




REPUBLIC OF KENYA

National Police Service Commission



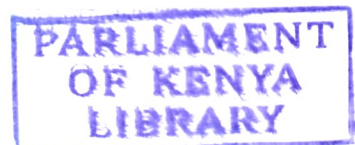
 THE NATIONAL ASSEMBLY PAPERS LAID		
DATE:	04 OCT 2023	DAY: WED
TABLED BY:	Hon Naomi Wago, MP Deputy Majority Party Whip	
CLERK AT THE TABLE:	Enlaysia MURUKI	

ANNUAL REPORT

AND FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR

2022 - 2023





VISION:

Dignified and Professional Police Officers



MISSION:

To facilitate transformation of human resource management in the National Police Service for efficiency and effectiveness



CORE VALUES

- Interdependence
- Synergy
- Integrity
- Fairness
- Transparency
- Accountability

EXECUTIVE SUMMARY

This is the tenth Annual Report of the National Police Service Commission for the period July 2022 to June 2023. Since its establishment on the 5th of October 2012, the Commission seeks to build on its past successes by continuously enforcing its directive in ensuring professionalism and dignity in policing. This report highlights the activities and progress of the Commission towards achieving its mandate, the challenges encountered and the way forward for the next financial year.

The report comprises of six chapters as detailed below:

Chapter One defines the establishment and mandate of the Commission, the Commission composition and current membership.

Chapter Two articulates the Commission's reorganization and corporate governance framework and the development of its internal human capital capacity. This is based on its transformation agenda that seeks to restructure the Commission in order to make a difference on service delivery specifically towards its key stakeholder, the police officers.

Chapter Three outlines the performance of various departmental initiatives and operations of the Commission's constituted committees. It summarizes the Commission's performance, milestones achieved and areas earmarked for further progress.

Chapter Four focuses on the collaborations and engagements with stakeholders, as well as the partnerships and linkages made within the year in review. This section highlights the ways in which the Commission continues to build synergy and enhance potential and existing collaborations to facilitate the execution of its mandate.

Chapter Five contains the financial statements of the National Police Service Commission for the period under review in accordance to Section 81 (1) and (3) of the Public Finance Management Act, 2012.

Chapter Six discusses the challenges that the Commission experienced, proposed recommendations to address the identified challenges, and the organizational outlook for the coming year.

The Commission was fully constituted during the reporting period even with the transitions that took place within the senior leadership.

FOREWORD BY THE COMMISSION CHAIRPERSON.

Effective management of the human capital of the National Police Service remains a critical component of handling the ever-dynamic security sector. The year under review placed a lot of demand on the members and resources of the National Police Service while managing security over the entire electioneering period. However, our officers, against all odds, rose above the challenges and maintained a safe space for socio-economic development. Spearheading Police reforms is a challenging mandate yet despite the challenges, the Commission took its performance commitments seriously and implemented a set of objectives in the just ended plan period that holistically address the human resource needs of every member of the Service.

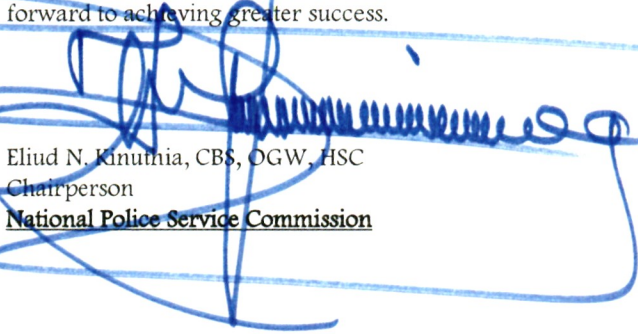
This has in turn provided an enabling environment within which our officers can build their operational capacity and deliver upon their mandate which clarifies the main reason for our existence. This past year the Commission succeeded in further streamlining wellness support systems for our officers by further decentralizing services to Northeastern (Garissa) and Nyanza (Kisumu) Regions in addition the Coast regional office at Mombasa. Guidelines to assist in the management of matters related to extension of service and tax exemption for members of the Service living with disabilities acquired in the line of duty have been issued as a step towards gaining deeper insight into the nature and extent of these injuries and the remedial options available with a view to developing a comprehensive policy that will be responsive to the needs of officers.

The Commission continues to make its contribution towards development of the digital economy through modular operationalization of components of the Human Capital Management automation pillar. Core processes have been piloted whilst running concurrently with manual systems and in so doing restoring accountability to the functions of promotion, transfer, disciplinary control and records management. The desired future of the National Police Service is one where sufficient, efficient and effective management infrastructure is provided to facilitate the realization of the vision of a professional and dignified Police Officer.



strengthening stakeholder engagement and implementing interventions that enhance Police professionalism while addressing the challenges that impact on the wellbeing of Police Officers.

I wish to acknowledge the excellent work of the Commission's management and staff under the leadership of the Chief Executive Officer. I remain confident that while there are inevitable management and operational challenges to be resolved, the future is promising and we can look forward to achieving greater success.



Eliud N. Kinuthia, CBS, OGW, HSC
Chairperson
National Police Service Commission

MESSAGE FROM THE COMMISSION SECRETARY/CEO.

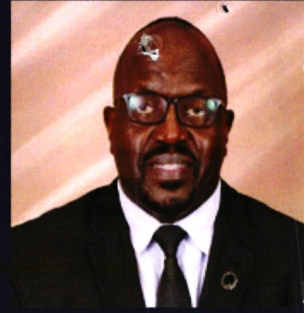
This Annual Report presents an account of the Commission's activities in line with its Constitutional mandate during the Financial Year 2022/2023 that ensured effective service delivery to members of the National Police Service. During the year under review, the Commission secretariat actualized mechanisms key to achieve objectives set out in the Strategic Plan, as well as implemented innovations that set a solid foundation towards seamless service delivery to all stakeholders.

The Commission has endeavored to reposition itself to better serve the human resource and welfare needs of Police Officers by strengthening the support and enabling services in the management and administration of the Commission activities. To maintain pace with the fast evolution of technology while injecting efficiency in the management of core functions, all records have been digitized and an Electronic Document Management System (EDMS) implemented.

A robust firewall has been deployed to safeguard the Commission's IT resources and 40% of the Secretariat's computing needs have been attained.

The Commission remains fully committed to building a conducive work environment and in enhancing capacity that will ensure staff are able to efficiently serve the dynamic needs of our stakeholders.

To boost productivity, the Commission will in due course shift its headquarters to the CBK Pension Towers that contains enabling facilities for employee wellness that also promote a culture of collaboration and teamwork. Under our corporate social responsibility initiatives, a visit to Keekonyoike Central in Kajiado West Sub-County with food stuffs donation brought immense satisfaction to the beneficiaries as well as the Commission staff. This thoughtful gesture was timely as it helped alleviate the suffering of the locals due to the ravaging drought that hit several parts of the country.



As we look towards implementing the next cycle of the strategic plan, I commit to enhancing stakeholder collaborations, improving staff welfare and strengthening the secretariat's management infrastructure. I wish to thank all staff as well as stakeholders with whom we share the common purpose of delivering the vision of a Dignified and Professional Police Officer. We look forward to further developing a culture of performance and a strengthened unity of purpose to the benefit of the Police Service and ultimately, the people of Kenya.



Peter Leley

CS/Chief Executive Officer
National Police Service Commission

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ABBREVIATIONS AND ACRONYMS.

APS	ADMINSTRATION POLICE SERVICE
CAP	CHAPTER
CAJ	COMMISSION ON ADMINSTRATIVE JUSTICE
CBS	CHIEF OF THE ORDER OF THE BURNING SPEAR
CEO	CHIEF EXECUTIVE OFFICER
CS	CABINET SECRETARY
CSR	CORPORATE SOCIAL RESPONSIBILITY
DCI	DIRECTORATE OF CRIMINAL INVESTIGATIONS
DCEO	DEPUTY CHIEF EXECUTIVE OFFICER
DHCM	DIRECTORATE OF HUMAN CAPITAL MANAGEMENT
DIG	DEPUTY INSPECTOR GENERAL
EACC	ETHICS AND ANTI-CORRUPTION COMMISSION
GJLOS	GOVERNANCE, JUSTICE, LAW AND ORDER
IAU	INTEERNAL AFFAIRS UNIT
ICT	INFORMATION COMMUNICATION AND TECHNOLOGY
IEC	INFORMATION EDUCATION MATERIAL
IFMIS	INTERGRATED FINANCIAL MANAGEMENT INFORMATION SYSTEM
IG	INSPECTOR GENERAL OF THE NATIONAL POLICE SERVICE
IPOA	INDEPENDENT POLICING OVERSIGHT AUTHORITY
IPPD	INTERGRATED PERSONELL PAYROLL DATABASE
HCM	HUMAN CAPITAL MANAGEMENT
HR	HUMAN RESOURCE
HSC	HEAD OF STATE COMMENDATION
HTC	HIGHER TRANING COURSE
KLRC	KENYA LAW REFORM COMMISSION
KNCHR	KENYA NATIONAL COMMISSION ON HUMAN RIGHTS
KPS	KENYA POLICE SERVICE
KRA	KENYA REVENUE AUTHORITY

ABBREVIATIONS AND ACRONYMS.

LSK	LAW SOCIETY OF KENYA
MBS	MORAN OF THE ORDER OF THE BURNING SPEAR
MGH	MORAN OF THE ORDER OF THE GOLDEN HEART
MOICNG	MINISTRY OF INTERIOR AND COORDINATION OF NATIONAL GOVERNMENT
MOU	MEMORANDUM OF UNDERSTANDING
MTEF	MEDIUM TERM EXPENDITURE FRAMEWORK
MTP	MEDIUM TERM PLAN
NGAO	NATIONAL GOVERNMENT ADMINISTRATION OFFICERS
NPS	NATIONAL POLICE SERVICE
NPSC	NATIONAL POLICE SERVICE COMMISSION
NPSCD	NATIONAL POLICE SERVICE DISCIPLINARY COMMITTEE
PS	PRINCIPAL SECRETARY
OGW	ORDER OF GRAND WARRIOR
PC	POLICE CONSTABLE
RPC	REGIONAL POLICE COMMANDER
SP	STRATEGIC PLAN
SOP	STANDARD OPERATING PROCEDURES
SRC	SALARIES AND REMUNERATION COMMISSION



**CHAPTER ONE :ESTABLISHMENT
AND MANDATE OF THE
COMMISSION**



1.1 Establishment of The Commission.

The National Police Service Commission is one of the independent Constitutional Commissions formed under Chapter 15, Article 248(2) of Constitution of Kenya 2010. The National Police Service Commission is established under article 234(3) (c)(iv), Article 246 (1) of the constitution of Kenya, 2010 and operationalized by NPSC Act, 2011 CAP. 185C amendment 2014 to perform among other functions, to oversee the human resource management functions of the National Police Service. NPSC has been operational and functional since 5th October 2012 after legislation by the National Assembly through the National Police Service Commission Act and recognized after the appointment into office of six commissioners through Gazette Notice No. 95 of 03rd October 2012.

1.2 Mandate of The Commission.

The National Police Service Commission established under the Constitution of Kenya 2010 Article 246. Article 246 (3) gives the Commission the mandate to:

- (i) Recruit and appoint persons to hold or act in office in the police service, confirm appointments and determine promotions and transfers within the National Police Service.
- (ii) Observing due process, exercise disciplinary control over and remove persons holding or acting in offices within the Service; and
- (iii) Perform any other functions prescribed by national legislation.

The Functions and Powers of the National Police Service Commission are stipulated in the NPSC Act Revised 2014 [2012].

However, additional functions are spelled out in Section 124 of the National Police Service (NPS) Act which requires the Commission to develop the following regulations:

1. Regulating the hours of duty for police officers and the keeping and signing of records of attendance;
2. Regulating and coordinating duties to be performed by police officers;
3. Regulating the granting of leave to police officers;
4. Prescribing arrangements and procedures for providing, assisting in or coordinating staff development programmes;
5. The employment of civilian staff within the Service.

