



Jamaica Civil Service Association

CORNERSTONE

OCT - DEC 2025

ISSUE 3 - NEWSLETTER

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#JCSA Cares



CAPTION: Volunteers from the Jamaica Civil Service Association led by President Techa Clarke-Griffiths at various locations in the Western Region delivering care packages.

JODY-ANN BAILEY: CHAPTER CHAIR OF THE YEAR
WOMEN GET TRAINING IN CPR, SELF-DEFENSE
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Standing With Our Members
Throughout Hurricane Melissa

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President of the Jamaica Civil Service Association (JCSA Techa Clarke-Griffiths (center) is joined by other members of the JCSA officers corps. From left: Second Vice President Kelvin Thomas, First Vice President Clarence Frater, Treasurer Melaini Mullings-Arnold, and Third Vice President Alrington Roberts.

Christmas Message

The President

**Officer Corps, Executive Committee, General Council, and Staff
Of the Jamaica Civil Service Association wish you and your families
a joyful Christmas and a prosperous New Year.**

**May this season remind all of us of the power of love, humility, and
unity. We thank you for your dedication to the public service, which
continues to inspire and uplift our nation.**

May your holidays be filled with peace, happiness, and cherished moments!

JCSA on the Frontlines

Standing With Our Members Throughout Hurricane Melissa

When Hurricane Melissa battered the island with relentless rainfall, rising floodwaters, and widespread damage, the Jamaica Civil Service Association (JCSA) immediately shifted into full response mode. As communities across Jamaica endured washed-out roads, damaged homes, and disruption to daily life, the Association reaffirmed its role as a lifeline for public officers who were affected by the storm both personally and professionally.

In recognition of the seriousness of the developing situation, President Techa Clarke-Griffiths made a decisive leadership decision that underscored the Association's priorities. She announced that all scheduled JCSA activities would be cancelled immediately. This step was taken so that every resource, every volunteer, and every regional committee could focus entirely on relief efforts. The decision allowed the organization to move quickly, remove distractions, and give its full attention to members who were in urgent need of support. According to President Clarke-Griffiths, the wellbeing of the membership had to take precedence, especially at a time when many public officers were providing essential national services while managing the impact of the hurricane on their own families.

As conditions worsened across the island, reports flowed in from several parishes where members were marooned due to blocked roads, collapsed bridges, or flooded communities. In response, JCSA teams launched coordinated welfare checks and began preparing for on-the-ground outreach. Once it was safe to travel, the Association's leadership and regional officers embarked on extensive site visits across some of the hardest-hit parishes. The team travelled to Westmoreland, Black River, Santa Cruz, St. James, Trelawny, and Hanover, where they assessed damages, listened to member concerns, delivered care packages, and identified cases requiring follow-up support. These visits provided critical firsthand insight into the experiences of public officers who faced significant personal and professional disruptions.



Through these outreach efforts, the JCSA met members who had lost household items, experienced severe flooding, or were unable to return to their homes due to road blockages. The Association also provided support for officers who were on duty despite the hazardous conditions, including those working in shelters, health facilities, emergency offices, and other essential government services. The JCSA made it a priority to ensure that these workers were supported and that their safety was respected during and after the storm.

At the same time, the JCSA intensified its collection of detailed needs assessments across ministries, departments, and agencies. These assessments will guide the Association's long-term response, particularly in relation to home repairs, replacement of damaged household items, temporary relocation support, transportation challenges, and other personal

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JCSA on the Frontlines

Standing With Our Members Throughout Hurricane Melissa

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impacts that require sustained help in the months ahead. The Association has committed to ensuring that these needs are documented, verified, and addressed in a systematic and equitable manner.

Throughout the entire response effort, one theme has remained constant: solidarity. The JCSA has reminded the nation that public sector workers form the backbone of Jamaica's emergency response, administrative continuity, and community recovery. In moments of crisis, these workers often carry the heaviest load, and the Association's mission is to ensure that they are not doing so alone.

President Clarke-Griffiths expressed deep appreciation for the dedication of members across all regions. She acknowledged that many officers were helping their communities while facing their own personal struggles, and she reaffirmed the Association's commitment to stand with them at every stage of the recovery. She also extended gratitude to the JCSA volunteers, staff, and regional executives who have been working tirelessly to coordinate relief despite difficult conditions.

As the island gradually transitions from immediate response to long-term rebuilding, the JCSA remains firmly positioned on the frontlines. The Association will continue to provide emotional, financial, and practical support for members while advocating for stronger disaster policies, improved workplace flexibility, and better systems to protect public officers during future emergencies.

