



JAMAICA CONSTABULARY FORCE ORDERS

SERIAL NO. 3737
17TH JANUARY, 2019

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PART I - ADMINISTRATION AND NOTIFICATIONS

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Sub. No. 1 GRADUATION EXERCISE - TRAINEE CONSTABLES

A passing-out parade, certificates and awards ceremony will be held for one hundred and ninety-seven trainee Constables of batch 119 at the National Police College of Jamaica, Twickenham Park, St. Catherine on Wednesday, January 30, 2019 commencing 11:00 am.

The parade will be held in the presence of the Honourable Dr. Horace Chang, MP, Minister of National Security and Major General Antony Anderson, CD, ADC, JP, MDA, B.Eng., (Hons.), psc Commissioner of Police. The Honourable Dr. Horace Chang will be the Reviewing Officer. He will inspect the parade, take the General Salute and deliver the keynote address.

Officers, Inspectors and other ranks of the Jamaica Constabulary Force and Rural Police are invited to attend with their spouses.

Dress:	Officers and Inspectors	No. 2 Terelyne
	Other Ranks	Shirt Sleeve

Members of the civil staff and relatives of the graduants are also invited.

All persons attending should be seated by 10:30 am.

Sub. No. 2 REMINDER - THE JAMAICA CONSTABULARY FORCE (JCF) ACCELERATED PROMOTION PROGRAMME 2019

Force Orders No. 3736 Part I Sub. No. 1 dated 2019-01-10, is hereby republished for general information.

Members of the JCF are invited to apply to participate in the Accelerated Promotion Programme 2019.

Qualified applicants must:

1. Be Constables, Corporals or Sergeants;
2. Not be older than 35 years of age at the close of the register;
3. Have a minimum of 5 years service;
4. Have 5 CSEC passes at a minimum of Grade III, or the equivalent, compulsory inclusive of Mathematics and English;
5. Be of the highest integrity;
6. Have a history of good conduct and performance at a consistently high standard;
7. Demonstrate outstanding leadership qualities;
8. Have no pending disciplinary or criminal charges, or convictions from the Court of Enquiry or Criminal Courts.

The final decision on eligibility will be taken by the Commission of Police. Applications must be submitted to the Assistant Commissioner of Police, Administration Branch, and be accompanied by:

- i. A current résumé;
- ii. Copies of the last two years statutory declaration receipts from the Commission for the Prevention of Corruption certified by the Division's Administrative Officer, or a Compliance letter from the Commission;
- iii. Proof of qualifications;

Commanding Officers will be required to provide the following for shortlisted candidates:

- i. Copies of the last two annual performance appraisals and

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REMINDER - THE JAMAICA CONSTABULARY FORCE (JCF) ACCELERATED PROMOTION PROGRAMME 2019 (CONT'D)

- ii. A work, worth and conduct the last 12 months.

Notifications will be sent to acknowledge receipt of applications. **Applications close on February 28, 2019.**

Attached to these Force Orders as Appendices A to B are:

'A' [The Jamaica Constabulary Force Accelerated Promotion Programme Policy 2019](#)

'B' [Application to participate in the Accelerated Promotion Programme \(App\) 2019](#)

Sub. No. 3 CAREER OPORTUNITY - NATIONAL POLICE COLLEGE OF JAMAICA, TWICKENHAM PARK, ST. CATHERINE

The National Police College of Jamaica invites experienced and highly qualified members to join our dynamic and energetic Information Technology Department in various capacities.

Job Summary

The selected candidates will assist with the successful completion of all major IT projects, assign strategic planning/development and work as a part of the team to evaluate and implement technology solutions.

(I) Technical Officer

Core Functions:

- Participating in management, and planning meeting as needed
- Working closely with the Head of IT department to coordinate data systems policies and procedures
- Managing capacity planning, disaster recovery and performance analysis, analyzing critical functions of departments and defining the scope and impact of disaster scenarios
- Sensitizing staff of and ensuring adherence to the policies, procedures and regulation of the Department by monitoring the Helpdesk system to ensure consistency and optimum functionality
- Ensuring the college meets all mandated security standards and its data systems are in compliance with all policies/regulations of the Force ICT policy
- Planning and implementing projects for computer operations and enterprise systems administration
- Developing new systems and application implementation plans, custom scripts and testing procedures to ensure operational reliability

Qualification and Experience

- Bachelor degree in Computer Science or Information Technology
- At least 3 years working experience in IT field
- Knowledge and experience of a variety of technologies, infrastructure (servers, networks, firewalls, database administration, data storage) information security, cloud solutions, and web development
- Knowledge of one or more IT best practice methodologies such as ITIL, project management

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CAREER OPORTUNITY - NATIONAL POLICE COLLEGE OF JAMAICA TWICKENHAM PARK, ST. CATHERINE (CONT'D)

(II) Systems Administrator

Core Functions:

- Manages the day-to-day operations of the servers by monitoring system performance, system logs and errors
- Analyzing, troubleshooting, and resolving system hardware, software and networking issues
- Configuring, optimizing, fine-tuning and monitoring operating system software and servers
- Conducting server builds
- Analyzing and making recommendations for hardware and software standardization
- Managing access control based on organization policies
- Creating, modifying and deleting user accounts
- Monitoring systems security and responding to security incidents through the administration and maintenance of firewalls
- Participating in security systems testing whilst ensuring integrity and confidentiality of sensitive data
- Implementing network security policies and procedures
- Managing, monitoring and updating virus-prevention systems
- Monitoring security advisory groups to ensure all necessary network security updates, patches and preventive measures are in place
- Performing intrusion detection analysis

Qualification and Experience

- Associate or Bachelor degree in Computer science or related discipline
- Systems Administration/System Engineer certification (eg. MCSE, MCE etc.)
- Knowledge of programming languages and operating systems (Win server 2008r2, Win server 2012r2, Ubuntu)
- In-depth knowledge of Cisco Switches and routers.
- Knowledge of Cisco Unified Communications Manager
- Knowledge of enterprise backup and recovery procedures
- Knowledge of virtual computing environment
- At least two years experience in a similar post

(III) Technical Support Specialist

Core Functions:

- Managing the daily operations of the help desk and support services; monitoring response times, evaluating user satisfaction levels and making recommendations for improvement
- Managing staff including: training, scheduling work assignments and conducting evaluations
- Evaluating and managing technical support systems hardware and software and making recommendations regarding upgrades or changes
- Maintaining an inventory of installed software, managing software licensing, and creating policies and procedures for upgrades
- Plan, coordinate, and implement network security measures in order to protect data, software, and hardware
- Train people in computer system and software usage

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CAREER OPORTUNITY - NATIONAL POLICE COLLEGE OF JAMAICATWICKENHAM PARK, ST. CATHERINE (CONT'D)

- Devising, scheduling and implementing disaster recovery tests and analyzing results, working closely with the system administrator
- Taking initial telephone or e-mail inquires and troubleshooting and managing relatively simple hardware, software or network problems that can be resolved in ten minutes or less
- Recognizing and escalating more difficult problems to Tier 2 Support
- Logging call activity

Qualification and Experience

- A Diploma or Associate degree in Computer Science
- Customer service training
- At least one-year experience in a similar post

All Candidates should possess the following Knowledge, Skills and Abilities:

- Expert analytical and problem solving skills
- Strong written and verbal communication skills
- Ability to use initiative
- Ability to assimilate, organize and disseminate relevant information

Send applications in writing, accompanied by a current curriculum vitae with references by February 8, 2019 via email: npcj@jcf.gov.jm to **The Assistant Commissioner of Police, National Police College of Jamaica, Twickenham Park, St. Catherine.**

Sub. No. 4 **MINISTRY OF FINANCE COMPUTER LOAN FOR THE RANK AND FILE MEMBERSHIP OF THE JAMAICA CONSTABULARY FORCE (JCF)**

Application for the Ministry of Finance Computer Loan will open on Monday, January 21, 2018 to members of the rank and file of the Jamaica Constabulary Force (JCF).

All applications must be completed and submitted to the Police Federation's Office, 4th Floor - Office Centre Building, 12 Ocean Boulevard, Kingston, no later than Friday, **February 22, 2019 at 4:00 p.m.**

Attached to these Orders as [Appendix 'C'](#) is the Criteria for Computer Loan:-

Sub. No. 5 **REMINDER - MODIFICATIONS - DRESS CODE - MEMBERS OF THE JAMAICA CONSTABULARY FORCE**

Force Orders No. 3402 Part 1 Sub. No. 5 dated 2012-08-16, is republished with modifications incorporating amendments in Force Order No. 3496, 3536 and 3600 Part 1 Sub. Nos. 3, 2 and 4 dated 2014-06-05, 2015-03-12 and 2016-06-02 respectively for general information and strict compliance.

In recent times, the Police High Command has been concerned with instances of deterioration in decorum and appearance of both our uniformed and non-uniformed personnel (JCF and Rural Police). The uniform of the JCF must be worn with dignity at all times if we are to earn the respect of those we serve.

The importance of dress and appearance in the workplace cannot be overemphasized. It is even more so for a workplace with an established uniformed dress code and standards of grooming.

A professional style of dressing helps employees focus on their jobs, raise self-esteem, affects how an employee is perceived by peers, superiors, and can inspire confidence in customers.

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REMINDER - DRESS CODE - MEMBERS OF THE JAMAICA CONSTABULARY FORCE (CONT'D)

A well groomed appearance from head to toe conveys a professional image and a message that one is serious about their job.

Below are the current requirements for appropriate dress for all members of the Jamaica Constabulary Force.

Uniformed Gazetted Officers and Inspectors loops and waist belts

With effect from 15th September 2014, gazetted Officers and Inspectors will wear their uniform jacket without loops and waist belts.

Hairstyle: Male/Female

General

Members of the Force are to keep their hair properly groomed and presentable at all times. In the case of males they should have their hair well cut and trimmed. Hair is not to be allowed to grow to a length and thickness on which the head dress cannot properly fit, or which has an appearance incompatible with that required of a member of the Force, who is to look smart at all times.

