



CORNERSTONE

THE OFFICIAL NEWSLETTER OF THE JAMAICA CIVIL SERVICE ASSOCIATION



JCSA TURNS 107!

Celebrating Over a Century of Unity,
Service and Advocacy

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STILL AT THE TABLE, BUT IS ANYONE LISTENING?

The Future of Collective Bargaining in Jamaica's Public Service

By **Techa Clarke-Griffiths, OD, MBA, President**



**Techa Clarke-Griffiths,
OD, MBA**

President
Jamaica Civil Service Association

Leading advocacy for public sector workers and strengthening collective representation across Jamaica's public service.

“ Collective bargaining has long protected fairness, equity, and representation within Jamaica's Public Service. But are today's workers still genuine participants in the process—or merely recipients of decisions already made? ”

FOR DECADES, collective bargaining has stood as one of the most important pillars of fairness, equity, and representation in Jamaica's public service. It has ensured that workers have a voice, that their concerns are heard, and that decisions affecting their livelihoods are not made unilaterally.

Today, many public sector workers are asking a difficult and necessary question: Do we still truly enjoy collective bargaining, or are we witnessing its quiet transformation? There is no denying that collective bargaining still exists. Trade unions continue to sit at the table, negotiations continue to take place, and agreements are still signed. On paper, the system remains intact. However, the reality tells a more troubling story.

In recent times, **decisions with direct implications for public sector workers have been taken without consultation** or meaningful engagement with their representatives. A clear example is the removal of GCT on motor vehicle concession benefits, a decision that affects thousands of workers and was implemented without prior dialogue with the unions. This issue extends beyond the decision itself; it underscores the importance of due process.

CONSULTATION



When policies are introduced unilaterally, without engagement, they undermine the very essence of collective bargaining. Such actions send a message that consultation is optional rather than fundamental.

Even more concerning is the growing difficulty in securing formal, written responses from the Ministry of Finance and the Public Service on critical matters affecting workers. In this context, silence becomes a form of disengagement.

This is where the tension lies. Collective bargaining, at its core, is about balance between employer and employee, between national priorities and workers' rights, and between sustainability and fairness. When that balance is disrupted, bargaining risks becoming less about negotiation and more about notification. This distinction carries significant implications. When workers are merely informed of decisions rather than engaged in shaping them, trust begins to erode. Confidence in the process weakens, and the legitimacy of outcomes comes into question.

“ The question is no longer whether unions are present at the table. The real question is: Are we being engaged, or simply being informed? ”



A CRITICAL TOOL

It would be a mistake to conclude that collective bargaining has lost its value. On the contrary, it remains indispensable. Now more than ever, it serves as a critical tool for protecting workers, ensuring fairness in implementation, and holding the employer accountable.

For it to remain effective, however, **it must be respected not only in principle but also in practice.** What is required now is both **renewal and responsibility.**



The future of labour relations depends on restoring balance, strengthening dialogue, and ensuring that consultation remains the foundation—not the exception—of decision-making.

WHY COLLECTIVE BARGAINING MATTERS



Protects workers' rights



Promotes fairness



Encourages dialogue



Builds trust



Improves accountability

“ Collective bargaining cannot function in an environment where communication is limited and decisions are predetermined. ”

Trade unions must continue to strengthen their advocacy, using evidence, unity, and strategic engagement to influence policy before decisions are finalised.

At the same time, the Government must recommit to genuine dialogue, where engagement is timely, responses are forthcoming, and consultation is meaningful.

Collective bargaining cannot function in an environment where communication is limited and decisions are predetermined.

The future of labour relations in Jamaica's public service depends on restoring that balance.

JCSA charts Bold Course at 2026 Annual General Meeting

THE JAMAICA Civil Service Association (JCSA) reaffirmed its commitment to strengthening the public service and advancing the interests of its members during its 2026 Annual General Meeting (AGM), held on Thursday, May 28 and Friday, May 29, 2026 at the O'Neill W. Grant Auditorium, JACISERA Park.

Held under the theme "Strengthening Public Services, Empowering People, Advancing Jamaica," the two-day meeting brought together delegates, chapter representatives and stakeholders from across the island to reflect on the Association's achievements, recognize outstanding service and chart the way forward.

