

**1ST ISSUE OF
CFPWA'S
QUARTERLY
NEWSLETTER**



THE CARIBBEAN FEDERATION OF POLICE WELFARE ASSOCIATIONS

OFFICE OF THE CARIBBEAN FEDERATION OF POLICE WELFARE
ASSOCIATION , POLICE HQ, KINGSTOWN, ST. VINCENT AND THE
GRENADINES, WEST INDIES.

Website: www.cfpwa.org
Email: cfpwaoffice@gmail.com
TELE. # 1 784 456 2159
1 246 834 4627



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1st Vice President:

Sonny Miller

General Secretary:

Devon Bute

Ass. General Secretary:

Kaudina Mc Lean

Treasurer:

Curtis Roberts

Ass. Treasurer:

Travis Chicot

PR Officer:

Sean McCall

Protocol Officer:

M. Simon Douglas

Trustee:

Raymond Thom &

Karren Seaford

The Caribbean Federation of Police Welfare Associations (C.F.P.W.A) is a non-profitable organization that was established in Nassau, The Bahamas on 25th May, 2007.

This was done after a Memorandum of Understanding was signed among nine (9) countries namely Jamaica, Trinidad and Tobago, Guyana, Barbados, St. Vincent and the Grenadines, Grenada, Antigua and Barbuda, Bahamas and Dominica.

Other countries such as St. Lucia, St. Kitts and Nevis, Turks and Caicos Islands and British Virgin Islands later joined the Federation.

MISSION STATEMENT

(a) Collaboration and co-operation in the development of representation on behalf of its members.

(b) To communicate with the ACCP, CARICOM and any other stake holders on matters brought to the attention of its executive and make recommendations.

(c) Assisting the ACCP in the development of new and existing polices where necessary.

(d) Negotiate and secure support from organizations towards the objectives of the Federation.

PRESIDENT ANAND RAMESAR'S ADDRESS TO C.F.P.W.A.

The Caribbean Federation installed a new executive on May 27th, 2018. In my elected capacity as President together with my elected executive and delegates from the Caribbean member countries, we have pledged to improve the welfare of Police Officers under our stewardship, throughout the Caribbean region. Never has there been a body like ours and as we move forward, we will break grounds every step of the way. The efforts of the present executive in 2018 have prepared the path for us to vigorously pursue our vision and mission in 2019. Our vision is creating synergy among the Caribbean Police Welfare Associations towards developing professionalism while pursuing equality.

Caribbean region. In 2018, we witnessed many shortcomings in our Police Organizations. Many of our Police Officers are working under very horrible work conditions, where the 40-hour work week is refused; leaving many of the officers physiologically depleted.

Many Police organizations are backed by outdated legislations that feed transactional leadership styles and are unable to address contemporary issues faced by our officers.

Many of our Associations suffer from failed relationships with their Commissioners. The recent situation in Belize where the election rules were amended on the day of election to the detriment of a candidate continues to trouble the CFPWA. Actions such as these demonstrate adversity beyond reason by many leaders to our Associations and the members they serve. These events will continue to fester if organizations such as the ACCP do not see the value training and developing Police Commissioners in the region to acquire the maturity and wisdom of working in partnership with their respective Associations. I challenge all Commissioners of Police throughout the region to show the strategic value of ensuring that there is a place for Associations on their management team.

It seems that many organizations that have the capacity to address the ills of our Police Organizations are either guilty of feigned ignorance or chose to turn a blind eye. The Caribbean Federation of Police Welfare Association will continue to seek out organizations such as CARICOM for assistance in developing regional security and welfare advancement for our Officers. Notwithstanding the Federation is to express a growth spurt and will continue to pursue its objectives:

- Develop and maintain a professional organization committed to the welfare of its members in the Region;
- Promote, foster and encourage high professional and ethical standards in pursuit of representation of the members;
- Assisting the ACCP in the development of new and existing polices where necessary.
- Negotiate and secure support from organizations towards the objectives of the Federation.
- Establish working relationships with other groups and individuals whose aims are compatible with those of the Federation.

- To collect and disseminate information on all matters pertaining to the welfare of its members and exchange such information with other bodies having similar objectives'
- Raise funds, invite and receive contributions subject to the condition that in raising funds the Federation shall not undertake any substantial or permanent trading activities, and it shall conform to any relevant requirements of the law.

I take this opportunity to recognize the service of our officers who have fallen in the line of duty and service to their country officers. To all the serving men and women and their families, I wish you health and strength in 2019. May God continue to bless us all in the nobility of policing.

continue to do so, however because we are a people of strong resilience, we shall overcome all challenges faced on. This can only be done if we come together and work selflessly for the good of our members and the Citizens in our various territories.