Guidelines for Uniform Personnel

FEMALES

Hair

The hairstyles for female members which are suitable for the headdress and their health and safety are as follows:

- Braids
- Rope twists
- Hair extensions and
- Wigs

The following standards are to be adhered to:-

- Rope twists should be moderate in size and harnessed at the nape in small buns no more than 1/3 in diameter of the cap. All buns whether made of natural hair or extensions are to be of said proportion to the cap.
- Hairstyles should be of such that the hair does not pass the nape and allow both ears to be visible.
- Black hair ornaments such as scrunches are allowed to harness the hair and these should be covered by the hair. Members should ensure they match their natural color with additions. The color of wigs, rope twists and braids should be in keeping with the natural color of members' hair and all efforts must be made to avoid loud and multicolored additions.

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REMINDER - DRESS CODE - MEMBERS OF THE JAMAICA CONSTABULARY FORCE (CONT'D)

Jewelry and accessories

Earrings of no more than 4mm in size are allowed for women and may either be silver or gold. Lip gloss can be worn but must be of a transparent color and without sparkles. Nails should be of average length and only subdued colored polishes should be used. When in uniform, handbags should be of a moderate size and black or dark in color to complement the uniformed image of the job.

Tattoos

No tattoos should be visible in uniform.

Uniform Pants

The wearing of the uniform pants is allowed but must be functional and not fashionable.

MALES

Hair must be cut low and in accordance with Force Policy.

Absolutely no Mohawks are allowed.

No beards are allowed in uniform.

General

The following accessories **will not be allowed in uniform** as they pose a danger to the wearer and detract from the uniform:

- Necklace/chains
- Bracelets
- Anklets
- Nose, eyebrow or lip rings/knobs in any visible parts of the body.

Guidelines for non-uniform personnel and civilian staff

FEMALES

Non-uniformed females must be modestly attired in business suit, that is, no low cut or tight fitting blouses or tight fitting skirts or trousers. Skirts must be at or below the knee. **Miniskirts are not for office-wear.**

MALES

- Detectives and civilians wearing plain clothes are to be dressed in proper business attire especially for court appearances where jackets/blazers are mandatory;
- Hair must be cut low and groomed in accordance with Force Policy;
- ***Absolutely no Mohawks are allowed;***
- Beard must be clean shaved at all times unless otherwise authorized.

Commanding officers and sub-officers in charge of formations will be responsible for the department of their staff and will be held strictly accountable for ensuring compliance with these orders.

Strong disciplinary action will be taken against any member violating these orders and may lead to dismissal.

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REMINDER - DRESS CODE - MEMBERS OF THE JAMAICA CONSTABULARY FORCE (CONT'D)

It is every member's responsibility to adhere to these guidelines to maintain the good image and discipline of the organization.

Attached to these Orders as Appendices 'D' to 'E' are:

'D' [Sample approved hairstyles to be worn in No. 1 uniform, field gears and plain clothes.](#)

'E' [Sample approved earrings to be worn in uniform.](#)

Sub. No. 6 INVITATION FOR APPLICATIONS TO JOIN THE MOBILE RESERVE SPECIAL WEAPONS AND TACTICAL TEAM (SWAT)

Applications are invited from suitably qualified Constables and Corporals to join the Mobile Reserve Special Weapons and Tactical Team (SWAT).

The SWAT is a specialist team that is responsible for providing high level tactical operational support in the following areas:

- Terrorism
- Joint Operations with the JDF CTAG
- Arrest of High Risk Suspects
- Riots in Lock-ups
- Hostage Situations

Members must have over three (3) years of service, must be disciplined, mature, physically and mentally strong. Applicant should have no disciplinary matters pending, and must be able to able to pass a Basic Fitness Test (BFT), Weapons Handling Test and an interview.

Applications along with contact number must be emailed to Assistant Commissioner of Police incharge Mobile Reserve at email address swat@jcf.gov.jm *no later than Friday, February 15, 2019.*

Sub. No. 7 REMINDER - CLOSING OF BOOKS AND REGISTERS

Force Orders No. 3736, Part I, Sub. No. 3 dated 2019-01-10, is hereby republished for general information.

Commanding Officers of geographic formations are to note that books and registers at stations are to be closed at the end of each financial year except where specific instructions are given to the contrary.

Sub-officers in charge of stations are to be sensitized accordingly.

Sub. No. 8 REMINDER - MORATORIUM ON THE SEIZURE OF CHASSIS USED IN THE HAULAGE OF CONTAINERIZED CARGOS

Force Orders No. 3736, Part I, Sub. No. 4 dated 2019-01-10, is hereby republished for general information and strict compliance.

Members of the Jamaica Constabulary Force have been properly engaged in the prosecution of drivers and the seizure of chassis used in the haulage of containerized cargos to and from the Port of Kingston, which are not licensed in accordance with the provisions of the Road Traffic Act.

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REMINDER - MORATORIUM ON THE SEIZURE OF CHASSIS USED IN THE HAULAGE OF CONTAINERIZED CARGOS (CONT'D)

This legitimate action however, has resulted in much dislocation in the island's commercial activities.

As a consequence, several stakeholders to include, the Port Trailer Haulage Association, the Shipping Association of Jamaica, the Ministry of Transport, Works and Housing and the Island Transport Authority have entered into discussions with a view to resolve the issues relating to the licensing and registration of these chassis and to have them compliant with the Road Traffic Act.

In light of the ongoing effort which is fully supported by the Port Authority of Jamaica, members of the Force are to discontinue the prosecution of drivers and the seizure of these chassis until further orders.

Commanding Officers must ensure that this subject is brought to the attention of all members under their command.

Sub. No. 9 REMINDER - NEGLIGENCE / FAILURE TO HONOUR LAWFUL DEBT - MEMBERS OF THE JAMAICA CONSTABULARY FORCE AND ITS AUXILIARY

Force Orders No. 3736, Part I, Sub. No. 5 dated 2019-01-10, is hereby republished for general information.

It has been brought to attention that in recent times there has been increased instances where members who have entered into private debt arrangements with financial institutions and individuals have either **refused** or **neglected** to honour their obligations. This behaviour has attracted unfavourable comments and is seriously eroding the image of the organization.

Regulation 46 (2) (3) Part I of the Second Schedule of the Police Service Regulations, 1961, states as follows:

'Refusing or neglecting to pay any lawful debt, is an offence to be dealt with summarily'

Members are required to observe this provision, failing which appropriate disciplinary action will be taken. Any such breach reported will not be countenanced by the Force.

Sub. No. 10 REMINDER - STATUTORY DECLARATION OF ASSETS, LIABILITIES AND INCOME - INTEGRITY COMMISSION ACT, 2017

Force Orders No. 3736, Part I, Sub. No. 6 dated 2019-01-10, is hereby republished for general information.

The new Integrity Commission Act, 2017, under Part V, Section 39 provides that all public officials, which includes members of the Jamaica Constabulary Force and members of the Rural Police, in receipt of total emoluments of or above three million five hundred thousand dollars or such other amount as may be prescribed by the Minister subject to affirmative resolution by the House of Representative, shall submit to the Director of Information and Complaint a statutory declaration of assets and liabilities and income each year, in the form set out in the third schedule. However, the Director of Information and Complaints directs that all members of the Jamaica Constabulary Force who were required to file under the former Corruption Prevention Act (Regulations) will still be required to file a Statutory Declaration.

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REMINDER - STATUTORY DECLARATION OF ASSETS, LIABILITIES AND INCOME - INTEGRITY COMMISSION ACT, 2017 (CONT'D)

Declaration Date

The declaration dates are from the date of appointment as a public official or on the date when the emolument become equivalent or in excess of the amount prescribed in section 39(2) of the Act and thereafter as at the **31st December, in each year.**

Each successive declaration should cover year ending 31st December.

Declaration for Members Demitting Office

A Statutory Declaration is also required whenever a member demits office. This is due at the end of twelve (12) months from the last day in office.

Declaration Forms

An adequate number of declaration forms will be made available to all Commanding Officers, Areas, Branches and Divisions. All Commanding Officers must ensure that a form is delivered to each member under their command and each member must sign a register provided for the purpose.

Completed Declaration

Each completed declaration must be delivered by the declarant to the Information and Complaints Division, Office of the Integrity Commission **45-47 Barbados Avenue, 2nd Floor, New Kingston** during normal working hours **not later than 2019-03-31** and a receipt collected.

Sub. No. 11 REMINDER - THE INTEGRITY COMMISSION ACT, 2017

Force Orders No. 3736, Part I, Sub. No. 7 dated 2019-01-10, is hereby republished for general information.

Attached to Force Orders No. 3731 as Appendix 'A' is a letter from Miss Joy A. Powell, Director of Information and Complaints (Assigned), advising all members of the Jamaica Constabulary Force that the Integrity Commission Act, 2017 which requires that all Public Officers who earn emoluments of \$3.5 Million and over shall submit a statutory declaration of his/her assets, liabilities and income to the Information and Complaints Division, 45-47 Barbados Avenue, Kingston 5, for general information and strict compliance.

Sub. No. 12 REMINDER - ESTABLISHMENT OF A JAMAICA CONSTABULARY FORCE SKILLS BANK

Force Orders No. 3736, Part I, Sub. No. 8 dated 2019-01-10, is hereby republished for general information.

In order to leverage the competency and versatility of its workforce the Jamaica Constabulary Force is establishing a skills bank.

Members who register their skills stand to gain benefits such as:

- Improved job placement within the Force
- Prospective selection for further training and development
- Prospective inclusion in extra-work programmes and projects
- Improved scope for upward mobility and job satisfaction

The skills bank is to provide a database of skills and competencies that will be considered for comprising project teams, human resource development and placement.

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Members with special skills are encouraged to register with the skills bank by way of completing the form attached to Force Orders No. 3727 Appendix A. The completed application form should be submitted electronically by email to skillsbank@jcf.gov.jm. Electronic forms are available as a fillable PDF and can be downloaded from the JCF Website at www.jcf.gov.jm

Area, Branch and Divisional Commanders are required to ensure that all members are aware of the establishment of the skills bank and are to encourage members to register.