The Opening Session commenced with an invocation by Rev. Leslie Campbell, JP, Superintendent 'A' at the Training and Recruitment Centre, Department of Correctional Services, setting a reflective tone for the proceedings. The programme was expertly guided by Ms. Fae Ellington, CD, whose masterful hosting added warmth and distinction to the occasion.

In her welcome remarks and presidential address, Mrs. Techa Clarke-Griffiths, OD, President of the JCSA, challenged delegates to remain steadfast in their commitment to building a stronger and more resilient public service while continuing to advocate for the rights and welfare of workers.



The Association was honoured by the presence of several distinguished guests who brought greetings and messages of support. Hon. Audrey Sewell, OJ, JP, Cabinet Secretary, reaffirmed the importance of collaboration between the Government and public sector workers, while Mr. Rodolph Thomas, Vice President of the Jamaica Confederation of Trade Unions (JCTU), delivered greetings on behalf of JCTU President, Mr. St. Patrice Ennis, underscoring the continued solidarity of the wider trade union movement. Hon. Mark J. Golding, Leader of the Opposition, also extended greetings to delegates. The meeting was officially declared open by Hon. Zavia Mayne, MP, Minister of State in the Ministry of Finance and the Public Service.



Seated from L-r are: Guest Speaker Professor Emeritus Errol Miller, President Techa Clarke-Griffiths, State Minister in the Ministry of Finance and Public Service Zavia Mayne, First Vice President Clarence Frater and Second Vice President Kelvin Thomas.



**President Techa
Clarke-Griffiths**



A truly heartwarming moment unfolded as guest performer Jerome "JourneXX" Reynolds surprised our master of ceremonies Fae Ellington with a beautiful rendition of the Happy Birthday song in celebration of her special day.

Cont'd on page 4

JCSA Charts Bold Course at 2026 Annual General Meeting

Cont'd from page 3

A major highlight of the Opening Session was the keynote address delivered by Professor Emeritus, the Honourable Errol Miller, OJ, CD, PhD, who challenged delegates to remain forward-thinking and purpose-driven as they continue to strengthen Jamaica's public service. His address encouraged members to embrace leadership, innovation and collective action in navigating the evolving landscape of public administration.

Delegates were also treated to vibrant musical performances by the JCSA Centenary Choir, Jerome "JourneXX" Reynolds, and the Seasonz Band, adding moments of celebration throughout the programme.

INITIATIVE

The AGM also marked the launch of the JCSA/Oasis Ambulance Service, an important initiative aimed at enhancing the benefits and support available to members. Additional highlights included the presentation of the General Council, the administration of the Oath of Office to General Council members, and the recognition of long-serving General Council members and staff, celebrating their unwavering dedication and invaluable contributions to the Association.

The Business Session resumed on Friday, May 29, where delegates turned their attention to the governance of the Association. Members considered and adopted

The minutes of the previous meeting, received the Annual Report and Financial Statement, debated motions and resolutions, addressed matters arising and new business, appointed auditors, and concluded the proceedings with the declaration of officers.

The 2026 Annual General Meeting once again demonstrated the Jamaica Civil Service Association's unwavering commitment to strong leadership, sound governance and meaningful advocacy on behalf of public sector workers. Guided by its theme, "Strengthening Public Services, Empowering People, Advancing Jamaica," the Association remains resolute in its mission to champion the interests of its members while contributing to the continued development of Jamaica's public service.



“

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Industrial Relations Unit

AS IS reflective of societal norms in Jamaica, mental health is stigmatized and looked down upon across the populous and therefore this is predominant in the Public Sector, the largest employer in the country.

Employees with mental health issues are often overlooked and not given the care, intervention and attention that are required. Employees who are also aware of their mental health issues are often times scared to inform their employers due the stigmatization of mental health issues.

How does mental health issues affect employees' productivity and work performance? When employees are struggling with mental health challenges such as anxiety, depression, bipolar disorders or other mental illnesses their ability to function optimally is reduced, which can in some cases be severe. This is often indicatory by below standard Performance Evaluation Reports, tardiness and absenteeism issues, increased conflict with colleagues and superiors and other behavioural changes.