I have been blessed over the years to serve the region in the highest capacity on issues of Police welfare to which I am tremendously grateful. The experience gained and the many friendship received is heart rendering. My tenure as president of C.F.P.W.A. has now come to an end and the baton has now been passed on. Special thanks to the executive that served and supported me over the years, your contribution to the development of the C.F.P.W.A was exemplary. I now urge you the general membership to support the new President and the Executive as they continue the fight for the betterment of policing in the region. On behalf of the executive and members of the R.S.V.G.P.W.A., I do hope that the Christmas Season was a blessing to you and I wish everyone God's guidance and protection throughout this year. ONE TEAM ONE SOUND!

GREETINGS FROM THE PAST PRESIDENT BRENTON SMITH 2014 - 2018



Greetings to fellow colleagues in the Caribbean, especially those of the Royal St. Vincent and the Grenadines Police Welfare Association (R.S.V.G.P.W.A.) which am proud to serve as the Chairman. As we celebrated the birth of Jesus Christ I do hope that we all remembered those who are less fortunate than we are.

As a regional body let's remember what our objectives are and continue to fight for the betterment of our police men and women in the region. We have faced many challenges and will

MEET THE EXECUTIVE



President:
Anand Ramesar

Anand Ramesar is an Assistant Superintendent of Police within the Trinidad and Tobago Police Service. He is a qualified Lawyer who holds a Masters Degree in Criminology and Criminal Justice. Currently, he serves as the President of the CFPWA and the General Secretary of the Trinidad and Tobago Police Service Welfare Association (TTPSWA). He is also a past president of the TTPSWA. Anand is a member of the International Association of Crime Analyst and an associated member of the International Association of Chiefs of Police.

He shares in the vision for synergy among the Caribbean Islands. Thus, he seeks to modernize police organizations through legislative and administrative reform. He wants to ensure that Police Commissioners recognize that welfare must be part of their strategy.

Mervin Grace, PC1226, joined the Royal Barbados Police Force on the 5th of January 1996. He has been a Detective Constable attached to the Forensic Scenes of Crime Unit at Central Police Station for the last sixteen years. He is a Competent Communicator (CC) with The Police Alliance Toastmasters Club. Mervin is also a former Secretary/Treasurer of the Barbados Police Association and the present President/Chairman of the Barbados Police Association since 2016.



Vice President:
Mervin Grace

Sonny Roy Miller, Detective Sergeant of Police # 2539 enlisted in the Royal Bahamas Police Force (RBPF) in 1996. Since Sergeant Miller's call to duty he has worked in various areas of RBPF inclusive of Paradise Island Police Station, Mobile Division and the Central Detective Unit Homicide Section. Sergeant Miller has gained the confidence of his team and colleagues which allowed him to be entrusted with major investigations both nationally and internationally. His hard work and determination were recognized during a period when Murder was at an all time high in 2016. He was awarded the prestigious Team Leader Award and Team of The Year in Homicide that same year.

Sergeant Miller is not only known for being an excellent and skilled police officer but also for championing the course for many of his colleagues. He offered himself as a candidate for the Police Staff Association in 2006. Since then Sergeant Miller has served in various capacities including Chief Welfare Officer, Deputy Chairman and Executive Chairman from 2010-2011 and 2017- present.



First Vice-President:
Sonny Miller

Devon Bute joined the Royal St. Vincent and the Grenadines Police Force on January 29th, 2003 and completed his initial training at the Regional Police Training Centre, Barbados. During his policing career, he has worked in the various departments within the Police Organisation. He has served in the Special Services Unit (SSU), Special Branch Department, Rapid Response Unit (RRU), and the Criminal Investigation Department (CID). Devon is an experienced Law Enforcement Officer and a zealous protective services professional who holds an Associate of Science (A.S.) Degree focused in Paralegal from University of the West Indies, Open Campus. Devon Bute is presently pursuing the Bachelor of Laws (LLB) at University of the West Indies Cave Hill Campus, Barbados. In the past, Mr. Bute served as the General Secretary of the Royal St. Vincent and the Grenadines Police Welfare Association from January 2017- August 2018. Currently, he is the General Secretary of the Caribbean Federation of Police Welfare Associations. Mr. Bute desires to see Police Officers justly compensated as he believes they sacrifice a lot with little recognition.



**General Secretary:
Devon Bute**



Kaudina Douglas-Mc Lean is a wife, mother and serving police officer with the Royal Grenada Police Force. Mrs. Mc Lean is currently serving as the Assistant General Secretary to the CFPWA. This is her second consecutive stint with this portfolio. She is also the General Secretary of the Royal Grenada Police Force Welfare Association. Mrs. Mc Lean indicated that the motivating factor towards representing her colleagues locally and regionally is that she desires for law enforcement officers to be recognized and rewarded for their remarkable efforts regarding crime fighting and crime prevention across the region. Mrs. Mc Lean holds the rank of Constable and is presently pursuing a degree in Human Resource Management with the University of the West Indies.

