



CELEBRATING

85

Years of Service to Jamaica

**Jamaica Civil Service Association
Annual Report 2003-2004**



85th Annual General Meeting

May 27- 28, 2004

*Annual Report
2003-2004*

Theme:

*“CELEBRATING 85 YEARS OF SERVICE
TO JAMAICA”*

(1919-2004)



NOTICE CONVENING THE 85th ANNUAL GENERAL MEETING

The Eighty-Fifth Annual General Meeting of the Jamaica Civil Service Association will be held on May 27-28, 2004, commencing with the Official Opening on Thursday, May 27, 2004 at 3:00 p.m. at the LOJ Auditorium, 28 Barbados Avenue, New Kingston. The meeting will continue on Friday, May 28, 2004 with the Business Session at JACISERA Park, 31 Molynes Road, Kingston 10, commencing at 10.00 a.m.

Voting for the posts of First Vice President, Third Vice President and Honorary Treasurer, is scheduled as follows:

1. Thursday, May 20, 2004 during the hours of 9:00 a.m. -5:00 p.m.
Voting in the rural Parishes,
2. Friday May 28, 2004 during the hours of 9:00 a.m. -5:00 p.m.
Voting at JACISERA Park.

All members are encouraged to be in attendance to participate and exercise such rights as afforded by the Constitution of the Jamaica Civil Service Association.

Dated this Seventeenth day of April, 2004.

Signed: Denham Whilby
Honorary Secretary



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Organisational Structure

Executive Officers

2003-2004

President	Bro. Wayne St. A. Jones
1st Vice President	Bro. Robert St. F. Chung
2nd Vice President	Sis. Marcia Higgins
3rd Vice President	Sis. Marjorie Jumps
Honorary Secretary	Bro. Denham A. Whilby
Honorary Treasurer	Sis. Sonia Campbell
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
Mrs. Michelle Williams	-	Executive Secretary
Miss Tifonie Powell	-	Secretary
Mrs. Shornette Duncan	-	Accounting Technician
Miss Patrice Porter	-	Member Service Officer
Miss Nickesha Burke	-	Records Management Clerk
Miss Alecia Duckworth	-	Telephone Operator
Mrs. Claudette Walcott	-	Attendant
Mr. Norman Humphrey	-	Messenger

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Agenda

Opening Session

Thursday May 27, 2004 at 3:00 P.M.

- Call to Order – Mr. Wayne St. A. Jones, President
- Convening Notice – Denham Whilby, Honorary Secretary
- Invocation – Rev. Al Miller
- Welcome/Introduction – Mr. Wayne St. A. Jones
- Apologies – President
- Greetings – Cabinet Secretary
- JCTU
- Leader of the Opposition
- Official Launch JCSA's website
- Introduction of Guest Speaker – Mrs. Marcia Higgins, Second Vice President
- Keynote Address & Official Opening – Dr. the Hon. Omar Davies
Minister of Finance & Planning
- Presentation of Awards
- Vote of Thanks – Mr. O'Neil Grant, Departmental Representative
- Benediction – Rev. Al Miller
- National Anthem

Business Sessions

Friday May 28, 2004 at 10:00 am

Resumption
 Prayer
 Workshops
 Lunch
 Confirmation of Minutes (84th AGM)
 Matters Arising
 Presentation of Annual Report
 Financial Statement
 Motions/Resolutions
 Awards of Honoraria
 New and other Business
 Appointment of Auditors
 Declaration of Officers
 Adjournment



PRESIDENT'S MESSAGE



On the 6th of May 1919 Public Officers of Jamaica after almost seven (7) years of agitation and petitioning of their employers, the government, welcomed the birth of the Jamaica Civil Service Association.

Under the theme “Celebrating Eighty-five years of Service to Jamaica”, our celebrations will attempt to highlight the contribution through service of the Association to the public sector, in particular, and to the country on a whole.

As I reflect on the reasons which gave rise to the formation of the Association eighty-five (85) years ago, I cannot help being impressed by the foresightedness of our founding fathers and indeed the public officers of the day, who saw the need to organize themselves into a unit to represent the interests of workers in the public sector. So, many years later, through the hard work and commitment of all who serve the organization, the JCSA continues to serve the public sector and the country with much success and significant relevance.

The year ending May 2004, must have been one of the most historic in the eighty-five (85) years of existence of the JCSA. Faced with the harsh economic realities of the day, the government was challenged both by the citizenry and by external forces, to include inputs from the powerful International Financial Institutions in its macro-economic decision-making process. The government had indicated that it had found it necessary to do so in its effort to find a way out of the deepening fiscal hole into which the country had plunged.

It is customary, and almost predictable, that when government finds itself in an economic crunch, the first casualties are public officers. So while the Jamaica Confederation of Trade Unions (JCTU) were disappointed over the absence of consultation with us prior to the public announcement by government of their intention to cut some 15,000 jobs/persons from the Service, we were not at all surprised.



With little time on hand, we took quick, decisive, preemptive action on behalf of our members, and, with the sole interest of protecting the livelihood of those who would have been affected by that cut in this harsh economic climate. We (the unions) invited the government to enter into dialogue and negotiation with us in a bid to save the jobs of so many of our members/colleagues. That we, (the Unions), in this country succeeded on this occasions, for the first time in convincing government that massive separations and job losses was not the way to go, was indeed, a historic feat, though one that was achieved at a tremendous cost. In exchange for the massive retrenchments, the unions had to take the painful decision of agreeing to forego our much anticipated increases in basic pay for two consecutive years. This Agreement better known as the Memorandum of Understanding (MOU), stood out as the highlight of the year for the following reasons:

- For the first time public sector workers and their employers were able to agree to:
 - jointly set major targets and macro-economic ones, including fiscal targets,
 - work together to achieve the targets
- For the element of sacrifice on the part of the JCSA members who had a signed agreement for increases in salary. The act of putting the greater good of the country ahead of personal gain or benefit is particularly laudable.

As we seek to implement the contents of the Memorandum of Understanding, it will be absolutely critical that public officers use every opportunity to be part of the process of reform and engineering envisioned by the agreement. The objectives are noble, but are achievable only when we play our part individually and collectively. We, the leaders are committed to make it work in the workers' interest, but we will need your effort and support.

As the Association sprints off into its eighty-sixth (86th) year, it is buoyed by the achievements of the past eighty-five (85) years and encouraged by the prospects of the future. As public officers, we are charged with the responsibility of providing, especially for the poor and vulnerable of our society, and, unlike others, we do not have the luxury of only acknowledging the problems, and contributing nothing to the solution. We must, therefore, ensure that even as we struggle for improvement, we do not give up.

May the 2004/2005, our eighty-fifth year, be adorned with even greater successes, to the extent that would make our founding fathers proud of us, had they still been here.



Governor-General's Message

His Excellency the Most Hon. Sir. Howard Cooke
O.N., G.C.M.G., G.C.V.O., C.D.



To be able to celebrate eighty-five years of service is no small achievement, and when the organisation represents a group of people that are integral to nation building, the accomplishment is even more significant. I extend congratulations to the members of the Jamaica Civil Service Association as they mark this significant milestone.

I have no doubt that the work of the Association is very much appreciated by its members who regard it as a valuable instrument in safeguarding their interests, and so it should be.

However, equally important is the role played by the Jamaica Civil Service Association in seeking to ensure that its members offer the best possible service to the nation. The impact that the Service has on our national and personal lives demands a cadre of professionals that are competent and committed. Every step must be taken to guarantee that this is a priority and that the integrity of the Civil Service is protected at all times.

The Government and people of Jamaica continue to be proud of the efficiency and performance of our Civil Servants, not only nationally, but internationally. As operations and relationships internationally become more complex, the Civil Servant becomes more aware of the necessity to qualify at the highest standard, so that we can compete with the rest of the world.

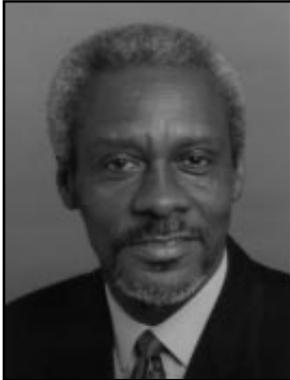
Much has been achieved over the past eighty-five years, but more remains to be done. I wish this Annual General Meeting every success, as it seeks to respond to the ever-increasing challenges being faced by Civil Servants, and indeed, our country.

May your anniversary celebrations add impetus to your drive to achieve the maximum in service.



Prime Minister's Message

Most Hon. P.J. Patterson ON, PC, QC, MP



The existence of a cadre of dedicated and committed professionals who share the dream and vision of a Jamaica in which every individual is provided with an opportunity to achieve their full potential, is important to the successful implementation of the Government's programmes for social and economic development. Public Sector employees have demonstrated that level of commitment, reflected among other things, in the significant improvements in the quality of service that the public now enjoys when doing business with the Government.

I extend congratulatory greetings to the Executive and membership of the Jamaica Civil Service Association as you celebrate 85 years of service to Jamaica. The Association has grown from strength to strength over the years, backed by strong leadership and members who devote their time and energy to ensuring that the Association becomes a vibrant organisation.

As you celebrate this milestone achievement, you can take pride in the fact that, in the spirit of cooperation, your membership has contributed significantly to the process of the reform and modernisation of the public service and, that the accolades now being enjoyed should be duly shared by the Association's entire membership.

The recent signing of the Memorandum of Understanding between the Government and trade unions representing public sector employees has taken the relationship we share to a new level as, together, we recognize and appreciate the imperatives associated with the agreement and the benefit to the people of Jamaica.

Public Sector employees have always gone the extra mile in service to all Jamaicans. I am therefore pleased to be associated with this your 85th anniversary and wish you many more year of success. The Government and all Jamaicans look forward to your continued contribution, as together we advance the development of Jamaica land we love.

Have a happy anniversary.



Leader of the Opposition's Message

The Most Hon. Edward Seaga ON, PC, MP

The Jamaica Civil Service Association (JCSA), in the 85 years of its existence, has established itself as a permanent industrial relations and negotiating body as well as an adjusting mechanism to accommodate government policies and programmes.

In a nutshell, the JCSA must serve the interest of the Civil Servant for beneficial conditions of employment and at the same time encourage adjustments in the implementation of public policy.

The Association has faced many challenges and has had to adapt to circumstances ranging from economic depression to social upheaval and total world wars. Moreover, the change from colonial to independent government has provided challenges with which the Civil Service is still grappling.

The constant need to adjust and to keep the balance between policy-planning, administrative function, and the application of science and technology to good governance, are questions that merit constant review and programme implementation.

Training is increasingly more relevant to the development of skills which have become more rapid in this age of technological change. The Civil Service in the 21st Century is being faced globally by the challenge to build economies that can sustain the level of remuneration which the qualification and responsibility of the officers merit.

The Civil Service, for its own survival and for the benefit of the State, should be in the forefront of the plurality of institutions that comprise the State and the citizenry in advancing the search for solutions.