Hurricane Melissa has tested the resilience of the nation, but it has also highlighted the strength of the civil service community. The Jamaica Civil Service Association will continue to honour that strength by standing with its members, ensuring that none face this recovery alone, and helping to rebuild, restore, and rise stronger than before.



A Moment of Compassion in Hanover:

JCSA Extends Support Beyond Its Membership

During the Jamaica Civil Service Association's recent visit to the Hanover chapter as part of its ongoing Hurricane Melissa relief efforts, the team encountered a touching moment that spoke to the heart of true service and humanity. Among the many individuals impacted by the storm was a woman who, though not a member of the Association, had suffered tremendous loss her entire home was destroyed, leaving her displaced and vulnerable. As she stood among the members sharing their stories of hardship, her quiet strength and visible grief captured the attention of President Techa Clarke-Griffiths. Moved by her situation, President Clarke-Griffiths stepped forward and personally presented her with a relief package and essential supplies. The gesture, though simple, carried profound meaning. It underscored a core principle that has guided JCSA's response since the hurricane: compassion has no boundaries, and support should extend to anyone in need.

While the Association's mandate is to advocate for and represent its members, President Clarke-Griffiths has consistently emphasized that in times of national crisis, humanity must come first. Her act of kindness demonstrated that the JCSA's mission goes beyond membership; it is rooted in service, empathy, and solidarity with those affected across the wider community.

This moment in Hanover served as a powerful reminder that the work of the JCSA is not only about representation but also about uplifting people wherever possible. The woman expressed deep gratitude, noting that the assistance would help her begin to rebuild after losing everything to Hurricane Melissa.



As the JCSA continues its relief efforts across the island, this encounter stands out as a testament to the Association's commitment to human dignity, compassion, and community resilience, values that President Clarke-Griffiths continues to exemplify in her leadership.

“ It underscored a core principle that has guided JCSA's response since the hurricane: compassion has no boundaries, and support should extend to anyone in need. ”

Humanity in Action:

JCSA Team Assists Motorist in Need During Hanover Visit

While journeying through Hanover as part of its ongoing Hurricane Melissa relief efforts, the Jamaica Civil Service Association (JCSA) team experienced another moment that quietly reflected the organisation’s deep commitment to service, compassion and community.

Along the roadway, the team encountered a woman who was stranded with a flat tire and visibly unsure of how to proceed. Without hesitation, members of the JCSA team stopped to offer assistance. Working together, they were able to safely change her tire and ensure she was able to continue her journey. What began as a simple act of kindness soon revealed a meaningful connection. In speaking with the woman, the team learned that she is a public sector worker. This was a reminder that even outside formal engagement sessions, civil servants are all around us and contribute to national development in countless ways.

Recognising this, the JCSA team took the opportunity to share information about the Association and its role in advocating for the welfare and rights of public sector employees. A membership form was provided, which opened the door for her to join a community that is dedicated not only to representation but also to genuine care for one another.

This small roadside interaction is yet another testament to the JCSA humanitarian spirit. Whether responding to disaster, supporting affected communities or lending a helping hand in unexpected moments, the Association continues to demonstrate that service extends far beyond structured programmes. It lives in everyday acts of compassion and connection.

As the JCSA moves forward with relief activities and advocacy, encounters like this reinforce its core message. We are stronger together and service, whether big or small, makes a lasting difference.



Melaini Mullings-Arnold, Honorary Treasurer, presents a membership form to a prospective member whom the team assisted with changing her tire on their way back from the Hanover relief efforts.

Women get training in CPR, Self-defense

The Jamaica Civil Service Association (JCSA) Women's Action Committee (WAC) organised a transformative awareness session at the JACISERA Park on November 27, 2025. Held in recognition of the global 16 Days of Activism Against Gender-Based Violence, the programme empowered women with essential knowledge in CPR, or cardiopulmonary resuscitation and self-defense. The 16 Days of Activism" refers to the annual global campaign from November 25 to December 10 to end gender-based violence.

The first session started with CPR training led by Ms. Caryl Lindo, Emergency Medical Technician from the Jamaica Fire Brigade who showed participants how to administer Cardiopulmonary resuscitation (CPR) with the help of CPR manikins. "Each person should take time to become certified, as this could mean the difference between life and death," Ms. Lindo stated.