Sub. No. 13 REMINDER - CANCELLATION OF DEFAULTS

Force Orders No. 3736, Part I, Sub. No. 9 dated 2019-01-10, is hereby republished for general information.

The undermentioned extract from Rule 1.5 of the Book of Rules for the Jamaica Constabulary Force (1988) is hereby republished for the general information of members and for compliance by Commanding Officers.

1.5 (c) *"The Commanding Officer of a branch, division or section is authorized to make recommendation (through the Officer in charge of Areas in the case of Divisions) during January of each year, in favour of a member whose service in his opinion, prior to the year in which the application is being made has been meritorious and whose Divisional Record Sheet, for a period of seven (7) years, contains no record of any default, with a view to expunging previous defaults of the seven year period".*

Commanding Officers are to ensure that the Record of Service Sheets for members under their command are checked and the requisite recommendation made during the month of February 2018 to the Assistant Commissioner of Police in charge Administration Branch regarding the cancellation of defaults for those eligible.

Sub. No. 14 APPENDICES

'F' [Jamaica Police Co-operative Credit Union Limited Update.](#)

'G' [Public Sector Employees Co-operative Credit Union Limited Update.](#)

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PART II - PERSONNEL

Sub. No. 1 GAZETTED POLICE OFFICERS

4. Discharge

Resignation

CIB Mr. J.C. Dewar, Superintendent, resigned voluntarily from the Force with effect from 2017-03-28. (A98/D44)

5. Retirement

CP's Office Mr. G.F. Quallo, CD, pjsc, Commissioner of Police, was permitted to retire from the Force with effect from 2018-08-20. (A98/Q1)

PSD Mr. M.D. Brown, Dep. Superintendent, is permitted to retire from the Force with effect from 2019-02-17. (A98/B152)

10. Transfers w.e.f 2019-02-04

		<u>From</u>	<u>To</u>
Mr. O.R. Dennis, LLB (Hons.), A.Sc.	Dep. Supt.	St. James	St. Ann
Mr. B.E. Reynolds, pcj.	Dep. Supt.	Area 1 Hq. (MID)	St. James

2019-01-21

Ms. S.C. Waldron, B.Sc. (Hons.)	Dep. Supt.	St. Elizabeth	MSB
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11. Leave

Departmental

Strategic Ops. Portfolio	Mr. C.A. Blake, M.Sc., pjsc.	Dep. Comm.	2 days w.e.f 2019-01-18
St. Catherine 'N'	Mr. B.A. Rigabie, BBA (Hons.), pofcc.	Snr. Supt.	7 days w.e.f 2019-01-18
Mobile Reserve	Mr. T.C. Sancko, M.Sc., psc.	Supt.	4 days w.e.f 2019-01-18
Highway & Safety Patrol	Mr. P.M. Wray, pcj.	Supt.	14 days w.e.f 2019-01-25
Area 2 Hq.	Mr. D.O. Scott	Supt.	6 days w.e.f 2019-02-19 & 8 days w.e.f 2019-03-07
TMMD	Mr. M.G. Young, pofcc.	Dep. Supt.	4 days w.e.f 2019-01-18
St. Mary	Ms. L.E. Elliston, pc.	Dep. Supt.	14 days w.e.f 2019-02-01
Kingston 'C'	Mr. C.C. Reid	Dep. Supt.	7 days w.e.f 2019-02-01

Vacation

IOC	Mr. T.O. Richards, B.Sc., A.Sc., psotc, pc.	Dep. Supt.	50 days w.e.f 2019-01-18
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Leave

Vacation

Cancellation

Reference Force Orders No. 3702, Part II, Sub. No. 1(11) dated 2018-05-17, the **vacation leave** appearing for Mr. C.R. Ellis, MA, BA, pcj, psjcc, pc, Dep. Superintendent as **35 days with effect from 2018-09-03** is cancelled.

Amendment

Reference Force Orders No. 3714, Part II, Sub. No. 1(11) dated 2018-08-09, the **vacation leave** appearing for Mr. C.R. Ellis, MA, BA, pcj, psjcc, pc, Dep. Superintendent as **21 days with effect from 2018-05-03** is amended to read **21 days with effect from 2018-05-02**.

Reference Force Orders No. 3702, Part II, Sub. No. 1(11) dated 2018-05-17, the **vacation leave** appearing for Mr. W.A. Josephs, MG, pcj, psjcc, Superintendent as **40 days with effect from 2018-08-13** is amended to read **6 days with effect from 2018-08-17**.

Reference Force Orders No. 3702, Part II, Sub. No. 1(11) dated 2018-05-17, the **vacation leave** appearing for Mr. C.R. Ellis, MA, BA, pcj, psjcc, pc, Dep. Superintendent as **14 days with effect from 2018-12-04** is amended to read **5 days with effect from 2018-12-17**.

Reference Force Orders No. 3723, Part II, Sub. No. 1(11) dated 2018-10-11, the **vacation leave** appearing for Mrs. C.J. McFarlane-Clarke, M.Sc., B.Sc. (Hons), Superintendent as **70 days with effect from 2018-10-29** is amended to read **70 days with effect from 2018-11-05**.

12. Resumption

The undermentioned resumed off vacation leave on the dates shown:-

2018-12-12	IOC	Mr. E.D. Powell, M.Sc., BBA (Hons.), pjsc.	Asst. Commissioner
2019-01-03	Mobile Reserve	Mr. T.S. Bent, M.Sc., psc.	Snr. Superintendent
2019-01-11	Admin. Branch	Mr. M.C. Bailey, B.Sc., psc.	Snr. Superintendent
2018-08-27	CIB	Mr. W.A. Josephs, MG, pcj, psjcc.	Superintendent
2018-12-11	NIB	Mr. C.N. Curate, B.Sc. (Hons.), A.Sc., pc, pofcc.	Superintendent
2019-01-10	Admin. Branch	Ms. S.L. Francis, Dip. SM, psjcc, pcj.	Dep. Superintendent
2018-12-07	St. Catherine 'S'	Mr. R.S. Martin, pofcc.	Dep. Superintendent
2018-12-22	Narcotics	Mr. C.R. Ellis, MA, BA, pcj, psjcc, pc.	Dep. Superintendent

FORCE ORDERS (CONT'D)

17TH JANUARY, 2018

SERIAL NO. 3737

Sub. No. 2 INSPECTORATE

NIL

Sub. No. 3 OTHER RANKS

4. Discharge

Retirement

St. Andrew 'N' 3759 Sgt. E.S. Farquharson, is permitted to retire from the Force with effect from 2019-02-17. (A19/F428)

Resignation

The undermentioned resigned voluntarily from the Force with effect from the dates shown:-

2018-10-20

Technical Services 15378 Cons. N.E. Roye, with pay to 2018-10-19 (A19/R1520)

2018-10-30

Mobile Reserve 11392 W/Cpl. K.L. Hall, with pay to 2018-10-29 (A19/H1329)

5. Dismissal

Mobile Reserve 15276 Cons. O. Ellis was dismissed from the Force vide Regulation 27(1) of the Police Service Regulations, 1961 with effect from 2017-11-17. (A19/E535)

10. Transfers w.e.f From To

2019-01-28

14307 W/Cpl. N.D. Wright, B.Sc. Comm. Safety & Sec. PRDB
16392 Cons. N.W. Maitland St. Andrew 'C' PRDB

2019-02-01

9381 W/Cpl. A.S. Johnson, B.Sc (Hons.) Chaplaincy Serv. Branch St. Catherine 'S'

2019-02-04

11783 Cpl. P.N. Leith Portland Mobile Reserve (DWTT)
18680 Cons. D.C. Graham St. James Mobile Reserve (DWTT)

NB: All transfers must be taken up on the effective date. Regular members must be dressed in uniform and CIB personnel in work business suit. Each member must be escorted by a sub-officer and handed over to the receiving sub-officer along with a copy of the transfer return. These new members must be introduced to the Divisional Commander or his/her representative for a welcome brief.

FORCE ORDERS (CONT'D)

17TH JANUARY, 2018

SERIAL NO. 3737

13. Commendation

Efficient and Dedicated Service - 2015

The undermentioned are commended for zeal, energy and initiative displayed considerably beyond average in the performance of duty for **Efficient and Dedicated Service - 2015:-**

Mobile Reserve	8938	W/Sgt. K.C. McKenzie, B.Ed.)	
Mobile Reserve	13996	W/Cpl. M.C. Goulbourne, B.Sc., Dip. Ed.)	F21/1 MR
Mobile Reserve	9913	Cpl. O.A. Bromley)	
Mobile Reserve	8954	Cpl. K.G. Black)	
Mobile Reserve	11896	Cpl. O.A. Dallas)	
TMMD	11352	Cpl. N.F. O'Mealy)	
Chaplaincy Serv. Branch	12197	Cpl. R.A. Lee, B.Sc (Cum Laude))	
Mobile Reserve	9145	Cpl. D.H. Thompson)	
Mobile Reserve	11297	Cpl. N.H. Barrett)	
Services Branch	13926	Cpl. R.S. Smyle, Dip. MVR)	
Mobile Reserve	9987	Sgt. K. Guthrie, BA)	
Mobile Reserve	7745	Cpl. D.L. Hall)	
Mobile Reserve	10197	Cpl. I.C. Logan)	
VIU	11952	Cpl. N.A. Wallace, B.Sc (Cum Laude), A.Sc.)	
Mobile Reserve	11927	Cpl. V.S. Marrant)	
Mobile Reserve	8472	W/Cpl. M.R. Quarrie)	
Mobile Reserve	11974	W/Sgt. A.M. Flannigan)	
Mobile Reserve	12253	W/Cpl. S.N. Seymour, A.Sc.)	
Mobile Reserve	12446	W/Cpl. A.S. Thomas, A.Sc.)	
Mobile Reserve	9101	Cpl. S.W. Brown)	
TSD	11900	D/Cpl. O.R. Dowansingh)	
Mobile Reserve	5616	Cpl. D.G. Cooper)	
Mobile Reserve	9912	Sgt. Z.D. Briscoe, MBA, BBA (Hons.))	
Mobile Reserve	16976	Cpl. N.D. Lee)	
Mobile Reserve	11769	Cpl. L.A. Fisher)	
Mobile Reserve	16786	Cpl. D.A. Archer)	
Mobile Reserve	11560	Cpl. D.K. James)	
Mobile Reserve	16831	W/Cpl. G.A. Butcher)	
Mobile Reserve	11392	W/Cpl. K.L. Hall)	F21/1 MR
Mobile Reserve	12119	Cpl. C.W. Cassell)	
Mobile Reserve	8802	Sgt. B.D. Preddie)	
Mobile Reserve	11139	Cpl. C.A. Russell)	
Mobile Reserve	13806	Cpl. P.O. Samuels)	
Mobile Reserve	11795	Cpl. H.M. Smith)	
St. James	15030	Cpl. K.O. Dennis)	
Mobile Reserve	12181	Cpl. D.L. Francis)	
Mobile Reserve	7833	Cpl. E.B. Gardner)	
Mobile Reserve	7193	Sgt. A.O. Witter)	
Mobile Reserve	11841	Cpl. M.D. Mills)	
Mobile Reserve	8896	Cpl. D.A. Walker)	
PSD	11858	Cpl. S.D. Walters)	
Mobile Reserve	12251	W/Cpl. R.S. Scarlett)	
Resort Areas	11903	Sgt. J.R. Fairweather)	
Mobile Reserve	12183	Cpl. G.S. Grant)	
NPCJ (DWTT)	9312	Cpl. E.E. Henry, MG)	