On this the 85th Anniversary, I salute the Jamaica Civil Service Association on the bold successes it has made in the herculean tasks of nation-building.



From the Secretary's Desk

This year is very special as we celebrate our 85th Anniversary, under the theme “Celebrating 85 years of Service to Jamaica”.

The past decades have seen a tremendous growth in both the quantity and quality of services which the Jamaica Civil Service Association offers to its members and the nation, as a whole, and the JCSA takes pride in knowing that all our Past Presidents, Executive and General Council members, our current President Bro. Wayne Jones, Officers, Executive and General Council members and staff have been the main movers and shakers in keeping the momentum going, and ensuring that the ideals of our mission “**to uphold the highest qualities of professional service to the nation, through the guarantee of a highly trained workforce of competent and committed persons**” are safeguarded and affirmed.

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.

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

As the Administrative year 2003-2004 becomes a part of our history, it is appropriate that I present this report on our stewardship for the period.



National Activities

GENERAL COUNCIL RETREAT

The Annual General Council Retreat 2003 was held on June 13-14, 2003 at the Golden Seas Hotel Resort in St. Mary. The President informed that the purpose of the Retreat was primarily to plan the work schedule and focus for the ensuing year and

- engage in a number of activities which should culminate in the formulation of a plan of action,
- conduct training for the Departmental Representatives to assist in their personal development.

The activities for the retreat included a number of presentations by persons, including officers of the Association, officers of the Services Commission and the Cabinet Office on the topics listed below:

- **Modernization**

He encouraged delegates to pay keen attention to the rationale of the theme as this was the guide which would get them through the year as public officers. He also stated that the public sector modernization vision and strategy for 2002-2012 was an important document with which the delegates should arm themselves as it outlined the form which the government's machinery would take. The President stressed that the civil service was poised for significant changes and that the government was busy promulgating its plan and has the support of the JCSA and other organizations in regards to the reform process. He also noted that the reform programme was designed to ensure that sufficient exposure was given to the proposed changes.

- **Performance Management System**

He further advised the delegates that arising from the recently concluded Eighty Percent of Market Agreement was the new performance management system which would measure performance levels of workers and compensate them accordingly. This would be implemented on July 1, 2004 starting with pilot agencies such as the Office of the Prime Minister, Ministry of Local Government, Community Development and Sports, and the Ministry of Finance and Planning. He added that the increment system would be revamped, in that increments would be based on performance and would not be automatic i.e. 2.5% each anniversary.

- **Delegation of Authority**

The President explained that under the Delegation of Authority, instrument, Permanent Secretaries and Heads of Department would have the authority to recruit,



promote and discipline staff instead of the Office of the Services Commission (OSC). The OSC, he said, would act as an appellate body. He pointed out that the JCSA would be required to be vigilant in ensuring that delegates are included in matters relating to staff welfare.

- **Advocacy and Representation**

The President stated that reports had reached the Secretariat that delegates were not representing their members adequately; this prompted the Association to develop an action plan along with the delegates to treat with each department. Delegates would be given an opportunity to interact in different activities including General Council and Executive Committee meetings as required by the JCSA Constitution.

In closing, the President introduced two pieces of literature which Council was invited to read, one entitled "FISH" which he said was a motivational tool which sought to boost morale and confidence, and the other "Essentials of Negotiations", which he described as an excellent book for persons who want to pursue a career in Trade Unionism.

First Vice President, Robert Chung made a presentation based on the three main elements of the training bit which was donated to the JCSA by our Canadian Counterpart, the National Union of Public and General Employees (NUPGE).

He highlighted and expounded on the areas as follows:

- Authority: he stated that this had to be gained through respect; if exercised without consideration, it would not achieve the desired effect. He encouraged delegates to work assiduously to foster relationships within their respective departments and the Association would benefit from the spin-off.
- Power: Bro. Chung emphasized that power should be used when necessary and in a responsible manner. He emphasized that the delegate has to exercise a high level of responsibility in the execution of his duties, for example he stated that a delegate exhibits responsibility in his/her attendance at meetings, including Annual General Meetings (AGM).
- Influence: He pointed out that the membership will take note of its delegate's commitment, the manner in which he/she executes his/her duties and the way in which he/she uses his/her authority, power and influence in their behaviour.

He cited as an example the recently concluded Election of Officers where approximately three hundred members participated and voted. He said that the level of participation had



to change, but that depended heavily on how the delegates could influence the views of the membership with regards to the AGM.

- **The Departmental Representative - (the requisite knowledge, skills and attitude)**

The President made a presentation on the requisite knowledge, skills, attitudes of the Departmental Representative in which he highlighted the following points:

- JCSA Constitution provides for an agency to have a representative for every thirty (30) members and a maximum of two (2) representatives.
- The representatives have the following responsibilities:
 - a) Represent members in disputes;
 - b) Inform members on matters relating to industrial rights;
 - c) Act as liaison between members and management in agencies;
 - d) Be responsible for monitoring deduction of dues and ensure that deductions are accurate on made on a timely basis;
 - e) Is required to report matters to the Secretariat on a regular basis.
 - f) Be the eyes and ears of the Association within the agency;
 - g) Be the lead recruiter within his Department.
 - h) To convene meetings, prepare reports to make representation to supervisors and management.

He noted that these activities act as a catalyst in developing the skills of Departmental Representatives.

- **Maximizing the Role of Departmental Representatives**

Honorary Secretary Brother Whilby advised the group that learning was never complete and that change was a life long process. He also informed the Representatives that the effectiveness of the Association would weaken if they do not attend meetings punctually or if they were absent from meetings. He cited certain negative trends that reflect in effective representation.

These included:

- Members leaving a meeting before it is adjourned, missing key points that are discussed and not being involved in decisions that are made.
- Unwillingness to participate in organizational activities.
- Unwilling to accept an office or to serve on Committees.
- Unwillingness to offer assistance where needed.



Brother Whilby offered: Tips

- Know the terms and conditions of employees in the respective Departments, the meeting date for General Council,
- Conduct regular meetings with members, receive criticisms and offer sound advice.
- Be acquainted with labour laws, the Labour Relations and Industrial Disputes Act (LRIDA), the Staff Orders, the JCSA Constitution, and the Public Service Regulations
- Know the members of Executive and General Council, and the Officer Corps.
- Know the email address of the Association.

He also gave Departmental Representatives some ideas of how people may react to them and the Association's expectation of them as follows:

- Do not expect to be praised for your efforts, but continue to perform your duties well.
 - Expect to be ridiculed, but do not become discouraged.
 - Be well informed on issues, so that you may lead decisions, however unpopular.
- **Enhancing your image for success.**
Past Second Vice President Sister Georgia Mogg made a presentation on Professional Polishing. The highlights were as follows:
 - She advised the group that hard work and academic qualifications alone would not necessarily guarantee the attainment of goals, but when complemented by professional polish, success could well be guaranteed.
 - She stressed the need for public officers to develop and/or project that professional image as it could enhance the influence that they could wield at the workplace.
 - Sister Mogg also urged Departmental Representatives to know as much as they could about the agency in which they worked and its area of expertise. She added that increased knowledge

CIVIL SERVICE WEEK 2003

Civil Service Week 2003 was celebrated during the week of November 16-22 under the theme "*Enhancing Accountability Through Access and Performance*". The Cabinet Office organized the week of activities with input from the JCSA.

The week of celebrations commended with the customary church services. The service for Kingston and St. Andrew took place on Sunday November 16, 2003 at the Meadowbrook



United Church, where messages from the following persons were read: the Governor General, the Prime Minister JCSA were read. Other highlights of the weeks activities were:

- **Official launch - Monday, November 17, 2003**

The official launch of the week was held on the lawns of Jamaica House.

- **Supplement**

A Gleaner supplement was published as part of the celebration.

- **Open Day and Exhibition - Tuesday, November 18, 2003**

at the Ministry of Labour's North Street Office. A live broadcast of RJR's Hotline programme with Host Mrs. Barbara Gloudon was also at that location.

- **Annual Long Service Awards - Wednesday, November 19, 2003**

Colleagues who have served for twenty-five years and over were honoured.

- **Customer Service Competition Award Ceremony - Thursday, November 20, 2003**

An award Ceremony for the winners of this function was held at the Jamaica Pegasus hotel.

The winners were as follows:

- Prime Minister's Award for "Best Customer Service" Agency and the JCSA trophy for the "most Creative Agency" went to the Administrator General's Department.
- The Swallowfield Motor Vehicle Examination Depot received the award for the "Most Improved Customer Service Agency."

- **Brain Games – Friday, November 20, 2003**

The week culminated in fun and games with the staging of brain games at the Office of the Prime Minister.

The St. Thomas Chapter is worthy of special mention for the tremendous effort that they had expended as they had a whole week of activities which included the following:

- Visits to several Basic Schools; conducted devotions which were well received and offered assistance to students during their lunch break; donated gifts of brooms and shovels to three of those schools.
- A visit to Senior Citizens in the community and delivered gift packages; combed their hair and swept their yards.
- Recruited members



We congratulate this Parish Chapter for its effort in making the week a success by the support given.

Terrorism Prevention Bill (2003)

A bill entitled “Terrorism Prevention Bill” was introduced before Parliament in response to the September 11, 2001 terrorist attacks on the USA. The Bill came in the wake of a resolution passed at the 4385th UN Security Council meeting and is binding on all States.

Jamaica as a member of the U.N. Security Council is obliged to take the necessary steps to comply with the resolution. Hence, the drafting of the “Anti-Terrorism Bill”.

A number of human rights questions have been raised in various fora since the advent of this Bill. The Association has requested its members to participate in the debate as the contents of bill affect the operations of trade unions and groups which may find it necessary to voice concerns in the public arena. The debate has begun, so members are being encouraged to acquaint themselves with the contents of the bill and participate in the discussions. It affects all of us!

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 on fulfilling its mission.

At the Luncheon held on December 11, 2003, Mr. Victor Williams was recognized for his contribution to the development of a Motor Vehicle Insurance programme for members of the unions. He was presented with a plaque as a token of our appreciation.

Among our invited guests were the Honourable Minister Fitz Jackson, Honourable Daisy Coke and Mr. Lloyd Goodleigh who brought warm greetings to the gathering. We also had the company of the Financial Secretary, Honourable Shirley Tyndall. Rev. Collin Cowan offered prayers.

Mr. Earl Samuels, Managing Director of National Housing Trust who has a long and successful career in Financial Management, was the Guest Speaker and . He focused on development in Jamaica particularly as it relates to environmental concerns, using as a point of departure, the most topical issue of the Emancipation Park.

**PSI BRIEFING SESSION FOR WOMEN WORKERS**

PSI Caribbean Sub-Regional Secretary, Sis. Sandra Massiah conducted a Briefing Session for JCSA Women Activists on July 2, 2003 at the Jamaica Civil Service Association headquarters.

This session targeted members of the JCSA's Women and Executive Committee's, Departmental Representatives and members of staff.