Attackers

Soon it was time for the Self-Defense Class where participants learnt basic Taekwondo techniques to protect themselves from potential attackers. WAC Co-chair Shanti Francis said this activity is relevant as it empowers women to protect and defend themselves against harm. "It gave me confidence. In times of possible harm, I can defend myself," she said. Meanwhile, Latoya Spence, the other Co-chair for WAC said she found the Basic Life Support and CPR training extremely informative and empowering. The practical demonstrations were especially impactful, allowing me to clearly understand each step and feel more confident applying the techniques in real-life situations. Overall, the hands-on approach made the training engaging, memorable, and truly valuable.

Martial Arts Expert Lamar Knight led the training. Knight, a former taekwondo athlete who competed during his high school years, led the training, sharing his knowledge and experience in self-defense. Between physical demonstrations, Knight reminded the women, about the various techniques that can protect them, such as how to get away from an attacker to how they should carry their handbag safely.



Instructor Lamar Knight shows participants various techniques to use if they are attacked.



Ms. Caryl Lindo, Emergency Medical Technician guides participants on the correct method to administer CPR.



A Webinar on **A Cry for Help**

Violence Against Women and their mental health

As a part the global observation of the 16 Days of Activism against Gender-Based Violence, on Wednesday, December 10, 2025, the Jamaica Civil Service Association Women’s Action Committee led by Sisters Latoya Spence and Shanti Francis in collaboration with Woman’s Inc held a hybrid webinar presentation under the Theme: How Does Violence Against Women Affect Their Mental Health and the Cry for Help? The hybrid event was held at the O’Neil W. Grant Auditorium in Kingston. The rich discussion examined the mental health impact of gender-based violence and Intimate partner violence, spotlighted the resources and support systems available across Jamaica.

Diverse fields

The speakers are experts in diverse fields, such as **Dr. Gillian Mason** - Senior Gender Specialist, UWI, who passionately spoke about the mental impact of gender-based violence or intimate partner violence noted that regardless of the form of violence, whether emotional or physical there is going to be a psychological impact. The break of trust is one of the main effects experienced by the victim who is in a committed relationship. Persons may become fearful of other people and anxious. **Ms. Rochelle Davis**, Clinical Psychologist at the Department of Correctional Services voiced her concerns that in her line of work she has seen persons experiencing Acute Stress and post traumatic stress Disorders. Some systems of these disorders are poor sleep patterns, hyper-arousal, fear and anxiety, flashbacks. **Ms. Monique Fitzgerald**, a rural Sociologist at the Bureau of Gender Affairs spoke ardently

Participants pose on stage for a quick photo op before the start of the hybrid seminar at the O’Neil W. Grant Auditorium on Wednesday, December 10, 2025. From left are: Ms. Jennilyn Peinado (moderator), Ms. Monique Fitzgerald, Ms. Rochelle Davis, Ms. Yvonne Beckford and Dr. Gillian Mason.

that persons may become withdrawn and behavioural changes when they are experiencing domestic violence. The partner may restrict their movement and prohibit them from maintaining friendships. There is a move by the partner to isolate the victim.

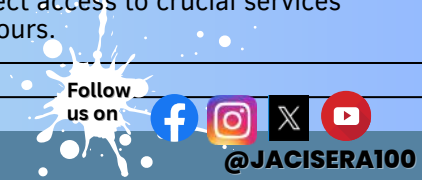
Ms. Yvonne Beckford, Manager at the Woman Incorporated talked earnestly that there are life and death situations where the cases are very dire and they have to go above and beyond and reach out to our Caribbean neighbours to accept a Jamaican for a period of time to save the lives of a mother and her children. She added that we need the implementation of new laws that are more effective.

The event flowed smoothly as **Ms. Jennilyn Peinado** expertly chaired the event, asking insightful questions, keeping the discussions focused and respectful, and adapting to the flow while ensuring the participation of everyone and creating a safe and productive environment.

Collaborative

The panelists called for more collaborative efforts, which must also include community-level initiatives to curtail Intimate partner violence. In addition, the combining of resources is required to establish safer haven across the island, which will encourage more victims to leave abusive environments in favour of the safety and support offered by these shelters. The prevention of Intimate partner violence is the responsibility of all. The more informed we are, the more prepared we are to protect ourselves and support those affected.

In addition, there is a call to ensure that gender-based violence prevention and response measures are joined and funded as a vital component in humanitarian responses. Also, raise awareness of the heightened risks of gender-based violence in crises and the long-term health impacts, especially in the aftermath of Hurricane Melissa, where the homes of have been destroyed and they are now housed in shelters. We should call on all stakeholders to meet their obligations to prevent violence against women and girls during emergencies and protect access to crucial services that meet the needs of survivors.