1.3 Composition of The Commission.

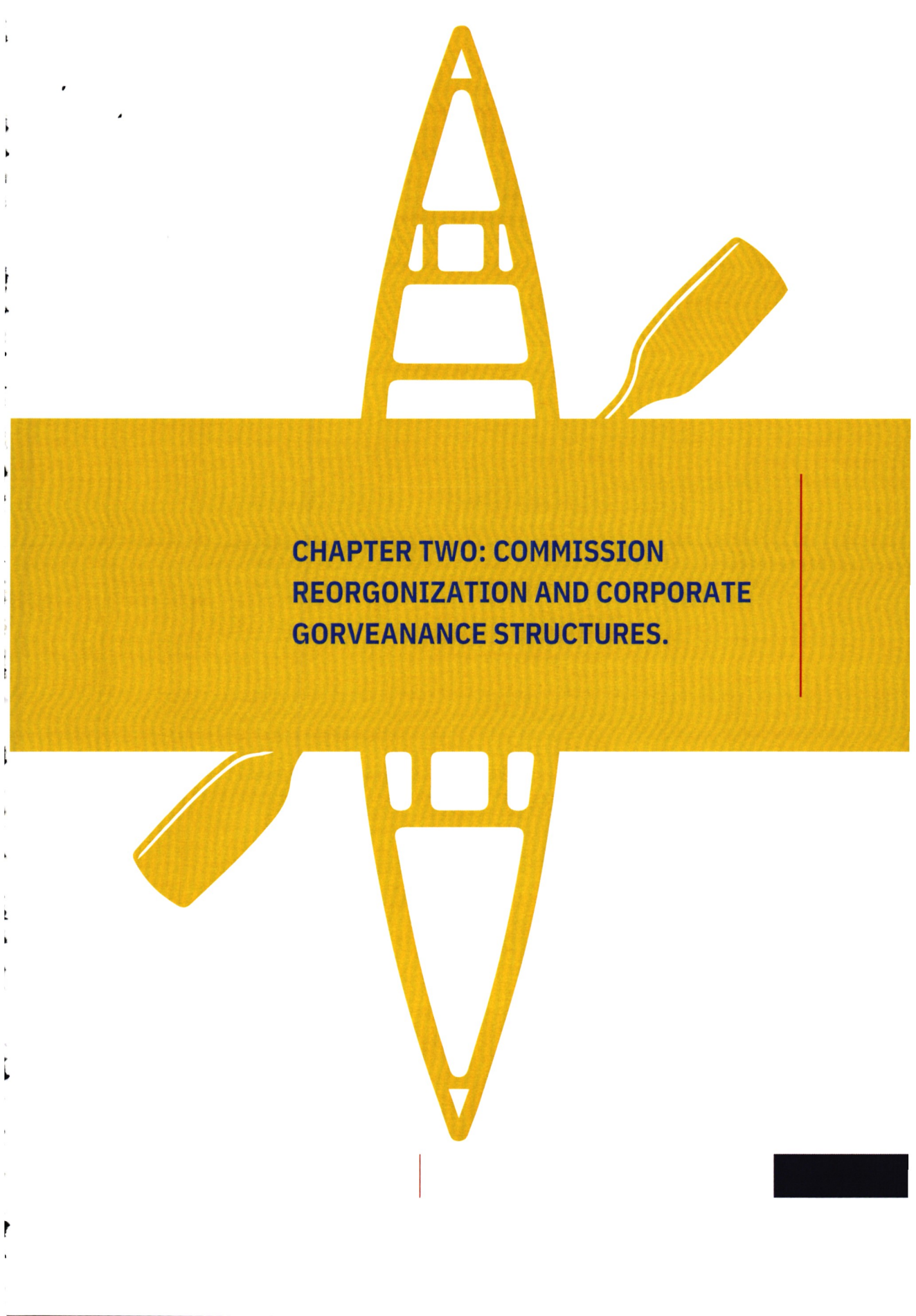
In Article 246(2) of the Constitution of Kenya 2010 states that the Commission comprises of the following persons, each appointed by the President:

- i. A person who is qualified to be appointed as a High Court Judge.
- ii. Two retired senior police officers.
- iii. Three persons of integrity who have served the public with distinction.
- iv. The Inspector General of the National Police Service, and,
- v. Both Deputy Inspector Generals of the National Police Service.

1.4 Members of The Commission.

Figure 1 Members of the National Police Service Commission





**CHAPTER TWO: COMMISSION
REORGONIZATION AND CORPORATE
GORVEANANCE STRUCTURES.**

2.1 Introduction.

This chapter captures the reorganization framework that the current Commissioners have adopted and implemented as part of their comprehensive strategy aimed at transforming the Commission to effectively discharge its mandate as contemplated in Article 246 of the Constitution.

This transformation agenda was designed to restructure the Commission in order to make a difference in service delivery to our key consumers, who are Police Officers, civilian staff working with the NPS, and the general public.

2.2 Committees of The Commission.

In order to effectively discharge on its mandate and functions, the Commission has restructured its operations to be carried out through five Committees as delivery units, each led by a commissioner. Committees are expected to deliberate on matters before them and prepare reports under this governance Committee framework.

The Committees are as listed below: -

i. Executive Committee

To go through the recommendations emanating from the committees of the commission before presenting them to the commission's meeting for approval

ii. Recruitment, Appointment and Welfare Committee

a) Coordinate the recruitment process of NPS members who include civilian staff of the NPS.

b) Develop and review job descriptions/specifications for NPS staff

c) Coordinate the development of terms and conditions of service for NPS staff; including pay and benefits.

d) Undertaking and evaluating baseline surveys on the gender, ethnic distribution and stagnation of officers in various ranks in the NPS with a view of making the necessary recommendations

e) Coordinate the implementation and provide recommendations on the review of the recruitment, appointment, professional development and welfare policies and regulations

- f) Development, management, monitoring and evaluation of training programmes for NPS
 - g) Coordinate the development of appropriate guidelines for formation and recognition of police associations
 - h) Coordinate research and development of recommendations for NPS Staff welfare including; insurance, medical, housing etc
 - i) Approve applications for engagement by police officers in trade and other businesses.
 - j) Any other function assigned to the Committee by the Commission.
- iii. Promotions and Transfers Committee
- a) Coordinate the provision of recommendations on promotions and transfers in the NPS
 - b) Oversee the implementation and recommend review of the promotions and transfers policies and regulations
 - c) Develop and review Schemes of Service for NPS staff
 - d) Coordinate the development of a skills inventory in the NPS
 - e) Provide leadership in development and implementation of performance and change management systems and measures.
 - f) Any other function assigned to the Committee by the Commission
- iv. Discipline and HR Audit Committee
- a) Oversee implementation and recommend review of the policies, regulations, guidelines, and procedures on Discipline matters in the NPS
 - b) Conduct public enquiries and publish the outcome of such inquiries on matters related to the commission mandate
 - c) Promote the compliance with the disciplinary procedures in the Service
 - d) Review and recommend confirmation of disciplinary sanctions under section 89(6) of the NPS Act i.e., restitution, stoppage of salary increments, reduction in rank and dismissals from the NPS.
 - e) To recommend disciplinary action against an officer who commits a crimina offence.
 - f) Oversee and provide reports on the implementation of the NPSC policies and regulations
 - g) Conducting audit on implementation of the Commission's decisions by the NPS.

- h) Conduct audit on operations of the civilians in NPS
- i) Any other function assigned to the Committee by the Commission

The DHRAC Terms of Reference are as follow: -

- a) Recommend review of the policies, regulations, guidelines and procedures on discipline matters in the NPS
- b) Conduct public enquiries and publish the outcome of such inquiries on matters related to the commission mandate
- c) Oversee and promote the compliance with the disciplinary procedures in the Service
- d) Review and recommend confirmation of disciplinary sanctions under section 89 (6) of the NPS Act i.e., restitution, stoppage of salary increments, reduction in rank and dismissals from the NPS.
- e) Establish and compose the NPS committee for the purpose of hearing and determining disciplinary proceedings for an officer of the rank of Assistant Superintendent and above;
- f) To recommend disciplinary action against an officer who commits a criminal offence.
- g) Oversee and provide reports on the implementation of the NPSC policies and regulations
- h) Conducting audit on implementation of the Commission's decisions by the NPS.
- i) Conduct audit of Human Resource Management of the civilians in NPS.
- j) Any other function assigned to the Committee by the Commission

v. appeals, Policy and Legal Affairs Committee

- a) Coordinate undertaking of various research and surveys for policy development
- b) Lead the development and review of policies, regulations and guidelines for the implementation of NPSC mandate, and make recommendations for their approval by the Commission
- c) Develop the schedule of penalties for the offenses against discipline in the NPS
- d) Develop and review policies and procedures to mainstream cross cutting issues – gender, human rights, conflict of interest, anti-corruption etc
- e) Provide leadership on legal affairs, legal review, complaints management, case management and litigation involving the NPS and NPSC
- f) Implementing the policy and procedures for Appeals to the NPSC
- g) Conducting hearings and recommending determinations on appeals

- jh) Coordinate the provision of recommendations on promotions and transfers in the NPS.
- i) Oversee the implementation and recommend review of the promotions and transfers policies and regulations
- j) Develop and review Schemes of Service for NPS staff
- k) Coordinate the development of a skills inventory in the NPS
- l) Provide leadership in development and implementation of performance and change management systems and measures
- m) Any other function assigned to the Committee by the Commission

The Appeals, Policy and Legal Affairs Committee (the Committee) is tasked with the following mandate:

1. Coordinate various research and surveys for policy development;
 2. Lead in the coordination of the development and review of policies, regulations and guidelines for the implementation of Commission's mandate;
 3. Develop and review the schedule of penalties for the offences against discipline in the Service in accordance with the National Police Service Act (NPS Act);
 4. Develop and review policies and procedures to mainstream cross cutting issues including but not limited to gender, human rights, conflict of interest and anti-corruption;
 5. Provide leadership on legal affairs, legal review, complaints management, case management and litigation involving the Commission;
 6. Implementing the policy and procedures for Appeals to the Commission;
 7. Conducting hearings and recommending determinations on appeals;
 8. Coordinate the development and review of delegation instruments in the Commission;
- and
9. Any other function assigned to the Committee by the Commission
- vi. Finance, Planning, Administration and Professional Development Committee
- a) Coordinate and oversee implementation of change management and reforms of the NPSC Secretariat
 - b) Coordinate budget making process and resource mobilization for NPSC and oversee its implementation
 - c) Coordinate NPSC Stakeholder engagement.
 - d) Oversee implementation of overall NPSC communication and ICT strategy
 - e) Oversee administration and management of NPSC
 - f) Monitoring and Evaluation of the implementation of strategic plan.
 - g) Oversee data management of the Commission
 - h) Any other function assigned to the Committee by the Commission.

The Commission is structured into Committees, amongst them being Finance Planning Administration and Professional Development Committee tasked with the following functions (Terms of Reference):

- a) Coordinate and oversee implementation of change management and reforms of the NPSC Secretariat
- b) Exercise oversight on the implementation of the budget and resource mobilization for NPSC and oversee its implementation
- c) Oversee implementation of overall NPSC communication and ICT strategy
- d) Monitoring and Evaluation of the implementation of strategic plan.
- e) Review job descriptions/ specifications for NPS and NPSC staff
- f) Review, monitor and evaluate training policies for NPS and NPSC.
- g) Evaluate training curricula, recommend for approval and oversee implementation
- h) Oversee the implementation of integrity and corruption prevention, policies and standards for both NPS and NPSC.
- i) Exercise oversight over the administration and management of the NPSC.
- j) Any other function assigned to the Committee by the Commission.

vii. Audit Committee

- a) The Audit Committee gives oversight to the operations of the Commission for better corporate governance in line with the law
- b) Any other function assigned to the Committee by the Commission.

2.3 Organizational Structure of The Commission.

The Commission has an established secretariat that is headed by the Commission Secretary who is also the Commission's Chief Executive Officer. The structure of the Commission is based on its technical and support functions. The commission's technical function facilitates the transformation of the National Police Service's human resource management, whereas the support function is structured to provide administration and support to all of the commission's departments and sections. The structure includes two Deputy Chief Executive officer positions to lead each functional unit, as well as five directors, as shown below: -

1. DCEO HCM/Technical Services

- i. Director, Human Capital Management NPS Headquarters.
- ii. Director, Human Capital Management.
- iii. Director, Appeals, Policy and Legal Affairs.

2. DCEO FA&P/Support Services

- i. Director, ICT and HCM Automation.
- ii. Director, Finance and Administration.

The Commission’s day-to-day management is under the following key organs:

- i. The Chief Executive Officer.
- ii. Finance, Administration & Planning and Support Services Corporate Directorate.
- iii. HCM Technical Services.
- iv. Human Capital Management Directorate.

The key management personnel who held office during the financial year ended 30th June 2023 and who had direct fiduciary responsibility were:

Table 2.3: NPSC Fiduciary Management.

