive Secretary
Miss Patrice Porter	- Secretary
Mrs. Shornette Duncan	- Accounting Technician
Miss. Joy Tucker	- Member Service Officer
Miss. Julian Jones	- Records Management Clerk
Miss Alecia Duckworth	- Telephone Operator
Mrs. Claudette Walcott	- Attendant
Mr. Norman Humphrey	- Messenger
Miss Jody Walsh	- Relief Employee

Agenda

Opening Session

Thursday May 25, 2006 at 3:00 p.m.

- Call to Order – Bro. Wayne St. A. Jones, President
- Convening Notice – Bro. Denham Whilby, Honorary Secretary
- Invocation – Rev. Dr. Roy Henry
- Welcome/Introduction/Apologies – Bro. Wayne St. A. Jones President
- Greetings – Cabinet Secretary
- JCTU
- Introduction of Guest Speaker
- Keynote Address &
- Official Opening – Hon. Fitz Jackson, Minister of State,
Ministry of Finance & Planning
- Presentation of Awards
- Vote of Thanks
- Benediction
- National Anthem
- Adjournment

Business Session

Friday May 26, 2006 at 10:00 a.m.

- Resumption
- Prayer
- Workshops
- Lunch
- Confirmation of Minutes (86th AGM)
- Matters Arising
- Presentation of Annual Report
- Financial Statement
- Motions/Resolutions
- Awards of Honoraria
- New and other Business
- Appointment of Auditors
- Declaration of Officers
- Termination

JCSA President's Message

Bro. Wayne St. A. Jones

For those of us who believe in the necessity for public services and understand their value, and for those of us who deliver these services, the time has come for us to recognize the changing environment in which we operate. It is one which demands that the level of dialogue between us and our employer, be elevated to a status where agreement is reached on issues of common interest relating to economic and social policy in an atmosphere of cordiality.



The kind of partnership which would engender this level of social dialogue demands that the partners see each other as equals. It also demands that information sharing between the partners and their constituents be open, frank, and designed to educate.

It is this kind of thinking that led to the development of a Public Sector Code of Consultation, a code designed to reorient the culture of the Public Service so that consultation and participatory planning becomes a basic premise of government's operations. It was with this participatory spirit that we entered into the 2004 MOU.

Faced with the possibility of significant job loss in the public sector as a response to the adverse fiscal state of the government, we sat with our employer and came away with an agreement which allowed us to preserve total employment, one that saw hundreds of public servants benefiting from increased levels of training and the introduction of the Summer Skills training programmes; equipping them to better compete in the modern labour market.

It becomes clear, that the JCSA sees its role in such an environment, as one chiefly to educate and ultimately empower its membership on what it will take for them to survive in this new dispensation characterized by the demands of a global village. Gone are the days when a public servant could think of working at one profession for his entire working years. The environment is such a dynamic one, aided by advancing technology that the job he does now may not exist in ten years. It is imperative that our members continuously upgrade their skill levels to meet these new challenges and to this end the JCSA provides a grant to its members pursuing tertiary studies on an annual basis, offer customized training in the area of information technology, labour and industrial relations and various life skills disciplines. We have also consistently

involved our members in seminars, conferences and training workshops here in the Caribbean and in the wider global arena, as a means of exposure to the educational and other developmental opportunities available outside Jamaica.

The coming into being of the Caribbean Single Market in January of 2006, means no longer public sector workers just compete with fellow nationals for available jobs, but that they now face competition from our Caribbean brothers and sisters who are parties to this agreement. To date over 1500 Caribbean Nationals have applied for skill competency certificate to work in Jamaica, a clear indication of the demand that is likely to occur.

It now behooves us to ensure that our human resource capital is of a level that makes us competitive. One way of ensuring this is through a system of reform that seeks to measure individual and entity performance in a holistic manner. The 2002 White paper on Public Sector Reform has as one of its focal points the improvement of the human resource of the sector and the new Performance Management and Appraisal System which became effective July 2004, is one way of ensuring that a high and consistent standard of performance is maintained. The fundamental principles of this

appraisal system being effective communication, objectivity, transparency, fairness, equitable treatment and mutual respect.

It is this kind of continuing reform of public sector mechanisms that will take us a long way in realizing the vision of an open and impartial public sector, which puts the public's interest first and in which valued and respected professionals deliver high quality services efficiently and effectively.

Therefore as public servants of the 21st Century our mandate dictates that it cannot be business as usual. We must become aware of the technological changes, the policy shifts, and the changes to the global market place which impact our individual work places. Being aware also means that we must prepare ourselves to adapt to these changes.

The JCSA remains committed to the process of empowerment of its membership, and to a partnering process that will see our members being better equipped with the necessary tools to function in this new and evolving environment. May the Public Sector of Jamaica continue to improve and grow in the interest of our country.

Governor-General's Message

His Excellency the Most Hon. Kenneth O. Hall, ON, OJ

The field of human resources has now become the pivotal factor in the development of our country. Modern government needs a public service that is equipped to cope with the emerging range of issues given the evolving work environment, and the consistent rise in levels of skill and competencies of the workforce.

The Jamaica Civil Service Association (JCSA) over the years has played a tremendous role in this process. The theme of the 87th Annual General Meeting, "Human Resource – The Engine for Growth and Development", implies that this organisation is committed to enhancing the nation's human resource potential in order to compete in an ever competitive globalised economy.

Those involved in the field of human resources must consider ways to integrate the social interests of the society into the economic development processes which are being fuelled by technological innovation.

I anticipate that the focus of the deliberations at the 87th Annual General Meeting will be on strategies to build national consensus in development through innovative approaches and long-range programmes to ensure efficient and productive public entities.

I wish the Jamaica Civil Service Association every success as it explores different methods of coping with the new demands of the nation's social and economic development.



Kenneth O. Hall
Governor-General

Prime Minister's Message

Hon. Portia Simpson-Miller MP

It is my pleasure to extend greetings and best wishes to the membership of the Jamaica Civil Service Association as you convene your 87th Annual General Meeting.

Our Civil Servants have long been recognized for the important role they play in achieving the national goals relating to growth and development. It is therefore fitting that deliberations at this year's AGM will focus attention on the importance of human resource which is regarded as one of the greatest assets of our country.

Through the Management Institute for National Development (MIND) and collaboration with other educational entities including our universities and community colleges, public servants have been equipped with professional skills that have enabled them to give policy advice as well as to successfully manage the implementation of those policies.

The benefits to be derived from the use of information and communications technology are also being maximized to enable us to develop a Jamaican workforce and cadre of public servants that can fuel and sustain the country's growth and development and give us a competitive advantage in the global marketplace.

I commend public sector workers for your support and commitment to measures to reform the public sector. This has been made possible by the removal of impediments to transaction of business, improved access to business information and the coordination of investment and development projects.



I am aware of the sacrifices you have made over the past two years in partnership with the government through the historic Memorandum of Understanding. By so doing, you have publicly demonstrated your commitment toward ensuring that Jamaica remains competitive. Your families have remained steadfast with you in this process and Jamaicans thank you and appreciate the sacrifices that you have made in the interest of the nation.

I ask that we remain together in partnership, working in all areas for a better and brighter tomorrow for our people. Join me as together we do all that we can to provide the resources necessary for the improvement of the social conditions in our inner city communities, continue with our infrastructure development programme which is a major catalyst for investment and, create a first rate education system for our children.

On behalf on all Jamaicans I salute you for your hard work and wish the Association a successful Annual General Meeting.

Hon. Portia Simpson Miller
Prime Minister

Leader of the Opposition's Message

The Hon. Bruce Golding



The Jamaica Civil Service Association (JCSA), is to be commended on eighty-seven (87) years of sterling service to its membership and country. The Association has faced many obstacles and undergone tremendous changes over the years, but its unreservedly strong commitment to its country and members, has remained unchanged.

Many of our nation's civil servants have served and continue to serve us with distinction. However, regrettably, they are the subject of severe and sometimes unfair criticisms. Although this may discourage some, many of our civil servants are left undaunted in their mission to serve their country and have displayed a strong commitment to professionalism, despite the many challenges faced by them.

Your theme for this year's 87th Annual General Meeting (AGM) – "Human Resource – the Engine for Growth and Development," poignantly highlights one of your Association's objectives, of seeking ".....to uphold the highest qualities of professional service to the nation through the guarantee of a highly trained workforce" Incontrovertibly, it is critical to develop our human resources, in order to ensure that our workers function effectively and efficiently and therefore drive the growth and development of our country. This need becomes even more crucial with the existing globalized world economy, as well as the recent emergence of the Caribbean Single Market (CSM) and the imminence of the Caribbean Single Economy.

These world developments, while creating great potential benefits, also pose serious challenges for countries ill equipped to function in an environment that is highly competitive. Rapid developments in technology and the outsourcing of work to foreign nationals, popularly termed "consultants," pose serious threats to the job security of some civil servants. Therefore, consistent training and upgrading of skills are paramount. The Government also recognizes the need to reform the civil service, in order to equip it, to respond positively to the changes in a globalized economy, through the initiation of its "Public Sector Modernization Vision and Strategy 2002-2012"

I urge our civil servants to remain steadfast in their commitment to their duties and to continue to give unwavering service to our nation.

I wish for you every success in the staging of this 87th AGM.

Bruce Golding
Leader of the Opposition

From the Secretary's



This year we celebrate our 87th Anniversary, under the theme “HUMAN RESOURCE-THE ENGINE FOR GROWTH AND DEVELOPMENT” This is a significant mile stone in the life of the Association as we renew our commitment to the growth and development of our members/workers and to uphold the highest qualities of professional service to the nation through the guarantee of a highly trained workforce of competent and committed persons.

“I often reflect on what the future will bring us, not only as individuals, but as a country. Will we look at the natural world and other life forms as commodities having value insofar as we can convert them into revenue? Or will we live with reverence for life on this planet, seeing it as a community of which we are a part and to which we owe our lives?”

When each of us comes to the end of our lives, what will matter is not what our social standings were, or whether the world thought we were important or influential. What will matter, what in fact always matters, are the values we uphold and the principles and possibilities we stand for. What will matter then, and what matters now are the quality of the love we share with all the peoples of the world and the statements we make with our choices and our lives.

So the most important question, to me, is not just how long we live but also how well we live with each other. When we look back on our lives, and asked ourselves how much distress did we cause? How much suffering did we help alleviate? How much love did we give, and how much did we receive? How

many people did we help? These are profoundly spiritual questions; as such, they are often the most meaningful.

I believe that the world is finally ready to change. We have reached a point in our history where our bad habits can no longer be tolerated. We, as a society, are on the edge of a great precipice: we can fall to poverty and degradation, or we can embrace longevity and bounty. And all it takes is the courage to change.

We recognized that our nation is stronger when we as a people bonded in unity and love to build this country in general and our union in particular.

So with that strength of purpose we need to take back our country from the lawlessness that has taken over and put our human resources to work in productive schemes so that every one will know that they are an integral part of the success that we will achieve.

When people take part in whatever aspects of life that will make things

better for their communities and the nation, then they will feel a sense of pride to know that they have contributed to the development and successes.

It is in all our interest to work to provide the highest possible standard for our nation.

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

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

On behalf of the Officers, Executive and General Council, we extend welcome to the new member of our staff, Mr. George Grant (Training and Research Coordinator) and we hope that his stay will be long and rewarding.

I also wish to extend a very special welcome to all the new members who have joined our ranks.

As the Administrative year 2005-2006 becomes a part of history, it is appropriate that I present this report on our stewardship for the period.

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

NATIONAL ACTIVITIES

GENERAL COUNCIL RETREAT

The Annual General Council Retreat 2005 was held on June 9 -11, 2005 at the Golden Seas Hotel Resort in St. Mary. The First Vice President in his opening remarks reminded the council that the purpose of the Retreat was primarily to plan the work schedule and focus for the ensuing year.

The retreat was extremely informative as focus was placed on the following topics:

- The Role of Volunteer
- Grievance handling (Workshop)
- Maternity Leave Act
- Proposal for Paternity Leave
- Action Plan For 2006
- Modernization – Performance Management Appraisal System (PMAS)

At the end of a successful retreat persons in attendance left feeling energized, motivated and equipped to serve their constituents.