President Techa Clarke-Griffiths, OD, MBA



Highlights from Man Talk 101



Patrick "Curlyloxx" Gaynor

Man Talk 101 Ignites Fiery Debate on "Polygamy vs Monogamy"

The energy was electric at the O'Neil W. Grant Auditorium, JACISERA Park, on Thursday, September 25 2025, as the Jamaica Civil Service Association (JCSA) Men's Coalition Committee hosted the 5th edition of its acclaimed Man Talk 101 series this time under the daring theme "Polygamy vs Monogamy: Understanding the Social Impact."

From the moment guests arrived at 31 Molyne's Road, Kingston 10, it was clear that this would not be an ordinary afternoon. The auditorium buzzed with anticipation as people filled the seats, ready to hear raw, honest, and somewhat controversial perspectives on love, loyalty, and modern relationships.

The afternoon's line-up was nothing short of dynamic. Pastor Leroy N. Hutchinson delivered a compelling faith-based reflection on commitment and moral grounding in today's relationships. Social Media Influencer and Fitness Coach Courtney Francis brought the heat with unapologetic opinions on masculinity and self-discipline in monogamous unions. Mr. Ryan Martin, who boldly identifies as a polygamist, shared firsthand experiences that peeled back the social stigma surrounding multiple-partner relationships. Adding an international lens, T. R. David, a Nigerian speaker, traced the cultural and historical roots of polygamy, reminding the audience that context often shapes what societies define as "acceptable."

Then came the guest presenter Mr. Patrick "Curlyloxx" Gaynor, one half of the iconic Twins of Twins duo. Known for his quick wit and sharp intellect, Gaynor delivered a riveting, heartfelt defense of monogamy. Blending humor, social critique, and philosophical insight, he argued that true fulfillment in relationships comes from emotional depth, self-awareness, and faithfulness.

Each presentation was a story in itself passionate, unfiltered, and thought-provoking. When the speakers later converged for a panel discussion, guided masterfully by host Stephen Reid, the auditorium came alive with laughter, debate, and bursts of applause. Audience members didn't hold back, questioning, challenging, and sharing their own truths about love, gender roles, and fidelity in the 21st century. The evening wasn't all serious talk, though. Shadez's soulful guest performance added rhythm and release to the tension-filled discussion, reminding everyone that love in any form, still inspires art and beauty.

The Man Talk 101 series has grown into one of the most compelling spaces in for candid, intelligent conversations about manhood and society.

This fifth staging reaffirmed that mission, to create a space where difficult topics are not just discussed, but understood.

As guests filtered out of the auditorium long after closing time, one sentiment lingered in the air: whether you believe in one love or many, understanding is the truest foundation of them all.

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Jody-Ann Bailey hosts a digital transformation workshop for the SEZ.



CHAPTER OF THE YEAR: St. Thomas Chapter Chair Jody-Ann Bailey receives the award from President Techa Clarke-Griffiths.

Jody-Ann Bailey: Chapter Chair of the Year

1. Can you briefly tell us about yourself and your background? (parish and community of birth and education institutions)

FROM the vibrant hills of St. Andrew, where the energy of city life meets the warmth of community spirit, my journey began. My name is Jody-Ann Bailey, and my story is one of passion, perseverance, and purpose. Though born in St. Andrew, I was raised in the beautiful parish of St. Thomas, where I served my community and developed the values of hard work, integrity, and service. These early years laid the foundation for what would become a fulfilling career in technology and leadership, as I learned the importance of resilience, adaptability, and giving back to those around me.

Curiosity

My academic path began at the Seaforth Primary school then St. Thomas Technical High School, where I developed a strong sense of discipline and a curiosity for learning that would carry me through every chapter of my life. I later sharpened my technical and professional skills through Heart Trust NTA, gaining hands-on training and real-world experience leaving with a NVQJ in Business Administration and Customer Service this gave me the confidence to take on bigger challenges. Building on that knowledge, I pursued higher

education at the University of the Caribbean, where I earned both my Asc. in Management Information Systems, my BSc in Information Technology and eventually the University of East London, where I earned my MSc in Information Security and Digital Forensics.