**Assistance General
Secretary:
Kaudina Douglas- Mc Lean**

Sergeant Sean A. Mc Call is the present Chairman of the Police Welfare Association of the Royal Virgin Islands Police Force (RVIPF). He has been a member of the RVIPF for almost 17 years and a member of his local executive since 2007. He was recently promoted to Sergeant in 2018. As a Detective Constable, he was the first constable to attain chairmanship of the PWA in 2014. In May 2017, Sergeant Sean led a successful Conference of the CFPWA where for the first time 14 difference jurisdictions were represented. His commitment to the welfare and the CFPWA, on the whole, has led to recent legislative amendments to their police act thus giving the PWA of the RVIPF full commitment to the CFPWA and any international organizations which will benefit the welfare of his officers. Sgt McCall believes that officers in the region should enjoy the privilege of a 40-hour work week and should be remunerated or properly compensated for their hours of work. He is fully committed to the well-being of officers not only in the RVIPF but the region as well.



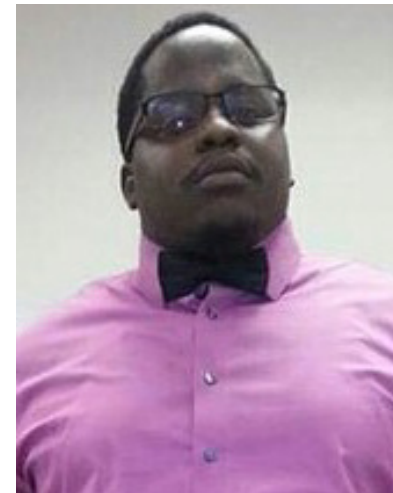
**Public Relations Officer :
Sean McCall**

Curtis George Roberts currently serves as Treasurer of both the CFPWA and the St. Lucia Police Welfare Association (PWA). He was enlisted into the Royal St. Lucia Police Force as a Special Police Constable in July of 1997 after which he moved on a Police Constable. In keeping with his passion for the Natural Sciences, he chose to specialize in Crime Scene Investigations, which has been his assigned field since June of 2002. He currently is a Sergeant of Police in charge of the Scenes of Crime Office. He holds a Bachelor of Science Degree in Management Studies from the University of the West Indies and is currently pursuing a Master of Science Degree in Human Resource Management.

Roberts has been involved with the Police Welfare Association since 2008 and have served as the Public Relations Officer of the St. Lucia PWA as the Chairman of each Branch Board. He previously served as the Assistant Treasurer of the CFPWA from May 2017 to May 2018.



**Treasurer:
Curtis George Roberts**



**Ass. Treasurer:
Travis Chicot**

Travis Chicot is a young, vibrant police officer who hails from the Community of Laborie. He has been a police officer for the past 13 years. He has served at Criminal Investigations Department, Drug Unit and is now in an Acting position of Corporal of Police at the Marchand Police Station, a station designed to foster a greater community policing with the public. Travis took the helm of the police welfare association in St. Lucia as one of the youngest police officers to sit in the chair. Since he has taken over, members call his leadership "one like never before." At present, the president is geared to commencing a degree in criminology and later furthering his career as a lawyer.

Mc Kie Simon Douglas, Chairman of the Royal Grenada Police Force Welfare Association and a member of the Force for over twenty-seven years, is the current Protocol Officer to the CFPWA. Mr. Douglas, an Inspector of Police with several years' experience in various policing areas holds and Associate Degree in Policing with Education from the TA Marryshow Community College, Grenada. He is also a National Training Agency (NTA) Assessor, presently pursuing a Law Degree with the University of London. Inspector Douglas indicated that his inspiration to serving his fellow men is to see Police Officers enjoy the treatment so deserving of their hard work and dedication to country, and fairness and equity in the treatment of all officers.



**M. Simon Douglas:
Protocol Officer**



Trustee:
Raymond Thom

Raymond Thom holds the rank of Assistance Superintendent of the Trinidad and Tobago Police Service (TTPS) having joined the service on August 2nd, 1989. As a Police Officer Raymond has worked in several departments, namely CID, Firearms Interdiction Unit, Inter Agency Task Force, Repeat Offenders Program Task Force (ROPTF), Northern Division, Eastern DIVISION AND western DIVISION. IST VP International Police Association (Trinidad Chapter) 2nd VP Police Sports Club., Trustee TTPSSWA, Chairman of Police Hockey And Rugby Sections.



Trustee:
Karren Seaford

Karren Seaford is a Corporal of Police in the Guyana Police Force (GPF). She was enlisted in 2002 prior to being a Police Officer. She served the auxiliary arm of the GPF as a Special Constabulary performing duties as a typist in the Registry and was later transitioned into the regular force. She is presently stationed at Police Headquarters. Karren is the General Secretary of the Guyana Police Association and was elected Trustee for the CFPWA. She is a proud seventh day Adventist.

ANNUAL GENERAL MEETING 2018

The Caribbean Federation of Police Welfare Associations (C.F.P.W.A.) held its 7th Annual General Meeting from May 22 to 24, 2018, at Providenciales, Turks and Caicos Islands.