It focused on issues faced by women's groups within the union and JCSA's priorities regarding public sector women. At the end of the session our women were more aware and felt more vibrant to carry on the tasks.

Children's Treat

This was a joint effort of the Women Action Committee and Youth Cadre. The Annual Children's treat was held on January 4th. This event fulfilled much hope to the children's expectation as we sought to interact and show our love for them. One hundred and twenty three children (23) attended the function. A new feature that was added to the entertainment package was the donkey ride. The donkey cart took the children and adults around JACISERA Park's playfield. As you can imagine they had great fun, though nothing could beat a bounce-about. Thanks to our dedicated members for making this a calendar event.

HIV/AIDS Workshop

In recognition of International Women's Day the Women Action Committee held a workshop on March 6th, under the theme "Gender and HIV/AIDS - Trade Union issues". The workshop had twenty (20) participants from the General Council. The participants in groups discussed discrimination and stigmatization, medical care and access to council for persons living with HIV/AIDS (PLWHA) and myths surrounding sexually transmitted diseases (STI's).

PSI BRIEFING SESSION FOR YOUNG WORKERS

PSI Caribbean Sub-Regional Secretary, Sis. Sandra Massiah, conducted a Briefing Session for JCSA Young Workers (Youth Cadre) on July 3, 2003 at the Jamaica Civil Service Association headquarters.

It was aimed at assisting in the strengthening of the JCSA Youth movement, identifying areas of concerns regarding young public sector workers and making plans for HIV/AIDS campaign at the CPSA Conference. The JCSA expressed gratitude for PSI involvement.



TRAIN THE TRAINERS WORKSHOP

The JCSA Youth cadre held its first “Train the Trainers” workshop for their young members on February 7, 2004, at the Secretariat, under the theme “Building Capacity for the Future.” This was in keeping with a mandate from PSI to train young workers in various areas and have them involved in the work of their union. The areas included:

- The role and function of the trade union
- What is a trade union
- Grievance handling
- JCSA constitution
- HIV/AIDS from a trade union perspective
- The role and function of Departmental Representatives

The Presenters were:

Bro. George Thorpe	-	Chairman
Bro. Robert St. F. Chung	-	Monitoring Officer

The workshop was attended by eight (8) Cadre members.

SOCIAL AT JACISERA PARK

The Youth Cadre, Social & Cultural and Sports Committee hosted a function on March 26, 2004 at JACISERA Park. It was fully sponsored by the young workers.

HOSTING OF PSI DELEGATES AT “JAMAICA NITE”

The JCSA Youth cadre in its effort to make persons aware of its work and efforts, assisted with hosting our colleagues from the region at a function held on March 31, 2004 at JACISERA Park, called a “Jamaica Nite”. Our affiliates from the Inter-American region were here during the period March 30 - April 1, 2004 attending the IAMREC Conference.

JCSA YOUNG WORKERS SUPPORTING THE FIGHT AGAINST HIV/AIDS

“...stigma & discrimination are major obstacles to effective HIV/AIDS prevention and care...“If HIV-related stigma and discrimination are not tackled, AIDS will blight the 21st century just as racism affected the 20th century.” We are well aware of the myths still surrounding HIV/AIDS which leads to discrimination and stigmatisation of persons living with and affected by HIV/AIDS.

Over the last two years, JCSA’s group of young workers have identified HIV/AIDS work as a priority. Members of the group work with national HIV/AIDS committees and community groups as well as educate young workers in Jamaica on the issue.



In our quest to fight against this discrimination and stigmatisation, we have embarked on a public education campaign to inform and educate members of the many issues and concerns surrounding to HIV/AIDS, especially the human rights issues. At the sub-regional level, we have mounted displays and demonstrations and focus group discussions to help educate other trade unionists about the role that we can play in the fight, as well as, promote the ILO Code of Practice.

“We care, do you?”; “Live and let others live.”

The JCSA Youth Cadre is a group of young members of the Jamaica Civil Service Association (JCSA) who are interested in and are working for the development and growth of young public sector workers and their union. This idea is embodied in the cadre’s theme: “Empowering the Youth for Change.”

PARISH CHAPTERS

The compliment of Parish Chapters has risen by one and now total eleven (11), the newest being the Portland Chapter, which was launched and had as its chairman, Bro. Stanley Dodd. He later resigned as a result of a transfer and the task was given to Bro. Maxwell Hamilton.

We wish our Chairman every success in his endeavours.

The membership committee in accordance with their Terms of Reference employed the strategy of working along with two Departments in an effort to improve the dues collection in those agencies. Efforts are being made to continue the recruitment of new members through competition among the Departmental Representatives. It is anticipated that 2004-2005 will see a rise in the interest of members resulting from the challenges which arise in the dynamic work environment.

Performance Management and Appraisal System

The thrust towards improved service delivery in the public service is being furthered by the implementation of a new Performance Management and Appraisal System. Since July 1, 2003 pilot Ministries began the process of adopting this new system.

Training for the core teams in non-pilot Ministries was held last February. It entailed procedures for writing output- focused job descriptions, standards and work plans.



Performance Management and Appraisal teams have been set up in Ministries to monitor and guide the implementation of PMA'S in their respective departmental agencies.

SECRETARIAT STAFF RETREAT

The Staff Retreat was held on April 3, 2004 at the Courtleigh Hotel. The staff and Officers were divided into two groups to review the draft Human Resource Manual and make any necessary amendments. The day was a partial success as we were able to deal with the policies of the manual. The process is on going.

85th Anniversary Celebrations

TREE PLANTING CEREMONY

The JCSA celebrated its birthday on Thursday May 6, 2004 with a tree planting ceremony at our Sport Complex at Jacisera Park. Past officers and current officers planted various types of trees as a symbol of the future growth and development of the Association and its members.

ANNIVERSARY LECTURE

Later in the afternoon a lecture was held at the Medallion Hall Hotel. Bro. Robert Chung, First Vice President, chaired the function and Bro. Winston Clarke, our 11th Past President invoked God's blessings on the proceedings.

Greetings came from the Honourable Fitz Jackson, Minister of State in the Ministry of Finance and Planning, and Bro. Lloyd Goodleigh, General Secretary, Jamaica Confederation of Trade Union.

Bro Wayne Jones gave an overview of the Association's stewardship for the period 1919-2004 while Professor Neville Duncan, Director of Sir Arthur Lewis Institute of Social and Economic Studies, UWI, Mona Campus, delivered the lecture entitled "Workers Unions and the Challenges of Globalisation". For the full context of this lecture please see Appendix A.

Industrial Relations

MEMORANDUM OF UNDERSTANDING (MOU) - HOW WILL IT WORK?

The historic Memorandum of Understanding between the Government and the Jamaica Confederation of Trade Unions

- Will place restraint on the demand for higher salaries among public sector workers, while Government will not cut 15,000 public sector jobs;



- Has set parameters within which each party will operate;
- Is applicable to all employees in Central and Local Government and all other Government Entities, Commissions, Companies, Corporations, Institutions and Statutory bodies;
- The terms of the MOU have aroused much debate at the workplace and in public fora.

All public sector workers are invited to familiarize themselves with the contents of the document and assist a 16-member Monitoring and Evaluating Committee comprising of representatives of the Government, Trade Unions, University and Civil Service which has been established to police adherence to the terms of the MOU. Among the areas to be monitored is the monthly economics data and the control of the wage bill.

The actual documents may be obtained at website: www.jis.gov.jm.com and the Ministry of Finance website.

STAFF MATTERS

Reclassification

The contract period January 2002 to November 2003 was historic for the Staff of the Secretariat, when their posts was reclassified.

All members of staff have expressed their appreciation to the management.

HUMAN RESOURCE MANAGEMENT

A Human Resource Management sub-committee was formed to examine human resource issues relating to the staff of the Secretariat.

Since its formation a number of issues have been dealt with and amicable solutions found to problems.

JCSA/INSTITUTE OF JAMAICA DISPUTE – COURT OF APPEAL JUDGEMENT

As you can recall, the Supreme Court had made a landmark ruling in the IOJ/Colleen Beecher case deeming it a “**Case of wrongful dismissal**” on October 19, 2001. The IOJ was dissatisfied with the ruling and filed an appeal in the Court of Appeal on January 30, 2002. The Court heard the case over the period November 2002 and March 2003 and finally handed down its judgement on April 2, 2004 which quashed the IDT and the Supreme Courts rulings.



The Labour Movement holds the view that the judgement has implications for Industrial Relations in this country and, as such, steps will be taken to exhaust the judicial system through to the highest Appellate body - the London Privy Council.

Regional Activities

CPSA

On July 19, 2003, a delegation of 18 persons comprising of three delegates, and fifteen observers departed for the CPSA Conference 2003 in Antigua/Barbuda over the period 19-26 July 2003, under the theme: "Putting Quality Public Service at the Centre of a Caribbean Vision".

The week began with a church service at the Spring Gardens Moravian Church on Sunday the 20th and the Official Opening Ceremony & Cocktail Reception at the Royal Antiguan Beach & Tennis Resort. The Conference was declared open by the Minister of Planning, Trade, Industry, Commerce and Public Service Affairs, the Honorable Gaston Browne. On Monday and Tuesday, July 21-22, the Women and Young Workers Fora were held. Highlights of the activities were as follows:

- The Theme for the Women's forum was, "Winning Women's Rights as Workers: Gender Equality and Equity." and the focal points of the discussions being gender mainstreaming and pay equity. The prelude to this conference was a PSI briefing session with the Caribbean Sub-Regional Secretary at the Secretariat on July 2, 2003.
- **What is gender mainstreaming?** It consists of the reorganization of decision-making processes in all areas of an organization's policy and work to take into account the existence of unequal gender relations.
- Pay Equity recognises the value of traditionally underpaid female work - such as child care, health care, secretarial, cleaning or clerical work. The concept of pay equity recognises that this work is undervalued because it is women who perform the work, not because of the intrinsic value of the work itself.
- Sisters Marcia Higgins, JCSA, made two presentations, one on "Children witnessing violence and the impact of this on workers, especially women", and the other on "Women and Violence"
- The post-conference activity was for Jamaica to conduct a workplace survey on pay equity. Several Ministries/Departments were targeted for this pilot project. The committee has submitted the findings of the survey to the Sub-Regional Secretary and awaits the outcome.



SEXUAL HARASSMENT BILL

Decision makers and women from several unions met on December 4th at the Bureau of Women's Affairs to discuss the draft policy statement on the proposed Sexual Harassment Bill. The policy has defined sexual harassment as "conduct that involves an unwelcome sexual advance, unwelcome request for sexual favours or unwelcome conduct of a sexual nature, by one person to another."

The Committee on the request of the Jamaica Confederation of Trade Unions (JCTU) examined different models of legislations on sexual harassment. At the end of its deliberations it was decided that Belize's legislation was the best suited and this was communicated to the JCTU for submission to the National Committee. It was agreed, however, that the Belizean Model needed to be fine-tuned to encompass all types of institutions to be covered under the Act.