S/NO	DESIGNATION	NAME
1	Accounting Officer	Mr. Peter Leley
2	Deputy CEO HCM and Technical	Dr Silas O. Mc’Opiyo, PhD, EBS, OGW
3	Deputy CEO Finance and Administration	Mr. John M.Wambugu
4	Director Human Capital Management	Mrs. Christine Rotich
5	Internal Auditor	Ms. Mary Achola
6	Manager Accounts	Mr. Eric Nyaga
7	Chairperson – Audit Committee	Mr. Evans Kakai

2.4 Strategic Planning and Governance.

The Commission just concluded its three years of the implementation of the NPSC 2019- 2022 Strategic Plan which succeeded the 2014-2018 plan. The SP was prepared through stakeholder engagement and launched in September in 2019. The launch was jointly done with NPS 2018-2022 Strategic Plan to ensure the two plans were in sync since the relationship between the NPSC and NPS is one that is linear in nature. Additionally, key areas of collaboration were mapped out for successful implementation of the two plans. The underpinning theme of this NPSC SP is; ‘a strategy for transformation of the Commission to better serve the Human Resource and Welfare needs of Police Officers’

In preparing the NPSC 2019-2022 SP, policy direction and the new path to be forged was provided by the 2nd term Commission where their leadership vision is clearly articulated and mainstreamed in the strategic objectives of the final plan. This plan will span another 3-year cycle to avail enough time to roll over the strategies that have been achieved. The plan underscores five pillars in a pentagonal framework as illustrated

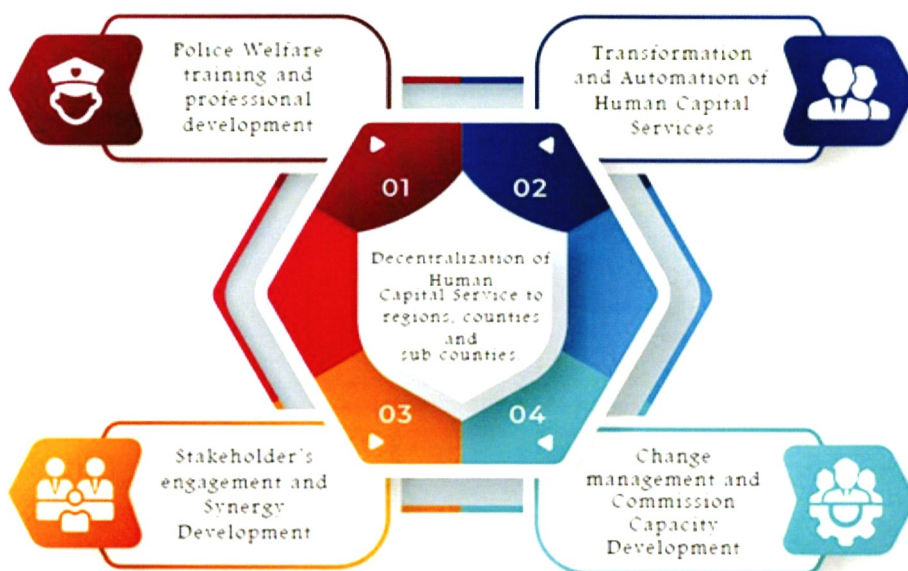
NOTE:

Research Manager to advice on the position regarding the strategic plan.

□ Extended the Strategic Plan 2019-2022 for a further period until a new one is in place

□ Held a one-week retreat to evaluate the 2019-2022 Strategic Plan status report and commenced development of Strategic Plan 2023-2026

Table 2.4: Illustration of the Pillars of the NPSC Strategic Plan



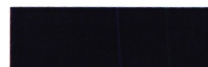
These pillars have been reinforcing the Commission's pursuit to facilitate the transformation of human resource management in the National Police Service for efficiency and effectiveness. The Commission introduced transformation and reorganization of the secretariat through adoption of 'Whole of Government' approach to service delivery as well as enhancing governance structure all which aimed at injecting new impetus for service delivery.

Some of this has been achieved by the following being employed:

- i. The Commission's institutional capacity has grown as a result of restructuring its structure, systems, strategies, people, and work environment.
- ii. The automation of systems and processes has been used to reengineer efficiency and effectiveness in NPS human resource management services. The system contains accurate, real-time data on each officer, including recruitment, training, career advancement, deployment, family records, and other pertinent information. The system facilitates police officer selection, recruitment, and management, as well as deployment, performance appraisals, merit-based promotions, and transparent transfers.
- iii. Police welfare and professional development have improved as a result of collective bargaining for better terms and conditions, psychosocial support, and the development of positive relationships with communities and neighborhoods.
- iv. Aligning Human Resource Services and structures for disciplinary control of Police Officers with the NPS's harmonized Command, National Government Coordination Structure, and National Security Architecture by decentralizing Commission services to Regions, Counties, and Sub-Counties. Specifically, the opening and operationalization of the newly established Mombasa County Regional Office.
- v. Creating synergy by collaborating and engaging with other security agencies, communities, and stakeholders.



**CHAPTER THREE: PERFORMANCE
EVALUATION AND NPSC MILESTONES**



3.1 Introduction.

In the financial year 2022–2023, the National Police Service Commission accomplished a great deal in terms of what is expected in order to carry out its mandate and functions. The Commission tasked the various committees and departments with workplans projected for the year under review. This section assesses the performance of various departmental initiatives by outlining theme-based policy and programmatic milestones achieved in the financial year 2022-2023.

3.2 Key Milestones of The Commission.

3.2.1 Recruitment, Appointments and Welfare Committee.

The Recruitment, Appointments and Welfare committee was established to oversee the recruitment and appointment functions of the Commission. For financial year 2022-2023, the Committee was expected to;

- a) Coordinate the overall recruitment process of NPS members who include civilian staff of the NPS and ensure the constitutional threshold on inclusivity is met.
- b) Coordinate the implementation of the NPS regulations on recruitment, appointment and welfare, counseling, housing, chaplaincy policies and provide recommendation for review.
- c) Any other functions assigned to the committee by the Commission.

Table 3.2.1: RAW Committee Targets and Achievements for the Year 2022/2023

s/ No.	Activity	Key Performance Indicator	Planned Target for the quarter	Actual Achievement	Variance	Timeline	Remarks (to include reasons for unmet targets)
1	Review the existing policies and develop a recruitment framework for the NPS	An approved recruitment framework in place	100%	Draft framework in place	Framework awaiting approval	July 2022 to December 2023	Draft recruitment and selection framework in place awaiting approval.
2	Review of civilian establishment and Recruitment of civilian staff	An approved establishment in place	100%	Draft establishment in place	Establishment is awaiting approval	January 2023 to June 2023	Draft establishment in place awaiting approval.
3	Develop a policy on Payment of Final Benefits / Pension upon exit of Police Officers	Number of civilian staff recruited	1170 civilian staff recruited	Applications received for advertised positions	Applications awaiting screening, shortlisting and interviewing for placement	January 2023 to June 2023	Data Base of applicants in place awaiting approval.
4	Develop a policy on determination of dates of birth at the NPS	Approved policy in place	A policy on Payment of Final Benefits / Pension upon exit of Police Officers	Draft Policy in place	Draft policies in place awaiting approval for their implementation	January 2023 to June 2023	Draft policy awaiting approval.
4	Develop a policy on determination of dates of birth at the NPS	Approved policy in place	A policy on determination of dates of birth at the NPS	Draft Policy in place	Draft policies in place awaiting approval for their implementation	January 2023 to June 2023	Draft policy awaiting approval.

5	Provide counselling, and to provide psycho-social support and promotion of mental and family health services to members of the National Police Service	Number of officers counselled	of 100%	Thirty-six thousand, nine hundred and seventy-one (36,971) provided with counseling	none	July 2022 to June 2023	None
6	Develop Commission Papers for presentation of the recommendations of the Medical assessment report	Approved Commission Papers	100%	Guidelines dated 27 th March 2023 for tax exemption for officers. Implementation of recommendations of the medical assessment report	Further Recommendations in Commission Minutes awaiting approval.	July 2022 to June 2023	
7	Develop human resource forms for employee records and documentation of relevant information for recruitment, and appointment	Approved forms in place	100%	Eighteen forms were developed and reviewed for submission	none	January 2023 to June 2023	Draft forms in place awaiting approval.
8	Process Appointment, Secondments, Transfer of Service, Retirement, Resignation, Payment of final dues cases.	Implementation letters in place	100%	All processed and implementation letters sent to service	None	July 2022 to June 2023	None

3.2.2 Appeals, Policy, Programmes and Legal Affairs Committee.

The Appeals, Policy and Legal Affairs Committee (the Committee) of the National Police Service Commission (the Commission) is headed by Commissioner Edwin Cheluget (who joined the Commission on 9th May, 2023) taking over from Commissioner Eusebius Karuti Laibuta, MBS, OGW, HSC, 'ndc' (K) who was in an acting Capacity (following the resignation of Commissioner N. K. Rono, MBS on 7th November, 2022) is one of the six (6) Committees of the Commission mandated to deliberate and process recommendations received from the National Police Service (the Service) as well as give policy recommendations to the *full* Commission on matters within their scope.

ONGOING ACTIVITIES OF THE APPEALS, POLICY AND LEGAL AFFAIRS COMMITTEE

A. APPEALS MANAGEMENT

The Commission processes appeals by members of the Service as follows:

1. *As the first instance appellate authority* on appeals against dismissal, removal and reduction in rank, which sanctions can only be effected after the approval of the Commission; or
2. *As final appellate authority* on appeals relating to any other sanctions which are under the purview of the Inspector-General (the IG).

The Commission receives requests for appeals and review from the Service or from aggrieved police officers (either directly or copied to the Commission). Appeals may also be channeled from other institutions such as the Independent Policing Oversight Authority (IPOA), the Commission on Administrative Justice (CAJ), Kenya National Commission on Human Rights (KNCHR), law firms etc. The Service usually convenes the Headquarters Disciplinary Appeals Board which deliberates and sends their comments to the Commission for consideration (*ratification or variance*) which are considered by the Committee.

All appeal cases are subjected to thorough scrutiny which involves investigations and analysis (*of correspondence and reports from the IG, personnel files of the appellants and any relevant information*) by the Committee Secretariat before tabling for deliberation at the Committee level. During the period under review (FY 22/23), the Committee processed the following cases as shown below: -

Table 3.2.2.1: APPLA Committee- Cases Processed for FY 2022-2023.

S/NO	NATURE	NUMBER OF CASES
1	CASES CONCLUDED	157
2	ACKNOWLEDGEMENTS	135
3	LETTERS TO INSPECTOR GENERAL	168
4	AUTHENICATION OF MEDICAL DOCUMENTS	54

B. COMPLAINTS MANAGEMENT

Since inception, the Commission continues to receive complaints raising issues against police officers on police misconduct, corruption, abuse of office, inaction and criminal action and issues in human resource processes such as recruitment, transfers, promotions and disciplinary procedures.

It is worth noting that majority of the complaints received in the Commission are human resource related matters, which are best placed at the Commission. However, some matters which do not touch on the mandate of the Commission such as on operational matters of the Service necessitate concerted efforts between the Commission and various other institutions, the key one being the Service.

Noting that the Commission is only limited to investigation of matters which touch on the human resource management of the members of the Service, as per Section 10 (g) and (n) of the National Police Service Commission Act (the NPSC Act), the Commission, through the Committee, has continued to liaise with the Internal Affairs Unit (IAU) of the Service to investigate complaints from police officers against each other.

The Commission, through the Committee, has also relied on the IPOA, which is mandated to investigate complaints related to the disciplinary or criminal offences committed by members of the Service and make recommendations on the same, at Section 6 of the IPOA Act;

Complaints Management

1. There is a Complaints database in place which is managed by the Legal department.
2. The Commission in the financial year 2022-23 handled 113 Complaints as distributed below:

Table 3.2.2.2: APPLA Committee- Complaints Management for FY 2022-2023.

NATURE OF COMPLAINT	TOTAL
Police Misconduct (Assault, Corruption, harassment, Abuse of Office)	42
Police Omission/ Inaction	24
Appeal against Transfer, Dismissal/Suspension/Stoppage of Salary/Interdiction/Delayed Promotion	47
TOTAL	113

Enhanced inter-agency cooperation

1. The Commission is a member of the referral network convened by KNCHR
2. The Commission also engages on complaints or referrals with IPOA, the CAJ, KNCHR, IAU as well as members of public and police officers.

C. DISPUTE RESOLUTION MANAGEMENT/LITIGATION

The Commission has 12 Legal Counsel who report to the Director- Appeals, Policy and Legal Affairs. There are eleven (11) Advocates who are the legal representatives in matters in which the Commission has been sued.

The greatest percentage (about 80%) of matters under litigation are related to management of human resources function in the Employment and Labour Relations Court. Other cases filed are with regard to allegations on violation of human rights in the Constitution and Human Rights Court and about 2% in Civil courts on civil liability under Contracts.

Notably, the Commission is currently defending 195 Court cases from ex officers touching on disciplinary action taken against them, vetting related cases, transfers, from persons with disability within the Service and the graduate constables' case.

The Committee reviews the existing strategies on processing of court matters instituted against the Commission as well as making interventions through administrative actions in out of court settlements and guidance on compliance with court orders.