The AGM was held under the theme "**FUSING IDEAS TO PROMOTE STANDARDS AND UNITY IN REGIONAL LAW ENFORCEMENT**". Items on the agenda included police officers working with disabilities, occupational health and safety in the workplace, and standardization of hours of work across the region, among others.

On the final day of the conference, the election was held and a new executive was elected. :

President Anand Ramesar

Vice President Mervin Grace

1st Vice President Sonny Miller

General Secretary Devon Bute

Assistant General Secretary Kaudina Douglas Mc Lean

Treasurer Curtis Roberts

Assistant Treasurer Travis Chicot

Public Relations Officer Sean Mc Call

Protocol Officer M. Simon Douglas

Trustee Raymond Thom and Karren Seaford.

The Federation is delighted to present its new executive that will continue the management of its affairs.

The Caribbean Federation of Police Welfare Associations with its new incoming President and Executive extends appreciation of service to the outgoing President Brenton Smith and wish him all the best in his future endeavours.

RESULTS OF POLICE WELFARE ELECTIONS ACROSS THE REGION FOR JANUARY 2019

Belize: Police Department Wednesday 9th January, 2019

President: **Corporal Eldon Arzu**

Vice President: **Sergeant Clinton Magdaleno**

Treasurer: **Corporal Jane Usher**

Secretary: **Corporal Jermaine Hyde**

Trustee: **Police Constable Travis Castillo**

Trustee: **Police Constable Alvin Castillo**

Trustee: **Police Constable Holman Katanegie**

Cpl. Eldon Arzu has been elected at Chairman for the 6th consecutive year. Congrats Mr. Chairman.

St. Vincent and the Grenadines: Friday 25th January, 2019

Senior Branch:	Intermediate Branch	Junior Branch
Inspector Jack	CPL Ceasar	Pc Martin
S/Sgt Smith	CPL Ambris	PC Douglas
Sgt Duncan	CPL May	PC Hacksaw
	CPL Harry	PC Mckie
		WPC Samuel

S/Sgt. Brenton Smith was elected as the Chairman for the third Consecutive year. Congrats Mr. Chairman.

The Royal Bahamas Police Staff Association 2019

Sgt 2539 Sonny Miller Executive Chairman

WPC 3412 Nickera Farrington Executive Secretary

Cpl 2571 D. Kingsley Brown Sr. Executive Treasurer

Sgt 2374 Ricardo Walkes Deputy Chairman

Sgt. Sonny Miler has been elected as the

Chairman for the second consecutive term. Congrats Mr. Chairman.

FORCE OR SERVICE IN THE 21ST CENTURY – WHAT'S IN A NAME?



Mr. Michael Matthews
MSc. Commissioner
of Police BVI

As the Commissioner of Police for the Royal Virgin Islands Police Force I have a significant responsibility to ensure we provide effective policing services to our communities. The services provided must be professional, capable, competent, and efficient, providing a high level of reassurance and confidence in public safety. The key word here is 'service' and recognizes that policing is charged with a responsibility to deliver a range of different services in the delivery of law and order. Yet how many officers see themselves as providing a service? We often refer to the term 'Police Force' and indeed this is presently reflected in the formal title of my organization. Unfortunately, this terminology can be interpreted as an organization designed to use force to deliver its aims. For those who have been around as long as I have in policing, I can remember when this was probably the case with policing being something that was 'done to a community'. Modern policing however requires us to work closely with our communities in partnership and I frequently remind my officers we should be doing things with our community not to our community. Central to my argument is the history of my policing experience within the UK, where the underlying principle is we police with the consent of our public. Policing with consent sits at the heart of the world's most successful policing model and something we should continue to pursue in our different policing jurisdictions. It therefore seems logical that if we police by consent

then we should be focused on the delivery of a service that is agreed with the communities we serve and not a service imposed and forced upon them. Officers who may read this submission may well wish to reflect on their own experiences and the way they and their relevant organizations operate in this regard. It is critically important that we develop the strongest links possible with our communities and listen to their views in the ongoing design and delivery of local policing services.

But why is this so important after all, what's in a name?

I have just finished reviewing a new Police Act for the territory of the British Virgin Islands. Within the many and substantial changes to policing powers and practice proposed in the new draft is the inclusion of a name change for my organization. If agreed, and placed on the statute books, we will become the **Royal Virgin Islands Police Service**, a clear move away from any reference to 'Force'.

This decision is not intended to indicate that force will never be used by my officers. On occasions it is sadly an absolute necessity and all of my officers are expected to maintain the legal use of minimum force as is required in the circumstances. It has also been said to me that we could be regarded as a 'Force for good' but for me the argument is overwhelming that we should not be sending out a message that indicates (even subliminally) that we focus upon 'force' in our dealings with the public and our communities. In my view the focus and the message should be clear and unequivocal, that we are a service provider and should be judged on the standard of the service we provide.