The sexual harassment policy statement covers:-

- a) Definition of sexual harassment
- b) Coverage of proposed legislation - institutions to be covered under the Act
- c) Employers' duties and responsibilities
- d) Mechanisms for lodging complaints

• THE YOUTH FORUM

The Youth Forum was held under the theme: "Youth and the Global environment, a strategic focus."

The Jamaican Young Workers mounted a display on the effects of HIV/AIDS. Bro. Wayne Jones (JCSA) led a session with the Young Workers on the CSME.

During the conference the young workers mounted a booth, which was organized by JCSA Youth Cadre. The young workers tabled a resolution on HIV/AIDS in the workplace in addition the drafting of a policy statement on HIV/AIDS and young workers.

Sis. Carol Gibbs, of NUPW Barbados was elected as the CPSA Youth Secretary, and Sis. Alymphina Lionel, of St. Lucia Civil Service Association as Assistant Secretary for the period 2003-2006. During their tenure, they will assist the host country on youth forum/young workers issues.

From Wednesday July 23 to Friday July 25, 2003 the Conference Matters were addressed



included a Presentation on CSME and one on Quality Public Services Campaign (the Trade Union Perspective). The latter presentation was one by both Bro. Wayne Jones and Bro. Joseph Goddard (NUPW) and it outlined the Trade Union interpretation of Quality Public Service, who is entitled to it and how it should be delivered. It also offered recommendations were given on how the Campaign should be structured and executed and the PSI Sub-Regional Office should coordinate the activities.

The Conference took note of the IMF Policies being implemented in Dominica and the implications that they would have on the DPSU and its members and the general public at large.

It was also decided that a small group of representatives should continue discussions with the DPSU on how the CPSA could help in the struggle. A proposal for letters of solidarity to be sent to the government of Dominica from the CPSA affiliates was accepted.

Other highlights of the conference were:

- All affiliates submit membership status to CPSA Secretariat.
- Resolutions were adopted from the Women's and Young Workers Fora and were to be sent to the respective affiliate governments for action.
- Ratification of Constitution of the CPSA.
- Agreement on the introduction of a registration fee for Conference.
- Presentation of Country Reports which inform of the activities in which the affiliates have been involved in between conference.

Focus group meetings were facilitated by PSI on migrant workers, IFIs and HIV/AIDS.

Conference closed on Friday 26th with the traditional passing of the baton and the installation of the new Officers of the Association, also the usual gift sharing. Overall the conference was a success.

TRAINING

PSI hosted a "Train the Trainers" workshop for its young workers in Grenada during the period November 17-21, 2003.

The workshop targeted young workers 5 years and under who are active in their union/youth committee and shows keen interest in the union. Sixteen (16) young trade unionist representing eight (8) of PSI affiliates were present and our Bro. George Thorpe



represented JCSA. The immediate objectives were to:

- Further develop and strengthen trade union youth groups.
- To develop the skill of participants and their unions in organizing and conducting trade union education and training activities.

Among the topics examined were the ABCs of trade unionism which included:

- Attitudes to trade unions, and the principles of trade unionism. The role of the union in promoting and protecting human and trade union rights.
- Collective Bargaining issues

At the end of the workshop it was expected that the new trainers would be able to organize and conduct at least two education sessions for young workers in their countries.

FREE TRADE AREAS OF THE AMERICAS (FTAA)

It was reported that PSI Affiliates throughout the hemisphere are working to stop the Free Trade Area of the Americas, (FTAA). This is a trade pact that is being promoted by U.S. President George Bush's Administration, which will have such serious repercussions, such as loss of jobs, reduced wages and weaker protections for labour within the region of the Americas. Consultations with Big Businesses in developing the FTAA, have been going on and workers have been excluded from these discussions. The "STOP FTAA Campaign" is an on-going campaign by workers to oppose the FTAA.

President Wayne Jones participated in one such campaign, which delivered thousands of unofficial ballots to the FTAA at a Ministerial Meeting in Miami over the period November 20 - 21, 2003.

Columbia Trade Union Solidarity Message

On the occasion of International Human Rights Day, celebrated on December 10, 2003, the JCSA join PSI affiliates in a campaign to highlight the atrocities taking place in Columbia by sending letters to the Columbian President, Alvaro Uribe to bring pressure to bear on his Government to take steps to stop the killing of trade unionists.

NUPGE sponsored HIV/AIDS Pandemic Workshop - Dominica

The National Union of Public and General Employees in conjunction with PSI Caribbean Sub-region sponsored a workshop titled "Solidarity in Fighting the Global HIV/AIDS Pandemic" which was held in Dominica in January 2004. The three-day workshop was hosted by the Dominica Public Service Union and was attended by



various groups, including the Dominica Association of Teachers and the Jamaica Civil Service Association represented by Sister Marlise McKoy.

International Development Band (IDB) Civil Society Consultations

President Jones participated in the IDB Consultation as part of a PSI Delegation, during the period February 16-19, 2004. This consultation included organizations from civil society and was part of a series of consultations being hosted by IDB. The labour unions made their contribution on the theme: “Factors that are Considered Integral to the development of Caribbean Countries”.

PSI SUB-REGIONAL ADVISORY COMMITTEE (PSI-SUBRAC)

The 2004 Caribbean SUBRAC Meeting was held in Grenada from March 1-3, 2004. Among the topics discussed were: “*Workers’ Rights*”, “*HIV/AIDS and the World of Work*”, “*Public Sector Workers and their Work*”, “*Equality, Equity and Diversity*”, “*Union Development and International Solidarity*”.

President Jones and Bro. Joseph Goddard of the National Union of Public Workers, Barbados were selected as the sub-region’s Campaign Coordinators for the Quality Public Services Campaign.

It is worthy of mention that Jamaica Association of Local Government Officers (JALGO), another of Jamaica’s public sector unions, has been accepted as an affiliate of PSI.

MEETING WITH GUYANA DELEGATION

As a part of the continued effort to resolve the impasse between the Guyana Public Sector workers and the government of Guyana the JCSA hosted a meeting with a delegation of officials from the Government of Guyana in March.

MAY DAY CELEBRATION

As part of a Jamaican Trade Union Delegation, President Jones participated in a Solidarity visit to Cuba as guest of the Cuban Workers’ Trade Union Central.

The delegation took part in the Annual May Day Rally and other associated events.

Acknowledgements

As we conclude yet another year, our Eighty-Fourth (84th), let me not be remiss, in reiterating our heart-felt gratitude on behalf of the wider Civil Service Family, to our



founding fathers and to all who have impacted on the advancement of the mission throughout the years. While I run the risk of being admonished for omissions, I must nevertheless, express my sincere gratitude to my colleague Officers, Executive Committee, General Council and the dedicated staff of the Secretariat and also underscore their unswerving commitment to the mission of the Association and contribution to the advancement of its mission throughout the years.

Let me thank all those who contributed to the life of the union whether through direct activism and service, or by just being a member, and importantly by being a critic of our activities. It is through your participation that the work of the union has recorded the successes over the decades.



Minutes of the 84th Annual General Meeting held on 2003 May 29th and 30th

Day One – Opening Session

Call to Order

The meeting was called to order at 3:28 p.m. by the President Brother Wayne St. A. Jones. Honorary Secretary Brother Denham Whilby read the notice convening the meeting.

Invocation

Dr. Reverend Vivian Panton conducted the invocation. Dr. Panton made reference to the rebuilding of Babylon and the leader Nehemiah whose people had a mind to work. He commended the Association for playing a vital role in nation-building and implored public officers to put hands and hearts together to assist in this process.

Welcome and Introductions

The Chairman extended welcome to the Minister of State in the Ministry of Finance Hon. Fitz Jackson, Guest Speaker and General Secretary of the Jamaica Confederation of Trade Unions Brother Lloyd Goodleigh and all members of the Association.

Apologies

Apologies for lateness were tendered on behalf of Mr. Ferris Zaidie of Sportplayaz Limited and Mrs. Jean Menzie Hastings.

Apologies for absence were tendered on behalf of the Minister of Foreign Affairs and Foreign Trade Hon. K.D. Knight, Minister of Labour and Social Security Hon. Horace Dalley, Minister of Education, Youth and Culture Hon. Maxine Henry-Wilson, and some members of the JCTU Executive who were in the process of preparing a submission for presentation to a Joint Select Committee of Parliament.

Greetings

Hon. Fitz Jackson, Minister of State in the Ministry of Finance and Planning in bringing greetings remarked that eighty-four years of existence signaled the durability of the



Association. He added that the government considered it important for the JCSA to maintain its strength so that the cohesiveness could redound to the strength of the public service. He said that with every passing year there is increased demand on government to do more with limited resources and to become more efficient and effective.

He noted that the public was not aware of the level of demand that is placed on the public bureaucracy, an arm of the government which continues to undergo development and the theme “re-engineering” signalled change. He said re-engineering is about change and changes come with difficulties and opposition. Minister Jackson invited the delegates to use the opportunity to gear for the challenges of the coming year and see themselves as agents of change in the public bureaucracy, as they were required to represent the changes that the Association needed to make.

He wished the President success in the ensuing deliberations and expressed the hope that the two days of activities would contribute to the building of a stronger Association. He then declared the meeting open.

The President thanked the Minister and noted that the theme of the Minister’s opening remarks seemed to have been carefully selected.

Cabinet Secretary’s Address

Dr. The Honourable Carlton Davis, Cabinet Secretary brought greetings. He recognized the presence of the members of the media who were in attendance and stated that it was important for them to know what was happening.

Dr. Davis lauded the Association for its long and illustrious history. He noted that from 1919 to date, was indeed, a long time for any organization to have survived and it took resilience to assure such survival. Dr. Davis made the observation that women had come a long way in the Civil Service, as in the past, the role of women was prescribed, hence the highly coveted jobs were forbidden of them.

He urged that our society should read more in order to be abreast of what is happening locally, regionally and internationally. He noted that from the layman’s viewpoint the civil service machinery was very complex and difficult to understand, and that was not unique to Jamaica.

Dr. Davis commended the Association for its constructive attitude towards the reform process. This, he said had fostered a more wholesome and positive direction. He



mentioned that over one hundred entities have established Citizens' Charters and improved service delivery to the general public. He advised the meeting that the Cabinet Office, as part of its reform initiative, had set up a small unit, which would see to the comprehensive rationalization programme that use to be implemented. He cautioned, however, that there would be some amount of casualties, but hastened to add that the team would be focusing on the outlook and outcome of the present civil service. He said that the service had great potential and invited the meeting to weigh the outcomes against pleasing audiences and see that the former was more important in the long run.

The Cabinet Secretary went on to explain that the civil service unlike its private sector counterpart did not benefit from redundancy exercises, as this had far-reaching effects on the wage bill. He said that the government had a social responsibility to ensure that persons were provided with employment. He reminded the meeting that Executive Agencies were still a part of the government service, but its focus was output and reduced bureaucracy.