SUB-COMMITTEES

Emanating from General Council Retreat a number of sub-committees were established to ensure that the goals and objectives of the Association are achieved. The sub-committees have been working assiduously through this administrative year to achieve the goals and objectives mandated. They have achieved success in a number of areas. I will now report on some of the achievements of these committees.

HUMAN RESOURCE MANAGEMENT

Financial Assistance for Tertiary Studies

Approximately three hundred and forty (340) applications have been received and that although the cost of tuition had significantly skyrocketed, the allocation has remained at the same level for the past three years, and was now woefully inadequate. However 226 applicants received assistance.

The JCSA will be ensuring that the allocation is increase in the coming round of negotiation.

Secondary School Quiz

The JCSA'S annual Secondary Schools quiz competition was held 2005-11-24 as part of the Civil Service Week Celebrations. One hundred and thirty-five (135) high schools, island wide were invited to participate in this years renewal of the Competition. Only eleven (11) had indicated interest when entries closed. Of the eleven (11) Entries, only six participated and finished as follows:-

UNDER 15 Category

- Excelsior High - 1st Place
- St. Mary High - 2nd Place
- Campion College - 3rd Place

OVER 15 Category

- Merl Grove High - 1st Place
- St. Mary High - 2nd Place
- Campion College - 3rd Place

In addition to the coveted championship trophies sponsored by Blue Cross of Jamaica and JCSA Ltd. respectively, cash prizes compliments of SPORTPLAYAZ Ltd. and other prizes donated by Kingston Book Shop, Grace Kennedy Ltd. and RST Industries were presented.

Membership

Despite the harsh reality of the economic sector the membership of the Union continued to experience strong growth during the period under review

The number of persons joins and separated from our ranks for the period June 2005 to February 2006 are as follows:

New Members 2005/2006	Resignation 2005/2006
833	38

Members Benefit and Feasibility

Draft copies of the member benefits booklet being developed are currently being reviewed by members of the Executive. The booklet will be made available to members as soon as it is finalized.

SPORTS

Sports play an important role in the Jamaica Civil Service Association's (JCSA) activities. Through sports the Association is able to provide significant benefits of meaningful recreation, valuable interaction and networking of members from various Ministries, Departments, Agencies and Statutory bodies.

The annual football and netball opening ceremony, dress parade and rally was held on Friday Aug.5th 2005 at our Jacisera Park Complex. Ten (10) football and nine (9) netball teams participated.

The domino competition went well with Correctional Services Department dominating the activities. Of note, is that JCSA chose a team and was represented in the domino competition.

The curtains came down on another successful year for the Sports Committee

with the finals of both the football and netball competitions held on Thursday, November 24, 2005 and followed by the presentation ceremony at JACISERA Park. Sponsors GSB Credit Union was represented by Miss Carlene Coley who assisted in the presentation of prizes.

Final Results:

NETBALL

League

- Dept. of Correctional Services - 1st place
- Jamaica Defence Force - 2nd place
- Island Special Constabulary Force - 3rd place

Dress Parade

- Jamaica Defence Force - 1st place,
- Ministry of Health - 2nd place
- Island Special Constabulary Force - 3rd place

FOOTBALL

League

- National Land Agency - 1st place
- Dept of Correctional Services - 2nd place
- Ministry of Education - 3rd place

Dress Parade

- National Land Agency - 1st Place
- Island Special Constabulary Force - 2nd place
- Ministry of Labour - 3rd place

DOMINO

League

- Dept of Correctional Services - 1st place
- National Irrigation Commission - 2nd place
- Ministry of Health - 3rd place

We would like to express our gratitude to all who made this event a success.

JCSA YOUNG WORKERS CADRE

The year under review saw four (4) young workers attending CPSA Conference in Barbados in 2005.

For the first time there was a joint session with the young workers and women as they both shared the same issues and concerns.

Sis. Tifonie Powell (JCSA) was asked to do a presentation on Quality Public Services Campaign as she had made representation on behalf on young workers within the Caribbean region. Bro. George Thorpe (JCSA) and Sis Carol Gibbs from Barbados NUPW were also asked to present reports under the theme "Labour Rights, Youth policies and Regional Integration".

ISSUES / Concerns

HIV/AIDS

Young Workers continue to be engaged in educating members on the virus by being involved at the national level on World Aids day. Also to work with the national center to establish a more proactive way of sensitizing and establishing a human rights perspective for workers with the disease.

Community Integration

The young workers committee made a visit to Sir John Golding Rehabilitation Center. This was in keeping with our usual visits.

As part of our commitment to the Carberry Court Special School, the young workers made donation of clothing to the children on April 22, 2006.

As part of our annual children treat, young workers in a joint effort with the Sports, Social and Cultural and Women's Action Committee's, hosted the children

in the communities surrounding our Sports Complex.

HOUSING

Twenty (20) Acres of Land Agreement

The following lands were handed over to the JCSA by Government in fulfillment of the agreement of twenty (20) acres of land in each parish.

- Twickenham Park-St Catherine
- Albion- St. Thomas
- Bushy Park- Clarendon
- Mount Edgecombe- St. Ann
- Luana- St.Elizabeth
- Hague _ Trelawny
- Irwin -St James

Twickenham Park Development

The development of Twickenham Park is scheduled to start during this year. This development will have approximately four hundred and forty eight (448) solutions of two and three bedroom apartments and two bedroom townhouses.

Developments for other 20 acres per parish are being pursued. Members will be advised of the opening for applications when developments come on stream.

Tredegar Grove

The JCSA in dialogue with the National Housing Trust is seeking to get further assistance for beneficiaries for the construction of their housing units.

JACISERA PARK

A development plan for the park is being developed.

CORRUPTION PREVENTION ACT

The campaign against corruption is on in earnest, with the spotlight predominantly focused on public sector workers. A cadre of public officials is to be trained as Ethics Officers to sensitize and warn colleagues about the dangers of committing unethical and corrupt acts. Reports are that approximately ninety (90) such officers have been appointed to date, and that these include a Supreme Court Judge and a Permanent Secretary.

Corruption Prevention Commission Report

Focus should be placed on the recently published Corruption Prevention Committee drafted report, which is the second report from the Commission.

The report has stated the failure of more than five thousand public officers to file their report to the Commission.

The JCSA has placed its views on the matter publicly through the media. Also that the system was very tedious and onerous on public servants, as reports had to contain information on ones household, including information on spouse and children.

At the onset of the bill being presented for discussion, there were a number of things that were pointed out that wouldn't seem feasible.

One of the most important things was the absence of a whistle blowing legislation to protect public servants if they went public with the corruption that was taking place.

JAMOMES

The JCSA would like to inform the membership that ongoing discussions are being held with the Directors of JAMOMES.

BURSARY

Computer Loans

The computer loan scheme is one of the benefits acquired through the initiative of the JCSA for the development of our members in the field of IT.

Eighty-nine computer loans were approved during the period under review

TRAINING

ILO Course

Sister Angella Burrell-Rodney represented the Jamaica Civil Service Association (JCSA) and the Jamaica Confederation of Trade Unions (JCTU) in Turin Italy on a course organized by the International Labour Organization and was held at the ILO International Training Centre over the period 17-21 October 2005.

The theme of the course was "Putting employment at the centre of public investment and poverty reduction processes", premised on the acceptance that poverty is a multidimensional problem and that poor people would remain poor for many reasons. It is felt that they would not escape poverty unless several conditions were met and that there was reasonable evidence that improvement in living conditions could be achieved; through better access to productive resources, remunerated employment, and/or basic services (i.e. transport, housing, education, health), had as its ultimate aim, a contribution towards the

adoption and effective implementation of national investment policies favouring the use of employment-intensive techniques for Employment creation and poverty reduction.

Labour Studies

Four representatives from JACISERA (i.e. Bros. Rohan Henry, Junior Latibeaudiere, Oliver Morris and Fred Manderson) attended a four week course pertinent to the field of Industrial Relations.

The course commenced 2005-10-03 and intended specifically to prepare participants for the Certificate in Labour Studies, which has been designed to certify Caribbean Industrial Relations practitioners.

CIVIL SERVICE WEEK 2005

Civil Service Week 2005 was celebrated during the week of November 20-25, 2005 under the theme "Quality Public Service through Participation and Partnership". The Cabinet Office organized the week of activities with input from the JCSA.

The week of celebrations commence with the customary church services island-wide. The service for Kingston and St. Andrew took place on Sunday, November 20, 2005 at the Saxthorpe Methodist Church, where messages from the Governor General, the Prime Minister and JCSA's President were read.

Highlights of the week's activities were:
Monday, November 21, 2005

- ❑ Official launch was held Penthouse, Ministry of Finance and Planning.
- ❑ JCSA in collaboration with AMCHAM- "Give a child a dream" hosted children at the Secretariat

Tuesday, November 22, 2005

- ❑ Launch of “the Consultation Code” held at the Terra Nova Hotel

Wednesday, November 23, 2005

- ❑ Annual Long Service Awards for Colleagues who have served for twenty-five years and over were honoured.
- ❑ Presentation of the “Civil Servant for the Year Award”.

Thursday, November 24, 2005

- ❑ Public Forum on “Human Security” held at the Montego Bay Civic Centre
- ❑ Finals in “JCSA’s Secondary Schools Quiz” held at the JCTU office

Friday, November 25, 2005

- ❑ “Celebrity Cricket Match and Fete” which signaled the end of the week’s activities.

Civil Servant of the Year Award

In 2004, as part of the Civil Service Week activities, the Government of Jamaica initiated the Civil Servant of the Year Award. The award was long in coming and served to give due public recognition to civil servants who best exemplify the ideals of the Civil Service. Individuals were honoured for service to their country, realizing that there is no greater achievement than consistently and unhesitatingly putting country before self, and always seeking to yield the greatest results with the least resources.

It is expected that over time, this award and other similar ideas, will help to bring back vibrancy to the Civil Service which has been waning for some time. It highlighted not only the importance of serving others, but also the importance of recognizing those who have served others,

as an example for future generations of civil servants.

The process for determining the Civil Servant of the Year started with an invitation to all Ministries prior to Civil Service Week, seeking nominations for the award. Ministries were allowed to devise their own methods of identifying suitable nominees using predetermined criteria. Nominations received were judged by a panel consisting of individuals from within and outside the Government.

The Nominees and the Winner were duly recognized at the launch of Civil Service Week and the Civil Servant of the Year was presented at the Long Service Awards Ceremony which is also held during the week. The nine (9) nominees and winners for this year, were Norman Gordon, Maxine Gardner, Jasmin Harris-Wallace, Aaron Higgins, Adina Richards, Jo-Anne Archibald, Tamara Moore, Martin Townsend and Suzette Pryce.

This year the top three winners are members of the Jamaica Civil Service Association:



Civil Servant of The Year

Norman Gordon
*Registrar
Cooperatives
and Friendly
Societies*



1st Runner-up
Maxine Gardner
*Acting Deputy
Commissioner,
Inland Revenue
Department*



2nd Runner-up
Jasmin
Harris-Wallace
*Compliance
Collector
Inland Revenue
Department*

Congratulations to you all.

PRESIDENT'S LUNCHEON

The Annual President's Luncheon is that gala event held at the end of each year as a means of saying "thank you" to Corporate Jamaica, Departmental Representatives and other internal workers for their invaluable contribution to the well-being of our members and for assisting the union in fulfilling its mission.

The Luncheon was held on December 08, 2005 at the Knutsford Court Hotel. The attendees included Mrs. Daisy Coke guest speaker; Rev. Catherine Gale invited the Lord's presence to the proceedings; the Hon. Fitz Jackson, Minister of State, Minister of Finance and Planning and Dr. Carlton Davis, Cabinet Secretary brought greetings; and Mr. Ibo Cooper who ably provided entertainment.

Special guests from the territory were Bro. Alvin St. John – General Secretary for both the GPSU and the CPSA; and Sis. Susan Hodge, Past President - Anguilla Civil Service Association.

The GSB Co-op. Credit Union represented by Mrs. Pingue-Smith was presented with an award for her many years of contribution to the public service and the Association's activities.