Legal Representation

1. The Legal Directorate has 11 Advocates of the High Court who represent the Commission in various courts.
2. The Legal department has handled and concluded 500 Court cases for NPSC since its inception and operationalization.
3. The Legal Counsel track court judgments and review trends on court decisions regarding the Commission.

Legal and Policy Advisory

1. The Litigation Counsel Issues Legal advisory, opinions and policy advisories from Court Outcomes through judgment.
2. Legal Counsel at the Commission are attached to at least one Committee of the Commission as Technical support members.

Case Management

The Commission is represented in all known cases against the Commission. The Commission currently has 195 active cases which are spread out as follows:

S/NO	COURT	NO OF CASES
1	Supreme Court (1)	1
2	Court of APPEAL	13
3	ELRC/Constitutional Court	158
4	Chief Magistrate	23
	TOTAL	195

D. POLICY AND LEGAL FRAMEWORK DEVELOPMENT AND REVIEW POLICIES

The Commission has existing policies dating back to 2018, as follows:

1. National Police Service Training Policy, 2018;
2. National Police Service Housing Policy, 2018;
3. National Police Service Welfare Policy, 2018;
4. National Police Service Psychological Counseling Services Policy, 2018; and
5. National Police Service Chaplaincy Policy, 2018.
6. Examinations Council Policy, 2019

Acts of Parliament

The National Police Service Commission Act No. 30 of 2011 and the National Police Service Act No. 11A of 2011 have been subjected to various amendments since their enactment in 2011. All these previous amendments have been at the behest of other parties (i.e. Ministry of Interior).

The process to amend both the NPSC Act and the NPS Act commenced in 2019, under the guidance of the Ministry of Interior and Coordination of National Government (the MoICNG), where various institutions presented matters for amendment to various Acts which were to then be compiled collectively within the *omnibus bill*, the Statute Laws Miscellaneous (Amendments) Bill, 2019 (SLMA Bill, 2019).

Owing to the ongoing reforms within the Service and continuous assessment of areas within both Acts that required further revision, the Commission requested for time to submit additional areas of amendment for both Acts.

The last meeting was held in February 2020, in which there was a note that the amendments to the NPS Act were weighty and therefore the consensus that the Act shall be amended by a bill, separate from the *omnibus bill*.

The Permanent Secretary, Interior and Citizen Services, Ministry of Interior and Coordination of National Government prepared the National Police Service (Amendment) Bill, 2020 (the NPS Bill, 2020) and formally requested both the Commission and the Service, in mid-June 2020, to consider the re-drafted NPS Bill for further action.

Areas for consideration in review of NPSC and NPS Act:

1. Establishment of Regional Offices and devolved services.
2. Budgetary allocations and Commission Assets.
3. NPS Act No. 11A of 2011 is operationalized and assigns Legislative functions to NPSC.
4. Service Standing Orders and other Regulations that will need review as they are legislated based on NPS Act, 2011.
5. There is need for meaningful stakeholder engagement and public participation.

Regulations

The Commission has various human resource management related Regulations enacted under the

NPSC and NPS Acts. They are as follows:

1. National Police Service (Vetting) Regulations, 2013;
2. National Police Service Commission (Discipline) Regulations, 2015;
3. National Police Service Commission (Promotions) Regulations, 2015;
4. National Police Service Commission (Transfer and Deployment) Regulations, 2015;
5. National Police Service Commission (Recruitment and Appointment) Regulations, 2015.
6. NPS Service Standing Orders, 2017

E. CONTRACTS MANAGEMENT

The Commission in the ordinary course of its mandate has the capacity to enter into contracts for goods and services. It does this in adherence to Public Procurement and Assets Disposal Act, 2015 and other attendant Laws and Regulations.

The Legal Directorate offers Legal and Policy advisory, Contract drafting, due diligence and other technical legal support in the processes related to procurement and contracts management in which the Commission is party to.

The current status of contracts at the Commission are as follows:

Achievement Evidence Contracts Management Contracts drafted and attested:

Active 13

Concluded 7

Total 20

3.2.3 Discipline and Human Resource Audit Committee.

The Discipline and Human Resource Audit was established to oversee implementation and recommend review of the policies, regulations, guidelines, and procedures on Discipline matters in the NPS, Review and recommend confirmation of disciplinary sanctions under section 89 (6) of the NPS Act i.e., restitution, stoppage of salary increments, reduction in rank and dismissals from the NPS and any other functions assigned to the committee by the Commission. For the financial year 2022-2023, the Committee targets and achievements are as follows;

Table 3.2.3: Discipline and HR Audit Committee Targets and Achievements for the Year 2022/2023.

S/No.	Activity	Key Performance Indicator	Planned Target for the Year	Actual Achievement	Variance	Timeline	Remarks (to included reasons for unmet targets)
1.	Processing of disciplinary cases	No. of disciplinary cases handled	100%	193	0	All quarters	All discipline cases forwarded were processed
2.	Disciplinary hearings for officers of the rank of ASP and above	No. of disciplinary hearings conducted	100%	40%	60%	All quarters	6 cases pending due to inadequate financial resources.
3.	Review of NFSC Disciplinary Regulations	Reviewed disciplinary Regulations	100%	Proposed discipline Regulation forwarded to AFLA for adoption	100%	Q1	The adopted discipline Regulation pending before the Commission for approval
4.	Conduct HR Audit and Compliance on implementation of Commission Decision and adherence to Commission's Policies and Regulations	Audit Report	100%	Mapped out areas of Audit and audit tools developed	30%	Q2 and Q4	Inadequate financial resources
5.	Development of Compliance & quality	Approved Manuals	100%	The manuals adopted by 2	80%	Q1	The drafts are pending before

	<i>Assurance standards & Procedure as well as monitoring and procedures manual.</i>			<i>the DHRA Committee</i>			<i>the Executive Committee.</i>
6.	<i>Automation of the discipline and HR processes</i>	<i>Automated discipline and HR Audit processes</i>	100%	<i>The Committee developed a process flow for DHRA and forwarded the same to the ICT Directorate to facilitate the automation process</i>	50%	Q3	<i>Forwarded to ICT Directorate for implementation</i>
7.	<i>Capacity building</i>	<i>Number of Trained officers</i>	100%	<i>The Committee recommended training on HR Audit for the secretariat and 1-month attachment at the PSC Audit department</i>	0%	Q2 and Q3	<i>Inadequate financial resources</i>

3.2.4 Finance, Planning and Administration Professional Development Committee.

The Finance Planning Administration and Professional Development Committee is tasked to Coordinate and oversee implementation of change management and reforms of the NPSC Secretariat, exercise oversight over the administration and management of the NPSC and any other functions assigned to the committee by the Commission. The achievements of the Committee during the financial year 2022-2023 are summarized as follows:

Table 3.2.4: F,P & A Committee Targets and Achievements for the Year 2022/2023.

No	Achievement	Evidence	Remark
a)	Exercised oversight on budget implementation & resource mobilization for NPSC	<ul style="list-style-type: none"> ✓ Reviewed budget performance reports ✓ Prepared the PE budget 	Done quarterly and annually
b)	Implemented overall NPSC communication and ICT Strategy	<ul style="list-style-type: none"> ✓ Increased NPSC feasibility through media publications ✓ Procured corporate attire for NPSC staff and Choir ✓ ICT Strategy in place ✓ Procured 80 laptops for staff and counselors in the field ✓ Recruitment Portal for NPSC Secretariat and NPS in place ✓ Digitization of NPSC records –EDMS (Commenced) ✓ Automation process (Kick started) – System Analysis document 	<p>Strategy developed, validated & signed Continuous</p> <p>Work -in-progress</p>
c)	Monitoring and evaluation of the implementation of the Strategic Plan	<ul style="list-style-type: none"> ✓ Evaluation the 2019-2022 Strategic Plan undertaken and commenced development of Strategic Plan 2023-2026 	<p>Strategic Plan 2019-2022 status report done</p> <p>Strategic Plan 2023-2026 Strategy matrix developed</p>
d)	Updated job descriptions/specifications for NPS and NPSC staff	<ul style="list-style-type: none"> ✓ Updated job descriptions/specifications for NPS and NPSC staff in line with advertised vacancies 	Adverts for NPSC and NPS staff

e)	Monitored and evaluated training policies for NPSC	<ul style="list-style-type: none"> ✓ Approval for self-sponsored courses ✓ Payment of membership/subscriptions to professional bodies 	<p>7 staff approved for self-sponsored courses</p> <p>56 staff's subscription to professional bodies paid</p>
f)	Exercised oversight over the administration & management of NPSC	<ul style="list-style-type: none"> ✓ Held 2 committee meetings 	<p>Processed;</p> <ul style="list-style-type: none"> ✓ 54 promotions of NPSC common cadre staff ✓ 20 redesignations of NPSC staff ✓ 6 redeployments of NPSC staff ✓ 72 confirmations in appointment ✓ 39 recruitments ✓ Conducted suitability interviews for 121 NPSC staff resulting into right placement
g)		Reviewed staff establishment/structure for HQs (511), Regions (112), Counties (611) and Sub counties (3600) – Total 4834	<ul style="list-style-type: none"> ✓ Populated the NPSC organogram with 48 new staff leading to a current strength of 280
h)		<ul style="list-style-type: none"> ✓ Established and equipped NPSC Mombasa regional office ✓ Established and equipped Garissa and Kakamega regional office 	<ul style="list-style-type: none"> ✓ 7 NPSC staff transferred to man the office
i)		Relocation of the NPSC Headquarters to CBK Pension Towers	<ul style="list-style-type: none"> ✓ Design of office partitioning costed ✓ Tendering and construction/com menced fit out works
j)	Any other function assigned to the Committee by the Commission.	<ul style="list-style-type: none"> ✓ Participated in compiling the Commission Submissions to the National Taskforce on Police Prisons Reforms 	Done

3.2.5 Coast Regional Office.

The National Police Service Commission in bid to decentralize the HR Services and structure to the Regions, Counties and Sub Counties and align to the harmonized command of NPS, National government Coordination Structure and the National Security Structure established an office at Uhuru na Kazi Building in Mombasa, to serve the Coast Region. The main purpose of this was to improve accessibility of NPSC services by taking the services closer to the Police officers and the Public. The office been in operational since June, 2022 with the following functions;

- i. Liaison office between the National Police Service Commission and National Police Service.
- ii. Represent the Commission in various activities and meetings forums and prepare reports.
- iii. Receive HR related complaints from the National Police Service members and the members of the public.
- iv. Forward the received complaints to the relevant Commission Committee for action.
- v. Provide psychosocial support services and counselling to the National Police Service members.
- vi. Sensitize the members of National Police Service on the mandate of the Commission.
- vii. Plan and provide support to the National Police Service Commission activities.
- viii. Any other role and responsibilities as assigned by the Commission leadership from time to time.

3.2.6 ICT and HCM Automation.

The Commission has already initiated the process of automation of its Human Capital Management processes to ensure integrity, accountability and fairness in the recruitment, appointment, promotion and discipline and efficient police service.

The Commission's ICT directorate has been mandated to implement this automation through its strategic goals and objectives in consistence with the overall strategic plan of the Commission. In line with this, the Commission has achieved the following;

- i. Development of an ICT Strategy for laid out guidelines on the Commission's leverage on ICT for efficiency and effectiveness of its operations.
- ii. Formulation of an automation blueprint to provide a clear roadmap for automation of the Commission processes.
- iii. Review of the Commission's ICT Policy which is at 80% and awaiting stakeholders' validation.
- iv. Development and deployment of a web-based online recruitment system <https://services.npsc.go.ke/recruitment> with over 182,600 registered users and 2 successful recruitment processes with 44 vacancies.
- v. Digitization of 1,500,000 Commission records and implementation of an Electronic Document Management System.
- vi. Deployment of a firewall as an IT security solution to safeguard Commission's electronic data, detect and prevent cyber intrusions to Commission's IT resources.
- vii. Implementation of a bulk SMS solution for integration with Commission's applications to deliver efficient communication and updates.

- viii. Wealth declaration system which captures details of the officer including personal details, spouse(s) and dependents, income, assets and liabilities.
- ix. Visitor’s management application which manages and storages data regarding visitors for easy retrieval and referencing.
- x. Procurement of a security solution that will provide an integrated, automated and simplified security solutions.
- xi. Implementation of business continuity and disaster recovery plans for backups and replications of data for business continuity in the event of a disaster.
- xii. Equipping of the Commission with 80 laptops and 16 printers and attaining a 1.5:1 staff to computers ratio.
- xiii. Efficient and effective support for the Counselling services at the regions. Toll-free line at 50 % accomplished and attaining 40 % computing needs.

3.2.7 Records Management.

The achievements of the records department and the activities that were carried out throughout the financial year 2022–2023 are summarized in the following table.;

Table 3.2.8: Records Management Targets and Achievements for the Year 2022/2023.