Policing has progressed considerably and needs to continually adapt to the changing nature of criminality in the 21st century which is equally adapting and becoming more complex and technical in its execution. This involves skilling up our workforce, delivering better and more effective training and attracting skill sets previously unseen within policing capabilities. However, all of this should combine to provide the best service possible to those we serve and whom we police by consent. I am always attracted by the Los Angeles Police slogan developed back in the early 60's and still evident today "**To Protect and Serve**" which in my mind, captures perfectly that we have ultimately always been a service provider and what our primary function should be.

The name change is part of an ongoing journey for my organization as we continue to increase the quality and quantity of the services we provide. New recruits joining today will be taught the importance of this ethos in the delivery of policing across the British Virgin Islands.



M. B. Matthews QPM, M.Sc
Commissioner of Police
P.O. Box 64
Road Town, Tortola,
British Virgin Islands
Tel: 1-284-346-7937 Cell: 1-284-368-9334

THE SPOUT HEAD FOUNDATION CHARITY

The Spout Head Foundation Charity has been attempting to make its presence felt across the region. The non-profit organization was founded in November 2014 and officially incorporated under the laws of Barbados in July 2015. The Charity is named after Spout Head Corner, a small section of a village called Coull's Hill in St. Vincent and the Grenadines where the Charity's Chairman and Founder was born and raised. The Charity comprises a group of individuals who are passionate about civic duty and they hail from several parts of the Caribbean, namely Barbados, St. Lucia, St. Vincent and the Grenadines and Trinidad and Tobago. The members are Joel Richards - Chairman and Founder, Sanya Alleyne - Secretary, Jamar Davis - Vice President, Latoya Burnham - Public Relations Officer, Tyrone Harris - Treasurer, Tianna Blades, Marsha Drakes, Neil Paul and Alicia Selman - Committee Members.

Most of the Charity's work has been done in Barbados to date where it has provided support to single parents who are finding it hard to make ends meet, and school children whose parents face financial difficulties in providing books, uniforms and school supplies. One of the greatest strengths of the Spout Head Foundation has been its ability to partner with other charities and institutions and in this regard, it has provided financial and inkind support to other charities that cater to victims of domestic violence, troubled teens, poverty alleviation, persons who are differently able and government ministries and departments with a social mandate.

The Charity made its first intervention outside of Barbados in 2018 after the passage of Hurricane Maria which devastated several Caribbean islands. In this regard, it was able to send water and food up the island chain to assist several of those who were affected by Hurricane Maria. Going forward, the charity intends to expand its outreach to and presence in the wider Caribbean region.



Members of the Spout Head Foundation Charity and C.F.P.W.A. General Secretary Devon Bute participated in a leadership session facilitated by Sally-Ann Bharat Executive Director of The John Maxwell Team

COMMUNICATION CONSOLIDATES COLLABORATION



Mr. Gary Griffith
Commissioner Of Police
Trinidad And Tobago

When I assumed the helm of the Trinidad and Tobago Police Service, I knew the task would be multi-dimensional requiring a number of different levels of strategic input in order to obtain the results and to bolster the direction of intelligence led policing.

One element of this multi-dimensional approach that I was determined to get in our favour was that of the public perception of the TTPS and to strengthen the social contract between citizens and the men and women of the Trinidad and Tobago Police Service. This strategy is universal in that, intelligence led policing is driven by information – one primary source of information comes from the citizenry, so the matrix is simple, strengthen the citizen's resolve in wanting to support the TTPS, and in turn, reminding the TTPS of their inherent mission, to protect and serve with Pride.

In bolstering the community and Police relationship, communications plays a key role in managing perception. My team utilised this approach infusing dynamic, unique and exciting communications techniques to ensure the community are kept abreast of the various initiatives being undertaken by the TTPS almost in real time, thereby increasing citizen engagement, interest and passion to want to see us succeed.

A key element in the development and strengthening of the social contract is the use of a convergence of effort. Hence, when Nicole Dyer Griffith introduced the concept of the ISOS [I Support Our Service] Campaign to me, I immediately encouraged her to further develop the idea. Nicole, immediately collaborated with the local Police Welfare Association and today, the ISOS Campaign is being

hailed as a tremendous success, with over 150 companies signing up to partner with the TTPS in various ways, the image of the service being transformed with the #caughtintheact campaign [conceptualised by ReTHINK transformation centre], many new and dynamic social engagement strategies being implemented, and we are seeing tangible results both in policing and partnerships.

A key element in the success of this initiative has been, and continues to be the strong collaboration between the stakeholders and the Police Social and Welfare Association. Toward this end, I encourage respective Regional Police leaders to embrace the possibilities of strengthened collaboration with your various Associations, and further, with the Caribbean Association. Utilise the Association as the bridge that fills the gap between what we would like to be, and what this can become, as they [Associations] are the continuum to ensuring the reach to the men and women of the various Police Services.