CHILDREN'S TREAT

The Annual Children's treat was held on January 7th 2006. This event fulfilled much of the children's expectation as we sought to interact and show our love for them. It was reported that the event catered to at least three hundred children (300) and was a success.

Sis. Fay Tomlinson on behalf of the Planning Committees expressed thanks.

INDUSTRIAL RELATIONS

MEMORANDUM OF UNDERSTANDING (MOU)

Consequent on the inflation rate having raised above target; in order to ameliorate the effects being experienced by Public Sector workers, the Trade Union Movement collectively negotiated a hardship allowance concomitant with the relevant salary band, for the period.

Some persons contended that the principle of affording the greater increase to those at the lower end of the scale was violated. However while the amount does not constitute the traditional salary increase, if that principle is to be applied it would have to be on the basis of relativity and not absolute. The table below therefore includes the relative application, which highlights consistency with the pronounced principle.

2005-09-19 to 2006-03-31		
SALARY BAND	ALLOWANCE (net)	Average %
Under \$250,000	\$400 per week	8.35
\$250,000 - \$650,000	\$600 per week	6.93
Over \$650,000.00	\$500 per week	4

Macroeconomic Review – This review for the period March 2004 – September 2005 is currently in circulation. The document contains nineteen pages of analysis and provides useful information to guide decision making for all levels of the government.

SUCSESSES of the MOU

There are a number of gains under the MOU such as the appointment and promotions of Public Sector Workers, training of workers in various entrepreneurial fields.

For the period April 2004-July 2005 an amount of 3,637 persons were appointed to their respective post compare with the period December 2002-March 2004 where 2,184 appointments. This represent a 66% increase overall.

GRIEVANCE

During the administrative year, a total of 82 grievances were lodged with the Secretariat. Of this amount action has been taken on 67 and so far 11 have been resolved.

STAFF MATTERS

Strategic Plan

The JCSA's draft strategic plan which incorporated the budget was unveiled. As soon as the necessary amendments are done it will be place on the JCSA's website.

REGIONAL ACTIVITIES

Caribbean Public Services Association (CPSA)

On July 21-30, 2005, the JCSA attended and participated in the 35th Annual Conference of the CPSA hosted by National Union of Public Workers(NUPW) Barbados under the theme: "Quality Management+Quality Workers=Quality Public Services" JCSA was represented by a nineteen (19) member strong delegation drawn from the leadership and

general membership of the Association. The JCSA continued its long tradition of leadership in the CPSA. The participants were particularly active in the conference through the women and young workers activities. The conference was a very successful one.

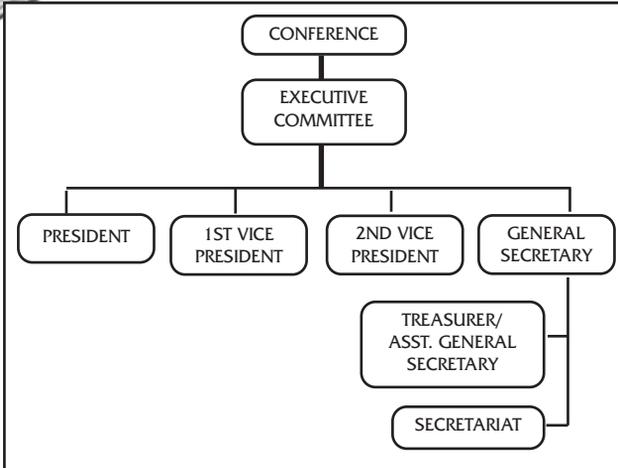
The primary objective of the Caribbean public Service Association (CPSA) is to promote and strengthen unity among Public Service Trade Unions and/or Associations in the Caribbean. The CPSA is currently comprised of fifteen (15) Member unions.

The 2006 conference will be held in Belize over August 5th-13th, 2006

LIST OF EXECUTIVE OFFICERS

President	Bro.Dylan Reneau Belize Public Service Union
1st Vice President	Bro. Armell Thomas Bermuda Public Services Union
2nd Vice President	Bro. Cecile Drakes National Union of Public Workers - Barbados
General Secretary	Bro. Alvin St. John Grenada Public Workers' Union
Asst. General Secretary/Treasurer	Sis. Elizabeth Pivotte Grenada Public Workers' Union

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



which included media presentations, courtesy call, and publications.

White Band Day 3

The White Band Day 3 was celebrated on December 10, 2005 in support of the call to end poverty.

The First Millennium Development Goal is the achievement of equal numbers of boys and girls in attendance at Primary Schools. There has also been a call for the end to use of force, disarmament and regulation of arms trade. The United Nations support is needed if this is to be achieved.

PSI Young Workers Quiz Competition

Congratulations to the winners, Sisters Patrice Porter and Tifonie Powell in the PSI Young Workers Quiz Competition which was held during the Young Workers Forum in Barbados.

It is a major achievement for JCSA as both Sisters were members of staff in the Association and their knowledge on Public Sector Unions resulted in their achieving top awards. It is the JCSA's hoped that members and staff continue to be leaders.

Quality Public Service (QPS) Campaign

September 10th marked the "Global Call to Action Against Poverty (GCAP)" Campaign. The JCSA along with JALGO published a statement which was issued by the Public Services International (PSI) on GCAP in the Sunday Gleaner dated September 11, 2005.

The QPS Campaign was linked with the GCAP Campaign. The JCSA and JALGO joined efforts to spearhead a number of activities from September 8-16, 2005

Sub Regional Advisory Committee (SUBRAC)

During the period under review the sub-regional office provided some assistance to the ST. Lucia CSA on the issue of the establishment of a Revenue Authority. Bro. Jones President of the JCSA visited St. Lucia and met with the CSA's members in the Customs and Inland Revenue Departments. The focus of the meetings was to share Jamaica's experiences with the establishment of a Revenue Authority. Consequently the CSA and the JCSA had discussed possible cooperation between the two unions on a number of issues.

On April 3-5, 2006 Sis. Tifonie Powell JCSA Youth Representative attended and represents the young workers in the Caribbean at the meeting. It was noted that the young workers continued to participate in all PSI activities, meetings and conferences, however during the review period 2005 - 2006 there was a noticeable falling off in activities among the young workers.

The sub regional office had noted that in the absence of planned PSI workshops, conferences, etc for young workers, there appeared to be very little activity among the young workers at the local/union level.

International Solidarity

The JCSA continued its demonstration of commitment to Union Development and International Solidarity (UDIS) through a number of ways during the year.

CSME

Refusal of work permit to Jamaican Workers under the CSME

The recent refusal of the Trinidad and Tobago government to issue work permits to six Jamaican workers recruited by the West Indies Tobacco Company an ally of the Carreras Group of Companies, was on the basis that the skills required were available in Trinidad. It should be noted that it was after the advertisement had gone out locally in Trinidad & Tobago without a response that it was then advertised outside of the country.

The Jamaican Trade Union movement reported the matter to the Caribbean Congress of Labour who had taken it to CARICOM. The President had written to the General Secretary of CPSA on the matter.

It was reported that since the outburst, the Trinidad and Tobago government had reversed its decision and granted the work permits.

OBITUARIES

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

The sad news has come that Bro. Manley Campbell who was injured in a traffic accident back in 2004, succumbed to the injuries in December 2005.

The Association has made a sizeable cash donation towards the general expenses. Bro. Campbell was a member of the JCSA and was employed in the Inland Revenue Department- Westmoreland.

Condolence has been expressed on the passing of Immediate Past President of Jamaica Teachers Association, Bro. Michael Clarke.

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

Highlights *Commitment to the Youth*



(Above Left) Bro. George Thorpe, Chairman of the Young Workers Cadre in discussion with Bro. Denham Whilby, Honorary Secretary at the CPSCA Conference in Barbados 2005

(Above) Youngsters enjoying the activities at the Children's' Treat

(Left) Sis. Tanya Bedward, Cadre member making a donation of clothing at Carberry Court.

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Did You Know?

RETIREMENT

Officers are expected to retire from the Public Service upon reaching the mandatory retirement age of sixty (60) years. Pre-retirement arrangements should commence at least one (1) year in advance of the mandatory retirement (i.e. no later than fifty-nine (59) years).

At any time during the five year period prior to reaching the age of mandatory retirement; i.e. any time from age fifty-five (55) onward, an officer may exercise the option to retire.

Officers may be permitted by the appropriate Services Commission to remain in

the service after the age of sixty (60) years subject to the exigencies of the service.



Premature Retirement

An employee who has reached the minimum age of fifty (50) years may apply in writing to the Governor General for early retirement. He/She must have at least ten (10) years service in order to qualify for a pension.

Source- Staff Order 2004

MEDICAL BOARD

An officer may, at any time, be required by the Permanent Secretary/ Head of Department to submit to an examination by a Medical Board, appointed by the Chief Medical Officer, if it appears to the Permanent Secretary/Head of Department that the officer's state of health warrants such an examination.

If an employee has been absent from duty on the grounds of ill-health and the total period of continuous absence exceed ninety (90) calendar days, the Permanent Secretary/Head of Department should request the Chief Medical Officer to consider the appointment of a Medical Board to examine the employee

Vacation Leave – Permanent Secretaries and Heads of Departments should encourage and facilitate employees to take leave on a regular basis, as soon as

possible in the year after it had been earned.

Employees may accumulate leave to a maximum not exceeding the leave entitlement for three (3) years only with the permission of the Permanent Secretary or Head of Department.

Permanent employees shall be allowed to earn and accumulate additional full-pay vacation leave for a further period not exceeding two (2) years if applications for all or any portion of their accumulated leave cannot be granted due to the exigencies of the service.

Source – Staff Order 2004



Did You Know?

HONORARIUM

Honorarium may be paid to an officer who is assigned special duties which are extraneous to his/her normal duties and which necessitate the performance of official duties beyond normal working hours, for a period of not less than one (1) month.

The request for the performance of such duties should be made to the Permanent Secretary/Head of Department well in advance of the commencement date and should include a statement of the particulars of the work to be done, a work plan,

the reason for the exercise, the proposed duration, the number and categories of staff to be involved as well as an estimate of cost.



Source: Staff Order 2004 -6.7.4

Honorarium is calculated at the rate of 90% of time and a half, Mondays to Saturdays; and 90% of double time for Sundays and Public Holidays.

Payment of Increment

Permanent Secretaries and Heads of Department are authorized to grant one (1) increment for each year of study based on the time established for the completion of the course of study on a full time basis, up to a maximum of three (3) increments to Officers who, after entering the Public Service, successfully complete a degree programme relevant to the needs

of the Public Service, at an accredited institution based on the terms and conditions established by the ministry with responsibility for the public service.



Source – Staff Order 2004





**THE JAMAICA CIVIL
SERVICE ASSOCIATION**

*Congratulates all
Ministries, Departments and Members of Staff
that participated in the
2006 CUSTOMER SERVICE COMPETITION
And more particularly
all the Awardees*

Did You Know?

Collection of Public Moneys

The responsibility for collecting and accounting for the revenue payable to the Government is placed with the Principal Receivers of Revenue, i.e. Accountant General, Commissioner of Island Revenue and Postmaster General. It shall, however, be the duty of the Accounting Officer to ensure that the revenues collectable by the Departments under his/ her control are actually collected and brought to account, and that adequate safeguards are established to secure an effective check of the assessment, collection and punctual accounting for such receipts.

Accounting Officers and Principal Receivers of Revenue must ensure that the duty of collecting moneys payable to the Government is assigned to staff on

the permanent establishment.

Officers who receive any public moneys are required to pay the whole amount of such moneys daily or at the earliest possible opportunity, into an official bank account.

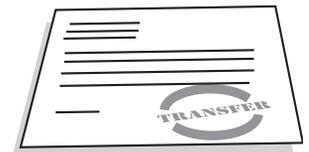


Between the time of receipt and the time of payment into the bank or to a collecting officer, no public moneys shall be made use of in any way whatsoever, nor shall any officer advance, or lend any sum for which he/she is answerable to Government.