S/NO	ACHIEVEMENTS	ACTUAL
1)	Number of appeal cases received & processed	256
2)	Number of complaints cases received & processed	92
3)	Audit trail systems in place	85%
4)	Number of digitized vetting records in place	11,500
5)	Number of Records Management policies reviewed	1
6)	Number of Records Management Manual reviewed	1
7)	Number of Records Management SOP reviewed	1

8)	Contractual of the Commission dispatch mail	100%
9)	Number of subject files opened	20
10)	Reviewed the Commission file classification scheme	100%
11)	Automation of records management processes	80%
12)	Number of incoming mails received and processed (in general)	1,357
13)	Number of outgoing emails dispatched	926
14)	Number of records digitized	1,507,372
15)	Cataloging and classification of books	100%
16)	Number of Library policies developed	1
17)	Security and safe custody of records	100%
18)	Digitization sensitization to staff	75%
19)	Establishment of a secret registry	100%
20)	Disposal of Commission records	20%

3.2.8 Supply Chain Management.

The following table gives an oversight of the supply chain management achievements and the activities that were undertaken for the financial year 2022-2023;

Table 3.2.9: Supply Chain Management Targets and Achievements for the Year 2022/2023.

Business Process Re-engineering					
S/No.	Activity	KPI/Output	Time frame	%	Achievement
1	Document processes/procedures and relevant workflows for procurement	A report	30 th June 2023	100	100% Achieved
Resolution of Public Complaints					
S/No.	Activity	KPI/Output	Time frame	%	Achievement
1	Proactively disclose the Commission's information as per required format	<ul style="list-style-type: none"> A report on Commission information disclosed 	30 th June 2023	50	Target achieved
2	Document all complaints received and processed by the end of each quarter	<ul style="list-style-type: none"> % of complaints processed 	30 th June 2023	50	Target achieved
Institutional Capacity of the Commission Enhanced					
S/No.	Activity	KPI/Output	Time frame	%	Achievement
1	Facilitate reviews of standard operating procedures for the Commission	<ul style="list-style-type: none"> SOPs reviewed 	30 th June 2023	10	Target achieved
2	Timely comply with statutory reporting requirements	<ul style="list-style-type: none"> 100% compliance to statutory reporting requirements 	30 th June 2023	10	Complied successfully with reporting requirement
Compliance with Constitutional, Statutory Obligations, Policies and Regulations					
S/No.	Activity	KPI/Output	Time frame	%	Achievement
1.	Prepare Quarterly Procurement Reports	<ul style="list-style-type: none"> 4 reports 	Quarterly	20	Target achieved. All 4 reports submitted to PPRA
2.	Prepare preference and reservation report for special groups	<ul style="list-style-type: none"> 2 reports in place 	Semi-annually	15	Target achieved. 2 reports in place

Business Process Re-engineering					
S/No.	Activity	KPI/Output	Time frame	%	Achievement
3	Prepare a tender document for medical insurance for NPSC Commissioners and staff	• One Contract for medical insurance.	30th June 2023	20	Target achieved contract in place
4	Prepare a tender document for office partitioning and fit out	• One contract for office partitioning and fit out for NPSC offices at CBK pension towers.	30th June 2023	20	Target achieved. Office partitioning and fit out ongoing
Access To Government Procurement Opportunities (Procurement)					
S/No.	Activity	KPI/Output	Time Frame	%	Achievement
1	Sensitize and build capacity of people from each of the three target groups (youth, women and PWDs) on Government procurement procedure, requirement for accessing Government procurement opportunities and on opportunities available at the Commission	• Continuous updating of the prequalification list for special categories group (AGPO)	30th June 2023	40	Target achieved.
2	Pre-qualify the registered groups as an affirmative action	• A prequalification list with the targeted groups	30th June 2023	30	Target achieved. A prequalification list in place with various categories reserved for specialized groups (youth, women and people living with disability)
3	Ensure the three target groups access the procurement opportunities and facilitates payments within the contract period upon submission of necessary documents.	• 100% compliance	30th June 2023	30	Target achieved
PROMOTION OF LOCAL CONTENT IN PROCUREMENT (Procurement)					
Target achieved. 100% of Commission supplies are local since the Commission does not advertise for international Tenders.					

Implementation Of Presidential Directives

The Commission will implement 100% of all Presidential Directives, Circulars and Executive Orders that may be issued within this contract period by 30th June 2023.

a) Public Officers on Friday and public holidays should promote local textiles by wearing made in Kenya garments.

The Commission staff have been provided with local produced garments to wear on Fridays



**CHAPTER FOUR: STAKEHOLDER
ENGAGEMENTS, PARTNERSHIPS AND
LINKAGES.**



4.1 Introduction.

The Commission has continued to enhance collaboration and networking with all its stakeholders, security agencies and the community in order to build synergy through working together. This has helped in mapping out areas and discussion of issues of mutual interest, including ways of collaboration.

4.2 Stakeholder Engagement.

i) Forum for the Chairpersons of the Constitutional Commission and Holders of independent Offices (CCIO's):

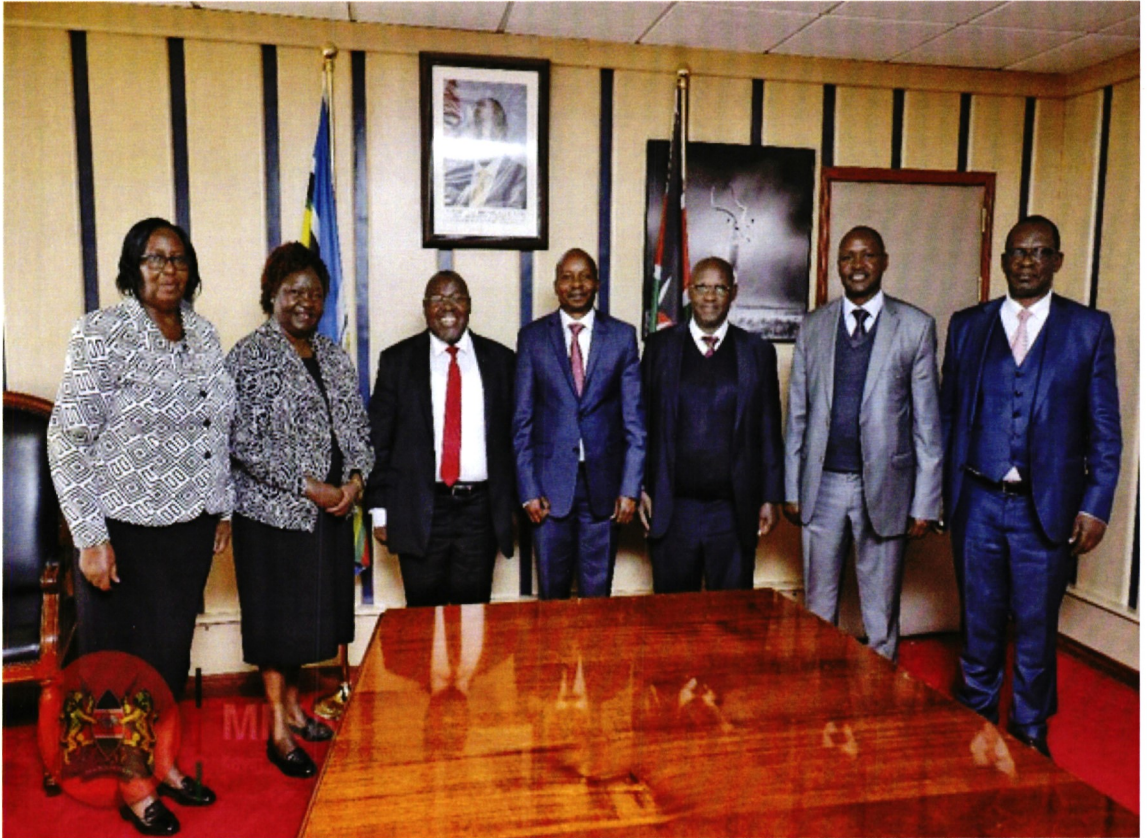


NPSC Chairperson Eliud Kinuthia in attendance of the CCIO's Chairpersons' Meeting.

The NPSC Chairperson Mr. Eliud Kinuthia, CBS, participated in a forum for the Chairpersons of the Constitutional Commission and Holders of Independent Offices (CCIO's), to discuss the Commissions Collective Constitutional mandate on promoting Constitutionalism, sovereignty of citizens and values and principles of governance. During the meeting, the Commissions resolved to align their strategic objectives with the reforms and change priorities of the new administration.

ii) Courtesy call to the Cabinet Secretary ministry of Interior and National Administration

The National Police Service Commission paid a courtesy call to Interior Cabinet Secretary for discussions around the welfare of police officers. The CS said he'll work closely with the Commission while respecting its independence to fast-track medical insurance for officers and other pertinent matters.



The NPSC Commissioners and The Cabinet Secretary Ministry of Interior And National Administration after the courtesy call.

iii) The Taskforce on Improvement of Terms of service on Police and Prisons Services the Commission welcomed the bold step by HE the President to establish the Task Force on improvement of Police and Prisons terms and conditions of service and other reforms.



The Chairperson NPSC and the Chairperson of the Taskforce share a light moment during the swearing in ceremony at the Supreme Court

iv) NPSC submission to The Taskforce on Improvement of Terms of service on Police and Prisons Services

The National Police Service Commission Staff and Commissioners led by the Chairperson Mr. Eliud Kinuthia CBS, OGW, HSC delivered the Commission submission before the Chief Justice (Rtd) David Kenani Maraga, EGH Chairman of the National Task Force in Police and Prison Reforms.



Chairperson NPSC making submission to the task force on behalf of the commission at the Bomas of Kenya, Nairobi

v) The official opening of Police Sacco Stadium and marking of 50th anniversary of Kenya National Police Deposit Taking SACCO.

The Commission led by the chairperson accompanied H. E. The President and commander in Chief of the Republic of Kenya, Hon William Samoei Ruto, CGH, PhD to official opening of police Sacco Stadium and marking of 50th anniversary of Kenya National Police Deposit Taking SACCO.

H. E. President commended the Police Saving Culture and the SACCO for attaining Ksh. 47 Billion Asset portfolio, ksh.28Billion total deposits and Ksh. 48B loan book value. The Police SACCO is ranked no.3 performance in the cooperative movement.



H. E. The President Dr. William Ruto with guests during the opening of the Police Sacco Stadium in South C Nairobi.

vi) DCI Celebrates New Year

The Chairman National Police Service Commission Mr. Eliud Kinuthia CBS joined the Director DCI, Mr. Amin Muhammed and DCI family as the chief guest for DCI new year celebrations and official welcoming of New Director DCI after his appointment last year. In attendance was the former DPP Nordin Hajji and Commissioner John Ole Moyaki.



The Chairperson NPSC delivering his speech during the event in Carnivore, Nairobi.

vii) Courtesy call to the National Police Service Commission

Today the National Police Service Commission welcomed Denise Smart from Public Administration International, UK. Denise paid a courtesy call to one of her former colleague and student, Dr. Alice Otwala CBS Vice chairperson of the National Police Service Commission.



NPSC guest Denise Smart together with Dr. Alice Otwala CBS and NPSC staff after the courtesy call.

viii) The senate standing Committee on National security, Defense and foreign relations Retreat

The senate standing Committee on National security, Defense and foreign relations chaired by Hon Sen William Cheptumo invited the chairperson of National Police Service Commission Eliud Kinuthia, CBS in its induction and work planning retreat at Naivasha. The chairperson presented a paper on Commission Programmes, Policy and legislative gaps highlighting opportunities for collaboration and partnership.



The Chairperson NPSC and the Senate Standing Committee National Security, Defense and Foreign Relations in Naivasha.

ix) Meeting with Parliamentary Committee on Constitutional implementation

The Parliament Committee on Constitutional Implementation Oversight invited the National Police Service Commission to review and evaluate the extent to which the commission mandate has been realized with a view to ensuring Constitutional alignment and prevention of usurping of Commission mandate



The Parliamentary Committee on Constitutional implementation meeting with NPSC Commissioners and Senior Staff.

x) Stakeholder Engagement Meeting Between NPSC and Salaries and Remuneration Commission

The meeting was to deliberate on matters he meeting discussed the Third Remuneration Review Cycle. They later met with the Taskforce on Improvement of Terms of service on Police and Prisons Services to make further proposals on Police salaries, at the Bomas of Kenya.

NPSC delegation led by the Chairperson led the engagement with the Salaries and Remuneration Commission



The NPSC Chairperson left with the Inspector General and former CJ David Maraga after the meeting

xi) Meeting of Constitutional Commissions and Independent Offices with the Deputy President

The NPSC Chairperson participated in a meeting of Constitutional Commissions and Independent Offices (CCIOs) hosted by His Excellence Deputy President of Republic of Kenya H. E. Hon. Rigathi Gachagua, EGH at his Karen Residence. The meeting addressed cross cutting issues affecting Constitutional Commissions and Independent Offices.