While the Industrial Relations Unit plays a pivotal role in addressing the grievances, disciplinary matters and disputes involving our members, the strengthening of the area of mental health and wellness could bolster the efforts of the Industrial Relations Unit by equipping members with coping skills to treat with issues relating to areas such as:

- Stress Management
- Emotional Intelligence
- Depression
- Chronic Illnesses
- Work Ethics
- Interpersonal Relationships and Conflicts
- Mental Well-being
- Retirement

To be fair to Human Resource Practitioners in the Public Sector, they may not be aware in all cases of the mental health issues being faced by their employees. However, often times employees are disciplined and even dismissed for their poor performance and other offences resulting from their mental health issues without been given the help needed to address the root cause of the problem.

MENTAL HEALTH ISSUES WITHIN THE WORKPLACE



The Staff Orders for the Public Service makes provision for employees to be assisted however, it is not being utilized enough by the Public Sector. Section 12.3.1 stipulates that: *Permanent Secretaries/Heads of Departments should seek to access and make available to employees, services in consultation, referral and counselling on a range of health and life style issues such as (e) Mental Health; (f) Stress Management; (g) Depression.*

Section 12.6 (i) states:

An Employee Assistance Program is a worksite-based programme to provide to employees, within a confidential framework, assistance in dealing with a range of personal problems which may be having a negative impact on their performance on the job.

The Ministry of Finance and the Public Service offers such a programme at the Employee Relations Branch to all Public Sector employees which can be accessed either by the employers or the employees.

More awareness needs to be raised in the Public Service to utilize the Employee Assistance Program as well as other mental health facilities. This can be achieved through sensitization sessions with Human Resource Practitioners and the workforce.

Another area of concern is the disparity in how health issues such as heart disease, diabetes, hypertension and cancer are treated in comparison to mental health issues. The access to special sick leave for example is much more uncommon for mental health illnesses compared to conventional illness.

In addition to the effort by the Ministry of Health and Wellness a national widescale approach is needed to reduce the stigmatization of mental illnesses.

Updating Your Membership Data Is Important

THE STRENGTH of the Jamaica Civil Service Association lies in our membership. Every negotiation, every benefit offered, and every advocacy effort is driven by a commitment to serve and protect you. However, one growing challenge that continues to affect how effectively we communicate and provide support is outdated membership information.

In an era where information moves quickly and decisions often require timely member engagement, maintaining accurate contact and employment details is not just administrative housekeeping it is essential.

One of the challenges facing the JCSA is difficulty reaching members with important updates. Changes in name, address, phone numbers, email addresses, Ministry, Department or Agency often go unreported. As a result:

- Updates on wage negotiations may not reach you
- Invitations to meetings, surveys, webinars, and training sessions go unanswered.
- Emergency alerts or urgent calls to action may not be received.



Michelle Williamson
Member Services Manager
Jamaica Civil Service Association

Accurate membership data also strengthens the JCSA's advocacy efforts. Reliable records allow the Association to:

- Accurately represent membership numbers during negotiations
- Identify trends across Ministries, Departments, and Agencies
- Plan outreach initiatives more effectively

When membership information is current, the Association negotiates from a position of clarity and strength.

Members are encouraged to review their information regularly and notify the Association of any changes as soon as they occur. By doing so, you help strengthen communication, improve service delivery, and reinforce the collective voice that defines the Jamaica Civil Service Association.

Staying connected means staying informed.

Staying informed means staying empowered.

"106 years of breaking barriers, building bridges, driving transformative change for quality public services"

“

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UPDATE

LOADING...



**Jamaica Civil
Service Association**

**STAFF
REWARD &
RECOGNITION**



Congratulations!

WE ARE PROUD TO ANNOUNCE THAT

FOR THE FIRST QUARTER

Kadia
GREEN-BLAIR

Human Resources Officer

HAS BEEN SELECTED FOR
**STAFF REWARD &
RECOGNITION**

Your outstanding dedication, professionalism,
and commitment to excellence continue
to make a significant impact.

*Thank you for all
that you do!*

YOU INSPIRE. YOU LEAD. YOU MAKE A DIFFERENCE.

Well done!



**YOU ARE
*Valued!***



Returning to Work After Baby

The Silent Adjustment No One Talks About

Returning to work after having a baby is often described as a “transition,” but for many women, it feels more like a complete shift in identity.

One day, you are fully immersed in caring for your child, learning their rhythms, responding to their needs, and adjusting to a new pace of life. Your days may revolve around feeding schedules, short naps, and constant attention. The next, you are expected to step back into your professional role with the same focus, energy, and productivity as before. What is often left unspoken is the emotional weight that comes with this shift.