Source – FAA Act

TRANSFER

- i) A transfer is a permanent appointment from one position within the service to another that is equivalent in level, emoluments and benefits;
- ii) Within a Ministry, or between the Ministry and a Department of the Ministry, the transfer must be authorized by the Permanent Secretary;
- iii) Transfer between Ministries or between Departments of different Ministries requires the consent of the Permanent Secretary of the Ministry from which the employee is being transferred and the appointment must be authorized by the Permanent Secretary of the ministry to which the employee is being transferred, where the functions have been delegated.
- iv) Where the functions have not been delegated, transfers between Ministries or between Departments of different Ministries or between a Ministry and a Department of another Ministry must be authorized by the Chief Personnel Officer;
- v) In the event of an objection to a transfer, any of the parties involved may lodge an appeal to the Public Service Commission.



Minutes of the 86th Annual General Meeting

Held on 2005 May 26th and 27th

Day One – Opening Session

– *Jamaica Conference Centre, Kingston*

Call to Order

The Opening Session of the 86th Annual General Meeting commenced with the Chairman, President Wayne St. A. Jones inviting the Honorary Secretary Bro. Denham Whilby to read the notice convening the meeting.

Invocation

The Chairman then asked the Reverend Franklin Small to invite the Lord's presence to the proceedings.

Welcome & Opening Remarks

The Chairman welcomed all present and extended special welcome to:

Dr. The Honourable Carlton Davis, Cabinet Secretary; Minister Fitz Jackson, Minister of State with responsibility for the Public Service in the Ministry of Finance and Planning; Guest Speaker Sis. Audrey Hinchcliffe; Bro. Lloyd Goodleigh, General Secretary, Jamaica Confederation of Trade Unions; Reverend Franklin Small; Senator Deika Morrison, Minister of State in the Ministry of Finance and Planning; Mr. Lucius Thomas, Commissioner of Police; Heads of Departments; Mrs. Lorna Brown, Administrator General; Clive Nicholas, Director General Tax Administration, other senior civil servants; Officers of the JCSA; Past Officers, members of staff of JCSA; members of

staff of the corporate entities within the JCSA; friends from the private sector; civil servants; members of JCSA; members of the Jamaican Public Service; all specially invited guests.

He remarked that the Annual General Meeting provided an opportunity to satisfy the constitutional requirement, as members were provided with a report on the stewardship of the Association for the past year. It also allowed for interaction with representatives from different sectors of the economy and the society in general, as well as an occasion to hear the perspective of someone who wasn't necessarily from within the Civil service. It also provided an opportunity for reaffirmation of the commitment to the labour movement. In concluding, he warmly welcomed all.

Apologies

Apologies for absence were tendered on behalf of the Dr. the Hon. Omar Davies; Hon. Donald Rhodd, Minister of State in the Ministry of Education, Youth and Culture; Mr. Bruce Golding, Leader of the Opposition; Dr. Richard Harrison, Permanent Secretary in the Ministry of Agriculture; Mrs. Carol Palmer, Permanent Secretary in the Ministry of Justice; Mrs. Shirley Lewis, Clerk to the Houses of Parliament; Senator Dwight Nelson, President of the Jamaica Confederation of Trade Unions; Mr. Hopeton Dunn, Acting Chief Executive Officer, National Environment and

Planning Agency; Dr. Jean Dixon, Permanent Secretary, Ministry of Commerce, Science and Technology; Mrs. Ilene Wolfe Stephens, Deputy Commissioner, Department of Correctional Services; Mrs. Yvonne Miller, Chief Executive Officer, Bellevue Hospital; Mrs. Jacqueline Coke-Lloyd, Executive Director, Jamaica Employers Federation; Mr. T.G. Lee, Chairman, Jamaica Civil Service Mutual Thrift; Mrs. S. Campbell, Past Honorary Treasurer, JCSA; Mr. Charles Jones, Chief Personnel Officer, Office of the Services Commission; Dr. Alfred Sangster, Public Service Commission; he specially recognized the absence of the spouses of the Officers Corps, Mrs. Andrea Jones, Mr. Higgins, Mrs. Grant, Mrs. Whilby and Mr. Anderson. He specially acknowledged the presence of Mrs. Myrtle Chung, spouse of Vice President Robert Chung.

Greetings:

*Dr. the Hon. Carlton Davis,
Cabinet Secretary*

Dr. the Honourable Carlton Davis recognized all the platform members along with the other distinguished guests. He stated that it was a pleasure to be in attendance for another opening ceremony of the JCSA and congratulated JCSA on its existence for 86 years of continuous service.

In his address he stated that the AGM was taking place at a time when the nation was grappling with crime and corruption. He nevertheless congratulated the Commissioner of Police, for his approach to the crime situation. He stated that crime wasn't a job only for the Police, but emphasized the need for the society to tackle the problem with determination until the crime incidence has

been decreased to more tolerable level.

Dr. Davis advised that in respect of the perception or reality of corruption in the public sector, an improvement in that regard and a reduction in the level are part and parcel of the quality public service. He listed four ways to address the problem of corruption and noted that there was a clear need for appropriate laws, whether by amendments of existing ones or the creation of new laws, emphasizing that these should be applied sensibly. He cited an example of the Corruption Prevention Act, where more emphasis could be placed on a combination of strategic as well as random examinations, that would gain a lot more rather than having year in year out collections of thousands of filings by public servants. He also stated that there was a need to accelerate the process of improving efficiency through information technology which would prove costly, but necessary, as efficient institutions reduced the opportunity for corruption and this would dismiss the idea of 'paying to beat the system.'

He pointed out the need for the public to be educated on the distinction between corruption, poor management and low order ethical lapses; so that there was no tar brush for describing everything that happened within the public service as corrupt.

In summarizing he stated that in dealing with the challenges faced in respect of the perception or reality of corruption, in creating the Quality Public Service, there needed to be appropriate laws sensibly applied, education to enable the public and the media to distinguish between corruption, poor governance and mild ethical breaches, efficiency to reduce the

need for corrupt actions of obtaining services and an ethical framework, not only for public sector but more importantly the private sector and civil society. He explained that some of the things that were required of the public sector, such as transparency and ethical conduct must become part and parcel of the rest of the society, both private sector and civil society.

In closing Dr. Davis stated that the vast majority of public servants were persons of integrity and doing their best for the Government of Jamaica. He thanked them for this and wished for a successful AGM and a successful reign of the re-elected Administration.

Bro. Lloyd Goodleigh,

Jamaica Confederation of Trade Unions

Bro. Lloyd Goodleigh, General Secretary of the Jamaica Confederation of Trade Unions, welcomed all to the meeting and thanked JCSA on behalf of the JCTU and its affiliates for the invitation to attend the 86th AGM.

In his address expressed his intention to raise the issue of Caribbean Integration, which he lauds was first proposed by the Caribbean Trade Union movement in 1926.

He stated that it would be necessary to recognize the need for Caribbean Integration within the Caribbean Single Market. He said that the unions within the region were fighting unrelentingly to ensure that all the protocols protected Caribbean workers and created opportunities. He told the gathering that one of the paramount rights was for Caribbean workers to move freely within the common economic space. He reported that as recently as November 2004 at the 15th Triennial Delegates Conference of the

Caribbean Congress of Labour (CCL) there was a call for the full mobility of Caribbean workers. He added that the Heads of Government have agreed and have arranged for Caribbean nationals such as university graduates, sportsmen, and artistes to move freely within the Caribbean, but he emphatically stated that the fight was to ensure that every Caribbean worker had a right to move freely within the common economic space and thus the trade union movement would ensure this.

He pointed out that the goal of the single market was intended to facilitate unified economic and monetary policies including a single policy and monetary union e.g. the coordination and harmonization of foreign exchange policies and tax regimes.

He added that measures would be put in place under the CSME, for there to be the right of access to the national labour market and equal treatment in respect of the working conditions as it relates to particular member states.

He stated that there was a need for a Court or original jurisdiction to deal with the protection and rights within this single market. In closing he stated that the CSME was the only trade agreement in the world that guaranteed the right to move freely, and encouraged persons to think of it positively.

The Hon. Minister Fitz Jackson,

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

The Hon. Minister Fitz Jackson, recognized the members of the platform and welcomed all present at the Opening Ceremony.

He expressed his delight in being in attendance at this milestone event and congratulated the JCSA for being the mechanism through which the members who serve the government and people of the country were able to look introspectively to see how best they could develop themselves.

He noted that the theme for the AGM, was most fitting under CSME as there would be a demand for quality services which would be necessary, to ensure growth and development.

He stated that the objective of the public service was to provide a regulatory service that would protect public servants, and also a facilitating service which would enable the realization of the full potential.

He said that it was critical for self assessment to be done on a daily basis, which would inform on how well workers carried out the delivery of service, and emphasized quality services. He related quality public services with wealth creation and stated its importance as he believed that a wealthy country should have wealthy people.

He told the audience that he believed that achievements could be reached once persons were driven to do the things necessary to achieve the goals desired. He believed in the public service and stated that they would be better able to respond to the demands of the society once they were prepared.

In closing he extended his appreciation to JCSA, trade unions affiliated to JCTU and those who weren't affiliated, for the support given and the professional manner in

which matters relating to the Memorandum of Understanding were addressed. He stated that in his experience, this was one of the most mature negotiations in which he had participated. He implored persons to scrutinize the Memorandum of Understanding as it opened a whole new paradigm of industrial relations for the public service in a country that went beyond a wage restraint and thus encouraged persons to build on the other provisions that would provide for an atmosphere in which the government and those employed within the government service are able to deal with the issues in a reasonable manner.

On behalf of the government of Jamaica, he conveyed sincerest appreciation for the cooperation and that notwithstanding the challenges, the government was steadfast in honouring their obligations to the workers that were contained in the agreement.

He then formally declared the Eighty-sixth Annual General Meeting of the Jamaica Civil Service Association open.

Solidarity Message from the National Union of Public Workers - Canada

(This message was read by the Chairman, Bro. Wayne St. A. Jones)

“Dear members of the Jamaica Civil Service Association:

On behalf of the National Union of Public and General Employees of Canada, I want to wish you every success as you begin deliberations at your 86th Annual General Meeting.

It is gratifying to know that although many miles separate us, both our unions are fighting for Quality Public Services.

Quality Public Services, while ensuring that society is fairer, at the same time creates the infrastructure required for success in a globalized world.

All the best with your work. In solidarity,
James Clancy, National President”

President’s Address to the 86th Annual General Meeting

“The first half of the administrative year of the Association and the second half of the calendar year 2004 ended with the country recording the unenviable record of the highest number of murders we have seen in this small island state so many of us call home, a feat that none of us can be proud of, despite the many prescriptions for dealing with the scourge of crime and violence we seem unable to come to grips with the problem and even while we debate the possible solutions there are yet so many other problems that continue to plague the society. Problems of poverty and unemployment continues to grow, indiscipline is rife among all sectors of the society, the young among us is wasting away, the moral fabric of the society is decaying and access to opportunity is becoming even less available to the poor and vulnerable.

Corruption and Maladministration

Even while all of these ills permeate the society, there remains one sector which the society continues to look to for leadership, improved performance and the delivery of world class service – that is the public sector.

During the course of the year the country has seen increased charges and claims of corruption and maladministration, some

of which are credible and in fact true. In a recent article I published in the print media I argued that the fight against corruption cannot be waged on a sectoral basis wherein it is suggested that the public sector is the only place where these practices take place and implying that if we are to rid the public sector of corruption we would have solved the problem.

I reiterate that in every corrupt transaction there has to be at least two willing parties and so I submit that until the entire nation is prepared to accept that this is a societal problem that requires a societal approach we are only fooling ourselves and the problem won’t go away.

We must all come out of denial. Too often ladies and gentlemen we restrict the definition of corruption to incidences of monetary transactions such as the allocation of contracts without the appropriate openness and accountability, it is time we broaden that definition to include the selection of persons for job vacancies whether in the private or public sectors, the pricing of goods and services according to their fair market value, the return of a fair days work for a fair days pay and the failure to carry your fair share of the tax burden.

It cannot be right for only the P.A.Y.E. employees to be the burden bearers of the brunt of the tax obligation. I submit that those persons who continue to extract handsome profits and returns from this economy and fail to pay their taxes are as guilty of corruption as the public official who circumvents the public contract system.