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FORCE ORDERS (CONT'D)

17TH JANUARY, 2018

SERIAL NO. 3737

Commendation (Cont'd)

Efficient and Dedicated Service – 2015

Mobile Reserve	1738	Cpl. C.L. Walford)
Mobile Reserve	7560	Sgt. C.B. Buchanan)
Mobile Reserve	5191	Cpl. A.F. Goubourne)
Mobile Reserve	7830	Cpl. R.A. Forbes)

17. Courses of Instruction

Seminar – Stress Management

The undermentioned attended the Stress Management Seminar at the NIB Training Room, Office Centre Building, 12 Ocean Boulevard, Kingston Mall, Kingston, on 2018-10-17:-

NIB	6856	D/Sgt. P.N. Bryan, Dip. HRM
NIB	5163	D/W/Sgt. M.D. Brown
C-TOC	9048	D/Sgt. H.A. Scott
NIB	12328	D/Sgt. M.W. Heath
NIB	11400	D/W/Cpl. D.D. Davis, B.Sc. (Hons)
C-TOC	12577	D/Cpl. L.W. Brown
NIB	9702	D/Cpl. R.O. Turner, A.Sc.
NIB	16815	D/Cpl. R.E. Braxford, M.Sc., B.Sc. (Hons)
C-TOC	10198	D/Cpl. R.N. Meredith
NIB	12917	D/W/Cpl. A.N. Ambursley, B.Ed (Hons.), Dip. Ed.
St. Andrew 'C'	17120	W/Cpl. M.A. Thomas
Detention & Courts	12370	Cpl. N.K. Perkins
NIB	15328	Sgt. B.L. Latore, B.Ed.
NIB	13721	D/Cons. T.V. Grant
NIB	15424	D/Cons. C.C. Williams, A.Sc.
NIB	15303	Cons. D.D. Harris
NIB	19686	Cons. R.R. Brown
NIB	19667	Cons. D.R. Townsend
NIB	19520	W/Cons. G.K. Davis
CFC	15641	Cons. B.G. Moore
C-TOC	11635	W/Cons. I.A. Harvey
NIB	15948	Cpl. K.R. Davis, BA (Hons)
NIB	15233	Cpl. J.S. Bailey, B.Sc. (Hons.)
CFC	17281	Cons. S.L. Parkes

Re-orientation

The undermentioned attended the Re-orientation Course at the National Police College of Jamaica, Department of Supervisory Management, Twickenham Park, Spanish Town, St. Catherine from 2018-09-17 to 2018-09-28:-

St. Thomas	12580	Cons. Q.D. Bryant
St. Catherine 'S'	8203	D/Cpl. O.D. Buckle
St. Thomas (CIB)	14327	Cons. C.A. Burton
St. Thomas	10807	Cons. M.A. Donald
Mobile Reserve	11323	Cons. K.A. Fuller
St. Catherine 'S'	17653	Cons. S.D. Grant
Kingston 'E'	8071	Cons. G.S. McDermott
St. Ann	10953	W/Cons. K.S. Pessoa

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FORCE ORDERS (CONT'D)

17TH JANUARY, 2018

SERIAL NO. 3737

Courses of Instruction (Cont'd)

Re-orientation

St. Andrew 'S'	1943	Cpl. J.A. Robinson
Kingston 'E'	10906	Cons. K.R. Ross
St. Andrew 'S'	13270	Cons. A.R. Small
St. Catherine 'S'	15393	Cons. L.D. Smith
St. Andrew 'S'	777	Cpl. R.C. Thomas
Kingston 'E'	12277	W/Cons. S.C. Williams

Property Managers and Administrators Energy Management - Workshop

The undermentioned attended a Property Managers and Administrators Energy Management Workshop at the Royalton Resort, Highway A1, Mountain Spring, Trelawny from 2018-09-19 to 2018-09-21 and was awarded a Certificate of Participation:-

Services Branch	14056	Cons. R.M. Anglin
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Sub. No. 4 CADETS

NIL

Sub. No. 5 POLICE AUXILIARIES

NIL

ISLAND SPECIAL CONS.TABULARY FORCE

OFFICERS

NIL

INSPECTORS

NIL

OTHER RANKS

NIL

DISTRICT CONSTABLES

Appointment

2017-06-21

St. James	100756	Dist. Cons. Norman Rayon McPherson	(A15/M717)
St. James	100757	Dist. Cons. Di Andrew Almando Stafford	(A15/S617)
St. James	100738	W/Dist. Cons. Keri-Ann Davis	(A15/D361)
St. James	100737	Dist. Cons. Dwayne Obrian Lee	(A15/L256)
St. James	100729	W/Dist. Cons. Shaneka Alicia Scott	(A15/S619)
St. James	100748	Dist. Cons. Andre Derrick Foster	(A15/F282)
St. James	100747	W/Dist. Cons. Shevanese Deon Reid	(A15/R402)
St. James	100728	W/Dist. Cons. Daydrian Akeliah Haye	(A15/H458)
St. James	100727	Dist. Cons. Joslyn Valentine Val Barrett	(A15/B804)
St. James	100726	Dist. Cons. Shaquille O'Neal Draggon	(A15/D367)
Portland	100751	Dist. Cons. Maurice Anthony Rodney	(A15/R400)

FORCE ORDERS (CONT'D)

17TH JANUARY, 2018

SERIAL NO. 3737

Appointment (Cont'd)

Portland	100772	Dist. Cons. Rylan Duhaney Carr	(A15/C511)
St. Ann	100764	Dist. Cons. Davaughn Blayne Gordon	(A15/G458)
St. Ann	100744	Dist. Cons. Barrington Loxley Brown	(A15/B802)
Westmoreland	100733	Dist. Cons. Kevin Lee Forbes	(A15/F279)

2017-08-14

NPCJ	100734	W/Dist. Cons. Swayne Shelly-Ann Daley	(A15/D362)
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2018-01-08

Clarendon	100750	W/Dist. Cons. Nadisha Shericka McIntosh	(A15/M722)
Clarendon	100754	Dist. Cons. Nickardo Jermaine Henry	(A15/H461)

2018-03-21

Detention & Courts	100741	Dist. Cons. Oshar Jalago Scott	(A15/S616)
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2018-08-03

St. Elizabeth	100759	Dist. Cons. Khaleel Roshawn Barrett	(A15/B811)
St. Elizabeth	100765	W/Dist. Cons. Asunya Belinda Rose	(A15/R406)
St. Elizabeth	100760	W/Dist. Cons. Anola Nichola Clarke	(A15/C513)
St. Elizabeth	100739	Dist. Cons. Whently Hugh-Dennis Jones	(A15/J241)
St. Elizabeth	100730	Dist. Cons. Shane Carmichael Baker	(A15/B812)
St. Elizabeth	100768	Dist. Cons. Waqar Keino James	(A15/J242)
Clarendon	100753	W/Dist. Cons. Marvette Douglas	(A15/D364)
Clarendon	100770	Dist. Cons. Odane Romaine Hayles	(A15/H459)
Clarendon	100766	Dist. Cons. Dorrel Ricardo Thompson	(A15/T282)
Clarendon	100735	Dist. Cons. Rohan Joseph Dale	(A15/D363)
Clarendon	100732	W/Dist. Cons. Whitney Joy McPherson	(A15/M721)
Clarendon	100731	Dist. Cons. Russell Archer Ramdatt	(A15/R404)
Clarendon	100746	Dist. Cons. Junior Clinton Thomas	(A15/T283)
Clarendon	100745	Dist. Cons. Lamar André Bailey	(A15/B810)
Clarendon	100769	Dist. Cons. Cleon Keroy Johnson	(A15/J243)
Manchester	100755	Dist. Cons. Cleon Nedley Peart	(A15/P300)
Manchester	100740	Dist. Cons. Errol George Gayle	(A15/G460)
Manchester	100752	Dist. Cons. Maliek Naheem Goodwin	(A15/G461)
Manchester	100771	Dist. Cons. Romaine Anthony Mullings	(A15/M720)
Manchester	100763	Dist. Cons. Nicoy Anton Brown	(A15/B807)
Manchester	100761	W/Dist. Cons. Nadine Camille Brooks	(A15/B809)
Manchester	100742	W/Dist. Cons. Shantae Nishanie Compass	(A15/C512)
Manchester	100743	W/Dist. Cons. Narda Stacey Ann Palmer	(A15/P299)

2018-10-19

Detention & Courts	100767	W/Dist. Cons. Shauna-Kay Sashian Baker	(A15/B814)
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2018-11-16

Kingston 'C'	100749	Dist. Cons. Coshif Denzal Morgan	(A15/M723)
Kingston 'C'	100762	Dist. Cons. Quewan Doval Kelly	(A15/K74)
Technical Services	100736	W/Dist. Cons. Jovian Jelisa Bonfield	(A15/B813)

FORCE ORDERS (CONT'D)

17TH JANUARY, 2018

SERIAL NO. 3737

Appointment (Cont'd)

Amendment

Reference Force Order No. 3702, Part II, Sub. No. 5, dated 2018-05-17, the **division** appearing for No. 100494 Dist. Cons. Ryan Spencer Reddie as **PSD** is amended to read **Chaplaincy Services Branch**.