He reported that the Cabinet Office made a presentation at the National Land Agency and this received rave reviews. He also noted that the Private Sector was impressed that over six thousand overseas computer users and over thirty thousand local users had gained internet access to the services of the Land Agency since the introduction of the reform programme. Dr. Davis explained that the reform process was very costly. He also informed the meeting that eight pilot Ministries/Departments would be implemented on July 1, 2003 under the new performance management system that would see the entire service coming on stream in 2004. Dr. Davis reiterated his congratulations to the Association.

The President thanked Dr. Davis for his role in the reform process and assured him that the Association associated with the call for members of our society to read more. He added that the union had every confidence in the Access to Information Act, as it was an opportunity for persons to know what was happening in the service. He told Dr. Davis that the union also endorsed the move towards developing a world-class workforce and remained committed to the task.

President's Address

President Jones underscored the importance of the public bureaucracy repositioning itself to more effectively deliver on its mandate of being the facilitator of economic growth and social development. This growth, he noted, would not be realized without



high levels of competitiveness. He explained that competitiveness could be realized through trade and investment and job creation. He cautioned that the comfort of security of tenure through years of service was no longer guaranteed. Meritocracy, he said, had to be the dominant principle.

The President noted that the Jamaica Civil Service Association (JCSA) has, over the years demonstrated its ability to perform with credibility and effectiveness. He said that the time had come for the organization to look at its internal operations to prepare itself for the challenges ahead and as a result, continue to demonstrate the necessary qualities of efficiency and effectiveness as provider of representational services for workers. He also noted that the theme "Internal Re-engineering for External Competitiveness" reflected the task that the organization had set for the ensuing year.

He also emphasized that the JCSA had recognized that there was a better way of conducting business and, as such, had demonstrated that it was willing to change and adapt to new initiatives for future challenges. In essence, he noted that the thinking of the Association had become more strategic.

As example of this strategic approach, he cited the need to train/retrain and motivate staff. He said that staff audits must be done as part of the process of improving remuneration packages. He noted the need to utilize the skill base of the membership to take the organization to the next level, and explained that this could be done through collaboration with Committees. The President also pointed out that the Association should be held accountable for the specific results.

In his address, the President noted that during the year in review, the Jamaican economy and the Jamaica Civil Service have been the renewed focus of many in the society and both have attracted mixed attention from overseas as well. He said that Jamaica's link with the sniper duo in the United States and frequent criticisms from international rating agencies were just some of the challenges experienced.

He said that the nation could not continue in this turbulent world environment to disregard the imperatives of the global marketplace, especially the Caribbean Single Market and Economy (CSME) and the Free Trade Agreement of the Americas (FTAA) which were at its doorstep. He said that these and other world developments would plunge the nation fully into the threshold of international competitiveness, and all should be resolved to rearrange the structure of the economy, as well as the public administration machinery. To reiterate the point, the President turned his focus to the Civil Service, stating that it was timely for the government to consider the levels of



delivery, hence the quality and quantity of the workforce that is required to deliver these services. He stated that JCSA was committed to this effort, as it remained resolved to the principle of quality public services for all.

The President further asserted that quality in the public service could not be guaranteed without the requisite commitment to provision of adequate system tools, technology and remuneration for those who perform the work. He pointed out that the levels of increases that were granted to civil servants were well deserved. He said that it could be successfully argued that enough has not been done, and while quite a number of civil servants received the April 2003 tranche of the eighty percent (80%) of market payments, this amounted to only three and four percent (3% and 4%) increases. He challenged those who opposed the increases and felt that civil servants should have received less.

The President raised the question as to whether the salary of a Permanent Secretary in the Ministry of National Security, who has responsibility for the nation's security should be any less than Three to Four Million dollars (J\$3-4 million) that is paid to a Managing Director in one of the larger private sector firms, who has a lesser jurisdiction and responsibility, but receives in excess of that figure. The President challenged Jamaicans to reassess their stance on the relevant issues and become a part of the solution, anything less, he said would be doomed to failure.

The President commented briefly on the efforts made during the year to modernize the public administration machinery. He noted that some bold steps had been taken; one such step was the attempt to facilitate more effective use of the human resources available to public sector managers through continued delegation of authority. He explained that newly granted authority would allow Permanent Secretaries and Heads of Departments the flexibility to manage their staff more effectively as they would be able to make staff-related decisions in-house rather than having them dictated from a centralized location. He pointed out that some agencies had already started to reap rewards from that move

President Jones stated that while the JCSA was aware that there were instances of ineffective use of the delegated authority, the majority of the reports had recorded success. He added that the Association believed that those successes could have been even greater if the agreed approach had been adhered to. He made the observation that a part of the reason for apprehension about delegation of authority was that, in the past, some persons had been subjected to unfair and unequal treatment. He lamented that it was, indeed, sad that some managers ensured that this apprehension proved deserving and encouraged managers to effect improvement in their ways.



The President also highlighted the continued significant efforts of the Cabinet Office to balance the scale through initiatives such as the Citizens Charter and the Public Service Customer Service Competition. He reported that in excess of thirty (30) Citizens Charters had been established and others were in the process of development. He implored all agencies to seek to develop and publish their charters and to make every effort to achieve the standards that are set therein. He also challenged the public to demand the standards that are set in the Citizen's charter and where these were not being met, to report it, so that the necessary corrective steps could be taken.

Finally, the President indicated that the call to rid the society of corruption was not unheeded, as the Corruption Prevention Commission had been launched. He pointed out, however, that once again a good initiative could suffer through improper preparation. He added that too many persons either did not believe it was going to happen or simply chose not to regard the anti-corruption move with the seriousness that it deserves. He also noted that the guardians of the legislation were not doing enough to educate the public, a shortcoming which they attributed to the shortage of resources, that excuse, he asserted, was not good enough. He suggested that the will to ensure that the requisite resources were identified was even more important. He therefore called on public servants to act with integrity in the execution of their duties and added that the JCSA maintained that some of the provisions that were requested were not unreasonable. He emphasized that while the JCSA supported the initiative, the Association encouraged the government to continue to review the legislation, cognizant of the concerns, which had been raised.

In closing, the President reaffirmed the choice of theme for the conference, stating that it was no frivolous statement coined for the Annual General Meeting. He reiterated that it was a commitment to change, a statement of intent, it was for what was being done and with the help of the membership that the Association was confident of its future successes.

Introduction of Guest Speaker

Third Vice President Sister Marjorie Jumpp, in introducing the Guest Speaker, Brother Lloyd Goodleigh, Chairman of the Jamaica Confederation of Trade Unions (JCTU) and a stalwart of the Trade Union Movement, said that apart from being well known in union circles, Brother Goodleigh was an advocate for globalization issues.

Guest Speaker's Address

Brother Lloyd Goodleigh conveyed greetings from the JCTU and expressed his firm belief that the JCSA would have a successful 84th Annual General Meeting. Embracing



the theme “Internal Re-engineering for External Competitiveness,” he asserted its appropriateness, particularly in light of the numerous demands that were being made for change in the modus operandi of the country, consequent on the emergence of globalization and the diverse implications that it had for everyone in the society.

Brother Goodleigh implored all workers to seek an understanding of globalization and its ramifications for the country. The challenge, he said, was for us “to adapt and conquer or become extinct.”

He predicted that by the year 2010, ninety percent (90%) of Americans would be employed to the services sector and the remaining ten percent (10%) to the manufacturing sector. He cautioned that in the modern world there would be no allies as each person would see the other as a competitor. He suggested however, that there would be certainties in the uncertain.

The Guest Speaker advised the meeting that the Jamaica Confederation of Trade Unions (JCTU) was working towards the internal reengineering. He further noted that the State must determine the government’s role through legislations and accessibility of the public to information. He said that a macro framework had to be supported and a low interest rate regime must be promoted for sustainability to be achieved.

He added that productivity was paramount to the success of nation building. He also suggested that focus should be shifted from large salary increases and instead be placed on high levels of performance and productivity, which would translate to improved efficiency and competitiveness.

In closing, Brother Goodleigh reiterated the need for an informed public sector rooted in the knowledge that high levels of efficiency and productivity was the way forward.

The President thanked the Guest Speaker for his stimulating presentation.

Introduction of General Council 2003-2004

The President introduced the General Council, consisting of six Officers including himself, Brother Robert Chung, First Vice President, Sister Georgia Mogg, Second Vice President, Sister Marjorie Jumpp, Third Vice President, Brother Denham Whilby, Honorary Secretary and Sister Sonia Campbell, Honorary Treasurer.

Expressing JCSA’s appreciation to Sister Georgia Mogg for her sterling service to the Association over these many years, the President noted that she had served the Association faithfully and well. He described her as a stalwart and a highly committed



individual who always displayed her pride in the Association in every task that she undertook. He added that she wore her role well.

Awards Presentation

The award for Departmental Representative of the Year was presented to Brother George Thorpe of the Department of Correctional Services.

The President's Award was presented to Brother Gary Mowatt. Brother Mowatt is stationed at the Ministry of Local Government, Sports and Community Development and is a member of the Executive Committee.

Vote of Thanks

Brother Whilby expressed sincere thanks to those who attended and participated in the meeting. He thanked the Guest Speaker for his insightful comments and inspiring thoughts. Special thanks were expressed to Kiaeture Caterers and everyone who contributed to the success of the function.

Benediction

Dr. Reverend Panton conducted the benediction.

Adjournment

The meeting was adjourned by the President at 5:30 p.m.

Day Two

Resumption

The meeting was called to order at 10:28 a.m. by the President.

Prayers

Sister Marcia Higgins offered prayers.

Welcome

The Chairman extended a warm welcome to all who were present at the Eighty-Fourth Annual General Meeting and expressed the wish that the others who were absent would hasten their steps. He noted that the meeting was being held against the background of the theme "Internal Reengineering for External Competitiveness". He, therefore, urged members to treat the theme with the importance that it deserved.



Chairman's Opening Remarks

The Chairman advised the meeting that the Association had restructured the pattern in which the AGM would be conducted. He stated that workshops would be held to examine Pension Administration Reform and the Delegation of Authority. He explained that discussion of the Delegation of Authority was timely as the government had targeted the year 2010 as the target year for Executive Agencies for at least ninety percent (90%) of government agencies. He added that an understanding of the concept of "delegation of authority" was very vital to the transition process.

Confirmation of Minutes

The Minutes of the 83rd Annual General Meeting which had been circulated were taken as read and amendments as made follows:

Page 37 under the heading "Public Relations Officer":

Amend to read - "Mr. Ken Chaplin was assisting the Association with Public Relations matters."

Page 42 under the heading "Honorary Treasurer's Report"

Amend to read - "Sonia Campbell (Mrs.)", in place of "Sonia Campbell (Mrs.)"

Page 43 under the heading "Auditor's Report" - first paragraph, third line:

Insert "Vouchers and other relevant documents for the year ended November 30, 2002.

There being no other amendment, the Minutes were confirmed on a motion by Sister Juliet Da'Costa and seconded by Brother Veloz Edwards.