Ladies and gentlemen, we in the public sector and certainly the majority of those

this Association represent are opposed to corruption and that is why we welcome any initiative to help us fight it, however we cannot do it alone, we need the help of all honest minded Jamaicans.

The recently announced efforts by the Prime Minister are welcomed but as we have argued, announcements are just that if they are not followed by action, but just, fair and impartial action. The introduction of the Corruption Prevention Act, while a good move, in principle continues to be of concern to us as it puts the onus solely on some public servant to prove that he or she is operating above board, a move we think runs counter to the principle that a man is innocent until proven guilty and even while we advocate changes to the act we continue to believe that there must be some protection for the officer who wants to cooperate and expose corrupt actions- the introduction of a Whistle Blowing Legislation could be an effective start.

Public Sector Reform

During the course of the year the Jamaica Civil Service Association continued to lend active support to the government's efforts to modernize the public service through the implementation of new business engineering systems and processes geared at improving service delivery, the introduction of a new Performance Management and Appraisal System, and while many of our members were initially upset with us for agreeing to the introduction of the concept of a merit based system more and more of them are now coming to the view that if we are to position ourselves at the top of the competition we need to do away with the archaic and obsolete notion that to continue to hold a job in the public service must be

determined by longevity and loyalty. Having said that though, let me warn those who believe that the only criteria for a job in the sector should be their possession of a university degree and that those who don't have one should be replaced by them, they too are expected to perform at world class standards. The fact of the matter is that experience counts and counts heavily.

Memorandum Of Understanding (MOU)

I could not address this gathering without saying something about the most debated topic after crime and violence, the Memorandum Of Understanding.

The MOU ladies and gentlemen has had many an interment and near interment since its signing some fifteen months ago but this MOU must have more lives than a cat. We have had many calls for its termination and scrapping but those of us who negotiated this agreement knew what we were doing. While almost all of the focus has been on the salary restraint we in the unions know that that is but a small part of the gains we made through this mechanism.

Not much has been said about the over thirteen hundred workers who have secured their permanent appointment since the signing of the Memorandum of Understanding, and I don't know how many persons understand the importance of that, but what that does is to give people a sense of security and permanence which translates into improved morale which is a recipe for improved productivity.

Not much has been said about the over twelve hundred ancillary workers who last summer were equipped with entrepreneurial skills such as cake baking,

tiling and interior decorating, thus making them more able to compete in the increasingly competitive global modern labour market.

Not much has been said about the improved industrial relations climate not just in the public sector but also in the private sector as evidenced by the reported fall in disputes reported to the Ministry of Labour from one hundred and sixty-five (165) in the fiscal year 2003/2004 to one hundred and thirty-one (131) in the year 2004/2004 as the private sector once again seeks to copy from the public sector.

Ladies and gentlemen the MOU is by no means a panacea for our problems in the sector but one thing is sure it is a sound opportunity for our country to stop, take stock, correct some things that have gone wrong and it provides a real chance for especially the more vulnerable among us to be better prepared for the global challenges that we must face.

Conclusion

Our chosen theme for the ensuing year "Quality Public Service, the Key to Jamaica's Success in a Global Environment" is reflective of our understanding of what is necessary to turn this country around and a conviction as public servants to play our part.

It is us to whom the country looks for that leadership characterized by honesty, fair play and quality service. We are ready to do the job but we cannot alone, this is a job for all Jamaica and we solicit your help, cooperation and support without which success is threatened.

As the country did over the past week

when we rallied to draw attention to the spiraling crime and violence, let us identify the one or even few things around which we can cooperate, hold hands, work hard and start the pilgrimage to take back our Jamaica."

ITEM (Entertainment)

A performance by the Tivoli Dance Troupe followed the President's remarks.

Keynote Address

Mrs. Audrey Hinchcliffe, President of the Jamaica Employers' Federation gave the keynote address. Mrs. Hinchcliffe said that she was heartened by the theme chosen for the Annual General Meeting as the JCSA was intent to pursue excellence in the delivery of service to the country and added that it also gave recognition to the competitive environment that had been ushered in by the advent of globalization.

She stated that unless the labour force was prepared to reinvent itself, it would fall victim to the labour outputs of the sophisticated, well developed and migrant labour force in the global market.

Mrs. Hinchcliffe thought it imperative to define what had become an easily expressed use of the word "quality". She stated that unless we give a definition of the theme, then the objective would have been lost. She then went on to relate quality public service with the role of the civil service, which she stated was "the non-elected part of the government that delivers the services to the country that are seen as the responsibility of the government, and are funded largely by the taxes that are paid."

She then highlighted that civil servants

were the operators of the service delivery in the country and as such were essential to the delivery of basic services that are taken for granted.

Mrs Hinchcliffe gave examples of the elements that should comprise good quality service which were:

- Customer oriented
- Flexible
- Adaptable
- Highly skilled
- Highly aware
- Energetic
- Highly motivated
- Incorruptible

She added that without these elements the civil service would not become the cutting edge in the labour market and she emphasized the need for civil service to be “a multifaceted entity that is highly collaborative and efficient in the delivery of its service.”

In closing she stated that it was her desire to see persons being able to recognize themselves as an embodiment of the elements of good quality service, regardless of the environment that they are working in and to become agents of change, rather than victims of circumstances.

The Chairman thanked Mrs. Hinchcliffe for her words of empowerment.

Acknowledgement of the General Council for the year 2005 - 2006

The Chairman announced the names of the General Council for the ensuing year 2005-2006.

Awards Presentation

As is customary, Departmental Representatives, Chapter Chairmen and Public Servants who had performed outstandingly in their stewardship and for sterling performance were recognized and were given plaques and certificates.

Plaques for sterling contribution to the public service were awarded to the Hon. Shirley Tyndall, OJ, CD, Financial Secretary and Mr. Clove Nicholas, Director General, Tax Administration Department.

The following persons were awarded certificates in recognition of outstanding stewardship in fulfillment of the Association's Mission:

Sisters Lillieth James (Trelawny Chapter), Delleceta Drummond (Westmoreland Chapter), Annette Dennis (on behalf of Michelle Graham, Clarendon Chapter), Brothers Kevin Johnson, (St. James Chapter), Kiddo Smith, (St. Catherine Chapter), Nigel Gray, (Manchester Chapter), Maxwell Hamilton, (Portland Chapter), Royston Johnson, (St. Mary Chapter), Vivian Kildare, (St. Ann Chapter).

Sisters Joan Dawes-Smith, (PRO-Westmoreland Chapter) Ann-Marie Nicholas, (Secretary – St. Catherine Chapter), Sonia Cole, (Secretary – Manchester Chapter), Maureen Stewart, (Secretary – St. Mary Chapter) Ann Tucker (secretary – St. Ann Chapter) , Ester Williamson, (PRO, St. Ann Chapter)

Brother Perry Kent – TAAD, was also awarded.

Sister Angela Burrell Rodney was presented with the President's Award by the President, in recognition of her outstanding stewardship as a General Council member, member of the Executive Committee and Chairman of the Sports Committee, giving service beyond self.

Brother Kiddo Smith was presented with the Departmental Representative of the Year Award.

A gift was presented to the Guest Speaker Mrs. Audrey Hinchcliffe.

The Commissioner of Police, Mr. Lucius Thomas was asked to assist in the drawing of the gate prize winner. The winner was Mr. Hugo Lindo, former Vice President and Departmental Representative of Ministry of Health, who won a Digicel cellular phone compliments of FIMI Wireless Jamaica.

Dr. Carlton Davis was asked to assist in the drawing of the "Early Bird Prize". The winner was Miss Arlyne Pinto, former Departmental Representative of the Bellevue Hospital. This was a gift certificate compliments of Sportplayaz and was presented by Mr. Ferris Zaidie, CEO.

Vote of Thanks

Bro. Denham Whilby delivered the Vote of Thanks.

Benediction

Mrs. Faith Innerarity said closing prayers.

The National Anthem was then sung.

Adjournment

The meeting adjourned at 6:15 p.m.

DAY TWO JACISERA PARK

Resumption

The meeting reconvened with the Business Session on Friday May 27, 2005 and Sis. Sonia Cole offered prayers.

The Chairman Bro. Wayne St. A. Jones, in welcoming persons to the session added that it had become customary for the Business Session to run simultaneous with the electoral matters, and workshops, however there would be a change with the format as there was a need for the Departmental Representatives to report on their stewardship for the year.

He stated that the Delegates had a responsibility to their constituents and so they place before the meeting their report on what they have been doing.

Delegates from various Ministries and Departments reported on their stewardship for the year. The following were highlighted:

- Improved Industrial Relations – JCSA and Employers
- Recruitment and Retention
- Benefits
- Grievances
- Memorandum of Understanding
- Training

The Standing Orders were resumed.

The Minutes of the Meeting held on Friday May 28, 2004, having been circulated were taken as read. The minutes were confirmed by Sis. Jean Menzie Hastings and seconded by Sis. Beverly Edwards.

Matters Arising

The following issues were raised as matters arising from the minutes:

JAMOMES

This matter was closed in the Courts. JCSA had met with the JAMOMES principals who advised that they would be seeking to reclaim their office and make an announcement to the investors.

LONG LANE DEVELOPMENT

The joint venture agreement with the National Housing Development Corporation was severed, due to varying intentions by that partner.

The JCSA had acquired a new joint venture agreement and the announcement would be made to the members. It was reported that the units would be expensive.

TWICKENHAM PARK

It was reported that the tender had been requested and the infrastructural works were completed. The perimeter wall would be erected soon.

The types of units was proving some challenges as there would be a mix of townhouses and four storey building, however the cost implications were high.

Performance Management and Appraisal System

It was reported that the implementation date would be July 1, 2005. This process was in operation in a number of Agencies. Due to challenges in some Ministries, the effective date had been pushed back to September 1, 2005.

CARTER CENTRE

It was reported that the Carter Center had

been in contact with JCSA to give assistance on anti corruption.

SICK LEAVE

It was reported that this was a work in progress that the Monitoring Committee of the Memorandum of Understanding was addressing.

It was stated that the sick leave computation and its interpretation was complex as there was no one interpretation that had gained the acceptance of the majority of stakeholders.

JCSA SPORTS FOOTBALL AND NETBALL COMPETITION

It was reported that the National Land Agency was successful in the football and netball dress parade.

Football Competition

Correctional Services Department won, with National Irrigation being placed second and Jamaica Defence Force in third place.

Netball Competition

Jamaica Defence Force won, with Correctional Services Department being placed second and National Land Agency in third place.

NEGOTIATIONS

It was reported that for the Education Assistance Grant JCSA was negotiating an improvement in the figure above the existing 2.5M dollars.

TRAVELLING

Under the Memorandum of Understanding and the context of restraint, improvements couldn't be given on upkeep and mileage. The JCSA had proposed that the improvements be done on the mileage rate. This was

agreed to by the Ministry of Finance and Planning, which saw the mileage rate being increased from \$10.35, per kilometer to \$20.70 per kilometer with effect from July 1, 2004.

Presentation of the Annual Report

MEMBERSHIP

Bro. Jones stated that notwithstanding the claims about the ineffectiveness of trade unions, the JCSA was able to attract a net of five hundred and ninety two (592) members. He stated that this was worthy of acknowledgement.

It was reported that there has been an increase to nine hundred and seventy seven (977).

JACISERA Park

It was reported that there was a development plan that would be implemented for the re-development of JACISERA Park. A Committee chaired by Bro. Chung which included persons from the JCSA family would seek to identify ways of carrying out the re-development. The JACISERA Park development plan would also include the roadway to the venue.

A recommendation came forward, which was to ensure that the plan incorporated the physically challenged.

MEMBERS BENEFIT AND FEASIBILITY COMMITTEE

It was reported that the Committee was compiling a Benefits Booklet that would contain information on benefits sought by JCSA and benefits given by the government.

CARIBBEAN PUBLIC SERVICES

ASSOCIATION (CPSA) ACTIVITIES

It was reported that the CPSA Conference would be held in Bridgetown, Barbados. Bro. Jones advised that although the cut off date had passed, persons interested in attending the Conference could still register at the Secretariat.