Resignation

2018-11-04 St. Andrew 'S' 100411 W/Dist. Cons. H.L. Francis (A15/F274)

Courses of Instruction

Business Administration

The undermentioned pursued a course in Business Administration at University of the Commonwealth Caribbean, 17 Worthington Avenue, Kingston 5, from January, 2012 to April, 2018 and was awarded the Bachelor of Science Degree (Cum Laude):-

PSD 81886 W/Dist. Cons. S. Atkins, B.Sc. (Cum Laude)

NB. On behalf of all members of the Force heartiest congratulations.

Seminar - Stress Management

The undermentioned attended the Stress Management Seminar at the NIB Training Room, Office Centre Building, 12 Ocean Boulevard, Kingston Mall, Kingston, on 2018-10-17:-

NIB	82508	W/Dist. Cons. C.C. Smith
Detention & Courts	81587	W/Dist. Cons. V.A. Morgan
NIB	82522	W/Dist. Cons. S.K. Kerr
CPCD	89929	Dist. Cons. L.L. Lee
NIB	100255	W/Dist. Cons. S.S. Myrie
Border Security Branch	100394	Dist. Cons. M.A. Clarke
St. Andrew 'N'	81715	Dist. Cons. N.A. Braham
NIB	100252	W/Dist. Cons. S.A. Johnson

FORCE ORDERS (CONT'D)

17TH JANUARY, 2018

SERIAL NO. 3737

Courses of Instruction (Cont'd)

Re-orientation

The undermentioned attended the Re-orientation Course at the National Police College of Jamaica, Department of Supervisory Management, Twickenham Park, Spanish Town, St. Catherine from 2018-09-17 to 2018-09-28:-

St. Catherine 'N'	86520	Dist. Cons. R. Johnson
St. Catherine 'N'	88459	Dist. Cons. K.M. Walker

Major General Antony Anderson, CD,
ADC, JP, MDA, B.Eng (Hons.), psc
Commissioner of Police
The Jamaica Constabulary Force

Per:



Mr. Richard G. Stewart
LLB (Hons), M.Sc., B.Sc. (Hons.)
Attorney-at-law, psc
Assistant Commissioner of Police
(ADMINISTRATION BRANCH)

APPENDICES

APPENDIX 'A' THE JAMAICA CONSTABULARY FORCE ACCELERATED PROMOTION PROGRAMME
POLICY 2019
TO FORCE ORDERS NO. 3737 DATED 2019-01-17



The Jamaica Constabulary Force Accelerated
Promotion Programme Policy

2019

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APPENDIX 'A' (CONT'D) TO FORCE ORDERS NO. 3737 DATED 2019-01-17

SECTION A

Introduction

Historically, accelerated promotion programmes have served various purposes in police services and other business environments. For all organizations these programmes have generally contributed to their capacity to manage their manpower talent, motivate the younger members of the organization to excel and to bring new knowledge and skills into the management group. All such programmes have generally been futuristic and based on the premise of providing a pool of middle managers with extensive knowledge of the functions, operations and values of the organization, in the short to medium term. The Jamaica Constabulary Force is no exception, it has used such programmes for over 40 years to augment the Officer Corps, filling manpower gaps and provide an additional pathway to advancement for individuals. These programmes have therefore played their part in facilitating the management of the impact of attrition due to retirement and resignation as well as introduce "new blood" and ways of thinking into the Officer Corps.

The programme governed under this policy is the JCF Accelerated Promotion Programme for persons from the ranks of Constable to Sergeant who will be selected and groomed to enter the Officer Corps. This policy document is intended to provide information and guidance on the management, content and progression of the programme. It covers the initial application and selection processes as well as the management of the training and development of the selected programme participants.

This policy is divided into two sections. Section A outlines the purpose, rationale and responsibilities; while Section B deals with the application, selection, training and development components of the Accelerated Promotion Programme.

I. PURPOSE OF THE POLICY

- a) This policy supersedes the New Accelerated Promotion Policy promulgated in Force Orders No. 3354, dated 2011-09-15.

APPENDIX 'A' (CONT'D) TO FORCE ORDERS NO. 3737 DATED 2019-01-17

- b) The policy is provided to contribute to the Jamaica Constabulary Force's effort at manpower planning.
- c) The policy is designed to govern the activities entailed in identifying a cadre of members from the ranks of Constable through to Sergeant with the potential for promotion to the rank of Deputy Superintendent of Police upon successful completion.

II. RATIONALE FOR POLICY CHANGE

The most recent accelerated promotion programme utilized by the organization to select and train personnel to fill the role of junior managers was the JCF's New Accelerated Promotion Programme (NAPP) (Force Orders No 3354, dated 2011-09-15).

This programme sought to:

- a) *merge all the special management training for officers, which had previously existed in the form of the Graduate (Direct) Entry Programme (GDEP), the Internal Graduate Development Programme (IGDP) and the Accelerated Promotion Programme (APP); to ensure parity, integration and a greater level of synergy among the cohorts trained under the programmes.*
- b) *select, train and develop candidates to ensure :*
 - i. *that a core of young, energetic, bright and well trained change agents who are able to generate high value at early stages in their career are available to fill existing and emerging positions at the junior command level of the Force.*
 - ii. *that candidates develop the requisite leadership, management and command competencies to effect change leadership consistent with the philosophy and strategies of Community Policing.*
 - iii. *the appropriate induction (where necessary), orientation and integration of candidates into the J.C.F's Officer Corps.*

APPENDIX 'A' (CONT'D) TO FORCE ORDERS NO. 3737 DATED 2019-01-17

iv. enhanced efficiency, effectiveness and professionalism in policing.

The NAPP built on the previous programmes in that as with the:

- a) IGDP and the APP primarily, it considered a broad pool of personnel available from the junior level of the organization and selected the best suited candidates for development.*
- b) IGDP and the APP, the programme included both academic and professional development components.*
- c) GDEP, participants were promoted to the rank of Assistant Superintendent of Police.*

This JCF Accelerated Promotion Policy represents a distillation of the organization's experience and efforts to identify, train and accelerate the promotion of suitably qualified members to fill the forecasted gap in the middle management ranks.

III. POLICY REVIEW

A review of the policy is to be conducted at least once every three years.

IV. OBJECTIVES

The objectives of the policy are to:

- a) Ensure that the recruitment, selection, and training for the programme is managed in a transparent, open and clear manner; and
- b) In conjunction with other organizational policies, address the need for leadership, management and command competencies at the Gazetted Officer level.

V. RESPONSIBILITIES

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The Jamaica Constabulary Force will be responsible for:

- a) Identifying the appropriate needs and ensuring that posts are available at the rank of Sergeant;
- b) Make representation to the Ministry of National Security and the Police Service Commission for approval in writing to commence recruitment and training as set out in the policy;
- c) Recruiting and selecting suitable candidates;
- d) Designing appropriate training and development programmes;
- e) Administering appropriate training, development, mentorship and coaching;
- f) Promoting successful participants to the rank of Sergeant and;
- g) Initiating recommendations to the Police Service Commission for the promotion of successful participants to the ranks of Inspector, Assistant Superintendent and Deputy Superintendent through the Training Branch.

The Police Service Commission will be responsible for:

- a) Ensuring the availability of an adequate number of posts at the ranks of Inspector, Assistant Superintendent and Deputy Superintendent; and
- b) Acting upon the recommendations for the promotion of programme participants submitted by the Force.

APPENDIX 'A' (CONT'D) TO FORCE ORDERS NO. 3737 DATED 2019-01-17

SECTION B – The JCF Accelerated Promotion Programme

I. TERMS AND CONDITIONS

- a) The policy is applicable to persons from the ranks of Constable to Sergeant only, with service of a minimum of 5 years and who are 35 years old and below.
- b) Members must personally apply for consideration to join the programme.
- c) Progression and promotion in the programme will be dependent on successful completion of each phase of the selection process and each stage of training.
- d) Members entering at the ranks of Constable and Corporal will be promoted to the rank of Sergeant on successful completion of Stage 1 of the training programme.
- e) Participants at the rank of Sergeant will be recommended for promotion to the rank of Inspector on successful completion of Stage 2 and achievement of the requisite competencies.
- f) Participants who have attained the rank of Inspector, will be recommended for promotion to the rank of Assistant Superintendent after successfully completing Officer training and 2nd attachment, provided they demonstrate the requisite maturity and competencies during the time at the rank of Inspector, (Stage 4).
- g) Participants who have attained the rank of Assistant Superintendent, will be recommended for promotion to the rank of Deputy Superintendent after successfully completing Special Command training and 3rd attachment,

APPENDIX 'A' (CONT'D) TO FORCE ORDERS NO. 3737 DATED 2019-01-17

provided they demonstrate the requisite maturity and competencies during the period of assessment as an Assistant Superintendent of Police.

- h) Members shall be assessed and reported on as to their suitability to remain on the programme periodically as outlined in the section on assessment.
- i) The programme will operate using the hurdle system. Participants will be allowed one re-sit per examination/assessment but will receive only the passing grade. Failure or lack of successful completion of any phase of the selection process or any stage of training will result in the automatic termination of his/her participation in the programme. Such a member will retain the rank at which they exited the programme. Eligibility for further promotions thereafter shall be in accordance with the policy treating on promotions in the JCF.
- j) Conviction for breaches of discipline during the course of the programme will be considered cause for separation from the programme.
- k) Absences from the course of training must be kept to a minimum. Absences for more than ten consecutive days may be cause for separation from the programme.
- l) All other terms and conditions as required by law and the rules and regulations of the JCF are applicable to this programme.

II. RECRUITMENT

- Recruitment shall be done according to the numerical and skills forecast needs of the Force.
- Notification for application to the programme will be published in Force Orders.

