



FOUNDED MAY 6, 1919

# Jamaica Civil Service Association

Secretariat 10 Caledonia Avenue P.O. Box 106 KINGSTON 5  
Tel: 1-876-968-7087; 1-876-920-8643; Fax: 1-876-926-2042  
Website: [www.jacisera.org](http://www.jacisera.org) Email: [jcsasecretariat@jacisera.org](mailto:jcsasecretariat@jacisera.org)

*“Persistent and Consistent, Advocating for the Worker:  
Moving from Surviving to Thriving.”*

Western Regional Office  
Plot No. 23  
ADA Complex  
Atherine Hall  
Montego Bay  
Jamaica

Phone: 1(876) - 979-1702

Email:  
[maicacivilserviceassociation@yahoo.com](mailto:maicacivilserviceassociation@yahoo.com)

South Central Regional Office  
RADA Complex  
Caledonia Road  
Mandeville  
Manchester  
Tele/Fax: 1 (876) - 625-0468

Email:  
[jaciserasouthcentral@gmail.com](mailto:jaciserasouthcentral@gmail.com)

North Eastern Regional Office  
15 Main Street,  
Port Maria  
St. Mary  
Cell: 1 (876) - 578-7829

Email:  
[csanortheast@gmail.com](mailto:csanortheast@gmail.com)

## AFFILIATED ORGANISATIONS:

Public Services International (PSI)

Caribbean Public Services  
Association (CPSA)

Jamaica Confederation of Trade  
Unions (JCTU)

February 15, 2021

Clerk to the Houses  
Gordon House,  
81 Duke Street,  
Kingston

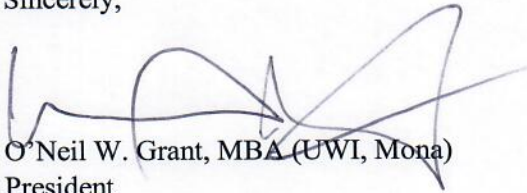
Dear Sirs

### To Whom It May Concern

Please find enclosed our written comments regarding the National Identification and Registration Act, 2020 (NIDS).

For any queries, kindly contact the undersigned at 876-382-7690 or by email:  
[oneil\\_w\\_grant@yahoo.com](mailto:oneil_w_grant@yahoo.com).

Sincerely,



O'Neil W. Grant, MBA (UWI, Mona)  
President

O'Neil W. Grant, MBA (President), Techa Clarke-Griffiths (1<sup>st</sup> Vice President), Kelvin Thomas (2<sup>nd</sup> Vice President)  
Clarence Frater (3<sup>rd</sup> Vice President), Melaini Mullings-Arnold (Honorary Treasurer)  
Tifonie Powell-Williams (General Secretary)

# Presentation on the National Identification and Registration Act 2020

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## **Introduction**

The Jamaica Civil Service Association as a member union of the Jamaica Confederation of Trade Unions is honoured to make this contribution to the Joint select Committee examining the National Identification and Registration Act of 2020.

The purview of the JCSA and the Jamaica Confederation is to ensure that Jamaica delivers Quality Public Services and that employees are protected in the pursuit of national imperatives.

We have examined the Bill thoroughly and find the various clauses generally acceptable. We will seek to confine our presentation on the employment of staff within the Authority and its governance structure.

## **Part 1 Preliminary**

We believe that a National Identification system is necessary for Jamaica as the nation needs such a system not only to identify who our nationals are but to ensure we can deliver much needed Public Services of a high quality.

## **Section 36 Transition**

This section is similar in wording to that of the Tax Administration of Jamaica Act of 2013 which caused serious disagreement with the JCSA to the point that industrial action was not only threatened but taken. The problem arose from the application of the secondment provision which saw staff acting well in excess of the 6 months specified in the Act notwithstanding there being no special circumstance existing precluding the staff transfer to the new entity. While the law cannot deal with poor interpretation it must speak to the application of the GoJ Change Management policy to guide how staff are to be treated in transition arrangements.

## **1<sup>st</sup> Schedule Part I**

We Recognise that the Bill does not seek to impose a term on the employment of the Chief executive office. This has proven problematic in execution in the past particularly where Fixed Term Contract are used to manage the term of employment and the issues of performance and merit are often ignored when renewal is at hand. Jamaica has one of the worst records on the use of Fixed term contract to disenfranchise workers and have paid out millions of dollars in nugatory expenditure to settle suits wrought by wrongful termination.



## **1<sup>st</sup> Schedule Part II**

The Authority is to be run by a Board and the prescribes in Section 7 (5) for a Quorum of 7 or less than 50% of the members of the Board. Given the importance of the Authority and to ensure that the public perception is always maintained as good we suggest that the Quorum be 8 of 15. This is especially necessary as the is Bill proposing a simple majority to make its decisions.

It is also to be noted that no space is on the Board for a Trade Unionist or Worker Representative and represents a common failing of the establishment of Boards especially those that have been given responsibility for the management of workers or human resource. This has oftentimes resulted in the breakdown of employer-employee relations.

Prepared by:

O'Neil W. Grant

President – Jamaica Civil Service Association

Vice president – Jamaica Confederation of Trade Unions