Essentially, communication consolidates collaboration and we in the TTPS are seeing the tangible difference being made on a daily basis. We count what we see as measured success, and we not only look forward to continuing to drive our initiatives forward, but also to sharing the lessons learnt in a collaborative framework with our counterparts within the region, as communication, collaboration and consolidation are universal concepts that can encourage wins in any circumstance.



REV. DERICK A. RICHARDS BISHOP,
METHODIST CHURCH, SOUTH
CARIBBEAN DISTRICT, MCCA.

“The right hand of God is writing in our land, writing with power and with love; our conflicts and our fears, our triumphs and our tears, are recorded by the right hand of God” Patrick Prescod

It gives me great joy to greet you in the name of Christ. I take this opportunity to congratulate you on the creation of this newsletter which provides tremendous scope for meaningful reflection on issues which can help us create a better society. .

As a church that has been established in the Caribbean for over 250 years we affirm and give thanks to God for the work of the constabulary in each of our territories. We also salute you because every day you expose yourselves to many dangers in an effort to protect and keep us safe. Be assured that you are included in our prayers of intercession whenever we gather for public worship on the Lord's Day.

Over the years many Caribbean countries have been developed into attractive tourist destinations and therefore, laud themselves on offering idyllic vacations with sandy beaches, calming calypso and a laidback lifestyle. There are others that have strong manufacturing sectors and still for others they boast a robust financial sector, etc. Consequently the Caribbean territories have experienced varying levels of economic growth resulting in a rise in the standard of living for many citizen. Unfortunately behind the happy-go-lucky image, the region has been plagued by an alarming rise in violent crime and an acceptance

for domestic violence. As a matter of fact studies have shown that the region has been identified for having one of the world's highest violent crime rates in the world.

Our men and women serving in the police service literally are the only line of defense against the forces of evil and lawlessness in most of the territories in the region. As police officers, you stand between safety and chaos, peace and anarchy. You are the reason we can go to bed at night confident that trained and dedicated law enforcement officers are patrolling our streets while we sleep. You do the work we could not do, in places we would not go, with courage we do not possess. You stand in the gap for us, and for that we are grateful. You do this day in and day out, week after week, year after year, for too little pay, and even less appreciation.

The Christian church in the Caribbean has played a significant role in setting our value system, informing fundamental beliefs, providing basic services especially in the area of education and leading social and political change. The Church in the Caribbean is among the largest, most influential groups of activists and volunteers in the region, therefore, is well positioned to play an important connecting role between community and law enforcement.

I therefore, use this platform to call for closer collaboration between the church and law enforcement in the Caribbean. Can you imagine what would happen if the church and the police service were to partner in managing what in some territories is referred to as 'Community Youth Police Clubs.' In many cases the church has at its disposal many professionals in various fields of work and study who would be willing to share their skills and training voluntarily for the development of young people. Members of the police service can then offer other complementary skills and training that can help safe entire communities and neighbourhoods, thus safeguarding the next generation. The Methodist Church stands ready to do its part in healing our Caribbean Lands.

OPEN INVITATION TO NON-MEMBERS ASSOCIATIONS

Dear Colleagues,

It is with great honour that the President, Executive and countries (member) that constitute the C.F.P.W.A (the Federation) extend an invitation to your local Association to join and become a member of the Federation. As a Federation, we recognize various challenges that are faced by local associations, and thus, having a regional body that can be another level of representation and a vanguard in pursuit of equality on behalf of your association, are exceptional. As a Federation, we have been making significant strides across the region, with regards to support for our general membership. We are currently embarking on several initiatives to create more awareness which will ultimately provide greater opportunities for our members. We, therefore, invite representatives of your association to attend our Annual General Meetings and Intercessional Meetings which takes place in May and November of each year respectively. At this meeting, you will gain first-hand experience in various associations with diverse issues and successes. Once interest is indicated in joining the Federation, a copy of our Constitution will be forwarded to you, this gives clear guidelines to the way we function as a body
Devon Bute, General Secretary (C.F.P.W.A.)

GREETINGS

Sean McCall- Chairman of the British Virgin Island Police Welfare Association.

The Police Welfare Association of the Royal Virgin Islands Police Force is most grateful to the creator for his bountiful blessings towards us. It is indeed our sincere desire that in this festive season that we exercise safety and discretion to all. We can assure you that we take pride and enjoy the safety and tranquility that complements our shores of British Virgin Islands and we extend the same to our Caribbean brothers and sisters in the policing fraternity (CFPWA).

I am cognizant of the fact that this season brings its own peculiar challenges and I pray that God gives us strength and fortitude to rise to the occasion. The spirit of Christmas is every shared joy and in every minute act of kindness during this wondrous time of year, and above all Christmas is a time to Love. Merry Christmas and Blessed New year to all.

M. Simon Douglas- Chairman of Grenada Police Welfare Association

As we get deeper into the festive season, as police officers we are once again called upon to give more of ourselves in service to our nation. At times like these, there are many persons who are bent on having a merry Christmas at the expense of others. There are also those who consume excessive amounts of raging substances and quickly resort to violence as a means of resolving issues. I urge us all to execute our duties with a renewed sense of commitment and professionalism. We should be fair, just, and understanding in our deliberations and clinical in our actions.