REGIONAL & INTERNATIONAL INVOLVEMENT

Bro. Jones noted from the report the overseas activities and stated that his attendance had increased and as such rendered him unavailable, but he emphasized that his involvement was to benefit the workers nationally, regionally and internationally.

He stated that he was named as a member to attend the 93rd sitting of the ILO Conference in Switzerland in May.

PSI TRANSITION TO NEW SECRETARIAT LEADERSHIP

Bro. Jones advised that the PSI General Secretary, Bro. Hans Engelberts would be demitting office later on within the year along with Bro. Alan Leather, Assistant General Secretary.

GRENADA PUBLIC WORKERS UNION (GPWU)

The GPWU had advised that they would be going the way of a Memorandum of Understanding and as such approached the JCSA for assistance and guidance.

SUB REGIONAL ADVISORY COMMITTEE

Bro. Jones advised that as of January 2005 he would succeed Bro. Patrick Yarde as the PSI Titular for the region.

CIVIL SERVANT OF THE YEAR AWARD

Bro. Jones emphasized the need for all

Agencies to participate in the competition.

HURRICANE RELIEF FOR MEMBERS

The Chairman stated that there were very little resources that could not have been matched with the requests; as such a system had to be employed where damages had to be verified by a reputable individual. He added that where JCSA couldn't have assisted, members were referred to the Office for National Reconstruction.

CORRUPTION PREVENTION ACT

It was reported that the scheduled date for the matter to be discussed in the Parliament was suspended.

Bro. Jones indicated that the JCSA had made a submission of the concerns, to the Trade Union Functionaries to Parliament.

SOCIAL AND CULTURAL

Concern was raised as to the non performance of this committee. Bro. Jones stated that the Monitoring Officer had raised some challenges.

Financial Statement

The Honorary Treasurer Bro. O'Neil Grant tabled his report to the members. The report was adopted by Bro. Edward Bailey and seconded by Georgia Mogg.

Bro. Grant was commended on his presentation.

Awards of Honorarium

Notwithstanding the increased involvement of members and volunteers and the need to show appreciation, the Honorary Treasurer was not able to improve the allocation of Honoraria.

As such it was recommended that the six hundred and fifty thousand dollars

(\$650,000.00) from the previous year be retained.

This was accepted on a motion by Sis. Georgia Mogg and seconded by Bro. Edward Bailey.

Motion/Resolution

The resolution was moved by Bro. Edward Bailey and seconded by Bro. Dalton Brown

WHEREAS Jamaica's Public Sector workers have through their labour unions signed a Memorandum of Understanding (MOU) with the Government of Jamaica in which a critical element is that they be subjected to a wage restraint not exceeding three per cent (3%) per annum for two (2) years, with a view to improving Jamaica's national economy and,

WHEREAS after the first year of the MOU's operation it has been publicly acknowledged that the MOU is achieving its objective in that economic targets are being met and the international financial community has given better approval ratings resulting in more favourable interest rates being offered,

NOTING THAT recently the Government of Jamaica (GOJ) has opted to divert some Five Billion (\$%B) from the National Housing Trust's Funds to enhance the nation's education needs and that this uncharacteristic expenditure, is not anticipated to negatively affect the NHT's mandate,

OBSERVING THAT the Public Sector Workers nationalistic effort has put

them at a comparative disadvantage with other workers whose collective bargaining is not hampered by any such wage restraint clause, and

RECOGNIZING THAT these same nationalistic public sector workers face financial costs in their house acquisition quest that often excludes them from that desirable goal, and

REMEMBERING THAT in its earlier years the NHT had more lenient home acquisition terms which could now enhance the capacity of public sector workers to own homes,

BE IT HEREBY RESOLVED that this 86th Annual General meeting of the Jamaica Civil Service Association (JCSA) that the Officers, Executive, General Council, members of the JCSA be mandated to initiate discussions in the collective bargaining process with a view to having Government signal its intent to improve the lot of those who are making this national sacrifice, by putting in place measures that will create the capacity of this deserving group, to access this highly prized benefit.

It was pointed out that for the two years there is no wage increases, and the 3% is the cap on the wage bill for any contracts relating to any period prior to April 1, 2004.

Thus an amendment followed which is: -

First paragraph, 4th line – amended to read “to be subjected to no wage increase for two years with a view to improving Jamaica’s national economy and,

On a vote - Thirteen (13) persons were in favour, four persons were against with seven abstentions.

By a majority vote the resolution was carried.

New/Other Business

WINDOWS & ORPHANS FUNDS

It was reported that this was a part of the consolidated fund; however JCSA had in the past secured an agreement through the collective bargaining process for the setting up of an interest bearing account to augment the pension of the contributors to the Family Benefit Fund, which is 2% of gross salary. The implementation has been delayed.

AGM OPENING SESSION

A suggestion was made for the Opening Ceremony of the next AGM to be held in a rural parish. It was noted that this would have implications.

CONDOLENCE

Condolence was extended to Sis. Sonia Campbell, past Honorary Treasurer, on the passing of her son.

APPOINTMENT OF AUDITORS

The existing Auditors, Messrs. Ramdon and Manderson were recommended by the leadership to continue for another year. This was moved by Brother Erell Crooks and seconded by Sister Patricia Graham.

Election of Officers

Bro. Robert St. Chung, First Vice President read the notice made by the Honorary Election Officer, Miss Pauline Welsh of the Electoral Office of Jamaica on the Election of Officers.

It read as follows:

Notice is hereby given that the following persons have been returned by Acclamation, there being no other nomination to the position, or all the

other nominees have withdrawn.
Jones, Wayne St. A. – President
Higgins, Marcia – 2nd Vice President
Whilby, Denham – Honorary Secretary

Consequently, there is no need to conduct an election on May 18th and 27th as

previously declared.

Termination

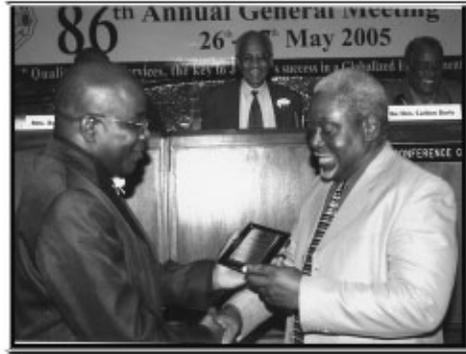
Having exhausted the meeting, the Eighty Sixth (86th) Annual General Meeting was terminated at 6:50 p.m.

Highlights

86th AGM



(Above) Guest speaker Mrs. Audrey Hinchcliffe as she delivered her address.



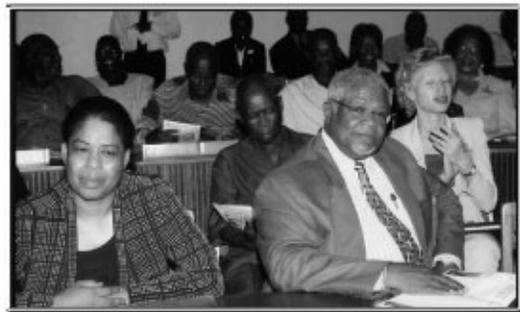
(Above) Former Tax Administrator Mr. Clive Nicholas receives token of appreciation from President Wayne Jones.



(Right) Sis. Angela Burrell-Rodney receives token of appreciation from President Wayne Jones



St. Ann Chapter Chairman, Bro. Vivian Kildare receives Certificate of Appreciation for the Chapter's outstanding performance.



Highlights

President's Luncheon



Guest Speaker Hon. Daisy Coke, OJ shares a joke with Min. of State Hon. Fitz Jackson.



Sis. Angella Burrell-Rodney receives President's Award for outstanding stewardship.



First Vice President Robert Chung in gleeful expression of pleasure.



President Wayne St. A. Jones shares Christmas thoughts.

Sporting Activities



Football League champions, National Land Agency pose with coveted trophy.



Netball Champions - Department of Correctional Services

GENERAL COUNCIL 2005 - 2006

For the Administrative Year June 2005 - May 2006.(5) meetings were held,(1)Special
(3)Regular and (1)Emergency

Officers Remarks	Office	Special	Regular	Emergency	
Bro. Wayne St. A. Jones	President	1	2	-	excused
Bro. Robert St. F. Chung	1st Vice President	1	3	1	
Sis. Marcia Higgins	2nd Vice President	1	3	1	
Sis. Sharon Anderson	3rd Vice President	1	3	1	
Bro. Denham Whilby	Hon. Secretary	1	3	1	
Bro. O'Neil Grant	Hon. Treasurer	1	3	1	
Asst Honorary Secretary / Treasurer					
Sis. Phyllis Nalty-Raymond	Foreign Affairs & Trade	1	1	-	
Sis. Paulette Bruce-Williams	Transport Works Dept	1	2	1	
Immediate Past President					
Bro. Edward Bailey		1	3	1	

NATIONAL STAFF RELATIONS COUNCIL

	Ministry/Dept	Spec.	Reg.	Eme	Remarks
Bro. Henry Anglin	Bustamante Hospital	1	-	1	
Bro. Dalton Brown	RADA, St. James	1	2	-	(1) excused
Sis. A. Jean Menzie-Hastings	Education	-	1	1	(1) excused
Sis. Georgia M. Mogg	Inland Revenue	-	2	1	(1) excused
Sis. Chelsie Shellie-Vernon	Labour & S/Security	-	1	1	
Sis. Charmaine Creary-Beckford	National Security	-	1	1	
Sis. Rachel Solomon	Finance & Planning	-	-	-	

DEPARTMENTAL REPRESENTATIVES

	Ministry/Dept	Spec.	Reg.	Eme	Remarks
Sis. Suzette Mingoes	Accountant General	1	1	-	
Sis. Denise Smith	Accountant General	1	-	-	(2) excused
Bro. Oliver Morris	Administrator General	1	2	1	
Sis. Michelle Williamson	Administrator General	1	-	1	
Bro. Dave Wright	Agriculture	1	2	-	
Sis. Patricia Graham	Agriculture	1	3	1	
Bro. Donovan Hutchinson	Auditor General	1	1	1	(2)excused
Bro. Fred Manderson	Auditor General	1	2	1	
Sis. Claudethe Parkes Lewis	Bellevue Hospital	1	2	1	

Sis. Maud Chambers Correctional Services - - 1

DEPARTMENTAL REPRESENTATIVES

	Ministry/Dept	Spec.	Reg.	Eme	Remarks
Sis. Lorraine Picton	Correctional Services	1	1	-	
Bro. George Thorpe	Correctional Services	1	3	-	
Bro. Leonard C Smith	Correctional Services	1	2	1	
Bro. Clarence Frater	Commerce, Science & Tech.	1	3	1	
Sis. Marlene Ellis	Commerce, Science & Tech.	1	1	1	
Sis. Janice McKenzie-Thompson	Education	1	3	1	
Bro. Royan Shaw	Education	1	2	1	
Bro. Alrington Roberts	Finance and Planning	1	2	1	
Bro. Nicholas Isaacs	Finance and Planning	1	3	1	
Sis. Jeniffer Walker-Brown	Financial Investigation	-	-	-	
Bro. Eban Hutton	Food Storage & Infestation	1	2	1	(1) excused
Sis. Avis Williams	Foreign Affairs & F/ Trade	1	1	1	(2) excused
Bro. Deon Williams	Foreign Affairs & F/ Trade	1	3	-	(1) excused
Sis. Claudette Parker	Forestry	1	3	1	
Sis. Suzette Grant	Forestry	1	2	1	
Sis. Christine Keene	Health	1	3	1	
Bro Leon Wright	Health	-	3	1	
Sis. Enid Grey	Houses of Parliament	1	2	-	(1) excused
Bro. Dohewn Cotterell	Inland Revenue	1	1	1	
Bro. Orville Chintersingh	Inland Revenue	-	2	-	
Sis. Margaret Jones	Institute of Jamaica	-	2	1	
Sis. Juliet DaCosta	Island Traffic Authority	-	1	1	
Bro. Conrad Ainsworth	Island Traffic Authority	-	-	-	
Bro. Glendon Watson	JCDC	1	2	1	
Sis. Denise Henry	JCDC	1	2	1	(1) excused
Sis. Fay Tomlinson	Jamaica Defence Force	1	2	1	
Bro. Rohan Henry	Jamaica Defence Force	1	3	1	
Bro. Victor Johnson	Jamaica Information Serv.	1	-	1	
Sis. Elvena Johnson	Jamaica Information Serv.	-	-	-	resigned
Sis. Alpha Saunders	Jamaica Information Serv.	-	-	-	
Bro. George Grant	Justice	1	3	1	
Sis. Onydeen Mowatt	Justice	1	2	-	
Sis. Lelieth Hamilton	Labour and SocialSecurity	1	1	1	
Sis. Marcia Sewell	Labour and SocialSecurity	1	2	1	
Prof.Fay Durant	Library & Info.Assoc.of Ja.	-	-	-	
Bro. Gary Mowatt	Local Govt & Comm.Dev.	1	3	1	
Bro. Wayne Robertson	Local Govt & Comm.Dev.	1	3	1	
Bro. Otmar Williams	Mico Teachers College	-	-	-	
Sis. Beverly Edwards	National Council for				
	Senior Citizens	1	3	-	
Bro. Glendon Dunkley	NEPA	1	1	1	(1) excused