I have also broadened my professional competencies through studies at the University of the West Indies (UWI), where I completed certifications in Supervisory Management and Project Management programs, as well as through the JCSA I completed the Professional Certificate in Industrial Relations at the Management Institute for National Development (MIND). Additionally, I have developed a love for procurement over the years and this has lead me to complete a professional certification in Procurement through The International Procurement Institute (INPRI) receiving an A.C.P.P certification, this along with my certification in Network Routing and Switching at the Vocational Training Development Institute (VTDI) further strengthening my ability to navigate both technical and administrative spheres with confidence and precision.

Before entering the ICT field, I built a strong foundation working in the health sector for over 11 years. Starting out as a customer service representative, I steadily advanced through upward mobility to reach the leadership position I hold today. This

journey in healthcare not only refined my problem-solving skills and emotional intelligence but also shaped my approach to service, teamwork, and leadership. At the end of my tenure with the South East Regional Health Authority (SERHA), in collaboration with the Ministry of Health and Wellness I was honored with an award for my outstanding contribution in managing the digital vaccination process during the COVID-19 pandemic for the region a recognition that remains one of the proudest moments of my career.

Advocacy

In addition to my professional responsibilities, I am deeply engaged in advocacy and organizational leadership. I currently serve as the chair for the Corporate Social Responsibility committee at my organization as well as the Chapter Chairperson for the Parish of St. Thomas in the Jamaica Civil Service Association. Under my leadership, our chapter was proudly awarded Chapter of the Year for the administrative year 2024/2025, a testament to our team's unity, effective representation, and dedication to the welfare of our members. This achievement reflects my belief that leadership is not just about holding a position but about inspiring collective action, fostering collaboration, and achieving results that makes tangible difference. My appointment as a Justice of the Peace is another significant milestone for me.

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Jody-Ann Bailey receives the Health Care Worker Award for the technical support to the SERHA team during COVID 19



St. Thomas Chapter Chair Jody-Ann Bailey (third left) stands alongside President Techa Clarke-Griffiths (second left) and her Chapter executives at a handover ceremony of medical equipment in the parish.

Jody-Ann Bailey:

Chapter Chair of the Year

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Can you share any lessons you have learned from failure or mistakes?

One of the biggest lessons I've taken from my mistakes is the value of preparation and double-checking the details before taking action. In the IT world, even the tiniest oversight can snowball into a much larger problem, so I've learned to slow down, verify my work, and confirm my assumptions before moving forward. This habit doesn't just apply to technology, it's just as useful in everyday life, where careful planning can save time, stress, and unnecessary setbacks.

I've also come to see mistakes not as failures, but as valuable opportunities to grow. When things don't go according to plan, I make it a point to dig into the root cause, implement corrective measures, and share the lessons learned so others can benefit too. By approaching errors this way, I've been able to turn frustrating moments into constructive experiences that strengthen both my skills and my problem-solving mindset.

Most importantly, I've learned to take responsibility for my mistakes and communicate openly about them. Owning up to them not only builds trust but also creates an environment where learning and improvement are possible. For me, each misstep has become a stepping stone, helping me refine my approach, strengthen my resilience, and move forward with more confidence than before.

How do you handle criticism or feedback?

I see criticism and feedback as important opportunities to grow and improve. When I receive constructive feedback, I take the time to reflect on it and identify areas where I can enhance my skills or adjust my approach. At the same time, I trust my own judgment to weigh the feedback thoughtfully, making sure any changes align with sound reasoning and practical application.

For me, feedback isn't something to fear; it's a tool that helps me learn, evolve, and perform at my best. I try to approach it with an open mind and a positive attitude, seeing every suggestion as a chance to strengthen both my professional abilities and the impact of my work.

How do you stay motivated and productive?

I stay motivated and productive by keeping a clear focus on my goals and the impact of my work. I draw energy from solving problems, supporting my team, and seeing the tangible results of technology improving processes and lives. Continuous learning also keeps me engaged, as I actively seek opportunities to expand my skills and stay current with industry trends. Additionally, I maintain a structured approach to tasks, prioritize effectively, and remind myself of the purpose behind what I do, which helps me remain consistent, resilient, and focused on delivering high-quality outcomes.

Book Review & Summary

by *Mikhailia Mullings*

Most Improved Student: In the Classroom of Life By Euphemia Sophia Burke Robinson

When I first read this book, I expected a simple guide on how to overcome life's challenges. Instead, it turned out to be so much more. It restores faith, builds inner strength, and renews self-confidence in situations designed to break and discourage those destined for greatness.