For many mothers, returning to work can bring a mix of emotions including gratitude, anxiety, guilt, and even a sense of loss. There is the gratitude of being able to provide, to re-engage professionally, and to reconnect with colleagues. At the same time, there may be anxiety about being away from your child for extended periods, guilt about missing important moments, and the questioning of whether you are doing enough in either role.

The adjustment is not only physical. It is deeply mental and emotional.

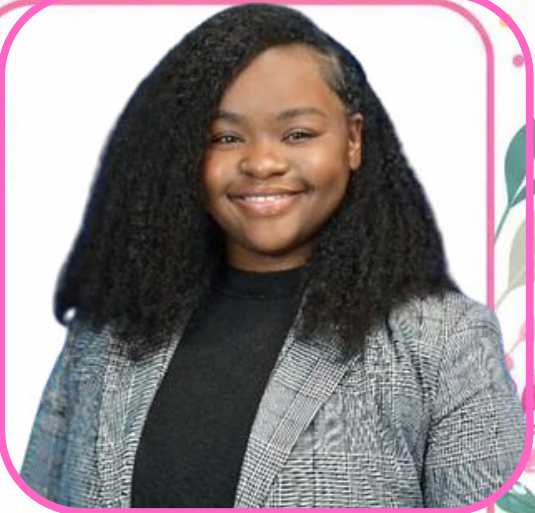
In the workplace, these experiences are not always visible. A mother may appear composed and capable, meeting deadlines and fulfilling responsibilities, while internally navigating exhaustion, mental overload, and the pressure to hold everything together. Sleep deprivation, shifting routines, and the constant mental checklist of home responsibilities do not simply disappear during working hours.

As someone pursuing postgraduate studies in psychology with a special interest in maternal mental health, and as a mother myself, I have come to appreciate just how complex this period can be. It is not simply about returning to work. It is about redefining balance, identity, and expectations in a way that is sustainable.

There is no single right way to manage this transition, but there are small, meaningful steps that can help make the process more manageable:



Give yourself time to adjust. It is okay if everything does not immediately fall into place. Adjustment takes time, and that is normal.



Shanee Grant

Public Relations & Communications Officer, JCSA |
Author | Maternal Mental Health Advocate

Shanee is currently pursuing a Master's degree in Psychology, with a special interest in maternal mental health.



- **Let go of unrealistic expectations.** You do not have to be everything, everywhere, all at once. Some days will feel more balanced than others.



- **Create simple routines where possible.** Structure can help reduce stress, even if it is something as small as preparing the night before.



- **Prioritize rest where possible.** Even short periods of rest can support your overall well-being.



- **Seek support.** Whether from family, colleagues, or other mothers, sharing the experience can make a significant difference.



It is equally important for workplaces to recognize that returning mothers are navigating more than just a schedule change. A supportive environment, one that allows for understanding, flexibility, and open communication, can make a meaningful difference in how smoothly this transition unfolds.



Returning to work after a baby is not simply about resuming duties. It is about learning to balance two important roles at the same time, often while still adjusting emotionally. Recognizing and supporting this experience is essential in fostering healthier individuals and stronger, more empathetic workplaces. Sometimes, the most important step is simply acknowledging the reality of the experience and giving yourself permission to adjust at your own pace.



Victory! 3,500 State workers in Nevada win union



More than 3,500 state workers in Nevada will form a union through AFSCME Local 4041 after successful organizing and a strong, decisive union vote this week.

Maria Behic, an administrative assistant at the Florence McClure Women's Correctional Center in Las Vegas said "I am proud of my co-workers for coming together to organize our union. As admin assistants, we are the backbone of our offices – nothing happens without us. And we deserve the dignity and respect that comes with having a unified voice on the job."

- Since winning collective bargaining rights in 2019, AFSCME members have secured wage increases, four annual personal days, bilingual pay, a fairer grievance process and other lasting improvements.



Hundreds of care workers rallied outside the United Kingdom's Parliament through Unison, demanding an end to new visa rules which would triple the time required for permanent residency to over a decade and a half.

Unison is calling for a sector-wide visa scheme for social care, warning that workers whose right to stay in the country depends on an individual employer are unable to challenge unsafe working practices. Care worker Princess, said: "Like many of you I was invited to this country to help save a healthcare system on its knees. I was told that if I gave five years of my labour, of my taxes, of my time away from my family, I would be allowed to settle, allowed to belong. I came on that promise. I am here today because that promise has been broken."