Bro. Richard Richardson NEPA - 3 -

DEPARTMENTAL REPRESENTATIVES

	Ministry/Dept	Spec.	Reg.	Eme	Remarks
Sis. Angela Burrell-Rodney	National Land Agency	1	3	1	
Bro. Michael Palmer	National Land Agency	1	2	1	(1) excused
Bro. Stenneth McLean	National Land Agency	-	1	1	
Sis. Pauline Grace	National Land Agency	1	2	1	(1) excused
Bro. Leo Byfield	National Insurance Scheme	1	1	1	(1) excused
Bro. Ervin Miller	National Security	-	2	1	
Sis. Yvonne Jackson	National Works Agency	1	3	1	
Bro. Garth Sharpe	National Works Agency	1	1	-	
Bro. Daniel Peddie	ODPEM	1	1	1	
Sis. Opal Hall	Police Computer Centre	1	1	1	
Bro Anthony Brock	Post &Telecommunications	1	3	-	
Bro. Erell Crooks	Post & Telecommunications	1	3	1	
Bro. Junior Dunn	Post &Telecommunications	1	3	1	
Bro. Dwight Kellier	Probation After Care Officers Ass.	-	1	-	
Sis. Cynthelena Burton	Public Health Laboratory	-	-	-	
Bro. Glen Douglas	Register General Dept	1	1	1	
Sis. Sylvia Thomas Roberts	Register General Dept	1	1	1	
Sis. Rosemarie West	RADA	1	2	-	(1) excused
Bro. Michael Thompson	Statistical Institute of Ja	1	3	1	
Bro. Glendon Crooks	Statistical Institute of Ja	1	2	1	
Bro. Winston Daley	Supreme Court	-	1	1	
Sis. Christine Patterson	Taxpayers Audit & Assessment	1	2	1	(1) excused
Sis. Marsha Ralph	Taxpayers Audit & Assessment	-	3	1	
Sis. Sharon Chambers	Taxpayers Audit & Assessment	1	3	1	
Sis. Corine Evans	Taxpayers Audit & Assessment	-	2	1	
Sis. Dona Pellington	Taxpayers Audit & Assessment	1	2	1	
Sis. Tanya Bedward	Transport & Works	1	2	1	(1) excused
Sis. Gillian Corrodus	Transport & Works	1	3	1	
Bro. Neville Atkinson	Water and Housing	-	1	1	
Bro. Christopher Wilson	Water and Housing	1	1	-	

PARISH CHAPTERS

		Spec.	Reg.	Eme	Remarks
Sis. Coleen Wadsworth	St. Thomas (Jan05-Dec05)	-	-	-	
Sis. Glascene Pearcey Lee	St. James (Jan05-Dec05)	-	1	-	
Bro. Kervin Watson	Hanover (Jan05-Dec05)	-	-	-	
Bro. Nigel Grey	Manchester (Jan05-Dec05)	-	1	-	
Bro. Royston Johnson	St. Mary (Jan05-Dec05)	1	1	-	
Bro. Vivian Kildare	St. Ann (Jan05-Dec06)	1	2	1	
Sis. Michelle Graham	Clarendon (Jan05-Dec06)	1	2	1	
Sis. Lelieth James	Trelawny (Jan05-Dec06)	-	1	1	(1) excused

			2	1	
PARISH CHAPTERS		Spec.	Reg.	Eme	Remarks
Sis. Delleceta Drummond	Westmoreland (Jan05-Dec06)	1			
Bro. Maxwell Hamilton	Portland (Jan05-Dec06)	1	2	1	
Bro. Kiddo Smith	St. Catherine (Jan05-Dec06)	1	2	1	
Bro. Tyrone Foster	St. Elizabeth (Jan05-Dec06)	-	-	-	
Bro. Keeble Downie	St. James (Jan06-)		1	1	
Sis. Reca Jackson	Hanover (Jan06-)		1	1	

Sis Yvonne Graham

Committees

EXECUTIVE COMMITTEE

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

WOMEN ACTION COMMITTEE

Sis. Marcia Higgins	- Monitoring Officer
Sis. Fay Tomlinson	- Chairman
Sis. Sonia Campbell	
Sis. Claudette Parker	
Sis. Suzette Grant	
Sis. Marlise McKoy	
Sis. Zandra Gabbidon	

YOUTH COMMITTEE

Bro. Robert Chung	- Monitoring Officer
Bro. George Thorpe	- Chairman
Sis. Tifonie Powell	
Sis. Angela Burrell	
Sis. Patricia Graham	
Sis. Marlise McKoy	
Sis. Erica Ruddock	
Bro. Donovan Hutchinson	
Bro. Dave Wright	
Sis. Patrice Porter	

SPORTS COMMITTEE

Bro. Robert Chung	- Monitoring Officer
Sis. Angela Burrell-Rodney	- Chairman
Bro. Rohan Henry	- Vice Chairman
Bro. George Thorpe	- Treasurer
Bro. Garth Sharpe	- Assistant Treasurer
Bro. Leonard Smith	- Secretary
Bro. Horace Williams	- Assistant Secretary
Sis. Christine Patterson	- PR Officer
Bro. Leo Byfield	- Asst. PR Officer
Bro. Orville Clarke	
Bro. Carlton Smith	
Bro. Raymond Austin	
Bro. Anthony Brock	
Sis. Tanya Bedward	
Sis. Christine Keene	

CLAIMS CADRE

Bro. Denham Whilby	- Monitoring Officer
Bro. Wayne Robertson	- Chairman
Bro. Clarence Frater	
Bro. George Grant	
Bro. Henry Anglin	

COMMITTEES

MEMBERS BENEFIT AND FEASIBILITY

Sis Sharon Anderson - Monitoring Officer
Sis. Beverly Edwards - Chairman
Bro. Alrington Roberts - Vice Chairman
Sis. Phyllis Nalty-Raymond
Sis. Denise Smith
Sis. Gillian Corrodus
Sis. Marcia Sewell
Sis. Tanya Bedward
Bro. Dennis Miller
Bro. Glendon Crooks

SOCIAL & CULTURAL COMMITTEE

Sis Marcia Higgins - Monitoring Officer
Sis Marlise McKoy - Chairman
Sis Patricia Graham
Sis Donna Pellington
Sis Michelle Richards-Henry
Sis Christine Keene
Sis Suzette Grant
Bro. Wayne Robertson
Bro. Tyrone Foster
Bro. Kiddo Smith
Bro. Maxwell Hamilton
Bro. Alrington Roberts
Bro. Vivian Kildare

PUBLIC EDUCATION COMMITTEE

Bro. Robert Chung - Monitoring Officer
Sis. Christine Patterson - Chairman
Bro. Dave Wright - Vice Chairman
Bro. Leo Byfield - Secretary
Bro. Michael Thompson - Asst. Secretary
Bro. Garth Sharpe

JACISERA PARK MONITORING

Bro. Robert St. F. Chung - Monitoring Officer
Bro. Glendon Dunkley - Chairman
Bro. Rohan Henry
Bro. Fred Manderson
Sis. Marcia Higgins
Sis. Claudette Parker
Sis. Chelsie Shellie- Vernon

HUMAN RESOURCE DEVELOPMENT

Sis. Sharon Anderson - Monitoring Officer
Bro. Gary Mowatt - Chairman
Sis Beverly Edwards
Sis. Marlene Ellis
Sis Gillian Corrodus
Sis Marcia Sewell
Sis Phyllis Nalty-Raymond
Bro. Glendon Crooks
Bro. Glendon Dunkley
Bro. Wayne Robertson
Bro. Daniel Peddie

FINANCE & PLANNING COMMITTEE

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

MEMBERSHIP COMMITTEE

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

SUB-COMMITTEES

JCSA POLICY NETWORK

Bro. Wayne St. A. Jones
Sis Janet Mitchell
Sis. Marjorie Jumpt
Sis. Patricia Richardson
Bro Cecil Johnson

HUMAN RESOURCE MANAGEMENT

Bro. Gary Mowatt
Sis. Chelsie Shellie-Vernon
Sis. Phyllis Nalty-Raymond

Sis. Charmaine Creary-Beckford

**REPRESENTATION ON
BOARDS/ COMMITTEES**

BUS COMMITTEE

Bro. Erell Crooks

Bro. Gary Mowatt

COMPUTER ACQUISITION LOAN COMMITTEE

Sis. Sonia Campbell

Bro. Henry Anglin

JCS HOUSING COMPANY

Bro. Wayne St. A. Jones - Director

Bro. Robert Chung - Director

Bro. Edward Bailey - Director

Sis. Sonia Campbell - Director

JCSA LIMITED

Bro. Wayne St. A. Jones - Chairman

Bro. Winston Clarke - CEO

Bro. Edward Bailey - Director

Sis. Georgia Mogg - Director

Sis. Jean Menzie-Hastings - Director

JAMAICA CONFEDERATION OF TRADE UNIONS
EXECUTIVE COUNCIL

Bro. Wayne St. A. Jones

Bro. Robert Chung

PUBLIC SECTOR COMMITTEE

Bro. Denham Whilby

BLUE CROSS OF JAMAICA

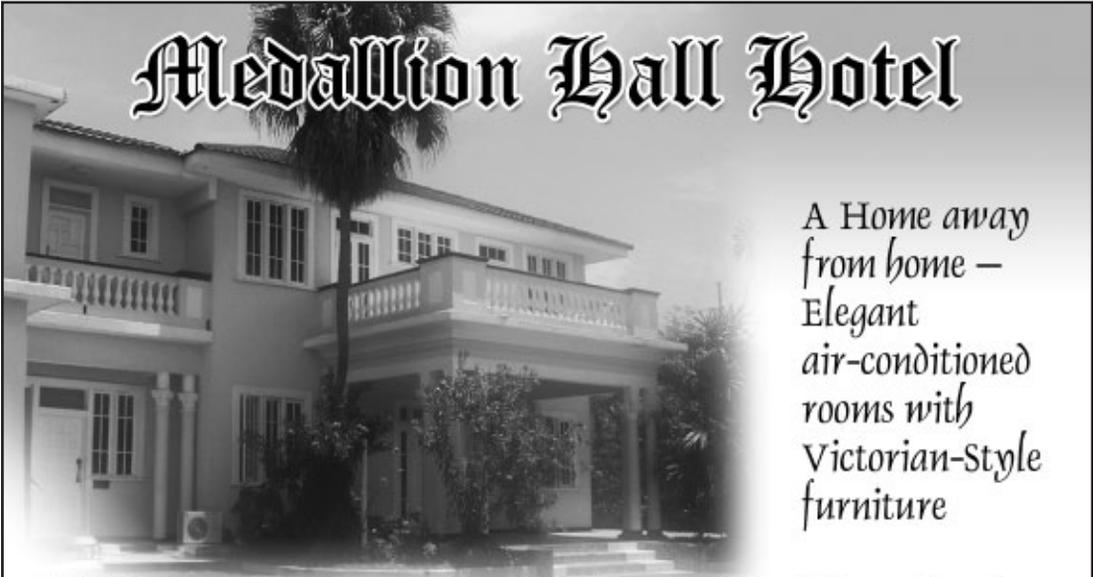
GOVERNMENT EMPLOYEES ADMINISTRATIVE
SERVICES ONLY (GEASO)

Sis. Sonia Campbell

Sis. Georgia Mogg

GOVERNMENT PENSIONERS ADMINISTRATIVE
SERVICES ONLY (GPASO)

Sis. Sonia Campbell



Medallion Hall Hotel

*A Home away
from home –
Elegant
air-conditioned
rooms with
Victorian-Style
furniture*

• Weddings • Conference Rooms • Banquet Facilities • Seminars

53 Hope Road, Kingston 6 (opposite Kings House)

Tel: 876-927-5721, 927-5868, 927-6116

Email: medallion@cwjamaica.com

It's living in a princely style

FINANCIAL STATEMENTS

HONORARY TREASURER'S REPORT

I am pleased to place before you at this the 87th Annual General Meeting of the Jamaica Civil Service Association, the Balance Sheet and the Income and Expenditure Account for the year ended November 30, 2005 and the accompanying schedules (I to V).