This book taught me two major lessons from the "classroom of life":

- 1. Encourage yourself, and believe in yourself.
- 2. It's not about where or how you start, but where you're going.

Reading is an essential mind-therapy that many people overlook. In times like these, I encourage everyone to read—especially books like this that feed the mind and remind us that what may feel like the end is not truly the end. There will always be sunshine after bad weather.

I have two favourite chapters:

• **Chapter 4 – "Crossing the Hurdle."**

This chapter covers the devastating event that nearly destroyed the soul of a bright young girl, leaving many to believe she was lost forever. Yet it took the prayers and anointed words of her grandmother to revive her and guide her back from a life of brokenness.

• **Chapter 15 – "A Second Chance."**

Many of us receive second chances but don't always use them wisely. In this chapter, the main character seizes hers. Her outlook changes because her dreams grow bigger, and she refuses to settle for anything less than the future she envisions.

Dr. Euphemia Burke Robinson's story reignites hope, faith, and strength—especially in the areas where a young girl needs them most. This book is a reminder that growth is possible, healing is real, and every setback can become a steppingstone.

- **Publication date : April 27, 2025**
- **Language : English**
- **Print length : 166 pages**
- **Reading age : 12 - 18 years**



Mikhailia Mullings

HR HUMAN RESOURCES CORNER



New Team members

Welcome aboard, Miss Latanya Samuda - Accounts Receivable and Miss Dashenel - Champagne- Accounts Payable. We're thrilled to have you both joined the team we are excited to see the skills and experience you bring to the table.



We know starting a new job can be a lot, so we're here to support you every step of the way. Feel free to reach out to anyone with questions or if you need assistance. We're all about teamwork here, and we're confident you'll quickly become valuable members of our team.

We look forward to achieving great things together. Welcome again, and we're so happy to have you!

Congratulations

Congratulations to our President, Mrs. Techa Clarke-Griffiths on being conferred with the Order of Distinction (OD) for meritorious service in the Trade Union Movement and the Public Sector.

Congrats to Mrs. Tifonie Powell-Williams-General Secretary on being selected the first female General Secretary for CPSA

Congratulations to Miss Shanna-Dee McDonald on successfully completing her course in Supervisory Management at the UWI Open Campus.

•Bro. Junior Latibeaudiere who was officially sworn in as a member of the Sexual Harassment Tribunal – Ministry of Culture, Gender, Entertainment and Sports



To the following team members who completed the certificate of achievement in Advanced Industrial Relations Training : George Thorpe- IR Manager, Michelle Wiliamson – Manager-Member Services, Junior Latibeaudiere-Senir IR Officer, Joy Tucker-Senior IR Officer, Alecia Pusey- IR Officer and Rosalind McKenzie-IR Officer



- What is your name and what Ministry, Department or Agency of Government are you employed to? My name is Phillip Hutchinson and I am a member of the Jamaica Fire Brigade.
- How long have you been a member of the JCSA? I have been a member of JCSA for over 10 years.
- What benefit or benefits have you received from the Association? I received my 1st home through the Union and now I'm a member of the JCSA gym.
- Why would you encourage other persons to join the Union? I would encourage others to join the Union because it's not just a Union that represents you in wage and work issues but they offer a lot more benefits than a regular Union would eg. getting a house, providing car insurance and gym for their members, etc. This is far more than other Unions provides for their members.
- Are you satisfied with the service you have received from the JCSA over the years?

Yes, I'm very much satisfied with the service JCSA offered me over the years.

PHILLIP HUTCHINSON



MEMBERSHIP HAS ITS
PERKS
 ★ ★ ★ ★ ★
 We value your feedback - Share Your Experience



Michelle Williamson
 Member Services Manager
 Jamaica Civil Service Association

- What is your name and what Ministry, Department or Agency of Government are you employed to? I am currently employed to the Ministry of National Security, assigned to the Police Department.



SANDRA HARRIOTT

- How long have you been a member of the JCSA? I first joined the Government service on December 12, 2000, assigned to the Southeast Regional Health Department. I became a member of the Union in 2001/2002.
- What benefit or benefits have you received from the Association? The benefits I have received from the Association include:
 - Assistance with industrial relations matters
 - A house at Union Estate
 - School fee assistance for: MIND – Professional Certificate in Industrial Relations CMU – B.Sc. in Logistics and Supply Chain Management
- 4. Why would you encourage other persons to join the Union? Yes, I have been encouraging others to join the Union because it advocates for workers' rights and provides access to a wide range of benefits, including educational and housing support, from which I have benefited greatly. The Union also ensures that members are fairly represented in employment-related matters, and I am a living testimony to that support.
- Are you satisfied with the service you have received from the JCSA over the years? Yes, I am generally satisfied with the service I have received from the JCSA. The Association has consistently provided support when needed and has played an important role in my professional and personal development.