Workers Through PSI Unions Shape #ILC2026 Outcomes



As the 114th International Labour Conference draws close, here's some of the highlights for public service unions from week two

- Brazil's Minister of State for Labour and Employment, Luiz Marinho, visited PSI's global headquarters to celebrate the Lula government's commitment to implementing ILO Convention 151 which guarantees collective bargaining in public sector. An historic step forward for the country's workers at municipal, state and federal level
- PSI General Secretary Daniel Bertossa **outlined a hopeful vision** for technological progress that serves the interests of public services and the workers who deliver them, in his Plenary speech Monday: "We must build the public digital infrastructure needed to ensure these new tools are governed in the public interest... there is nothing 'modern' about removing the human face of public services – turning care visits into robocalls, using an algorithm to cut off support to vulnerable people, handing over public data to private corporations."
- Our unions helped shape the first Global Labour Convention for Platform Workers, strengthening protections for workers in the platform economy, though further work is needed.
- Workers successfully defended gender equality as a human right
- Maddy Northam, PSI's LGBTIQ+ Coordinating Committee co-chair from CPSU Australia worked with Florence Taruvinga, head of the Energy Sector Workers' Union of Zimbabwe (ESWUZ), to successfully fight back attacks on gender equality by right wing governments including the Trump and Milei administrations.

In Brief

PSI Union Leader Joe Ajaero Recieves Global Labour Rights Award:

Joe Ajaero, General Secretary of PSI affiliate the Nigerian National Union of Electricity Employees, received the prestigious Arthur Svensson in Norway this week. The committee said: "Brother Joe Ajaero stands as one of the most courageous and principled defenders of trade union rights on the African continent today for his lifelong dedication to protect workers, advance democratic freedoms, and resist systemic repression."



General Council 2026 RETREAT

THE JAMAICA Civil Service Association (JCSA) launched its 2026 General Council Retreat under the theme, *"Strengthening Public Services, Empowering People, Advancing Jamaica"* bringing together General Council members for learning, collaboration, and strategic planning to strengthen the Association and enhance public service representation.

The day's proceedings began with delegate registration, followed by Bro. Jamin Wedderburn and Sis. Opal Bryan. Participants also recited the JCSA mission statement, reaffirming the Association's commitment to excellence, unity, and service.

President Mrs. Techa Clarke-Griffiths welcomed delegates and officially opened the retreat, emphasizing visionary leadership, member engagement, and collective action. She also outlined the retreat's objective, focusing on developing stronger leaders and resilient chapters.



Honourary Treasurer Rhonda Pryce led an engaging team-building exercise that promoted collaboration, communication and trust among participants.

Following the coffee break, delegates participated in breakout sessions focused on capacity building. New representatives received training on the roles of the Secretariat and Departmental Representatives, while separate men's and women's sessions explored leadership, empowerment, personal development, and greater member engagement.

After a plenary discussion and lunch, delegates participated in a presentation on Public Sector Pension Reform, led by Mrs. Tanisha Weir-Grant, Director of Pension Policy providing valuable insights into the ongoing changes and their impact on civil servants. Day Two began with delegate registration, followed by an inspiring praise and worship session led by Bro. Jason Smith of the National Library of Jamaica and Anthony Simpson of Ministry of Industry, Investment and Commerce, setting a tone of unity and purpose for the day's learning and decision-making.



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Cont'd from page 10

JCSA President Mrs. Techa Clarke-Griffiths welcomed delegates, recapped the previous day's key lessons, and encouraged members to advance the Association's mission through innovative leadership and collective action. Third Vice President Alrington Roberts facilitated an interactive icebreaker and World Cup-themed team-building exercise, promoting camaraderie among delegates. Second Vice President Kevin Thomas and Industrial Relations Manager George Thorpe led a grievance procedures and dispute resolutions.