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APPENDIX 'A' (CONT'D) TO FORCE ORDERS NO. 3737 DATED 2019-01-17

- Applicants, at the time of application, must:
 - a) Be Constables, Corporals or Sergeants;
 - b) Be 35 years old, or below;
 - c) Have a minimum of 5 years of service in the organization;
 - d) Have 5 CSEC at a minimum of Grade III, or the equivalent with Mathematics and English A being compulsory;
 - e) Be of the highest integrity;
 - f) Have a history of good conduct and performance at a consistently high standard;
 - g) Demonstrate outstanding leadership qualities;
 - h) Members with Orderly Room charges pending will be prevented from participating in the selection procedure. Applications of members convicted at an Orderly Room within one year prior to the commencement of the written stage, will not be approved.
 - i) Where a Court of Enquiry matter commences and has not been concluded, the member's application to participate in the selection procedure will not be approved. Where a matter is pending against a member, the member's application will not be approved. Members convicted at a Court of Enquiry within three years prior to the commencement of the written stage, will not be permitted to participate in the process.
 - j) Where a member is criminally charged, the member's application to participate in the Selection Procedure will not be approved. Where any criminal investigation has been completed and the matter is awaiting the ruling of the Director of Public Prosecution, the member involved will not be allowed to participate in the selection procedure. Members on interdiction/suspension arising from criminal charges will not be permitted to participate in the Selection Procedure.

APPENDIX 'A' (CONT'D) TO FORCE ORDERS NO. 3737 DATED 2019-01-17

- Each application must be accompanied by:
 1. A résumé;
 2. Copies of the last two years receipts from the Commission for the Prevention of Corruption certified by the Division's Administrative Officer or Compliance letter from the Commission;
 3. Proof of qualifications;
 4. Credit Report (to be provided at Phase V of the Selection process);

- Commanding Officers will be required to provide:
 1. Copies of the last two annual performance appraisals and;
 2. A report on the applicant's work, worth and conduct, to include a report on the number of sick days the member has taken annually over the past 3 years.

- Applications must be submitted to the Assistant Commissioner Administration Branch.

- The final decision on eligibility will be taken by the Commissioner of Police.

III. SELECTION PROCESS

The selection process is comprised of seven phases as follows:

Phase I	Written Exam
Phase II	Physical Tests
Phase III	Medical Tests
Phase IV	Integrity Screening (Polygraph and Background Checks)
Phase V	Assessment Centre
Phase VI	Panel Interview
Phase VII	Psychometric Tests

APPENDIX 'A' (CONT'D) TO FORCE ORDERS NO. 3737 DATED 2019-01-17

Figure 1: Minimum selection criteria to be assessed in Phases I-VI

	Written examination	Panel Interview	Assessment centre	Physical test	Medical test
Written communication					
Verbal communication					
Leadership and team skills					
Situational Judgement					
Analytical and conceptual skills					
Critical Thinking & Problem Solving					
Systematic Reasoning					
Flexibility					
Medical Screening					
Physical fitness					
Initiative and Accountability					
Laws and Policing Duties					

The Written Examination (Phase I)

The Written Examination is designed to test the candidate's ability to reason, conceptualize, problem solve and communicate in writing. Candidates will also be tested on laws and police duties. Candidates must obtain an overall mark of at least 60% to progress to the next phase.

Physical Tests (Phase II)

Applicants will also undergo physical endurance testing to ascertain their fitness level and will be expected to attain a minimum score of 70%.

Medical Tests Phase (Phase III)

This will comprise of drug screening and a medical examination to ascertain the health status of each applicant.

Integrity Screening (Phase VI)

This will be comprised at a minimum of clearance from the MOCA, the National Intelligence Bureau, and Polygraph Testing as part of a fulsome integrity screening.

Assessment Centre (Phase V)

Candidates will be engaged in a range of individual and group exercises designed to test their ability in several areas to include:

- a) *Critical Thinking;*
- b) *Problem Solving;*

APPENDIX 'A' (CONT'D) TO FORCE ORDERS NO. 3737 DATED 2019-01-17

- c) Systematic Reasoning;*
- d) Communication*
- e) Leadership; and*
- f) Team Skills.*

Panel Interview (Phase VI)

Candidates who are successful in Phase V will be interviewed by a Panel constituted as under;

- a) The Chairman, a senior police officer who holds the minimum, rank of Senior Superintendent;*
- b) The Chief Personnel Officer, Office of the Services Commissions or nominee;*
- c) The Senior Director Human Resource (JCF) or designate, who is a Human Resource Practitioner with specialization in recruitment and selection interviewing;*
- d) A Behavioural Specialist (Psychologist); and*
- e) A senior manager from the wider public service or the private sector.*

At a minimum the Interview Panel will assess each candidate in the following areas:-

- a) Leadership*
- b) Team Skills*
- c) Verbal Communication Skills*
- d) Situational judgement*
- e) Flexibility*
- f) Initiative and accountability*

Candidates who are successful in this phase will be included in the pool for Phase VII.

Psychometric Tests (Phase VII)

Psychometric testing will form part of the assessment process.

Final Selection Panel

The Deputy Commissioner Administration Portfolio will convene a final selection panel and this panel will short list applicants and make recommendations to the

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APPENDIX 'A' (CONT'D) TO FORCE ORDERS NO. 3737 DATED 2019-01-17

Commissioner of Police on the candidates who are adjudged suitable for the training programme. This panel will be constituted as follows:

- a) DCP Administration Portfolio
- b) ACP Training Branch
- c) Senior Human Resource practitioner specialising in Talent Management

IV. TRAINING AND DEVELOPMENT PROGRAMME

The training and development programme is structured across four stages and is approximately 55 months. This aspect of the programme will include classroom learning, attachments and a coaching programme. It is intended to ensure that participants:

- a) Are engaged in a structured programme of learning and guided development;
- b) Strengthen their competencies as police managers and leaders;
- c) Are given opportunities to bridge experiential gaps in general policing and to positively influence and impact the management and culture of policing; and
- d) Add value to the organization while being engaged in the training programme.

A Course Coordinator assisted by Syndicate Directors will manage the training and development process. The Course staff will be responsible for overseeing the course including monitoring the effectiveness of training, providing leadership oversight to the planning, implementation, facilitation, tracking day-to-day operations and assessment of the participants and programme. The incumbent will report to the Administrative Director of the Faculty of Leadership and Professional Development. The course staff will recommend at the appropriate junctures those participants who have successfully completed the requisite stages and are suitable for promotion.

APPENDIX 'A' (CONT'D) TO FORCE ORDERS NO. 3737 DATED 2019-01-17

Stage 1 (A & B) –Academic and Police Supervisory Studies

Participants will undergo a period of training at the National Police College that is estimated at 6 months. This preliminary stage will be specifically designed to provide professional and practical training to prepare candidates to manage a station and will fill in some of the gaps in management and police professional development.

Participants at the ranks of Constable and Corporal will be recommended for promotion to the rank of Sergeant after successful completion and will move on to Stage 2.

Sergeants who successfully complete will also move on to Stage 2. Each participant will complete a Professional Development Plan and be assigned a coach and mentor. A candidate is required to successfully complete Stage 1A- Academic Studies before commencing Stage 1B.

Stage 2 - Station Management Attachment

On promotion to the rank of Sergeant participants will be assigned to be in-charge of stations for one year. The station management attachment will provide the participants with experience in supervision, station management and practical policing operations. Based on performance in this stage, participants will be recommended for promotion to the rank of Inspector upon satisfactory completion.

Stage 3 – Special Junior Command

Participants will undergo Junior Command training estimated at 6 months at the National Police College. This stage of the training will specifically provide professional and practical training to prepare candidates to operate across a wider span of control at the divisional level.

Stage 4 – Divisional Command Attachment

On promotion to the rank of Inspector participants will be assigned to be in-charge of a Divisional Head Station or a divisional police zone for one year.

Based on performance in this stage, participants will be recommended for promotion to the rank of Assistant Superintendent of Police upon satisfactory completion.

APPENDIX 'A' (CONT'D) TO FORCE ORDERS NO. 3737 DATED 2019-01-17

Stage 5 – Special Command

On promotion to the rank of Assistant Superintendent of Police participants will undergo Special Command training. This stage will last for approximately 12 weeks. This period of classroom training will encompass elements of Command and Operations Field Commander training. In addition to this, in an effort to expand the participants' professional development and build out their knowledge of how effective organizations function, it is planned to include experiences with external managers and executives who can give them the benefit of their experience in organizational, leadership management and transformation. Candidates that complete this stage satisfactorily will proceed to the divisional attachment stage of the programme.

Stage 6- Divisional Formation Deployment

This deployment will last for approximately 12 months. Participants will rotate through administrative, operational, investigative and community safety roles within the assigned divisions. This stage will give the participants wider operational and development experience in the role of middle managers.

Successful completion of Stage 6 will result in a recommendation for promotion to the rank of Deputy Superintendent. At this stage the successful members will participate in a graduation exercise.

Assessment

Participants will be assessed at all stages of the programme, to enable management of the participant's performance. This will provide the opportunity for coaching and guidance of the individual and enhance decision-making throughout the duration of the programme.

Assessment reports at a minimum should be completed as follows:

- Classroom training- Interim at 6 weeks, three monthly intervals and at the end of each Stage - by Course Staff.
- Attachment Stages- Quarterly and at the completion of each attachment - by the reporting manager assigned and through scheduled and unscheduled visits by the course staff.

APPENDIX 'A' (CONT'D) TO FORCE ORDERS NO. 3737 DATED 2019-01-17

- Programme Completion – wrap up report at the completion of the programme - Course Staff.
- The recommendations for promotion of participants will be initiated by Course Staff.