Standing Together Through Hurricane Melissa



Members of the Jamaica Civil Service Association collect care packages during the JCSA Cares outreach in Trelawny on November 26, 2025.

As Hurricane Melissa moved across Jamaica, the Western Region home of many of our esteemed members experienced the most significant impact. Hurricane Melissa has challenged our resilience as a community, it has simultaneously reinforced our unity, compassion, and dedication to our members.

The Jamaica Civil Service Association's (JCSA) foundation is based upon service, our mission assumes greater importance in time like these. We want to assure our valid members that you are not alone, the JCSA has your steadfast support.

Commitment to our members

JCSA is dedicated to supporting members who are experiencing difficulties as a result of Hurricane Melissa. We are closely monitoring and delivering support where it is most required. Without you, our members, we could not have achieved our goals. Your membership subscription allows us to provide the proper care, comfort, and relief during times of crisis.

Supporting Members in the Western Region

Each member contribution has made a significant and tangible difference. The team that visited the region established direct contact with the members that were impacted by the disaster. During these visits, we distributed care packages containing essential supplies to assist our members during the initial days of disruption. However, these packages signified more than just basic necessities; they embodied hope, solidarity, and a reminder that no JCSA member faces hardship alone.

We did not merely deliver assistance packages; we also interacted with members, listened to their stories, and provided emotional support. Being present during such a difficult time was crucial for us. JCSA goal was not just to deliver items, but to provide comfort.

Helping Members Recover from Property Damage

For many of our members, Hurricane



Crystal Lee-Brown, MBA
Accounts Manager - JCSA

Melissa brought more than temporary disruption. It caused significant damage to homes and personal property. We recognize how overwhelming this can be, and we are committed to helping you recover.

To facilitate this process, the JCSA developed a disaster-assistance electronic form that all impacted members are encouraged to fill out. Additionally, our team visited the areas in person for members who were unable to utilize the online form. Some communities were experiencing lack of data service, making communication difficult. However, JCSA persevered to ensure that no member was overlooked.

To our valued members

If you ever find yourself feeling overwhelmed, disheartened, or just in need of a conversation, please remember that you can always contact us. Whether by phone or email, we will ensure to dedicate time to listen.

The Jamaica Civil Service Association's (JCSA) foundation is based upon service, our mission assumes greater importance in time like these. We want to assure our valid members that you are not alone, the JCSA has your steadfast support.



Jamaica Civil Service Association

BENEFITS OF MEMBERSHIP



Member ID Card

Access discounts at several merchants across the Island.

Industrial Relations Unit
Handles Grievances and Industrial disputes.



The JACISERA Health and Wellness Centre

Gym with trainers and Juice Bar.

The Mini Marts
Located at **31 Molynes Road, Kingston** and **44 Thompson Street, Montego Bay**, our Mini Marts stocks all the major household items and sells them without a markup and an additional **15%** discount.



Jamaica Civil Service Mutual Thrift Society

For your saving and borrowing needs.



876-968-7087



10 Caledonia Avenue,
Kingston



jcsasecretariat
@jacisera.org



www.jacisera.org



Jamaica Civil Service Association



Motor Vehicle Help Desk

Assists with importing a motor vehicle from Japan through partnership with First Heritage Cooperative Credit Union.

Member Assistance Program

Members who have difficulties such as loss of a close family member, medical conditions loss of a home can apply to the JCSA for financial assistance



Scholarships and Grants

For our members and members' children, applications for education grants open on the first working day in June of each year.



The Jamaica Civil Service Housing Company Ltd.

Providing housing solutions through our development and through partnership with the National Housing Trust.



Jamaica Cooperative Insurance Agency

Insurance discounts for our members



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How to engage the services of the Industrial Relations unit



A member of the Jamaica Civil Service Association is able to engage the services of the Industrial Relation Unit. The process is as follows:

- Presenting the Grievance/Disciplinary matter in writing requesting intervention/representation. Which can be delivered to any of the JCSA's offices or email to jcsasecretariat@jacisera.org
- Upon receipt of grievance matter acknowledgement is given by the secretariat. The worker(s) are verified for membership.
- The case file is created and issued to the Industrial Relations Manager, which is then assigned to an Industrial Relations Officer.
- The Industrial Relations Officer then makes contact with the member and commences treating with the case.