Young Workers Co-Chair Noelle Hamilton (left) and departmental representative for Kingston and St. Andrew Parish Library Charmaine Hamilton

A major highlight of the retreat was former Third President Sharon Anderson's presentation on Understanding the IDT of the Labour Law, which explored industrial relations practices, labour legislations, the importance of informed representation in protecting members' rights. Noelle Hamilton and Shaedane Facey presented the Young Workers Strategic Plan, highlighting the need to engage the next generation of public sector leaders and give young professionals a meaningful voice in shaping the JCSA's future. Robert Chung concluded the session with presentation



Occupational, Safety and Health Committee Co-Chair Carol Clarke

President Mrs. Techa Clarke-Griffiths unveiled the JCSA's New Sector Focus Strategy, outlining a vision to expand membership, strengthen the Association's organizational structure, and enhance its advocacy efforts. The retreat concluded with a Special General Council Meeting, during which delegates received the Nominating Committee's report, elected the Executive Committee (EXCO), appointed with renewed enthusiasm, strengthened leadership skills, and shared commitment to advancing the interests of public sector workers.



Women's Action Committee Co-Chair Shante Francis (left) and Executive Member Steffani King-Halstead

GENERAL COUNCIL RETREAT 2026 HIGHLIGHTS



GENERAL COUNCIL RETREAT 2026 HIGHLIGHTS



CHAPTER PROJECTS



PORTLAND



Demonstrating its continued commitment to community support and nation-building, the Jamaica Civil Service Association (JCSA) Portland Chapter today officially handed over an air conditioning unit to the Early Stimulation Centre of Excellence in Portland. The donation, which was warmly received by the staff and teachers at the institution, will help to create a more comfortable learning environment for children with diverse development needs.

Leading the initiative was Portland Chapter Chair, Sis. Tamara Lawrence, General Secretary Sis. Tifonie Powell-Williams and also in attendance and brought greetings on behalf of the President and the officers of the Association.

Also present from the Portland Chapter Executive were Sherrion Webley, Public Relations Officer; Eldoria Viáou, Vice Chair; Kavisha Young-Reid, Assistant Secretary; and Simeone Hamilton, Assistant Treasurer; Regional administrator, Marilyn Hibbert and Shanee Grant, Public Relations and Communications Officer, were also in attendance.

The donation was deeply appreciated by the institution.



MANCHESTER



On Friday, February 27, 2026, as part of its school adoption programme, the Jamaica Civil Service Association (JCSA) Manchester Chapter celebrated innovation and active lifestyle at Basic Basic School. The project included painting a pit, refurbishing the school office area, baby changing area, ceiling repairs, replacement of windows with new frames and mesh, and the construction and installation of cupboards, shelves, and a stage canopy as well as a table tennis table.

The initiative was supported by First Heritage Co-operative Credit Union and the Ministry of Finance and the Public Service, which both donated to the new stage.

Representing President Techa Clarke-Griffiths, Third Vice President and South Eastern Zonal Chair, Arlington Roberts, brought salutations and highlighted the importance of early development and noted that the project reflects JCSA's corporate social responsibility.



ST. MARY PROJECT

— Empowering Education Across the Parish —

JCSA Gives Back to Schools in St. Mary



THE JAMAICA Civil Service Association (JCSA) St. Mary Chapter continued its commitment to community development and education by donating much-needed items to three educational institutions across the parish on Tuesday, June 16, 2026. In attendance were President Techa Clarke-Griffiths, General Secretary Tifonie Powell-Williams, Chapter Chair for St. Mary Karen Coleman-Clarke, Vice Chair Elisa Calnick, Secretary Kayon Williams, Asst. Secretary Shonika Heslop Shelton, Asst. PRO Nickita Gray, Asst. Treasurer Cozloy Langrin, Regional Administrator Marilyn Hines, Public Relations & Communications Manager Helen Hutchinson-Mason.

The first stop was Port Maria Gospel Chapel Basic School, where the Chapter donated a 40-inch flat-screen television to support teaching and learning activities. Principal Marjorie Brown was visibly emotional as she expressed heartfelt gratitude for the donation. She noted that the gift was especially timely, as the school was in urgent need of a television to enhance classroom instruction.



The team then journeyed to Esher Basic School, where a large whiteboard was presented to the institution. Principal Madge Vidal and teacher Dawn Morrison conveyed their sincere appreciation, highlighting the positive impact the whiteboard will have on daily classroom activities and student engagement.



JCSA gives Back to Schools in St. Mary

The final stop was Highgate Primary School, where the Chapter donated two wall fans to improve the comfort of students and staff. Acting Principal Karlene Allen and Acting Vice Principal Myrna Thompson expressed delight and gratitude for the thoughtful contribution, noting that the fans will greatly assist in creating a more conducive learning environment.