After all, we are promoting a safer community for everyone, including ourselves and our families. I urge us all to be extremely vigilant and manage situations well enough so that they do not escalate. It is imperative that we put our safety first. We should never expose ourselves to unnecessary danger.

I take this opportunity on behalf of myself and the Welfare Association, to wish every police officer and their loved ones a very healthy, happy holiday season and a productive 2019 and beyond. God bless you all.

Mohan Khan- Chairman of Guyana Police Welfare Association.

On behalf of the Chairman and the executive members of the Guyana Police Association, we joined with the CFPWA in extending Christmas greetings to all. The importance of the holidays is a time to reflect on the many challenges faces by our members who continue to show loyalty and dedication. We do appreciate your sterling contribution this season.

We take this glorious opportunity in wishing you and your family best wishes for the holiday seasons and continue prosperity for 2019. It's without a shadow of a doubt our commitment to developing excellent partnership will impact positively on our future endeavors. May God continue to bless us all.

Travis Chicot- Chairman of the Royal St. Lucia Police Welfare Association

"Beloved, I wish above all things that thou mayest prosper and be in health, even as thy soul prosperity." As we look at this short passage from the book of John, I would like to thank every police officer and their families for the tremendous work they have to do to the people of this country St. Lucia in 2018.

I continue to pray God's blessings upon each and every one of us and look forward to the year 2019. I urge members to stand firm as 2019 will be a year where the PWA will call for police reform. We urge members to continue to stand with its association and to recognize that we must unite in the fight. So once again I take this opportunity to wish all members a Merry Christmas and a bright and prosperous New Year.

Mervin Grace- Chairman of the Barbados Police Welfare Association

The President and Executive members of the Barbados Police Association wish to thank you for your support during the past year and would like to reaffirm our commitment to representing your interest in the coming year. We would also like to wish you and your families a wonderful and blessed Christmas and a prosperous New Year.

Winston Diamond – Chairman of the Turks and Ciaos Police Welfare Association

As we reflect on the year 2018 let me take this time to thank each one for their hard work and dedication and more so the support they have given me. Let me also encourage those of us who are lagging to come to the front and take your rightful place. A chain is as strong as its weakest link that means we must all be strong if we are to succeed.

As we proceed into this technological age with a new breed of criminals, let stay current and focus to meet new challenges ahead, and remember hard work brings success. Have yourself a Merry Christmas and a bright and prosperous New Year.

Trinidad and Tobago Police Service Social & Welfare Association (TTPSWA)- Chairman Michael Seals

The Trinidad and Tobago Police Service Social and Welfare Association (T.T.P.S.S.W.A) was established on January 13th 1991 and received full recognition on January 13, 1992. The objectives of the Association was established not only to promote the cause of policing, but to promote, protect and improve the professional, economic, spiritual, social, welfare and conditions of service to its members. The T.T.P.S.W.A body consist of various committees, the major bodies, being; the Executive Committee, consisting of eight persons with the President Mr. Michael Seales and its Secretary Mr. Anand Ramesar at the helm. The General Council, comprising of the full membership of well over six thousand strong, and the Central Committee comprising of eighty four members selected to serve the members in various areas of the police service,

The T.T.P.S.W.A is dedicated to the welfare of its membership and with the assistance of it trained staff comprising civilian employees, we aim to deliver efficient and effective service. Our Association, as we journey into the new year have been embarking on numerous innovative and positive projects to benefit of its membership, the future of the Association, the police service and our beloved twin Republic of Trinidad and Tobago.



President Michael Seales and General Secretary Anand Ramasar of the T.T.P.S.W.A

The outspoken, courageous and inspirational leader 'Martin Luther King 'masterfully reminds us that "All labour that uplifts humanity has dignity and importance and should be undertaken with painstaking excellence."

The Jamaica Police Federation remains energized and goal oriented in maintaining and delivering the highest level of professional and quality representation with a microscopic approach to every area of our member's well-being. The recurrent consequence of our strategic and motivational framework has undoubtedly created the transformational designed that has promoted education, training and development, research, innovation and technology in a futuristic way. We are positively geared towards achieving excellence in a resolute quest for service and empowerment to our respective Branch Boards members across the island. The vision and passion for service to the citizens of Jamaica must be continued in the most effective and efficient manner in order to build and concretize public trust and confidence. These are challenging times for the Jamaica Constabulary Force and Jamaica land we love, we cannot negate the fact that criminality in various form and the current uncertainty in the economy have threatened the core of our sustenance. This is not the time to evade our oath of office and responsibility as law enforcement officers, but rather to preserve and strengthen the structure of our noble organization. As our members continue to stand as buffers between criminals and decent law abiding citizens of Jamaica, we have again reaffirmed our stance and commitment to continue to advocate for a fundamental change in the various legislations that will unquestionably impact policing initiatives and the current remuneration process that should be commensurate to the service delivery apparatus; establishing decent working condition and an exemplary health care system to deal with the hazardous elements on a daily basis.