What is involved in the treating of grievance and disciplinary matters?

- Verbal dialogue with Management personnel within the MDAs.
- Written communication to management personnel within the MDAs.
- Attending meetings with management personnel regarding grievance and disciplinary matters.
- Attending disciplinary hearings, conciliatory and mediation meetings, and arbitration hearings.
- Preparing summations for disciplinary hearings and case briefs for the IDT.

Is payment required for the Industrial Relations Unit to treat with your case?

No payment is required for representation or any other benefit of the JCSA. All members are eligible for benefits by virtue of their membership, which comes through a monthly subscription of 1% of their basic salary.

The Industrial Relations Unit Scope

The JCSA Industrial Relations Unit treats with matters up to the Local Privy Council level and the Industrial Disputes Tribunal level with ministries, departments, agencies and statutory bodies. Legal assistance may also be provided depending on the circumstances of the case.

The Industrial Relations Unit also play a vital role in assisting with the reviewing of Human Resource policies and manuals for MDAs.

Conflict resolution through mediation and counselling is also a crucial role for the Industrial Relations Unit whether directly or by referral.

The unit works closely with all stakeholders to ensure harmonious working relationships with the MDAs whereby workers' issues can be treated with objectivity and fairness in a timely manner.

The JCSA currently has three regional offices outside of its Kingston Office:

- **Western Regional Office**

**44 Thompson Street,
Montego Bay, St. James
Tel: (876)979-1702
Email western.region@jacisera.org**

- **North East Regional Office**

**6 Main Street
Port Maria
St. Mary
Tel: (876)996-7345
Email: jcsanortheast@gmail.com**

- **South Central Regional Office**

**Caledonia RADA Complex
Mandeville, Manchester
Tel: (876)625-0468
Email: southcentral@jacisera.org**



PUBLIC SERVICES INTERNATIONAL

The global union federation of workers in public services

PSI Joins Global Coalition Demanding Strong Public Services Amid Major UN Summits



PSI has joined dozens of allies to promote the importance of public services to sustainable development and human rights. This work coincides with four crucial meetings: the World Summit for Social Development in Qatar, COP30 in Brazil, UN tax negotiations in Kenya, and the G20 in South Africa. It calls on these forums to move beyond weak commitments like the Seville Commitment and Doha Political Declaration, and to ensure sustainable financing for universal public services.

Our joint statement emphasizes three priorities: international tax reform through a UN Framework Convention on Tax (with negotiations continuing in Nairobi and a final convention expected by 2027), debt architecture reform including a potential UN Framework Convention on Sovereign Debt to be voted on at the UN General Assembly in 2026, and rejection of IMF austerity policies that undermine public services.

In Brief

- **Switzerland:** Thousands of workers have marched in the streets of Geneva to oppose public sector cuts, caused by tax breaks offered to the wealthy.
- **Italy:** Local and Regional Government workers are resisting pressure to sign a new national Collective Bargaining Agreement which FP-CGIL National Secretary Tatiana Cazzaniga says offers "very little money compared to inflation, no professional development, no ideas on how to attract young people."

Fighting Back

"Our Fights Are Bound Together" SEIU President April Verrett @ PSI's AFRECON



SEIU President April Verrett delivered an inspiring speech to over 400 delegates from 82 unions across 34 African and Arab countries attending AFRECON in Ghana. Drawing on her own experience, she highlighted the connections that unite workers across borders in the fight against corporate power and the far right.

"The new colonisers are not foreign governments, but multinational corporations. The very same billionaires cutting jobs in Seattle are outsourcing jobs in Nairobi, the ones that are profiting from healthcare in Lagos are privatising water here in Accra. They are global. And so, we must be global too. Because our fights are bound together."

Belgian Workers Stage Three-Day General Strike Against Austerity Package



Last month in Brussels, PSI and EPSU unions joined thousands of striking Belgian workers in a massive three-day general strike that paralyzed public transport, schools, airports, and hospitals. The strike protested deep austerity measures pushed by Prime Minister Bart De Wever's new "Arizona" coalition government - dubbed for its hard-right, budget-slashing agenda.

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South Central Regional Office: Caledonia Road, RADA Complex, Mandeville • Tel: 876-625-0468

North East Regional Office: 6 Main Street, Port Maria • Tel: 876-996-7345

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