President Mrs. Techa Clarke-Griffiths commended the St. Mary Chapter for demonstrating the Association's commitment to social responsibility and nation-building. "The Jamaica Civil Service Association remains committed to giving back to our communities and supporting initiatives that positively impact the lives of our children."



St. Mary Chapter Chair Karen Coleman-Clarke expressed her pleasure at being able to support the schools and emphasized the importance of community partnership.



MEMBER SERVICES & AFFILIATION COMMITTEE



Sharing Joy at Glenhope Children's Home

ON SATURDAY, May 2, 2026, the Member Services and Affiliation Committee of the JCSA visited the Glenhope Children's Home, sharing joy through a meaningful donation. The children received toys, books, toiletries, clothing, cake, ice cream, a special KFC treat, among other items creating a day filled with smiles and warmth.

President Techa Clarke-Griffiths, Third Vice President and Monitoring Officer Alrington Roberts, Honourary Treasurer Melaini Mullings-Arnold, and General Secretary Tifonie Powell-Williams were present in support.

The initiative was led by Co-Chairs Tracy-Ann Sinclair-Stewart and Ann-Marie Campbell-Bell, alongside committee members Netollia Fairweather-Sims and Bro. Errol Scott. Executive Member Allan Carter was also in attendance.

Support was provided by the PR and Communications Unit, with Manager Helen Hutchinson-Mason and PRO Shanee Grant.

A simple but impactful reminder that service and compassion continue to guide the JCSA's outreach efforts.



LONG SERVICE AWARDS 2026



Outgoing departmental Rep for National Public Health Laboratory Latoya Brown (left) receives her award from Past President O'Neil Grant, for 20 years of dedicated service.

15



Former Honourary Treasurer Melanie Mullings-Arnold (left) receives her award from Past President O'Neil Grant, for 15 years of dedicated service.

15



Executive Member Ann Marie Campbell Bell (left) receives her award from Past President O'Neil Grant, for 15 years of dedicated service.

LONG SERVICE AWARDS 2026

General Council Members for 10 years



Executive Member Camille Buford (left) receives her award from Wayne Robertson Permanent Secretary in the Ministry of Legal and Constitutional Affairs for 10 years of dedicated service.



Honourary Treasurer Rhonda Pryce (left) receives her award from Wayne Robertson Permanent Secretary in the Ministry of Legal and Constitutional Affairs for 10 years of dedicated service.



Departmental rep for Metcalfe Street Juvenile Centre Christopher Scott (left) receives his award from Wayne Robertson Permanent Secretary in the Ministry of Legal and Constitutional Affairs for 10 years of dedicated service.



Departmental rep for Auditor General's Dept Golda Clarke (left) receives his award from Wayne Robertson Permanent Secretary in the Ministry of Legal and Constitutional Affairs for 10 years of dedicated service.



Departmental rep for Bustamante Children's Hospital Harold McCurbin (left) receives his award from Wayne Robertson Permanent Secretary in the Ministry of Legal and Constitutional Affairs for 10 years of dedicated service.



Departmental rep for Office of Disaster Preparedness and Emergency Management Carole Brown (left) receives her award from Wayne Robertson Permanent Secretary in the Ministry of Legal and Constitutional Affairs for 10 years of dedicated service.



Departmental rep for Post & Telecoms Sheldon Graham (left) receives his award from Wayne Robertson Permanent Secretary in the Ministry of Legal and Constitutional Affairs for 10 years of dedicated service.



Outgoing Departmental rep for TAJ (Constant Spring) Churton Bellamy (left) receives his award from Tifonie Powell-Williams General Secretary at the Jamaica Civil Service Association for 10 years of dedicated service.

LONG SERVICE AWARDS 2026

General Council Members for 5 years



Executive Member Opal Bryan (left) receives her award from Wayne Robertson Permanent Secretary in the Ministry of Legal and Constitutional Affairs for 5 years of dedicated service.



Departmental Rep at the The Administrator General's Dept. Latoya Williams (left) receives her award from Wayne Robertson Permanent Secretary in the Ministry of Legal and Constitutional Affairs for 5 years of dedicated service.



Chapter Chair for Clarendon Yanike Sancko-Valentine (left) receives her award from Wayne Robertson Permanent Secretary in the Ministry of Legal and Constitutional Affairs for 5 years of dedicated service.