His Excellency Hon. Rigathi Gachagua addressing the delegation during the meeting.

4.3 Promotion of Officers in The National Police Service.

Promotional interviews chief inspectors of police (CI) to assistant superintend of police (ASP).



Promotional Committee members for the promotional interviews with the interviewees at the DCI academy, South C, Nairobi. The National Police Service Commission conducted promotional interviews to ninety- nine (99) Chief Inspectors of Police (CIP) to determine their suitability for promotion to the rank of Assistant Superintend of Police (ASP).

4.4 Press Releases.



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PRESS RELEASE
(For Immediate Release)

REINSTATEMENT OF GRADUATE CONSTABLE REMUNERATION

The National Police Service Commission (NPSC) has withdrawn **Circular No.1 of 2021** dated **23rd December 2021** and Commission letter dated **17th November 2021**, that directed stoppage of salary increment for **1,233** Graduate Police Constables in the National Police Service (NPS).

This is in compliance with the Court order issued on 29th September 2022, declaring the stoppage of upgraded salaries from job group J to F, arbitrary, unreasonable and unlawful.

Further, the Commission has advised the Acting Inspector General of Police, Kenya Police Service Deputy Inspector General and the Acting Director, Directorate of Criminal Investigation vide letter **Ref No: NPSC/1/8/10/VOL.XXX(125)**, dated **3rd October 2022** to pay 1,233 graduate Police Constables and Non-Commissioned Officers (NCO's) a salary of Inspector of Police equivalent to job group J, backdated from **1st November 2021**, the day the salary was stopped, without the loss of any benefits.

The Commission will be issuing a revised Circular to further guide on this matter.



ELIUD N. KINUTHIA, CBS, OGW, HSC
CHAIRPERSON
NATIONAL POLICE SERVICE COMMISSION

Thursday, 6th October, 2022

Dignified and Professional Police Officers

The Press release of the reinstatement of the Graduate Constables remuneration

4.5 Recruitment And Appointments.

- i) Advertisement, Recruitment and Swearing in into Office of the Director Directorate of Criminal Investigation

SHORTLISTED CANDIDATES				
S / NO	NAME	Gender	County	Time
1.	Amin Ibrahim Mohamed	M	Wajir	8.45AM
2.	Bernard Barasa Walumoli	M	Bungoma	9.30AM
3.	Elud Kipkoeh Lagat	M	Nandi	10.15AM
4.	Gideon Myale Munga	M	KIRI	11.00AM
5.	Eather Chepkongei Senorey	F	Elgeyo Marakwet	11.45AM
6.	David Kipkojoyi Birech	M	Nandi	12.30PM
7.	Jomo Michael Wipo	M	Taita Taveta	2.00PM
8.	Nicholas Ireri Kamwende	M	Embu	2.45PM
9.	Paul Jimmie Ntambuki	M	Machakos	3.30PM
10.	Dr. Simon Mwangi Wardeni	M	Nyandarua	4.15PM

3. OTHER REQUIREMENTS
Candidates should bring with them originals of the following documents:

- National Identity Card
- Academic certificates, including transcripts and professional certificates
- Any other supporting documents and testimonials
- Clearance Certificates from the following institutions:
 - Ethics and Anti-corruption Commission
 - Kenya Revenue Authority
 - Higher Education Loans Board
 - Directorate of Criminal Investigations, and
 - A credible Credit Reference Bureau

4. PUBLIC PARTICIPATION
Members of the public are invited to submit any credible information relating to the shortlisted candidates through written memoranda to the Commission Secretary/ Chief Executive Officer, National Police Service Commission, Sky Park Plaza, 5th Floor Woodvale Close, Westlands or online through recruitmentdcg2022@npssc.go.ke as to be received on or before Monday, 10th October 2022.

**The Chairperson
National Police Service Commission
P.O Box 47363 – 00100
NAIROBI**

A snippet of the advertisement of the shortlisted candidates for the position of Director Directorate of Criminal Investigation (DCI)



NPSC Commissioners (panelists) during the interviews for the position of Director Directorate of Criminal Investigation (DCI) at the Kenya School of Government, Nairobi.



The Director DCI taking oath of office at the Supreme Court of Kenya as a commissioner in the NPSC

SUMMARY:

The National Police Service Commission Conducted interviews and filled competitively the vacant position of the Director Directorate of Criminal Investigation, the commission forwarded the shortlisted candidates to H. E. The President for gazettelement of the most suitable candidate to hold the office.

SPECIAL ISSUE



THE KENYA GAZETTE

Published by Authority of the Republic of Kenya

VOL. LXXV No. 113 NAIROBI 14th October, 2022 Price Sh. 40

ii) Swearing in of the Inspector General of Police

The National Police Service Commission participated in witnessing the swearing of Mr. (Eng). Japhet Koome Nchebere, as the 4th Inspector General National Police Service since promulgation of the Constitution of Kenya 2010. The ceremony was presided over by the Hon Chief Justice and President of the Supreme Court of Kenya Justice Martha Koome, EGH.



The Inspector Gen Mr. (Eng). Japhet Koome Nchebere taking Oath of office at the Supreme Court, Nairobi.



The President H. E. Dr. William Ruto poses with the members of the National Police Service Commission at Statehouse Nairobi.

iii) Pass out Parades:

H. E. the President presided over the passing out parade for 2,881 officers at National Police College, Kiganjo, Nyeri County. The Police Constables graduands comprised of 2338 Men and 543 Women. The Commission witnessed official appointment into Police Service job of the graduands in accordance with article 246(3)(a) on recruitment and appointment function of the Commission.



Police Constables take oath of office during the pass-out parade in Kiganjo, Nyeri County.

H. E. the President presided over the passing out parade for graduation of 1995 Administration Police Constables at the National Police Service College Embakasi 'A' Campus, Nairobi.




A group photo of H. E. the President distinguished guests and the graduands after the pass out

HE the President Dr. Hon William Samoei Ruto, CGH, PhD and Commander in Chief of Defense forces of Kenya, Presided over a colorful pass-out parade for 991 GSU police constables.




H. E. President Dr. William Ruto Greets the Chairperson NPSC during the pass out of police constables in NPS College Embakasi Campus 'B'

iv) Advertisement, Recruitment and Swearing in into Office of the Chief Executive Officer National Police Service Commission



National Police Service Commission




LIST OF APPLICANTS AND SHORTLISTED CANDIDATES FOR THE POSITION OF CHIEF EXECUTIVE OFFICER/ COMMISSION SECRETARY, NATIONAL POLICE SERVICE COMMISSION

1. LIST OF APPLICANTS

Pursuant to the provisions of Article 249(2) (a), (b) and (c) and section 7(2) of the NPSA Act, 2011 the National Police Service Commission advertises the position of Chief Executive Officer/Commission Secretary on 31st November 2022. A total of 90 Applicants had applications were received.

No.	NAME	ID No.	Gender	County
1	Abdullah Mohamed Mufson	201114	M	Kenya
2	Adnan Mohamed	Not indicated	M	Not indicated
3	Adnan Nour Barhe	201108	M	Tana North
4	Almasud Abdulla Mub	201122	M	Kenya
5	Alihan Kame	Not indicated	M	Not indicated
6	Amr Mustafa Mwangi	201123	F	Tana North
7	Arwa Maria Chepkwony Ngunjiri	201114	F	Not indicated
8	Arwa Nourahman Saeed	201114	F	Kenya
9	Ben Kiprotich Samson	201118	M	Kenya
10	Caroline Kiprotich	201118	F	Not indicated
11	Chang Thomas Mburu	201108	M	Kenya
12	Christine Chagatah Ruvohi	201121	F	Kenya
13	Christopher Mwach	201114	M	Kenya
14	Christopher Lukhanya Nandi	201108	M	Kenya
15	Collins Amos Luchumba	Not indicated	M	Not indicated
16	Caroline Kaproni Tapan	201108	M	Tana North
17	David Mwanjiri Nandi	201102	M	Not indicated
18	David Mwanjiri Luchumba	201102	M	Not indicated
19	Demis Karamon Kiprotich	201112	M	Kenya
20	Demis David Mwanjiri	201112	M	Kenya
21	Edward Mwangi Mburu	201114	M	Not indicated
22	Edwin Mwangi Mburu	201108	M	Not indicated
23	Emogh Mubutu	201108	F	Kenya
24	Faizal Mubutu	201118	M	Kenya
25	Faizal Mubutu Chepkwony	201118	M	Kenya
26	Felix Kiprotich	201118	M	Kenya
27	Felix Kiprotich Chepkwony	201118	M	Kenya
28	Franklin Mubutu	201108	M	Kenya
29	Franklin Mubutu Chepkwony	201108	M	Kenya
30	George Peter Mubutu	201118	M	Not indicated
31	Gilbert William Mwangi	Not indicated	M	Not indicated
32	Isabel David Mwangi	201118	M	Kenya
33	Jabari Karamon Mwangi	Not indicated	M	Not indicated
34	Jamal Mwangi	201118	F	Kenya
35	Jamal Mwangi Mwangi	201118	M	Kenya
36	Joseph Luchumba Mwangi	201108	M	Kenya
37	Joseph Luchumba Mwangi	201108	M	Kenya
38	Joseph Mubutu Mwangi	201108	M	Kenya
39	Joseph Mubutu Mwangi	201108	M	Kenya

No.	NAME	ID No.	Gender	County
40	Laila Mustafa Mwangi	201114	F	Kenya
41	Laila Mustafa Mwangi	201114	F	Kenya
42	Laila Mustafa Mwangi	201114	F	Kenya
43	Laila Mustafa Mwangi	201114	F	Kenya
44	Laila Mustafa Mwangi	201114	F	Kenya
45	Laila Mustafa Mwangi	201114	F	Kenya
46	Laila Mustafa Mwangi	201114	F	Kenya
47	Laila Mustafa Mwangi	201114	F	Kenya
48	Laila Mustafa Mwangi	201114	F	Kenya
49	Laila Mustafa Mwangi	201114	F	Kenya
50	Laila Mustafa Mwangi	201114	F	Kenya
51	Laila Mustafa Mwangi	201114	F	Kenya
52	Laila Mustafa Mwangi	201114	F	Kenya
53	Laila Mustafa Mwangi	201114	F	Kenya
54	Laila Mustafa Mwangi	201114	F	Kenya
55	Laila Mustafa Mwangi	201114	F	Kenya
56	Laila Mustafa Mwangi	201114	F	Kenya
57	Laila Mustafa Mwangi	201114	F	Kenya
58	Laila Mustafa Mwangi	201114	F	Kenya
59	Laila Mustafa Mwangi	201114	F	Kenya
60	Laila Mustafa Mwangi	201114	F	Kenya

2. LIST OF SHORTLISTED CANDIDATES

The following nine (9) candidates have been shortlisted. Subsequently, the candidates are invited to appear for interviews on **31st March 2023**. The venue for the interviews will be at the **Kemp School of Government, Lower Sabotei, Nairobi**. Candidates are advised to take note of the time indicated by the interviewers.

No.	NAME	ID No.	Gender	County	Time
1	Adnan Nour Barhe	201108	M	Tana North	9:00 am
2	Christine Chagatah Ruvohi	201121	F	Kenya	9:45 am
3	David Mwangi Mburu	201102	F	Muranga	10:30 am
4	Laila Mustafa Mwangi	201114	F	Kenya	11:00 am
5	Karamon Kiprotich	201112	M	Kenya	12:00 noon
6	Laila Mustafa Mwangi	201114	M	Kenya	12:45 pm
7	Nura Mwanjiri Nandi	201102	M	Kenya	1:30 pm
8	Franklin Mubutu	201108	M	Kenya	2:45 pm
9	Edwin Mwangi Mburu	201108	M	Kenya	3:30 pm

3. OTHER REQUIREMENTS

Candidates should bring with them originals of the following documents:

- (i) National Identity Card
- (ii) Academic certificates, including transcripts and professional certificates
- (iii) Any other supporting documents and testimonials
- (iv) Clearance Certificates from the following institutions:
 - Ethics and Anti-Corruption Commission
 - Kenya Revenue Authority
 - Higher Education Loans Board
 - Directorate of Criminal Investigations, and
 - Credit Reference Bureau.

4. PUBLIC PARTICIPATION

Members of the public are invited to submit any information relating to the shortlisted candidates through **written memoranda to the Chairperson, National Police Service Commission, 5th Floor Wanjiku Plaza, Westlands** or via email to recruitment@npsc.gov.ke or to be received on or before **26th March 2023**.

ELIUD K. KIMUTAI, CBS, OGW, HSC
CHAIRPERSON
NATIONAL POLICE SERVICE COMMISSION

The National Police Service Commission shortlists 9 candidates for the vacant position of CEO/Commission Secretary.