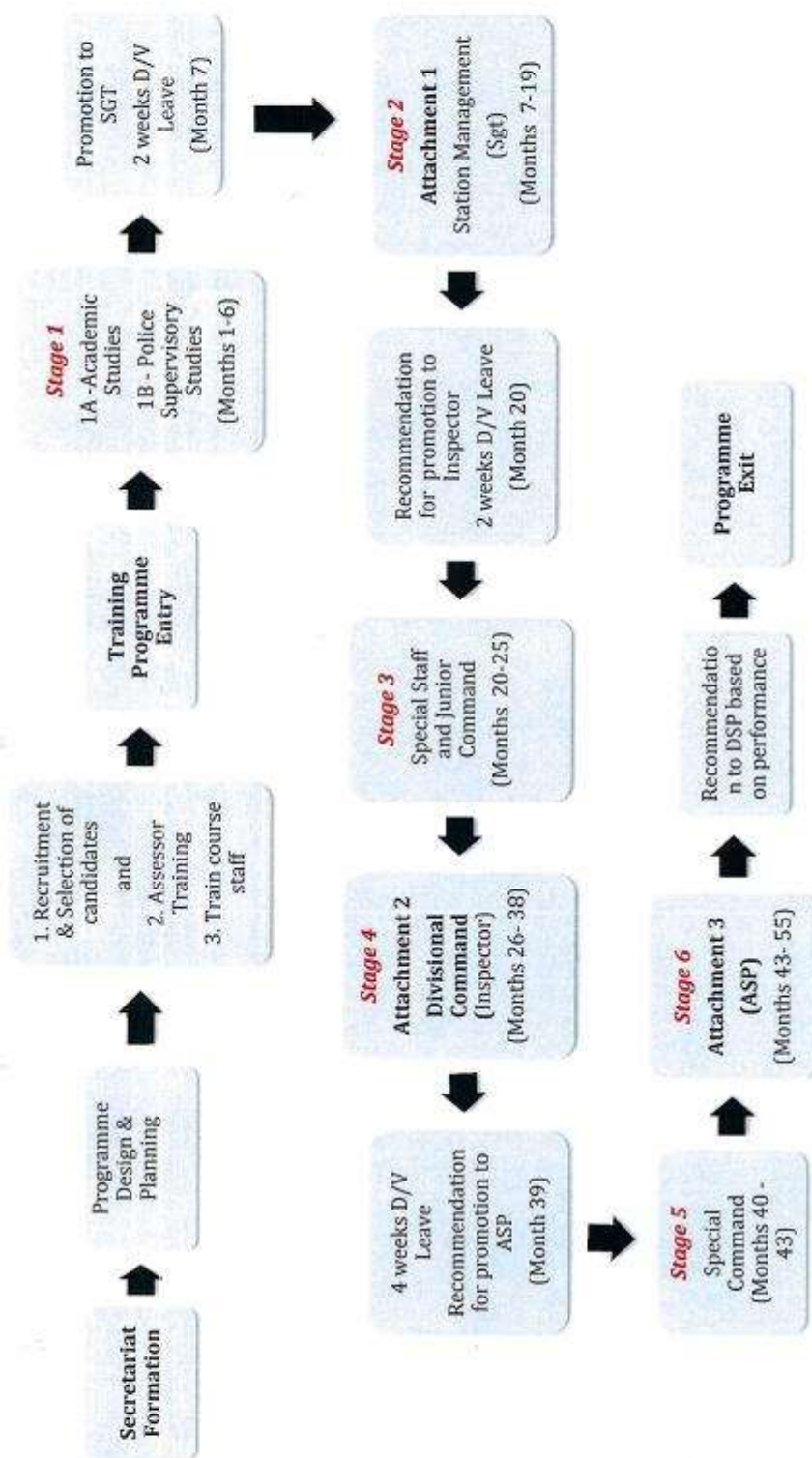
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Figure 2: Estimated Flow- Accelerated Promotion Programme - 55 months



END

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**APPENDIX 'B' APPLICATION TO PARTICIPATE IN THE ACCELERATED PROMOTION PROGRAMME
(APP)
TO FORCE ORDERS NO. 3737 DATED 2019-01-17**

Jamaica Constabulary Force

APPLICATION TO PARTICIPATE IN THE ACCELERATED PROMOTION PROGRAMME (APP)

Instructions: Complete all sections accurately. Print responses clearly in black or blue ink.

SECTION I

BIO DATA			
Name: _____ PLEASE WRITE NAME IN CAPITAL LETTERS		Date of Birth: ____/____/____ DD MM YY	
Marital Status: <input type="checkbox"/> Married <input type="checkbox"/> Single <input type="checkbox"/> Divorced		Number of Dependents: _____	
EDUCATION DETAIL			
Certified Copy of Proof of Qualification(s) to be Attached	HIGH SCHOOL EDUCATION (C.X.C, O'Level, CSEC, A'level)		TERTIARY EDUCATION
PARTICULARS OF SERVICE			
Date of Enlistment: ____/____/____ DD MM YY		Present Rank: _____	Date Promoted: ____/____/____ DD MM YY
PROFESSIONAL COURSES UNDERTAKEN			
Particulars		Date	
Special Skills: _____			
Signature of Applicant: _____ Date: ____/____/____ DD MM YY			

SECTION II

TO BE COMPLETED BY COMMANDING OFFICER

SICK LEAVE		
Number of sick days taken in the past three (3) yrs: 2016 2017 2018	Date of last sick leave: ____/____/____ DD MM YY	Number of sick days due to injury on duty: _____
DISCIPLINARY BREACHES		
Number of records for the last two (2) years: _____	Number of reports and type pending: _____ _____ _____	Date of last report: ____/____/____ DD MM YY
		Date of last conviction: ____/____/____ DD MM YY
Number of records for the last one (1) year: _____		
PMAS ASSESSMENT FOR THE PAST YEAR MUST ACCOMPANY APPLICATION		
General Comments		

**APPENDIX 'C' CRITERIA FOR COMPUTER LOAN
TO FORCE ORDERS NO. 3737 DATED 2019-01-17**



CRITERIA FOR COMPUTER LOAN

1. Complete the prescribed Application & Surety form. Forms can be obtained at Office of the Police Federation or online at www.jpf.gov.jm
2. One (1) surety will be required. NB: He or she **MUST** be a serving member of the JCF and should be between the ranks of Constable to Inspector
3. All Surety Forms **MUST** be duly endorsed by a Justice of the Peace (JP)
4. Copy of the two (2) last pay advice of the applicant
5. Copy of a valid identification (Drivers' License, Police ID, Electoral ID, or Passport)
6. Original invoice from one of the **APPROVED** vendors by the Ministry of Finance:
 - Appliance Traders
 - B&D Gadgets
 - Courts Jamaica Limited
 - OSC One Stop Computers Limited
 - Royale Computer and Accessories
 - Singer Jamaica Limited
 - V.P Trading Co. Ltd T/A Jewellery King
 - V.P Trading Co. Ltd T/A Shoppers Stop
 - Caribbean Jewellers

NB: THE INVOICE MUST BE IN APPLICANTS' NAME, AND NO INCOMPLETE APPLICATION WILL BE ACCEPTED

7. This computer loan facility is **SOLELY** accessible by the Rank and File Members of the Jamaica Constabulary Force

NOTE: THIS LOAN FACILITY HAS BEEN INCREASED FROM \$60,000.00 TO \$80,000.00 AS PER HEADS OF AGREEMENT (2017-2019) WITH AN INTEREST RATE OF 3% AND REPAYMENT PERIOD OF THREE (3) YEARS

OPEN DATE: MONDAY JANUARY 21, 2019

CLOSING DATE: FRIDAY FEBRUARY 22, 2019

For further info please contact the Police Federation at 876-922-4983 or 876-948-9319 or D/Cons. Nigel Murphy, Dir. Technology Management and Systems Control 876-322-6219 or any other Executive Member
Serving The Protectors

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**APPENDIX 'D' SAMPLE APPROVED HAIRSTYLES TO BE WORN IN NO. 1 UNIFORM, FIELD GEARS
AND PLAIN CLOTHES
TO FORCE ORDERS NO. 3737 DATED 2019-01-17**