CPL Arleen Mc Bean- Chairperson of the JPF

MEMBERS AT WORK AND LEISURE



After a day filled with learning its only fair we have a game or two.



Members Made A Visit To Norman Island After The 2017 AGM Came To An End.



Rep. from SVG, Grenada, BVI, Guyana and Turks and Caicos



Vincentians attending the 2018 General Meeting in Turks and Caicos.



Mr President and friends aboard our Catamaran cruise to Little Water Cay.



Students from the Phenix Soutt High School Band along with members of CFPWA 2018 AGM BVI.



Chairman's Miller, Smith , Grace and Khan



Members asking questions throughout a presentation at the General meeting in the British Virgins 2017 Islands.

THE CFPWA INTERCESSIONAL MEETING 2018

The President, executive and members of the Caribbean Federation of Police Welfare Associations would like to thank the Commissioners of Police through out the Caribbean region for allowing members of there police force/service participation in the Annual Intercessional Meeting which was held in St. Lucia November 24th– 29th, 2018 under the theme “Enhancing the quality of policing while striving for just compensation.” The meeting was deemed to be a success and members have renewed their commitment based on the Constitution of the C.F.P.W.A. to support the Association of Caribbean Commissioners of Police (A.C.C.P.) in its new and developing policies. The opening session of the meeting heard address from Mr. Severine Monchery Commissioner of Police of the Royal St. Lucia Police Force, Acting A.S.P. Ramasar President of the CFPWA and Mr. Rybern Boyce Senior Operation Officer at Nagico Insurance. During the three (3) days of meeting several issues were discussed, namely: establishment of a Secretary Office and staff, C.F.P.W.A Health Plan, C.F.P.W.A. Strategic Plan, and Corporate Sponsors for, C.F.P.W.A. Magazine, and Discussion of the 2019 A.G.M.

AWARD CEREMONY - DOMINICA POLICE WELFARE ASSOCIATION

On Friday 25th January 2019 the Commonwealth of Dominica Police Welfare Association held its Annual Award Ceremony. Among the awardees few officers received top wards from the respective field assignment to and ranks in which they occupy. These Police officers are as follows:

- Inspector of the year - Clyde Charles
- Sargent of the year - Maurice Pierre
- Constable of the year - Lydon Timothy
- Special Constable of the year - Cemencia Noel
- Investigator of the Year - Sgt. Chaucer James
- Prosecutor of the year - Sgt. Innocent Toussaint



Chairman Cpl. Jefferson Drigo of the Dominica PWA presenting an award

ST LUCIA AWARD CEREMONY



Travis Chicot Executive Member of the CFPWA presenting an award

JANUARY 24, 2019 FIRE SERVICE HEAD QUARTERS, MANOEL STREET, CASTRIES.

Members of The Royal Saint Lucia Police Force Welfare Association (RSLPFWA), The Saint Lucia Fire Service Association (SLFSA) and the Saint Lucia Ports Police Welfare Association (SLPPWA) led by Presidents Mr. Travis Chicot, Mr. Shane Felix and Mr. Winston Henry respectively, met to discuss the formation of a Saint Lucia Protective Services Federation (SLPSF) and the benefits of such a union. Absent from today's meeting were members of the Corrections Officers Welfare Association. Other items on the day's agenda included negotiations and human rights training for members of the protective services. The meeting concluded with an agreement to draft a constitution for the proposed SLPSF and monthly meetings among the Associations representing protective service officers to charter the way forward towards forming the SLPSF.





**ONE SOURCE.
ANY MISSION.**



The President, executive members and associated members of the Caribbean Federation of Police Welfare Associations take this opportunity to thank AE TACTICAL for making this project a reality and look forward to your continued support as we partner in making the Federation reaching it new and existing members throughout the Caribbean region. We salute you!

Office of Caribbean Federation of
Police Welfare Associations
Kingstown
St. Vincent and the Grenadines
West Indies
Phone: 1 246 834 4627
E-mail: cfpwaoffice@gmail.com



[CFPWA.ORG]

UPCOMING EVENTS

Caribbean Federation of Police Welfare Associations Conference and Annual General Meeting (AGM) 2019 Bahamas – Friday 24th May 2019 - Tuesday 28th May 2019

About the AGM

As we grow and look forward to our next Conference and Annual General Meeting which is scheduled to be held in the Bahamas (May 23rd – 28th, 2019) we seek to achieve the following:

1. Four lectures from distinguish law enforcement officials,
2. Short presentations on innovations in welfare for law enforcement officers,
3. Panel discussion with experts on emerging issues affecting law enforcement in the Caribbean and;
4. Launching of our International Marathon.

Intercessional Meeting 2019
Guyana- Date pending