

**Keynote Speech by Hon Robert Montague, MP  
Minister of National Security  
at JCF Passing Out Parade  
September 01, 2017**

**[Salutation]**

DCP Novelette Grant representing Commissioner of Police, Mr George Quallo, Graduates, Family members and friends, Ladies and Gentlemen. Good morning.

It is indeed my pleasure to be here today. As I look at the men and women before me, it gives me a great sense of pride and honour. Recruits, you are our future. One of you may be a future Commissioner of Police or maybe a future Minister of National Security. The sky has no limits, set your goals and dreams high. Aim to be the best.

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Your training has exposed you to many different areas. You have been exposed to a very meaningful, strategic and carefully crafted curriculum. You have learned about Psychology, Communication, Sociology, Ethics, and Conflict management. You now know and understand the importance of Community Based Policing and Human Rights training.

In order to effectively perform your duties, you will need these skills.

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These skills will continue to develop day by day. Execute your duties with pride, with integrity and with the highest moral standards.

Take pride in your appearance and always conduct yourself in a professional manner. You will be interacting with people from all walks of life, from different countries, from different religions. You will be carrying out your duties sometimes in stressful situations. Remember to be courteous and compassionate but also fair and just. Uphold the law and do not accept unlawful actions. You are now here to serve and protect the people of Jamaica.

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As I watched the mastery and precision demonstrated in the parade, I must commend the instructors. You have done your job and trained them well. It is now time for them to prove to you and our nation that they can and will make a difference.

We are in a challenging time. We are fighting a major battle against crime. One of the many challenges we face is the institutional capacity of our security forces.

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In order to have Effective Policing, the institutional capacity of the security forces must be strengthened. This is included in the Ministry of National Security's Five Pillar Citizen Safety and Crime Prevention Strategy. This strategy has Effective Policing as one of its five priority pillars.

The Jamaica Constabulary Force currently has an attrition rate of approximately 500 police officers per year. Our police are leaving faster than we can train them.

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It is estimated that the JCF would need another 3,000 police officers to bring the compliment to about 14,000 to make it meet the required capacity.

The Ministry continues to find ways to increase recruitment and retain police officers so that the JCF can have the human resources it needs to carry out Effective Policing and in turn assist in reducing the crime rate.

Recently, the JCF signed an MOU with the University of the West Indies that will provide the JCF with Facilities at the University of the West Indies, Mona Campus for the training and

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accommodation of recruits. This will allow the JCF to train more police officers, to provide additional training and maintain an acceptable level of police officers. Under this partnership with the UWI, 300 recruits of the JCF will be housed and trained every 6 months for a period of three years.

Under this MOU also, the UWI will also provide training in the development of Apps. This is a different generation of criminals. We are dealing with the criminals from generation Z. These are the persons born after the creation of the Internet.

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They are the ones who know that the world is always connected. These are the ones who know that access to information is at their fingertips.

We are no longer fighting just criminals on the ground. We are fighting in the air and in cyber space.

You are part of that generation. Let us benefit from your young, fresh minds. We have to use technology to help win this battle. I challenge all of you graduates to begin to think outside of the box. In fact, just demolish the box and place no limits on your creative capacity.



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Begin to think of what we can do, begin to learn and understand from those with the experience and add new and creative ideas.

The Government of Jamaica has put forward legislation to make the police force more modern.

This modernization cannot be successful without the support of each and every one of you. We need a more modern police force to fight these modern criminals.

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As part of the ongoing reform process, you have been taken through a new training curriculum which was developed. This is critical to understanding modern policing and will equip you with the skills you need. Ensure that you know and understand the 5 pillar strategy as you go out and be the ones that make a difference.

As you leave here today and are assigned to different parts of the country, remember always you are here to serve. Serve with pride and dignity. Be brave, be strong, be compassionate, be humble, be professional and be fair and just.

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All new police officers that have graduated today, Congratulations, you did it! You should be proud of your accomplishments. I look forward to you continuing to build the force and capturing the trust and confidence of the citizens of Jamaica. You have completed the long and challenging training successfully. You are now the agents of change. We stand together today, as one, united in our fight against crime as we all work together under God to increase in beauty, fellowship and prosperity.

May God continue to bless each and every one of you.