Matters Arising

Executive Agencies

First Vice President Robert Chung advised that the Association had concluded negotiations for representational rights on behalf of the Administrator General's Department and was expected to commence talks with two other agencies - the National Land Agency (NLA) and the National Environmental Planning Agency (NEPA), respectively.

Housing Solutions

1. Long Lane

On the enquiry of a member about the cost of the Long Lane housing solutions, it was revealed that the cost was estimated at Eight million dollars (\$J8M). The



Association had recommenced joint venture meetings. A member from the floor voiced concern about the high cost of the solutions and questioned whether it was being offered to civil servants such as Permanent Secretaries, etc. However, Brother Chung, in his response stated that the units were being sold at market value and emphasized that they were not targeting Permanent Secretaries, as qualified applicants could join with spouses to purchase the units.

2. Twickenham Park

It was reported that work at the site had restarted and had stopped, but the infrastructure was ninety percent (90%) complete. It was expected that construction would resume in the near future.

Leave Proposal

It was reported that as part of the government's leave policy reform initiative, it was proposed that the rate of leave would be capped, so that persons who had leave could accumulate this at two (2) years maximum, and the rest would be placed in a leave bank. It was also proposed that the extra leave could be accessed as study leave, with liquidity of leave at the point of exiting the service. It was suggested that that move would encourage persons to go on leave. The Chairman told the meeting that staff should insist on taking leave so that Heads of Department would be forced to prepare a leave roster.

Departmental Leave

It was reported that the Ministry of Local Government, Sports and Community Development was spearheading an initiative to capture departmental leave in halves. That would, in essence, treat with time off for persons who wish to conduct personal business, but did not need an entire day to do so. The matter was forwarded to the Ministry of Finance and Office of the Services Commission. JCSA would keep a close watch on the outcome.

JAMOMES

Members enquired about the status of JAMOMES, and if the case would continue indefinitely. The Chairman responded that the equity was frozen by the courts and would be released only if the suit was a success. He told the meeting that pressure would have to be applied by the membership. Sister Clover Scott of RADA, St. Ann, requested that the next court date be made known to facilitate attendance of the membership islandwide.



Field Activity

As the JCSA continued its network across the island, Brother Alvin Perry was employed in the capacity of Field Officer, with responsibility for the Western Region or Zone 1, which include Westmoreland, Hanover, Trelawny and St. James. The Chairman remarked that Brother Perry had been doing a tremendous job and the results had been evident in the many members whom his efforts had yielded.

JCSA Policy Network

The Association had the input of the Policy Network Committee in the preparation of its Position Paper on the Access to Information and the Corruption Prevention Acts. The Chairman thanked the team for their splendid contribution and expressed the hope that new members would be joining soon. He stated that the documents were available at the Secretariat and interested persons could view them upon request.

Negotiations

Having received the second tranche of the “Eighty Percent of Market Salary Agreement”, the Association tabled its claim for non-salary items on behalf of the Central Civil Service.

Travelling Claim

The Chairman brought the meeting’s attention to Circular No. 8 dated April 29th which advised that payments would be made in May 2003.

Subsistence Allowance

It was reported that the Association had submitted its claim for Subsistence Allowance to the Permanent Salaries Review Board (PSRB) and was awaiting the recommendations. The Association was hoping for a speedy resolution.

Staff Matters

1 Reclassification

The reclassification of posts for the Secretariat staff was underway.

2 Training

Five (5) members of staff received training.

CPSA CONFERENCE

The Chairman reported that the CPSA Conference 2003, would be held in Antigua/Barbuda. Plans were underway and requests were received from interested



members who wished to attend. An invitation was made to others with an interest to attend. However, the deadline for additional persons would be Tuesday June 3rd. The major fundraising event would be a raffle and games evening which would be held at JACISERA Park. The date would be announced later.

JCSA Annual Retreat

It was announced that the Retreat would be held during the period June 12 - 14. Delegates would be expected to submit signed letters of permission from their respective Heads of Departments as a condition for attendance. It was stressed that that information should be submitted to the Secretariat within the specified period and that late submissions would not be accommodated.

Reports

1. Honorary Secretary's Report

The report of the Honorary Secretary was tabled at the meeting and adopted on a motion by Sister Sharon Anderson and seconded by Brother Clarence Frater.

2. Financial Report

The report of the Honorary Treasurer was tabled and adopted on a motion by Brother Leslie Campbell, and seconded by Sister Sharon Anderson.

Elections of Officers

The Honorary Elections Officer reported that there were some discrepancies with several names of members at the Post and Telecommunications Department. He apologized for the inconvenience that resulted from that situation. He said that the Electoral Office was committed to the task of ensuring that the voters' list was ready for the next election of officers.

Mr. Graham also reported that the post of President was returned unopposed, and as such, the incumbent Wayne St. A. Jones would serve for an additional term of two years.

Recommendation

The Honorary Elections Officer recommended that the Association desist from the practice of "garrisonization" as that was a major deterrent in the level of participation in the annual election of officer's exercise. He said that it must be evident to the membership that the officer corp was not open to a small group of individuals. He added that the Association should seek to ensure maximum participation of the membership so that the vibrancy of the organization could become sustainable in years to come. Two positions were contested at the polls. These were Second Vice President and Honorary Secretary.



1. The post of Honorary Secretary was contested by the following persons:

Clarence Villers - TAAD
 Arlyne Pinto - Ministry of Health, Bellevue Hospital
 Denham Whilby - Incumbent - Jamaica Fire Services

The results were as follows:

Clarence Villers - Fourteen (14) votes
 Arlyne Pinto - Thirty-one (31) votes
 Denham Whilby - Two hundred and two (202) votes

2. The post of Second Vice President was contested by the following persons:

Gary Mowatt - Ministry of Local Government, Sports and Community
 Development
 Clarence Frater - Post and Telecommunications Department
 Marcia Higgins - Auditor General's Department

The results were as follows:

Gary Mowatt - Sixty-six (66) votes
 Clarence Frater - Ninety-four (94) votes
 Marcia Higgins - Ninety-nine (99) votes

Election Results

The results were as follows:-

President - Bro. Wayne ST.A. Jones
 Second Vice President - Sis. Marcia Higgins
 Honorary Secretary - Bro. Denham Whilby

Resolutions

Sister McKoy moved a resolution for the Association to collect its dues and for a membership list to be generated by the Association so that correct dues can be ensured. The resolution was not supported by the meeting.

In response to the resolution, the Chairman advised Sister McKoy that the Electoral Officer had indicated that he would report on how the Association could develop a voters' list so that an accurate members' register could be generated. He reminded her that the Thrift Society was created by the JCSA to assist its members with financial needs. He said that having made this intrinsic link, it would not be prudent at this time to sever the ties.



Concerns

Brother Anglin said that while there was need for a collecting agent, he was concerned that the Association may not have any control over its finances. He proposed that if there was a separation from the Thrift there could be tangible benefits since the Thrift currently sought to deduct their payments and thereafter allocate the remainder to the Association. He suggested that an account be started so that the Association's statements could be tallied with the applications, etc., received.

Sister Hemmings moved a motion for the amendment of the resolution to say: "the Association would take further steps during the course of the new administrative year to have a separate payment record for its dues. The motion was seconded by Sister Beverly Edwards. The motion was carried by the majority. There was one abstention.

Award of Honorarium

The sum of Six Hundred and Fifty Thousand Dollars (\$650,000.00) was recommended for honorarium. The rationale behind the decision was that during the course of the year, the Association had to pull from its resources of volunteers to execute its duties, and it was reckoned that those volunteers could be awarded a token for their contribution. It was envisaged by the officer corp that new volunteers would be co-opted as the work of the Association had increased significantly. A motion to this effect was moved by Sister Hemmings and seconded by Sister Fay Tomlinson. Sister McKoy voiced her opposition to the increase in the number of volunteers.

New and Other Business

Election of Officers

Past Vice President Hugo Lindo advised that it would be useful to have a polling station in the downtown area to facilitate persons who wished to participate in the annual election of officers' exercise. Brother Leslie Campbell reminded him of the purpose of the Annual General Meeting and added that while election of officers was a vital part of that exercise, persons should not be wooed for that reason only as they should have a general interest in the functioning of the Association, which would include participation in its Annual General Meeting.

Sister Hemmings expressed concern over the low level of participation in the Annual General Meeting particularly in the election of officers. She said that only a little over two hundred members had polled their votes and this was a poor reflection on an organization which represented over twelve thousand members. She implored the members present to encourage their colleagues to take an active interest in the affairs of the Association as this was vital to its continuity.



Sister Edwards complained that some members were very disruptive during the meeting and this was a show of scant regard for their Departmental Representatives.

Roadway to JACISERA Park

It was reported that efforts to obtain sponsorship for the paving of the roadway leading to the park were continuing. The Monitoring Committee would step up its efforts in the New Year.

Blue Cross of Jamaica

It was reported that an increase in the Blue Cross Subscriptions was imminent during the year due to an increase in medical costs. It was noted that there had been no increases in subscriptions over a three year period, which resulted in claims being more than 100% of subscription received.

JCSA Eighty-Fifth (85th) Anniversary Celebrations

The Chairman advised the meeting that the 85th Anniversary of the Association would be celebrated during the next year and invited ideas and suggestions from the membership. A special Committee would be formed to plan the event.

Eligibility for Membership in the Thrift Society

Sister Sheila Farr expressed concern and disappointment that members of staff in Statutory Bodies are not eligible to become members of the Thrift Society, despite their being members of the Association. The Chairman explained that the Thrift Society had been set up under the Provident Societies Act and had to abide by those rules. He, nonetheless, encouraged members to attend the Thrift's Annual General Meeting and move a motion from the floor to effect the necessary changes.

HIV/AIDS

Sister Edwards expressed concern over the impact of the HIV/AIDS infection on persons at the workplace and how that problem was being handled. She inquired what the Association could do as a corporate citizen in that regard. The Chairman informed her that the Association's Youth Committee had been active in sensitizing workers at the national level through a collaborative effort of three (3) Ministries: the Ministries of National Security, Labour and Social Security and Health.

Appointment of Auditors

The meeting unanimously approved the recommendation for the re-appointment of Messrs. Ramdon and Manderson as the Association's Auditors. The Chairman commended the Auditors for their contribution.



Response from Elected Officers

The officers who were victorious in the election were congratulated by their opponents who assured them of their support during the ensuing year. In responding, the newly elected officers made brief remarks.

Second Vice President Marcia Higgins assured the meeting that she would carry out her responsibilities with the highest level of professionalism. She also promised that her commitment to the membership would continue. She expressed thanks to her colleagues for the support given her.

The Honorary Secretary Brother Denham Whilby expressed thanks to his colleagues for the confidence which they had demonstrated in returning him to serve in the post. He reaffirmed his commitment to the membership and pledged to continue to move forward with the work that he had started.