PRESS RELEASE
(For immediate release)

APPOINTMENT IN THE NATIONAL POLICE SERVICE COMMISSION (NPSC)

The National Police Service Commission has on this 12th day of April 2023, appointed **MR. PETER KIPTANUI LELEY** as the Chief Executive Officer/ Commission Secretary (CEO/CS) of the National Police Service Commission for a period of 5 years with immediate effect.

ELUD N. KINUTHIA, GBS, OGW, HSC
CHAIRPERSON
NATIONAL POLICE SERVICE COMMISSION

12th April, 2023

Dignified and Professional Police Officers

Press Release on the appointment of the CEO NPSC



Swearing In of the CEO NPSC Mr. Peter Leley at the supreme Court Nairobi

v) Advertisement, Recruitment and Swearing in into Office of the Deputy Inspector General Kenya Police Service

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National Police Service Commission

LIST OF APPLICANTS AND SHORTLISTED CANDIDATES FOR THE POSITION OF DEPUTY INSPECTOR GENERAL, KENYA POLICE SERVICE (DIG-KPS)

I. LIST OF APPLICANTS
Pursuant to the provisions of Article 242(3) and section 13 of the NPS Act, 2011 the National Police Service Commission advertised for the position of Deputy Inspector General, Kenya Police Service on 29th March, 2023. A total of 30 (Thirty) applications were received.

Sl. No.	Name	ID No.	Gender	County	Rank Service
1.	Jacinta Muthoni Kabogo MBS, OGB	806****6	F	Embu	SAG KPS
2.	Odiambo Njoroge Mungu	845****	M	Kisii	SAG KPS
3.	Douglas Kanga Kinuthia ERS	702****2	M	Wajir	SAG KPS
4.	Rosemary Spataro Kurara MBS, nd(S)	78****74	F	Lakipsa	SAG KPS
5.	Dr. Vincent Kinas Makochi PhD, MBS, OGB	109****21	M	Bungoma	AGS KPS
6.	Dr. Susan Ombao Ochieng PhD, MBS	129****69	M	Kisumu	AGS KPS
7.	Maurice Kijochi Kiplagat OGW	73****3	M	Ugogo Marakwet	AGS KPS
8.	David Kipkoech Branch MBS, jnr (S)	808****9	M	Narok	AGS KPS
9.	Bruno Isiah OGB	874****8	M	Nakamanga	AGS KPS
10.	Judy Jebet Lameret MBS, OGB	877****0	F	Baringo	AGS KPS
11.	Bernard Bruno Wakumai nd(S)	877****5	M	Bungoma	AGS KPS
12.	Abdullah Komecha Mwatela	843****1	M	Wajir	AGS KPS
13.	George Ades Sialah	105****85	M	Homabay	AGS KPS
14.	Joseph Nyuma Omuto	806****6	M	Nyamira	AGS KPS
15.	David Bruno Burei MBS, HSC	877****9	M	Nakuru	AGS KPS
16.	Son Mboya Odera MBS	108****03	M	Homabay	AGS KPS
17.	Paul Kigoro Langat	100****22	M	Bomet	AGS KPS
18.	Kase Kiyaka Migiti	123****17	M	Kisii	PC KPS
19.	Kingsley John Kilonget	242****24	M	Wajir	PC KPS
20.	Anthony Mwangi Nguku	243****26	M	Kapado	PC KPS
21.	Bernard Ombati Ondaki	259****30	M	Kisii	PC KPS
22.	Ademaro Chemere Burgi	702****82	M	Baringo	CP KPS
23.	Denno Kari	29****34	M	Bomet	N/A N/A
24.	Ochieng Ben Ouma	Not indicated	M	Not indicated	N/A N/A
25.	Linda Nyuma Mburu	273****27	F	Makueni	N/A N/A
26.	Jackline Achieng Oryango	337****39	F	Sirisia	N/A N/A
27.	Samuel Ochiwo Ndhanoo	332****45	M	Sirisia	N/A N/A
28.	Gadefny Omon	Not indicated	M	Not indicated	N/A N/A
29.	Stephen Karanja Thumbi	305****32	M	Nakuru	N/A N/A
30.	Thumbi Koom Wargu	Not indicated	F	Nakuru	N/A N/A

II. LIST OF SHORTLISTED CANDIDATES
The following twelve (12) candidates have been shortlisted. Subsequently, the candidates are invited to appear for interviews on **Tuesday 4th April 2023**. The venue for the interviews will be at the Kenya School of Government, Lower Kabeta, Nairobi. Candidates are advised to take note of the time scheduled for the interviews.

No.	NAME	ID No.	Gender	County	Time
1.	Branch David Kipkoech	808****9	M	Narok	8:00 am
2.	Burei David Sono	877****9	M	Nakuru	8:45 am
3.	Dr. Makochi Vincent Kinas	109****21	M	Bungoma	9:30 am
4.	Kabogo Jacinta Muthoni	806****6	F	Embu	10:15 am
5.	Kiplagat Maurice Kipkoech	73****3	M	Ugogo Marakwet	11:00 am
6.	Kinuthia Douglas Kanga	702****2	M	Wajir	11:45 am
7.	Kurara Rosemary Spataro	78****74	F	Lakipsa	12:30 pm
8.	Mwatela Abdullah Komecha	843****1	M	Wajir	1:15 pm
9.	Lameret Judy Jebet	877****0	F	Baringo	2:00 pm
10.	Njoroge Njoroge Mungu	845****	M	Kisii	3:30 pm
11.	Odera Son Mboya	108****03	M	Homabay	4:15 pm
12.	Ombao Bruno Isiah	874****8	M	Nakamanga	5:00 pm

2. OTHER REQUIREMENTS
Candidates should bring with them originals of the following documents:
 a) National Identity Card
 b) Academic certificates, including transcripts and professional certificates
 c) Any other supporting documents and testimonials
 d) Clearance Certificates from the following institutions:
 • Kenya Revenue Authority
 • Higher Education Loans Board
 • Criminal Investigations Department, and
 • Credit Reference Bureau

3. PUBLIC PARTICIPATION
Members of the public are invited to submit any information relating to the shortlisted candidates through written memoranda to the Chairperson, National Police Service Commission, Sky Park Plaza, 3rd Floor Woodvale Close, Westlands or online through recruitment@npsc.go.ke so as to be received on or before **3rd April 2023 at 1:00 pm East African Time**.

4. MODE OF DRESS
The candidates should appear for the interviews in No.1 uniform.

ELIUD N. KIMUTHIA, CBS, OGW, HSC
CHAIRPERSON

P.O. BOX 47363-00100 GPO NAIROBI Telephone: 0709 099 000 Email: info@npsc.go.ke
 Twitter: @npsc_ke Website: www.npsc.go.ke Facebook/NPSC_Kenya

Advertisement for the shortlisted candidates for the position of Deputy Inspector General Kenya Police Service



Interview session of the position of Deputy Inspector General Kenya Police Service.



Swearing In Ceremony of the Deputy Inspector General Kenya Police Service Mr. Douglas Kanja

- vi) Interviews and Swearing in into Office of the Commissioner NPSC, Mr. Edwin Cheluget.



Mr. Edwin Cheluget before the Parliamentary Committee Administration and Internal Affairs



Mr. Edwin Cheluget taking oath of office at the supreme court, Nairobi

The parliamentary Committee Administration and Internal Affairs chaired by Hon. Gabriel Tongoyo (Narok West) conducted Vetting and Approval Hearings of Mr. Edwin Kiprono. He was sworn in as a commissioner and a member of the Commission at the Supreme Court of Kenya in an event presided over by the Hon. Chief Justice and the president of the Supreme Court.

4.6 Disciplinary Proceedings.

Disciplinary Committee which is headed by the Commissioner Lilian Kiamba, MBS, OGW conducted a disciplinary hearing of a Senior Police Officers in Mombasa. This Committee is charged with undertaking disciplinary hearings for Officers of the rank of ASP and above. The Committee will continue giving fair and just hearing to Police Officers accused of gross misconduct in line of their duty. Once the hearing is concluded, the Committee is expected to table their findings and recommendations to the Commission for determination.



The disciplinary committee during the proceedings



The Disciplinary Committee Led by Commissioner Lilian Kiamba, MBS after the proceedings

4.7 Corporate Social Responsibility.

i) Utumishi Girls Patron's Fundraiser

National Police Service Commission (NPSC) participated in the Utumishi Girls Academy School's patron's fundraiser towards additional funds for the ongoing School development projects. The fundraising was graced by Chief Guest and Utumishi Girls Academy(UGA) Patron, DIG, Kenya Police Service, Edward Mbugua, a Commissioner at NPSC. The commission was represented by Madam Barwako Malicha. Also present during the fundraiser were Commandant ASTU-Gilgil and Board of Management (BOM), Chairman Mr. Joseph Ngatia, AIG and Gilgil MP, Martha Wangari, BOM members, teachers, parents, NPS officers and well-wishers.



The Patron/ former DIG KPS Edward Mbugua and Madam Barwako Malicha during the fundraiser

ii) NPSC donates to hunger-stricken citizens in Kajiado County.

Commissioner John Ole Moyaki, MBS led the staff of the commission and the National Police service to Kajiado County for a Corporate Social Responsibility event of food donations to the needy and drought-ravaged families of Keekonyokie central, Kajiado West Sub County. The County Commissioner received the food donation and thanked the employees of the Commission for voluntary contributions from their salaries in order to save the lives of disadvantaged and drought-stricken communities in Kajiado.



Asst. County Commissioner receives the donations from Commissioner John Ole Moyaki, MBS



NPSC Staff issues food package to a villager in Kajiado County

4.8 Institutional Development and Capacity Training.

j) Re- Induction training of the Commissioners NPSC

The members of the National Police Service Commission and the Principle Administrative Secretary (Accounting Officer) (PAS) underwent the re-induction Programme at the Kenya School of government Lower Kabete. The areas of training were on corporate Governance in public sector, budget,expenditure and audit, national security in national development and public procurement and contract management.



Commissioners and the PAS NPS during the induction session

- iii) Induction workshop for the new members of the National Police Service Commission



The Chairperson NPSC and Facilitators during the Induction training at the Kenya School of Government.

Mr. Felix Koskei the Head of Public Service and Chief of Staff in the Executive Office of the President opened a 3 days' induction workshop for the new members of the National Police Service Commission, CEO/Commission Secretary and Senior Management staff of the Commission. He was ably represented by the PAS Cabinet office Mr. Arthur Osiya. The Chairman, NPSC Mr. Eliud Kinuthia, CBS and Director General Prof Ludeki Chweya, CBS attended the official opening among other commissioners.

4.9 Welfare of Officers in The National Police Service.

i) Thanksgiving service for Disciplined Services

The Annual Thanks Giving for Uniformed Disciplined Services and their families this year were to bring together the uniformed disciplined officers and their families from the security department namely Kenya Police Service, Directorate of Criminal Investigations, Administration Police, Kenya Prison Service, Kenya Wildlife Services, Kenya Forest Service and National Youth Service to a prayer service to Thanks giving to God. The events happened in all he regions in the country, the commission participated in all of the thanks giving services.



NPSC Choir performing a song during the service, at All Saints Cathedral

ii) Official Opening of the Border Police Hospital

The National Police Service Commission joined H. E. the President Dr. William Ruto CGH for official opening of Border Police Unit Level 4 Hospital at Kanyonyoo, Kitui County. The Hospital is a strategic response to the challenge of accessing specialist medical care for officers injured in line of duty in the Boni Forest and other operation areas of North Eastern frontiers.



H. E. The President Dr. William Ruto and invited guests during the official opening of the border police Hospital in Kitui County.



**CHAPTER FIVE: FINANCIAL REPORT
AND STATEMENT FOR FINANCIAL YEAR
2022-2023.**

5.1 Introduction.

Section 81 (1) of the Public Finance Management Act, 2012 requires that, at the end of each financial year, the Accounting Officer for a National Government Entity shall prepare financial statements in respect of that entity. Section 81 (3) requires the financial statements so prepared to be in a form that complies with relevant accounting standards as prescribed by the Public Sector Accounting Standards Board of Kenya from time to time.

The Accounting Officer in charge of the National Police Service Commission is responsible for the preparation and presentation of the entity's financial statements, which give a true and fair view of the state of affairs of the entity for and as at the end of the financial year ended on June 30, 2023.

