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PRESS RELEASE
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More than one thousand permanent civilian posts to be available to the JCF – Minister Chang

Further to the government’s commitment to transform Jamaica’s Police Force into a more modern law enforcement institution and its commitment to reduce the number of contract workers within the public service, some one thousand one hundred and five permanent civilian posts will be added to the Jamaica Constabulary Force (JCF).

Deputy Prime Minister and Minister of National Security, the Hon. Dr Horace Chang made the announcement during the sitting of Parliament earlier today (July 11, 2023).

The Minister said the decision was made to fulfil the mandate to improve compensation and benefits afforded to public sector workers and that the Ministry of National Security undertook the necessary consultations with the Ministry of Finance and the Public Service to increase the civilian establishment of the JCF.

“Further to the Government’s commitment to transform Jamaica’s Police Force into a more modern law enforcement institution reflecting a Force for Good, and its commitment to reduce the number of contract workers within the public service, a total of one thousand, one hundred and five permanent civilian posts will be added to the Jamaica Constabulary Force,” he stated.

This, the Minister said, marks a major and significant milestone in the practice of employing civilian workers to support non-policing functions in the JCF.

“These workers, for decades, were employed on fixed-term contracts which limited their access to critical health and pension benefits,” Minister Chang said.

He told the Parliament an audit conducted by the Office of the Services Commission produced a report entitled ‘Human Resource Audit Report: Police Department in relation to Management of the Functions Delegated Under the Public Service Regulations (1961) for the period August 1, 2018 to April 30, 2021.

The Security Minister noted that the audit revealed that the JCF had a civilian staff complement of approximately one thousand nine-hundred (1,900) persons and close to fifty per cent were employed on a contractual basis, as either casual daily paid or part-time workers.

Minister Chang said that the Ministry of National Security undertook the necessary consultations with the Ministry of Finance and the Public Service to increase the civilian establishment of the JCF, **“to address the anomaly and execute the new policy direction of the government”**.

“This administration, led by The Most Honourable Andrew Holness, remains steadfast in its drive to create a public sector characterized by efficiency, productivity, and competitive salaries for the hard-working people of Jamaica,” Minister Chang said.

Civilian staff employed by the JCF work in various administrative roles in areas such as accounting, human resource management, medical services, information technology, sanitation and janitorial services.

“Their work is critical to the proper functioning of the organization and allows the trained service men and women to focus more fully on core policing functions that directly combat crime,” the Minister said.

These workers, the Minister added, will now be able to access the benefits offered to permanent government employees, such as the health and pension schemes, which provide basic health insurance to offset medical expenses and pension benefits upon retirement.

“Most importantly, the practice of sending these workers home after more than thirty years of service with just a ‘handshake’ will now end,” stated Minister Chang.

The change will affect Secretaries, Records Clerks, Office Attendants, Cell Attendants, Mail Attendants, Grounds men, Messengers, Motor Vehicle Washers and Handymen.