Chairman's Closing Remarks

The Chairman expressed gratitude to the membership for the opportunity to carry the leadership of the Association for another two years. He stated that he wanted to ensure that there were persons who were also willing to take up the mantle of leadership. He extended hearty congratulations to Sister Higgins, whom he described as "the new kid on the block," as this was her first term as an Officer. He noted that she had been involved in the Association for a long time and the transition should be a smooth one.

The Chairman expressed disappointment in the attendance which he noted was poor. He remarked that the level of attendance was an indication of how the candidates represented themselves to the membership. He encouraged members to attach a higher level of seriousness, so that greater support can be garnered. He again emphasized the importance of the Association and reminded the meeting that it should not be taken for granted.

The Chairman also offered hearty congratulations to Sister Georgia Mogg whom he described as a stalwart in the Association and someone who worked assiduously. He explained that the level of responsibility of her job as a Collector of Taxes required her to re-focus. He, however, expressed confidence in her continued commitment and support to the organization.

Termination

Having exhausted the Agenda, the Chairman concluded the Eighty-Fourth Annual General Meeting at 7:20 p.m.

Pictorial



Mr. Lloyd Goodleigh – General Secretary of the Jamaica Confederation of Trade Unions (JCTU) is presented with a token of appreciation from Third Vice President Miss Marjorie Jumpp. Mr. Goodleigh was the Guest speaker at the 84th AGM.



Mr. George Thorpe is visibly elated at the announcement that he copped the award for Departmental Representative of the year. Making the presentation is Administrative Coordinator, Mrs. Ruth Clayton.



Mr. Gary Mowatt (L) receives the President's Award from President Wayne St. A. Jones.



Mr. Earl Samuels, Managing Director of the National Housing Trust, has the rapt attention of President Jones, and Second Vice President Mrs. Marcia Higgins. Mr. Samuels was the Guest Speaker at the Annual Presidents Luncheon.



GENERAL COUNCIL 2003 - 2004

For Administrative Year June 2003 - February 2004. Four meetings were held, 1 Special and 3 Regular

OFFICERS	OFFICE	SPECIAL	REGULAR	REMARKS
		1	3	
Mr. Wayne St. A. Jones	President	1	3	
Mr. Robert St. F. Chung	First Vice President	1	3	
Mrs. Marcia Higgins	Second Vice President	1	2	
Miss Marjorie Jumps	Third Vice President	1	2	
Denham Whilby	Honorary Secretary	1	3	
Sonia Campbell	Honorary Treasurer		2	Excused

NATIONAL STAFF

RELATIONS COUNCIL

MINISTRY/DEPARTMENT

Mr. Henry Anglin	Bustamante Hospital	1	2	
Mrs. A. Jean Menzie-Hastings	Education	1	1	Excused
Miss Georgia M. Mogg	Inland Revenue	1	2	Excused
Mrs. Chelsie Shellie-Vernon	Labour and Social Security	1	-	Excused
Mrs. Phyllis Nalty-Raymond	Foreign Affairs & Foreign Trade	1	3	
Mrs. Paulette Bruce-Williams	National Works Agency	1	1	Excused
Miss Rita Clarke	Passport and Immigration	-	1	

DEPARTMENTAL REPRESENTATIVES

Mrs. Sharon Anderson	Accountant General	1	2	Excused
Miss Suzette Mingo	Accountant General	1	2	
Mr. Carl Ewan	Administrator General	1	1	Excused
Mr. O'Neil Grant	Administrator General	1	-	Excused
Mr. Dave Wright	Agriculture	1	2	
Miss Marlise McKoy	Agriculture	1	3	
Mr. Donovan Hutchinson	Auditor General	1	-	
Mr. Fred Manderson	Auditor General	1	1	
Miss Arlyne Pinto	Bellevue Hospital	1	1	
Mr. Errol Spence	Bustamante Hospital	1	-	
Mr. Eric Douglas	Cooperative and Friendly Societies	1	1	
Miss Maude Chambers	Correctional Services	1	1	
Mr. Leslie Campbell	Correctional Services	1	1	
Mr. George Thorpe	Correctional Services	1	1	Excused



REPRESENTATIVE	MINISTRY	SPECIAL	REGULAR	REMARKS
Mrs. Thelma Grayson-Linton	Correctional Services	1	-	Excused
Mrs. Janice McKenzie-Thompson	Education	1	1	
Ms. M. Hyacinth Whyte	Mico Teachers' College	1	2	
Mrs. Rachel Solomon	Finance and Planning	1	2	
Mr. Alrington Roberts	Finance and Planning	1	3	
Mr. Linton Badroe	Food Storage & Infestatation	1	-	
Mr. Paul Peart	Foreign Affairs & Foreign Trade	1	1	
Mr. Glendon Drummond	Foreign Affairs & Foreign Trade	1	-	
Miss Claudette Parker	Forestry	1	2	
Miss Suzette Grant	Forestry	1	2	
Miss Christine Keene	Health	1	1	
Mr. Carl Chevers	Houses of Parliament	-	2	Excused
Mr. Dohewn Cotterell	Inland Revenue	1	2	Excused
Mr. Garfield Jones	Inland Revenue	1	2	
Mr. Glendon Watson	Jamaica Cultural Devel. Commiss.	1	-	
Mrs. Lorna Johnson	Jamaica Cultural Devel. Commiss.	1	-	
Mr. John Orr	Island Traffic Authority	-	2	
Mr. Michael Reid	Institute of Jamaica	1	1	
Mrs. Fay Tomlinson	Jamaica Defence Force	1	3	
Mr. Rohan Henry	Jamaica Defence Force	1	2	
Mr. George Grant	Justice	-	1	
Miss Kathlene Arnold	Justice	-	1	
Mrs. Lelieth Hamilton	Labour and Social Security	1	2	
Miss Vilma Deeble	Labour and Social Security	1	3	
Mr. Gary Mowatt	Local Government & Comm. Dev.	1	3	
Mr. Glendon Whych	Local Government & Comm. Dev.	1	2	
Mrs. Beverly Edwards	National Council for Senior Citizens	1	2	
Mr. Glendon Dunkley	NEPA	1	2	
Miss Onyije Chigozili	NEPA	1	2	
Miss Angela Burrell	National Land Agency	1	2	
Mr. Rodger Mortley	National Land Agency	1	1	
Mr. Stenneth McLean	National Land Agency	1	1	
Mrs. Pauline Grace	National Land Agency	1	1	
Mr. Noel Marshall	National Insurance Scheme	2	-	
Mr. Selvin Roper	National Insurance Scheme	1	-	
Mrs. Althea McCarthy-Brown	National Public Health Lab.	1	1	
Mr. Ervin Miller	National Security	1	2	
Mr. Daniel Peddie	ODPEM	1	1	
Mr. Clarence Frater	Post and Telecommunications	1	3	



REPRESENTATIVE	MINISTRY	SPECIAL	REGULAR	REMARKS
Miss Marlene Cyril	Post and Telecommunications	1	1	
Mr. Dwight Kellier	Probation After Care Officers Ass.	1	1	
Mr. Erell Crooks	Post and Telecommunications	1	2	
Miss Doreen Holness	Statistical Institute of Jamaica	1	1	
Mr. Glendon Crooks	Statistical Institute of Jamaica	1	2	
Miss Christine Patterson	Taxpayers Audit & Assessment	1	2	
Mr. Andrew Facey	Taxpayers Audit & Assessment	1	2	
Miss Corine Evans	Taxpayers Audit & Assessment	1	2	
Miss Dona Pellington	Stamp Duty & Transfer Tax	1	2	
Mr. Denis Miller	Transport and Works	1	1	
Mr. Conrad Ainsworth	Transport and Works	1	-	
Miss Julette DaCosta	Transport and Works	1	3	
Mrs. Evelyn Stewart	Water and Housing	1	-	
Mr. Neville Atkinson	Water and Housing	-	2	

CHAPTERS

Mrs. Coleen Wadsworth	St. Thomas Chapter	1	1	
Mr. Vivian Kildare	St. Ann Chapter	1	3	
Ms. Michelle Graham	Clarendon Chapter	1	3	
Miss Lelieth James	Trelawny Chapter	1	2	
Mr. Kevin Johnson	St. James Chapter	1	1	
Mr. Delleceta Drummond	Westmoreland Chapter	1	2	
Mr. Maxwell Hamilton	Portland	1	1	
Mr. Kiddo Smith	St. Catherine	1	2	



Committees

EXECUTIVE COMMITTEE

Mr. Wayne St. A. Jones - President	Mrs. Paulette Bruce-Williams
Mr. Robert St. F. Chung - 1st Vice President	Miss Rita Clarke
Mrs. Marcia Higgins - 2nd Vice President	Mrs. Sharon Anderson
Miss Marjorie Jump - 3rd Vice President	Mr. O'Neil Grant
Denham Whilby - Hon. Secretary	Mr. George Thorpe
Sonia Campbell - Hon. Treasurer	Mrs. Fay Tomlinson
Mr. Henry Anglin	Mrs. Lelieth Hamilton
Mrs. A. Jean Menzie-Hastings	Mr. Gary Mowatt
Miss Georgia M. Mogg	Mrs. Beverly Edwards
Mrs. Chelsie Shellie-Vernon	Mr. Glendon Dunkley
Mrs. Phyllis Nalty-Raymond	Mr. Clarence Frater

Women Action Committee

Sis. Marcia Higgins - Monitoring Officer	Sis Merna Blygen
Sis. Fay Tomlinson - Chairman	Sis. Suzan Tulloch
Sis. Janice McKenzie-Thompson	Sis. Nickesha Burke
Sis. Juliette Dacosta	Sis. Janice McKenzie-Thompson
Sis. Angela Burrell	Sis. Margaret James-Freeman
Sis. Sonia Campbell	Sis. Patrice Porter
Sis. Onije Chigozili	Sis. Corine Evans
Sis. Thelma Grayson-Linton	Sis. Patricia Graham
Sis. Angella Thomas	Bro. Derrick Carvey
Sis. Claudette Parker	Bro. Donovan Hutchinson
Sis. Michelle Graham	Bro. Roger May
Sis. Beverly Edwards	Bro. Dave Wright
Sis. Chelsie Shellie-Vernon	
Sis. Lilleith James	
Sis. Marlise McKoy	
Sis. Zandra Gabbidon	
Sis. Yvonne Graham	
Sis. Arlyne Pinto	
Sis. Colleen Wadsworth	

Sports Committee

Bro. Robert St. F. Chung - Monitoring Officer	Chairman
Bro. Angela Burrell -	Vice Chairman
Bro. Rohan Henry -	
Sis. Maude Chambers	
Sis. Corine Evans	
Sis. Patricia Graham	
Sis. Margaret James-Freeman	
Sis. Tifonie Powell	
Bro. George Thorpe	
Bro. Roger Mortley	
Bro. Alrington Roberts	

Youth Committee

Bro. Robert Chung - Monitoring Officer	
Bro. George Thorpe - Chairman	
Sis Tifonie Powell	
Sis Angela Burrell	