Financial Overview

For the Financial Year 2004 to 2005 the Association was able to realize a net surplus on its activities. This in the context of increased inflow from subscriptions generated by a mix of increased membership and dollar amounts paid by individual members due to incremental increases in salaries. The increase in income was offset by significant increases in expenditure driven mainly by transportation and traveling costs directly related to increase servicing of members and increases in the rate paid for mileage on travelling.

We have been able to maintain other costs within manageable levels during the year whilst increasing the assets of the organization as shown below.

The Association was able to pay down on the loan from the Thrift which will be fully liquidated in April 2006. This loan was used to improve the Information and Communications Technology infrastructure of the Association.

Investments continue to be a major part of the focus of the Association as we move to diversify the income base. We were able to increase the shares held in the RJR Communications Group by acting on the rights issue early in the Financial Year buying an additional 225,000 shares at \$4.50 each.

The Association was able to grow without incurring major increase in liabilities even

Summary of Financial Performance

	2005 \$	2004 \$	CHANGE	%
Income	23,444,048	22,122,254	1,321,794	5.97%
Expenditure	21,071,947	18,815,924	2,256,023	11.99%
Surplus	2,372,100	3,306,330	-934,230	-28.26%
Net Total Assets	9,605,745	7,233,645	2,372,100	32.79%

in the face of rising prices and was still able to generate a surplus albeit 28.26 % below what it was last year.

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

Outlook 2005/2006

The out look for 2005 to 2006 is a very bright one for the Association. We have spent the last two years increasing the asset base of the organization and we feel that we are now at a point where we will be able to strengthen the institution and further improve the service delivery to members. In this regard the Association was able to develop for the first time a three year strategic plan for the organization geared towards increasing the membership by 20,000 as of November 30, 2008.

A one year Operational Plan for the Financial Year 2005 to 2006 was also developed from which we will see the various Committee Plans and targets for

the Financial Year. These plans will be used to measure the performance of the committees and to sharpen their focus on the vision of the Association, which is, to ultimately become the leading member organization in the Caribbean.

Now that we have materially completed the upgrading of the asset base of the organization we will be very aggressive this year in increasing the investment portfolio and carrying out the strategy if income diversification and put the Association in a position to finance its activities in pursuance of that additional 20,000 members Strategic Target.

We are unlikely to see any major growth in subscription income but we expect to materially increase our non subscription income to fund the Association's activities and to assist our members whilst containing operational costs.



O'Neil W. Grant
Honorary Treasurer

AUDITOR'S STATEMENT

We have examined the Balance Sheet, Schedules (I-VI) and Accounts of the Jamaica Civil Service Association together with the Books, Vouchers and other relevant documents for the year ended November 30, 2005.

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

Signed Auditors



Nehemiah Ramdon



Fred Manderson

JAMAICA CIVIL SERVICE ASSOCIATION BALANCE SHEET Y/E 30 NOVEMBER 2005

	<u>2005</u>		<u>2004</u>	
Fixed Asset & Investments	3,795,174		1,072,331	
Current Assets	<u>6,674,318</u>	10,469,492	<u>6,802,594</u>	7,874,925
LongTerm Liabilities	34,705		34,705	
Current Liabilities	<u>829,042</u>	<u>863,747</u>	<u>606,575</u>	<u>641,280</u>
Net Assets		<u>9,605,745</u>		<u>7,233,645</u>

JAMAICA CIVIL SERVICE ASSOCIATION INCOME AND EXPENDITURE Y/E 30 NOVEMBER 2005

	<u>2005</u>		<u>2004</u>	
Receipts	23,444,048		22,122,254	
<u>Less Operating Expenses</u>				
General	<u>21,071,947</u>		<u>18,815,924</u>	
Surplus/(deficit) 2,372,100	3,306,330			
Add Balance b/f	<u>7,233,645</u>		<u>3,927,315</u>	
Balance c/f		<u>9,605,745</u>		<u>7,233,645</u>

**JAMAICA CIVIL SERVICE ASSOCIATION
SCHEDULE I
SOURCES OF INCOME
Y/E 30 NOVEMBER 2005**

	<u>2005</u>	<u>2004</u>
Subscription	21,463,202	20,804,388
Rental and Hireage	0	0
Competition Fee	84,000	90,000
Affiliation Fees	1,000	2,000
Miscellaneous Income	221,489	96,466
Dividends	605,940	350,064
Fundraising	106,100	222,200
Grants	750,000	258,970
Interest	192,317	278,167
Advertisement	<u>20,000</u>	<u>20,000</u>
	<u>23,444,048</u>	<u>22,122,255</u>

JAMAICA CIVIL SERVICE ASSOCIATION
SCHEDULE II
GENERAL OPERATING EXPENSES
Y/E 30 NOVEMBER 2005

	<u>2005</u>	<u>2004</u>
Salaries & Related Expenses	8,052,940	7,826,196
Travel & Subsistence	3,716,925	2,702,272
Management Fees	150,000	150,000
Training	75,042	487,159
Office Supplies & Postage	514,341	426,173
Office Rent & Maintenance	187,792	173,753
Telephone	593,930	511,005
Electricity	470,336	327,330
Honoraria	644,000	649,000
Local Conferences & Meetings	1,269,414	1,240,453
Annual General Meeting	752,778	594,273
Civil Service Week	193,284	6,500
Legal Expenses	687,118	402,650
Magazine Expenses	422,661	450,987
Public Relations	776,598	970,995
Foreign Conferences & Meetings	708,573	481,032
Repairs to Furniture & Equipment	6,100	40,845
Sports Expenses	10,596	106,228
Donations	305,587	335,109
Insurance-Building	48,176	0
Fundraising	90,964	71,374
Election Expenses	100,888	25,172
Affiliation Fees	600,890	578,340
Motor Bike Expense	23,651	28,061
Miscellaneous Expenses	22,694	0
Bank Charges & Interest	130,981	71,062
Interest on Loan	146,812	
Depreciation	368,878	159,954
	<u>21,071,947</u>	<u>18,815,924</u>

**JAMAICA CIVIL SERVICE ASSOCIATION
SCHEDULE III
FIXED ASSETS & INVESTMENT
Y/E 30 NOVEMBER 2005**

	<u>2005</u>	<u>2004</u>
Fixed Assets Less Depreciation	2,580,706	855,632
5620 Shares JCSMTS	11,240	11,240
8 Shares JCSA Housing	16	16
5 Shares JCSA Ltd	100	100
JCSA Ltd	6	6
Shares RJR	1,138,301	125,715
Interest Free Loan - JCSA Ltd	3,007	3,007
National Housing Trust	755	755
Deposits JCSMTS Ltd	1,043	1,043
30,000 Shares- Jamaica Printing Services Ltd	<u>60,000</u>	<u>60,000</u>
	<u><u>3,795,174</u></u>	<u><u>1,057,514</u></u>

JAMAICA CIVIL SERVICE ASSOCIATION

SCHEDULE IV

CURRENT ASSETS

Y/E 30 NOVEMBER 2005

	<u>2005</u>	<u>2004</u>
JCSMTS-Subscription	195,402	1,536,357
Other Advances	1,949,537	1,151,604
<u>Savings account</u>		
General	489,264	226,424
Foreign Exchange	103,539	84,382
<u>Fixed Deposit</u>		
Contingency Fund	66,576	68,379
Investment a/c	23,967	212,181
Education Fund	186,618	189,457
Conference Fund	433,720	398,315
JCSA Care Fund	59,192	722,619
Legal Fund	205,731	189,497
<u>Current Account</u>		
General	2,167,565	1,747,009
Jacisera Park	783,208	266,370
<u>Cash Balance</u>		
Office Imprest	<u>10,000</u>	<u>10,000</u>
	<u>6,674,318</u>	<u>6,802,594</u>

**JAMAICA CIVIL SERVICE ASSOCIATION
SCHEDULE V
LIABILITIES**

Y/E 30 NOVEMBER 2005

	<u>2005</u>		<u>2004</u>	
<u>Long Term Liabilities</u>				
JCSA Ltd	34,705	34,705	34,705	34,705
 <u>Current Liabilities</u>				
JCSA Thrift	610,812		0	
JCSA Ltd	150,000		533,88	
Scholarship Fund	0		2,655	
Deposits	1,654		1,654	
Contingency Fund	<u>66,576</u>	<u>829,042</u>	<u>68,379</u>	<u>606,575</u>
		<u>863,747</u>		<u>641,280</u>

JAMAICA CIVIL SERVICE ASSOCIATION
SCHEDULE VI
ANALYSIS OF FIXED ASSETS
Y/E 30 NOVEMBER 2005

ASSETS	Original Cost	Additions	Total	Book Value 11/30/04	Depreciation 11/30/05	Accumulated Depreciation	Book Value 11/30/05
A/C	2	2	2	0	0	2	
Typewriter	22,055	0	22,055	16,331	189	5,913	16,142
Furniture & Equipment	437,680	208,455	646,135	219,655	64,614	282,639	363,497
Die & Medals	2	0	2	2	0	0	2
Medals & Minatures	2	0	2	2	0	0	2
Trophies	2	0	2	2	0	0	2
BayRoc Development	225	0	225	225	0	0	225
Fans	17,205	0	17,205	3,306	1,661	15,560	1,645
Vacuum Cleaner	925	0	925	2	0	923	2
Adding Machine	11,436	0	11,436	4,234	1,058	8,260	3,176
Video Cassettes	1,250	0	1,250	1,250	0	0	1,250
Fax Machine	19,453	0	19,453	14,819	1,646	6,290	13,163
Calculator	920	0	920	0	0	920	0
Refrigerator	51,005		51,005	38,005	6,500	19,500	31,505
Computer Equipment	635,285	1,483,140	2,118,425	360,027	211,843	487,101	1,631,324
Microwave Oven	5,744	0	5,744	2,300	574	4,018	1,726
PhotoCopier	97,650	387,550	485,200	68,355	48,520	77,815	407,385
TOTAL	1,300,841	2,079,145	3,379,986	728,517	336,604	908,939	2,471,048
Buildings	77,351	0	77,351	77,351	0	0	77,351
Grounds & Fixtures	29,782	0	29,782	3	0	29,779	3
Table Tennis Tables	260	0	260	2	0	258	2
Sound Equipment	9,569	0	9,569	4	0	9,565	4
Kitchen Equipment	17,899	0	17,899	2	0	17,897	2
Refrigeration Equipment	322,743	0	322,743	64,551	32,274	290,466	32,277
Skittle Table	2	0	2	2	0	0	2
Cash Register	5,496	0	5,496	2	0	5,494	2
Cleaning Equipment	1,053	0	1,053	3	0	1,050	3
Lawn Mower	173	0	173	2	0	171	2
Chairs & Tables	8,050	0	8,050	2	0	8,048	2
Fixtures & Others	1,480	0	1,480	2	0	1,478	2
Kitchen Utensils	4,322	0	4,322	2	0	4,320	2
Television	2	0	2	2	0	0	2
Darts	660	0	660	2	0	658	2
TOTAL	478,842	0	478,842	141,932	32,274	369,184	109,658
	1,779,683	2,079,145	3,858,828	870,449	368,878	1,278,123	2,580,706