Delsie Malcom



Fitz-Roy Salmon

The Jamaica Civil Service Association recognizes and celebrates your years of dedicated service, unwavering commitment, and invaluable contribution.

LONG SERVICE AWARDS 2026

Staff Members



Human Resource Officer Kadia Green-Blair (left) receives her award from Tifonie Powell-Williams General Secretary (JCSA) at for 5 years of dedicated service.



Member Service Officer Denisha Smith (left) receives her award from Tifonie Powell-Williams General Secretary (JCSA) at for 5 years of dedicated service.



Office Attendant Nichole Johnson (left) receives her award from Tifonie Powell-Williams General Secretary (JCSA) at for 10 years of dedicated service.



Member Service Officer Natoya Simms (left) receives her award from Tifonie Powell-Williams General Secretary (JCSA) at for 5 years of dedicated service.

OUTSTANDING SERVICE TO CHAPTER MEMBERS



St. Ann's Bay Chapter Chair Johnoy Harris receives his award for outstanding service to chapter members from President of the Jamaica Medical Doctors Association, Dr Renee Badroe,



Hanover Chapter Chair Brandon Clarke receives his award for outstanding service to chapter members from General Secretary for the National Workers Union, Granville Valentine.



Portland Chapter Chair Tamara Lawrence receives her award for outstanding service to chapter members from President of the Jamaica Medical Doctors Association, Dr Renee Badroe,



St. Catherine Chapter Chair Peta-Gaye Williams receives her award for outstanding service to chapter members from President of the Jamaica Medical Doctors Association, Dr Renee Badroe,



Manchester Chapter Chair Paulette Ferguson receives her award for outstanding service to chapter members from President of the Jamaica Medical Doctors Association, Dr Renee Badroe,



St. Mary Chapter Chair Karen Coleman-Clarke receives her award for outstanding service to chapter members from President of the Jamaica Medical Doctors Association, Dr Renee Badroe,

OUTSTANDING SERVICE TO CHAPTER MEMBERS



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Clarendon Chapter Chair Yanike Sancko-Valentine receives her award for outstanding service to chapter members from President of the Jamaica Medical Doctors Association, Dr Renee Badroe,



Black River Chapter Fayann Mitchell receives her award for outstanding service to chapter members from General Secretary for the National Workers Union, Granville Valentine.



Westmoreland Chapter Chair Tamara Smith receives her award for outstanding service to chapter members from President of the Jamaica Medical Doctors Association, Dr Renee Badroe,



Santa Cruz Chapter Stephanie Lewis-Brown receives her award for outstanding service to chapter members from General Secretary for the National Workers Union, Granville Valentine.



St. James Chapter Elaine Edmondson receives her award for outstanding service to chapter members from General Secretary for the National Workers Union, Granville Valentine.

PRESIDENT'S AND DEPARTMENTAL REPRESENTATIVE AWARDS



**Raymond Poyser, Ministry of Economic Growth and Infrastructure Development
President's Award for 2026**

**Maud Chambers, Ministry of Tourism
Departmental Rep of the Year**



Most Improved Departmental Representative,
Sandra Mendez-Williams/ Ricardo Anderson
(not pictured)



Sandra Cameron, Post and Telecoms Dept, 2nd Place Dep Rep of the year



Allan Carter - 3rd Place Departmental Rep for 2025/2026



Steffani King-Halstead, Ministry of Natl. Security and Peace-Halstead Fourth Place Dep Rep

COMMITTEE OF THE YEAR AWARDS



COMMITTEE OF THE YEAR SPORTS COMMITTEE



Committee of the Year
Second Place

OCCUPATIONAL, SAFETY & HEALTH COMMITTEE

MOST OUTSTANDING CHAPTER OF THE YEAR



Outstanding Chapter of the Year
MANCHESTER CHAPTER

CHAPTER OF THE YEAR



Chapter of the Year **CLARENDON CHAPTER**



First Runner Up Chapter of the Year -
Brown's Town Chapter- Received By
Chapter Chair, Carol Clarke, presented by
JCSA President Techa Clarke-Griffiths.



Second Runner Up Chapter of the Year -
Hanover Chapter- Received By Chapter
Chair, Brandon Clarke, presented by
JCSA President Techa Clarke-Griffiths.



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