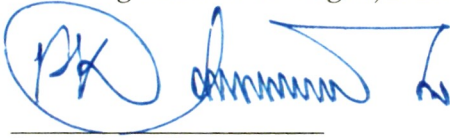
This responsibility includes:

- i) Maintaining adequate financial management arrangements and ensuring that these continue to be effective throughout the reporting period;
- (ii) Maintaining proper accounting records, which disclose with reasonable accuracy at any time the financial position of the entity;
- (iii) Designing, implementing and maintaining internal controls relevant to the preparation and fair presentation of the financial statements, and ensuring that they are free from material misstatements, whether due to error or fraud;
- (iv) Safeguarding the assets of the entity;
- (v) Selecting and applying appropriate accounting policies; and
- (vi) Making accounting estimates that are reasonable in the circumstances.

The Accounting Officer in charge of the National Police Service Commission accepts responsibility for the entity's financial statements, which have been prepared on the Cash Basis Method of Financial Reporting, using appropriate accounting policies in accordance with International Public Sector Accounting Standards (IPSAS). The Accounting Officer is of the opinion that the National Police Service Commission's financial statements give a true and fair view of the state of entity's transactions during the financial year ended June 30, 2023, and of the entity's financial position as at that date. The Accounting Officer in charge of the National Police Service Commission further confirms the completeness of the accounting records maintained for the National Police Service Commission, which have been relied upon in the preparation of the entity's financial statements as well as the adequacy of the systems of internal financial control.

Approval of the financial statements

The National Police Service Commission financial statements were approved and signed by the Accounting Officer on 31st August, 2023.



Accounting Officer

Peter Leley



Manager Accounts

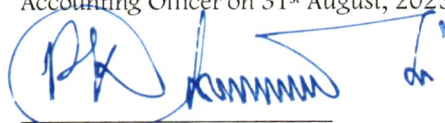
CPA Eric Nyaga Festus

ICPAK Member Number: 18635

5.2 Statement of Receipts and Payments for The Year Ended 30th June 2023.

Description	Note	2022-2023	2021-2022
		Kshs	Kshs
Receipts			
Exchequer Releases	1	941,768,022	814,887,453
Total Receipts		941,768,022	814,887,453
Payments			
Compensation Of Employees	2	459,775,615	430,510,045
Use Of Goods and Services	3	336,442,947	316,828,612
Social Security Benefits	4	10,964,791	11,735,301
Acquisition Of Assets	5	134,201,000	55,638,534
Total Payments		941,384,352	814,712,492
Surplus/Deficit		383,670	174,961

The National Police Service Commission financial statements were approved and signed by the Accounting Officer on 31st August, 2023.



Accounting Officer
Peter Leley

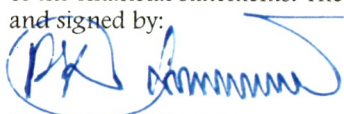


Manager Accounts
CPA Eric Nyaga Festus
ICPAK Member Number: 18635

5.3 Statement of Financial Assets and Financial Liabilities as at 30th June 2023.

Description	Note	2022-2023	2021-2022
		Kshs	Kshs
Financial assets			
Cash and cash equivalents			
Bank balances	6A	4,353,483	2,227,648
Cash balances	6B	12,972	3,974
Total cash and cash equivalents		4,366,455	2,231,622
Imprests and advances	7	2,365,738	2,067,901
Total financial assets		6,732,193	4,299,523
Financial liabilities			
Third party deposits and retention	8	4,276,649	2,182,652
Net financial assets		2,455,545	2,116,871
Represented by			
Fund balance b/fwd.	9	2,116,871	3,825,862
Prior year adjustment	10	- 44,996	-1,883,952
Surplus/(Deficit)for the year		383,670	174,961
Net financial position		2,455,545	2,116,871

The accounting policies and explanatory notes to these financial statements form an integral part of the financial statements. The entity financial statements were approved on 31st August, 2023 and signed by:



Accounting Officer
Peter Leley




Manager Accounts
CPA Eric Nyaga Festus
ICPAK Member Number: 18635

5.4 Statement of Cash Flows for The Year Ended 30th June 2023.

Description	Notes	2022-2023	2021-2022
		Kshs	Kshs
Receipts for Operating Income			
Exchequer releases	1	941,768,022	814,887,453
Payments For Operating Expenses			
Compensation of employees	2	- 459,775,615	- 430,510,045
Use of goods and services	3	- 336,442,947	- 316,828,612
Social security benefits	4	- 10,964,791	- 11,735,301
Adjusted For:			
Adjustments during the year			
Decrease/(Increase) in accounts receivable	11	- 297,837	-127,027
Increase/(Decrease) in deposits and retention	12	2,093,997	- 1,474,346
Prior year adjustments	10	- 44,996	- 1,883,952
Net Cash Flow from Operating Activities		136,335,833	52,328,170
Cash flow From Investing Activities			
Acquisition of assets	5	- 134,201,000	- 55,638,534
Net Cash Flows from Investing Activities		- 134,201,000	- 55,638,534
Cash flow From Financing Activities			
Net cash flow from financing activities			-
Net increase in cash and cash equivalent		2,134,833	- 3,310,363
Cash & Cash Equivalent at Start of The Year	9	2,231,622	5,541,986
Cash & Cash Equivalent at End of The Year	6(A&B)	4,366,455	2,231,622

The accounting policies and explanatory notes to these financial statements form an integral part of the financial statements. The entity financial statements were approved on 31st August, 2023 and signed by:



Accounting Officer
Peter Leley



Manager Accounts
CPA Eric Nyaga Festus
ICPAK Member Number: 18635

5.5 Statement of Comparison of Budget and Actual Amounts for FY 2022/23.

Figure 5 Statement of Comparison of Budget and Actual Amounts for FY 2022/23.

Receipt/Expense Item	Original Budget a	Adjustments b	Final Budget c=a+b	Actual on Comparable Basis d	Budget Utilization Difference e=c-d	% of Utilization f=d/c %
Receipts						
Exchequer releases	941,768,022	-	941,768,022	-	941,768,022	-
Total Receipts	941,768,022	-	941,768,022	-	941,768,022	-
Payments						
Compensation of employees	482,670,000	8,676,066	491,346,066	459,775,614	31,570,452	94%
Use of goods and services	367,075,898	- 21,262,767	345,813,131	336,442,947	9,370,184	97%
Social security benefits	14,250,000	-	14,250,000	10,964,791	3,285,209	77%
Acquisition of assets	165,254,102	- 9,691,831	155,562,271	134,201,000	21,361,271	86%
Total Payments	1,029,250,000	- 22,278,532	1,006,971,468	941,384,352	65,687,116	93%
Surplus/Deficit	-	-	-	383,670		-

Notes

- (b) **Variance analysis:** Social security benefits and Acquisition of assets had utilizations of 77% and 86% respectively attributed to;
- i) Appointment of budgeted staff was done late during the financial year.
 - ii) Acquisition of assets was introduced late during the final budget re-allocation.

The entity financial statements were approved on 31st August, 2023 and signed by:



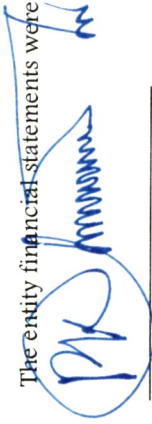
Accounting Officer
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Manager Accounts
CPA Eric Nyaga Festus
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The entity financial statements were approved on 31st August, 2023 and signed by:



Accounting Officer
Peter Leley



Manager Accounts
CPA Eric Nyaga Festus
ICPAK Member Number: 18635

5.6 Statement of Comparison of Budget and Actual Amounts: Recurrent for FY 2022/23.
Figure 6 Statement of Comparison of Budget and Actual Amounts: Recurrent for FY 2022/23.

Receipt/Expense Item	Original Budget a	Adjustments b	Final Budget c=a+b	Actual on Comparable Basis d	Budget Utilization Difference e=c-d	% of Utilization f=d/c %
Receipts						
Exchequer releases	941,768,022	-	941,768,022	-	941,768,022	-
Total Receipts	941,768,022	-	941,768,022	-	941,768,022	-
Payments						
Compensation of employees	482,670,000	8,676,066	491,346,066	459,775,614	31,570,452	94%
Use of goods and services	367,075,898	21,262,767	345,813,131	336,442,947	9,370,184	97%
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Total Payments	1,029,250,000	22,278,532	1,006,971,468	941,384,352	65,687,116	93%
Surplus/Deficit	-	-	-	383,670		-

Notes

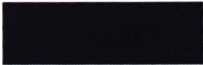
5.7 Budget Execution by Programmes and Sub-Programmes for FY 2022/23.

Figure 7 Budget Execution by Programmes and Sub-Programmes for FY 2022/23.

Programme/Sub-programme	Original Budget 2023 Kshs	Adjustments	Final Budget	Actual on comparable basis 2023 Kshs	Budget utilization difference Kshs
Programme 1					
National Police Service Human Resource Management					
Sub-programme 1					
Human Resource Management	585,922,418	- 35,485,841	550,436,577	511,352,457	39,084,120
Sub-programme 2					
Counseling Management Services.	307,861,570	5,674,340	313,535,910	290,253,567	23,282,343
Sub-programme 3					
Administration and standards setting	135,466,012	7,532,969	142,998,981	139,778,328	3,220,653
Total	1,029,250,000	22,278,532	1,006,971,468	941,384,352	65,687,116



**CHAPTER SIX: CHALLENGES AND
RECOMMENDATIONS**



CHAPTER SIX: CHALLENGES AND RECOMMENDATIONS

6.1 Challenges Encountered in The Financial Year 2022-2023.

The Commission faced some setbacks in delivering its mandate which affected the realization of some of its activities and programs.

The following is a summary of some of the challenges experienced during the year in review.

Table 6.1 NFSC challenges, implications and mitigation measures

S/No	Challenge	Implication	Mitigation
1.	Automation of Processes.		
	Work systems not fully automated	<ul style="list-style-type: none"> Leading to delay and inefficiency in decision making and processing 	Prioritize Automation process
	Time taken during the retrieval of past information concerning officers	<ul style="list-style-type: none"> Time consuming on a case 	Automate HCM processes and documents to ease retrieval.
	Long time taken to retrieve information from personnel data.	<ul style="list-style-type: none"> Lack of case closure due to gap in information 	Develop mechanisms for follow-up and automate for information to be sent electronically
	Manual processing of disciplinary cases	<ul style="list-style-type: none"> Difficulty in tracking & retrieving cases Authentication of information is difficult 	Fast track the automation process
2.	Staffing.		
	Acute shortage of staff in critical directorates/department	<ul style="list-style-type: none"> Inadequate human resource capacity 	Collaborate with National Treasury for phased/priority funding
3.	Capacity Building.		
	Lack of requisite skills to undertake Audit	<ul style="list-style-type: none"> Difficulty in conducting Audit 	Training of DHRA secretariat.

			Collaborate with Public Service Commission to facilitate the attachment
	Slow response on feedback requests from stakeholders	<ul style="list-style-type: none"> • Delayed feedback 	Enhance internal capacity to conduct background checks, verification of medical documents and other information
4.	Budgetary Constraints.		
	Inadequate financial resources.	<ul style="list-style-type: none"> • Unable to conduct HR Audit • Unable to clear backlog in disciplinary hearings 	Allocation of adequate funding for HR Audit and Disciplinary hearing.
	Inadequate budget to operationalize the decentralization of HR services.	<ul style="list-style-type: none"> • Budget limitation to operationalize automation and ICT infrastructure at the regions. 	Write proposals for funding by development partners.
	Budget limitation to operationalize automation and ICT infrastructure at the regions.		Increase budget for ICT automation.
5.	Legislative Gaps.		
	Delay in review of the discipline Regulations	<ul style="list-style-type: none"> • Outdated Regulations 	Regular and periodic review of Regulations
	There is non-compliance with rules, regulations and court orders	<ul style="list-style-type: none"> • Results in Judicial Review and Contempt of court applications. 	<p>Sensitize all stakeholders on policy, legal, regulatory and ethics frameworks for compliance.</p> <p>Conduct annual legal and governance compliance audits to monitor compliance with Laws and Regulations.</p>
6.	Infrastructure.		

	Inadequate office space		Fast track relocation of NPSC HQs to CBK Pension Towers. Intervention for allocation of additional space available on the same floor in the Mombasa office.
	Lack centralized call centre MIS system and solution for counselling services.		Assessment of ICT infrastructure needs at the regions.

6.2 Recommendations and Going Forward.

To address the challenges experienced, this report makes the following recommendations:

- a) Consideration for increased financial support of the Commission
 - The Commission should be adequately funded to facilitate the execution of its mandate
- b) Automation of systems
 - Fast tracking the adoption and integration of technology to facilitate efficient undertaking of internal and external processes and procedures.
- c) Staffing and capacity building
 - Recruit and appoint sufficient and well-trained staff to handle Commission activities, as well as adequately resource staff through capacity building trainings, payment of annual licenses, Continuous Professional Development and certifications.
- d) Need to fully operate regional offices
 - Build capacity within the regions with the aim of reaching and addressing the requisite needs of the police officers.