**Claims Cadre**

Bro. Denham Whilby - Monitoring Officer
Bro. O'Neil Grant - Chairman
Bro. Henry Anglin
Sis. Lilieth Hamilton
Bro. Clarence Frater
Sis. Sharon Anderson
Sis Lorian Peart

Members Benefit and Feasibility

Sis Marjorie Jumpp - Monitoring Officer
Sis. Beverly Edwards - Chairman
Bro. Glendon Crooks
Sis. Phyllis Nalty-Raymond
Bro. Dennis Miller
Bro. Alrington Roberts

Social & Cultural Committee

Sis Marjorie Jumpp - Monitoring Officer
Sis. Sharon Anderson - Chairman
Bro. Glendon Watson
Sis. Chelsie Shellie-Vernon
Sis. Fay Tomlinson
Mr. Donovan Palmer
Sis. Beverly Edwards
Sis Christine Keene
Miss Zandra Gabbidon
Miss Claudette Parker
Bro. George Thorpe
Sis Suzette Grant
Sis Sheryl Hays
Bro. Glendon Crooks
Bro. Gary Mowatt
Sis Julette Dacosta
Bro. Glendon Whych
Sis Angela Burrell

Public Relations Committee

Bro. Robert St. F. Chung - Monitoring Officer
Bro. Paul Peart - Chairman

Jacisera Park Monitoring

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

Human Resource Development

Sis. Marjorie Jumpp - Monitoring Officer
Bro. Gary Mowatt - Chairman
Bro. Glendon Crooks
Sis Beverly Edwards
Sis. Phyllis Nalty-Raymond
Sis. Michelle Richards- Henry
Sis Marlene Cyril
Bro. Glendon Dunkley
Bro. Carl Ewan
Bro. Daniel Peddie

Finance & Planning Committee

Bro. Wayne St. A. Jones - Monitoring Officer
Sis. Paulette Bruce- Williams - Chairman
Bro. Robert St. F. Chung
Sis. Marcia Higgins
Bro. Denham Whilby
Sis Marjorie Jumpp
Sis. Sonia Campbell



Membership Committee

Sis. Marjorie Jumps - Monitoring Officer
 Sis. Sharon Anderson - Chairman
 Sis. Lilieth Hamilton
 Sis. Claudette Parker
 Sis. Sonia Campbell
 Sis. Christine Keene
 Sis. Patrice Porter
 Sis. Beverly Edwards

SUB-COMMITTEES

JCSA Policy Network

Bro. Wayne St. A. Jones
 Sis. Janet Mitchell
 Sis. Phyllis Nalty-Raymond
 Bro. George Grant
 Sis. Jean Menzie-Hastings
 Bro. Leon Dundas
 Bro. Henry Anglin

Human Resource Management

Bro. Gary Mowatt
 Bro. Clarence Frater
 Sis. Chelsie Shellie-Vernon
 Sis. Phyllis Nalty-Raymond
 Sis. Sharon Anderson.

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

Sis. Sonia Campbell - Director
 Bro. Wayne St. A. Jones - Director
 Bro. Edward Bailey - Director

JCSA Limited

Bro. Wayne St. A. Jones
 Bro. Edward Bailey
 Sis. Georgia Mogg
 Sis. Jean Menzie-Hastings
 Bro. Winston Clarke

Jamaica Confederation of Trade Unions

Executive Council
 Bro. Wayne St. A. Jones
 Bro. Robert Chung
 Bro. Edward Bailey

Public Sector Committee

Bro. Denham Whilby
 Bro. Clarence Frater

Blue Cross of Jamaica

Government Employees Administrative Services Only (GEASO)

Sis. Sonia Campbell
 Sis. Georgia Mogg

Government Pensioners Administrative Services Only (GPASO)



TREASURER'S REPORT



AUDITORS' STATEMENT



Jamaica Civil Service Association
Balance Sheet
as at 30 November 2003



Schedule I



Schedule ii



Schedule III



Schedule IV



Schedule V



Schedule VI



Appendix A

Workers Unions and the Challenges of Globalisation

*presented by Professor Neville Duncan
at the 85th Anniversary Lecture, Thursday May 6, 2004*

Workers' unions were born out of a struggle against rapacious capitalism and against all forms of discrimination at the workplace in order to bring justice and equity to all, but especially the weakest, in the production chain. Since then capitalism and the unions have come to an accommodation where a more acceptable face has been put upon the maximization and optimalization of profits, with the workers also securing benefits other than pay. But this is now becoming history.

Notwithstanding this, capitalism today is in deep crisis. It is experiencing sharp declines in the rate of profit. Firms have overproduced as they face stiff competition and cannot get rid of old inventories because their competitors have put more advanced products on the market or offer more contemporary services. Systematic decline is manifested in, for example, a long-term squeeze on profits on three fronts — the cost of labour; imports and infrastructure; and taxation.

It is argued by some that in most fundamental ways, the contradictions of the capitalist system cannot be contained - hence terminal secular decline. Capitalism is entering a period of "chaos". There is revealing itself a "politics of transition". Politically, anything is becoming possible. Each country or trading group or economic bloc is trying to grab the opportunity for repositioning and to seek for a higher place in the global pecking order of states along socio-economic rankings.

In order to meet these challenges firms have relied upon technology more than people, in their own countries, thus laying off hundreds of thousands of once secure workers, taking away hard-earned firm-provided benefits such as pensions and health insurance and have pushed working hours, unofficially, beyond 8 hours per day.

There is a growing casualization and informalization of work as a consequence. Workers also suffer from another manifestation - the outsourcing of work and work processes to other countries - which not only exploits severely these 'foreign' workers but also pushes their own nationals into unemployment, underemployment and underpay.

Workers' unions are being supplanted by human resources managers who encourage workers to rely less, or not at all, on unions and look for their personal advancement



within a firm's hierarchical benefit structure. Business alliances, mergers, hostile takeovers, etc., leave workers at the mercy of the new investment predators, often not seeking the long-term sustainability of the firm but very short-term profit taking.

This drive to maximize and optimize profits, in the short-run, has led to financial crises and crashes in countries regardless of the economic fundamentals of the country. This points to the rise of mobile capital, manipulating exchange rates for 'paper' profits and feeding, like John Crows, on the purchasing opportunities which emerge, to acquire sound firms at "fire sale" prices when they are called in by their banks for non-servicing of loans. In all of this, workers and taxpayers are sacrificed and disproportionately bear the burden for the greed of financiers and those who fail to seriously regulate their activities.

In Jamaica, this globalising process has brought considerable difficulty upon our working population. We have "benefited" from rich country outsourcing, at least for a while, by the establishment of export processing zones. These are now in rapid decline as firms search for and find countries with much lower wage rates and fewer labour regulations.

Our economy has been under significant threat - slow growth in the economy, crime and violence of shocking proportions, absolutely excessive debt burden, low productivity (much of it due to management failures), the high cost of doing business in Jamaica, and failure to maximize the benefits of investments in tourism and bauxite. These have led capitalists to act for the very short-term to maximize paper profits than engage in real economy activities. Trade agreements and commitments to trade liberalization have opened up even the distributive trades and services sectors to competition from massive global corporations. Whenever foreign firms choose, they have the power to sweep away most Jamaican firms which do not have the scale, scope, technology or low cost finance to successfully compete.

The pressure has led to massive tax evasion and a continuing incapacity of the government to identify and successfully prosecute offenders and induce timely payments. A significant portion of our economy is informal, which is another way of saying that tax avoidance is common. Overall, government has failed to collect the due revenues and has been unable to devote adequate resources either to economic or social development. Its own overspending has led to significant budget deficit and massive foreign and local debt — the servicing of which has been the main factor why the government is unable to significantly induce economic development and meet pressing social needs, including the need for personal physical security.



As most of you know, the public sector has already been brutally assaulted with massive lay-offs under the IMF and World Bank structural adjustment programmes during the 1970s and 1980s. It was further affected by public sector reforms, some of which were created for special attention (namely, Executive Agencies), leaving the mainstream public service to languish, comparatively. Massive migration of professionally trained persons from all areas of the public sector - administrators, nurses, teachers, medical doctors, engineers, architects, lawyers, etc - have created serious problems for sustaining a highly effective, efficient and caring entity. This outflow (to local and foreign destinations) has been largely due to the incapacity of governments to satisfactorily reward its employees.

The relative income and status position of the typical public sector worker has depreciated significantly, in real money terms, since the late 1960s and early 1970s. The current need of the Jamaican government to reduce significantly its budgetary deficit in the next few years has encouraged a partnership agreement between trade unions and the government. This means that performance issues as well as productivity measurement will have to become a key focus of Union and Government action if workers are to make real progress and not be merely marking time on salary and perquisites.

Fortunately, there are some positive signs on the near horizon - new investments in the hotel and mining sectors - which might have an almost immediate impact on government revenues. Notwithstanding this, the real road to development is to improve performance of managers and workers in the public and private sectors, to significantly reduce domestic interest rates, sharply increase national savings, increase exports of goods and services, and win the battle for domestic peace and security in the communities, which are crisis-ridden.

The public sector unions are to be highly congratulated in the responsible way they have worked to protect the core interests of all their workers, avoiding in the process lay-offs and salary cuts, which at one time had seemed unavoidable. As the social compact progresses, the unions will be examining ways in which they will share in increased productivity, savings, and unanticipated windfalls to the government. When the private sector comes fully on board, this will become a more urgent task. Yet it was a historic first step.

The more important partnership development (beyond bi-party and tri-party agreements) is for a deep national consultation on development and redistribution of wealth issues. This national consultation, involving localities and communities, all organized non-state



actors and the government, should be conducted with the utmost deliberation and authority to identify national priorities and the allocation of significant amounts of scarce resources to ensure effective implementation of the strategies to achieve them in the shortest possible time.

This, I submit, must not be seen as a substitute for maximizing the positive possibilities of tri-partite arrangements, but these are essentially short to medium term activities. Nevertheless, I feel that, in true and highly validated national consultations, workers, through their organizations, will have a decisive role to play — thus recovering from the marginalization which corporate globalization and perservering domestic economic and social development crises have imposed on them. In this context, civil society's emergence as a force with which to reckon is long overdue.

One vital factor is our attitude towards globalization in all its manifestations. Corporate globalization suggests that liberalizing capitalism is permanent and that states will have to open up to the world, without let or hindrance, if they want to share in the benefits. I reject this view, at least in the way it has been presented by proponents. On the one hand, booms and recessions have always marked capitalism's progress since the sixteenth century - that is to say, there have been cycles of openness and of retreat back into protective nationalism. This process may continue. On the other hand there is a view, which says that capitalism is now in a terminal phase leading to collapse of the system and that a new socio-economic system will emerge - a transition to a new system. If this is true, then all social forces are in contention to define the shape and character of this new order. Workers' unions need to be alive to both of these issues and prepare to be deeply involved in such changes.

I deeply appreciate this opportunity to address you. I have been living outside of Jamaica for 31 and a half years and it is especially precious to me to be kindly regarded by your invitation.