APPROVED HAIRSTYLES



WELL GROOMED NATURAL HAIRSTYLE –
ACCOMMODATING THE FORAGE CAP

APPENDIX 'D' (CONT'D) TO FORCE ORDERS NO. 3737 DATED 2019-01-17



WIG – NEATLY STYLED AND ACCOMMODATE
FORAGE CAP

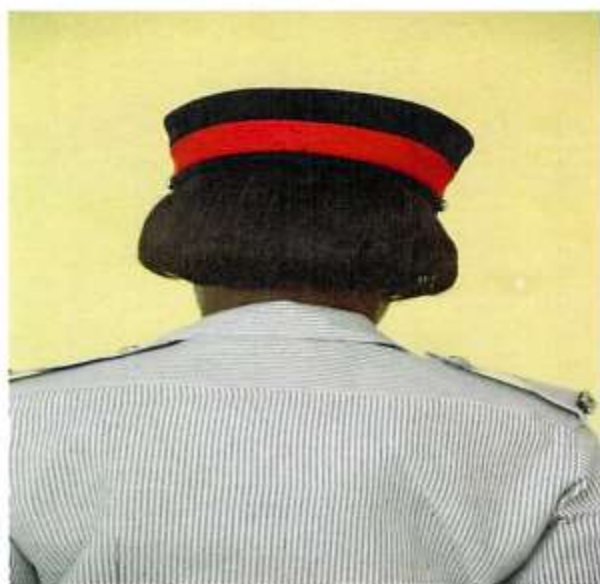


WELL GROOMED LOOK: FRENCH ROLL
ACCOMMODATES THE FORAGE CAP

APPENDIX 'D' (CONT'D) TO FORCE ORDERS NO. 3737 DATED 2019-01-17

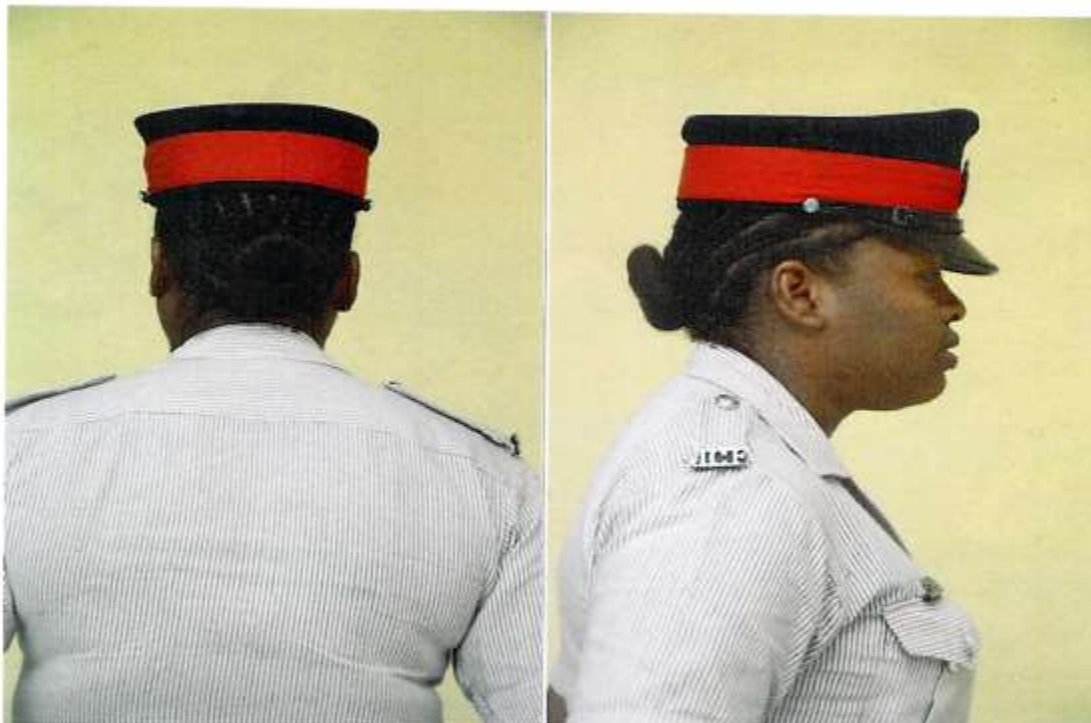


FRENCH ROLL



THE BOB- NEATLY GROOMED TO
ACCOMMODATE THE FORAGE CAP

APPENDIX 'D' (CONT'D) TO FORCE ORDERS NO. 3737 DATED 2019-01-17



MODEL-LOOK FOR BRAIDS AND CORN-ROWS – BOTH SHOULD REFLECT NATURAL HAIR COLOR, BE CONFINED AND ACCOMMODATE FORAGE CAP

APPENDIX 'D' (CONT'D) TO FORCE ORDERS NO. 3737 DATED 2019-01-17



HAIR CONFINED TO ACCOMMODATE FORAGE CAP



APPENDIX 'D' (CONT'D) TO FORCE ORDERS NO. 3737 DATED 2019-01-17



SHORT & CURLY TO ACCOMMODATE THE CAP



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APPENDIX 'D' (CONT'D) TO FORCE ORDERS NO. 3737 DATED 2019-01-17



HAIR NEAT & WELL GROOMED IN FIELD GEARS

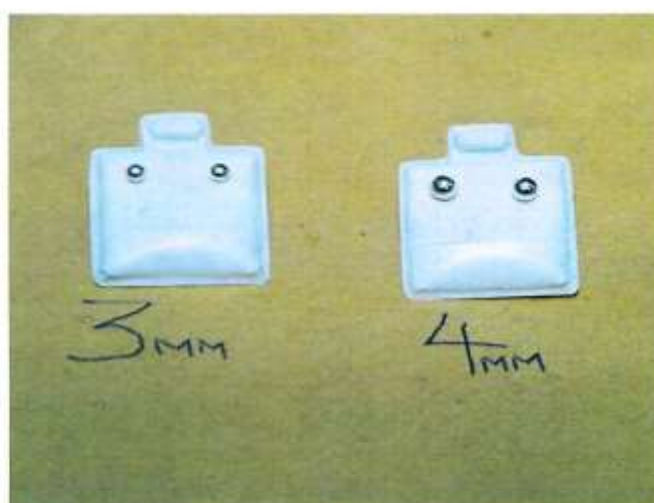
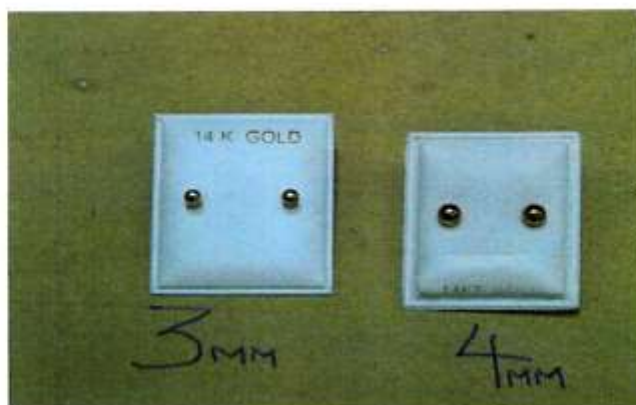
APPENDIX 'D' (CONT'D) TO FORCE ORDERS NO. 3737 DATED 2019-01-17



SLEEKLY GROOMED HAIR FOR PLAIN CLOTHES

**APPENDIX 'E' SAMPLE APPROVED EARRINGS TO BE WORN IN UNIFORM
TO FORCE ORDERS NO. 3737 DATED 2019-01-17**

EAR RINGS APPROVED FOR UNIFORM WEAR



**APPENDIX 'F' JAMAICA POLICE CO-OPERATIVE CREDIT UNION LIMITED UPDATE
TO FORCE ORDERS NO. 3737 DATED 2019-01-17**



January 18, 2019

CLOSURE NOTICE



Dear Members,
Please note that **ALL Branches** will be closed on **Friday January 18, 2019** to facilitate a staff meeting.

The **Portmore Branch** resumes operation on **Saturday, January 19, 2019** at its usual hour.

The remaining Branches resume normal operations on **Monday January 21, 2019**.

We Apologise for any inconvenience caused.
Sincerely,
Jamaica Police Co-op Credit Union Ltd.

ADDRESS
Head Office
122 Harbour Street
Kingston

CONTACT
T: 471-618-5728
info@jpccu.com.jm
@JPCCU

**STASH
YUH
CASH**

INCREASE YOUR WEALTH!
#SAVESOME

JPCCU
Committed to Your Economic Success

is offering a special fixed deposit rate. Minimum amount to enter this promotion is \$10,000. Offer is valid until March 28, 2019. Increase your wealth and Stash Yuh Cash. Special interest rates.

Get more details in branch.
Earn more interest when you open a Stash Yuh Cash account!

471-618-5728 | f | @JPCCU | www.jpccu.com.jm

*Conditions apply

FOR ALL WHO LOVE

The Family Indemnity Plan

Love lasts more than a lifetime. That's why we help make it a bit easier for your loved ones to find comfort. Seven coverage options are available including the new **PLAN G**.

Now with the new **PLAN G**
For more information, call your Credit Union or FIP provider!

Your choice:	Monthly Premium	Individual Benefit
Plan A	\$ 422.40	\$ 80,000
Plan B	\$ 633.60	\$ 120,000
Plan C	\$ 792.00	\$ 150,000
Plan D	\$1,320.00	\$ 250,000
Plan E	\$2,112.00	\$ 400,000
Plan F	\$3,432.00	\$ 650,000
Plan G	\$5,280.00	\$ 1,000,000

www.cunacaribbean.com
*Conditions apply

For All People

A member of **CUNA MUTUAL GROUP**

Visit a Jamaica Police Co-operative Credit Union Branch and speak to a Member Service Representative Today!

The Jamaica Police Co-operative Credit Union Ltd. (JPCCU)

Telephone: 1 (876) 628-3708

Website: www.jpccu.com.jm

E-mail: info@jpccu.com.jm

www.facebook.com/jpccu

Branches: Kingston * Portmore * St. Mary * Montego Bay * Mandeville
Agencies: National Police College * St. Thomas * Portland * Westmoreland * May Pen * Black River
Overseas Liaison: Jamaica Ex-Police Associations - Brooklyn * Bronx * Queens * Immigration * New Jersey
* Connecticut * South Florida * Central Florida

CORE VALUES: Teamwork * Communication * Trust * Honesty * Respect

**APPENDIX 'G' PUBLIC SECTOR EMPLOYEES CO-OPERATIVE CREDIT UNION LIMITED UPDATE
TO FORCE ORDERS NO. 3737 DATED 2017-01-17**



**Public Sector
EMPLOYEES**
Co-operative Credit Union Limited
'Where your financial security matters most'



'Celebrating 50 years of outstanding service'



**National
Housing Trust**
...the key to your home

Are you building, buying or upgrading your house?

BORROW UP TO \$1.5 MILLION*

(FINANCED BY NHT) & GET UP TO 5 YEARS TO REPAY



USE LOAN TO

- Make a down payment on a property
- Purchase land
- Build on your land
- Acquire a title for your property
- Infrastructure (upgrade or new)
- Home improvements
- Acquire valuation/surveyor report
- Install solar (energy saving) products

HOME Sweet HOME LOAN

HAPPINESS HAS A NEW ADDRESS!!!!!!!

TO APPLY

- ✓ You must be a NHT contributor or become a registered contributor
- ✓ You must become a member of the Public Sector Employees Co-op Credit Union
 - ✓ You must be earning less than **\$42,000** weekly.
 - ✓ *maximum cash at any one point is **\$850,000**

CALL OR VISIT ANY ONE OF OUR BRANCHES TODAY

Head Office 7-9 Union Square, Cross Roads, Kingston 5
Shop 10F Pompano Bay Complex, Tower Isle, St. Mary
66 Claude Clarke Avenue, Montego Bay, St. James
9 Ward Ave, Mandeville

Tel: 929-8017 or 929-1845/55
Tel: 975-5649 or 975-5754
Tel: 971-2306 or 940-4720
Tel: 625-4240 or 625-8583



Email: Info@pseccreditunionja.Com
Website: www.Pseccreditunionja.Com
Twitter: <https://Twitter.Com/Pseccuja>
Facebook: www.Facebook.Com/Pseccuja
Instagram: [@pseccuja](https://www.instagram.com/pseccuja)

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