



THE NPSC

“Transforming the Police Service”

BULLETIN

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October 2014

Strategic Plan ~ We are Almost There



NPSC staff and consultants at a strategic plan retreat held on 30th and 31st July at Great Rift Valley Lodge Naivasha this year

The Commission's journey towards the realization of a Work Plan blue print is about to be completed with the Consultant having submitted the final draft of the Strategic Plan.

The Strategic Plan with the theme “Walking together to transform the police from a force to a service” is a four-year

plan that has taken over six months to put together.

In the Plan, the Commission undertakes to strengthen the capacity of the entire staff while at the same time ensuring that protocols for its complaints, investigations, security and human resources reflect a changed Public Service.

A validation forum is scheduled for 29th October, 2014 where all stakeholders

within the police reforms working group will participate.

Once approved the strategic plan will be a critical instrument in ensuring that the Commission mobilizes resources so that all the plans envisioned in the blue print become a reality.

We are looking forward to the launch of the Plan before the end of the year 2014.

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“Transforming the Police Service”

This is a bi-weekly publication
of National Police Service
Commission

VISION

“Transforming the Police from a
Force to a Service”

MISSION

To develop and support the NPS
through impartial, independent,
transparent and accountable
policies and processes that enhance
professionalism and discipline in
the interest of the public

CORE VALUES

Independence and Integrity
Transparency and Accountability
Respect for Diversity and Equality

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Message From the Chairman

I must say I am just as delighted as you are to usher in the inaugural issue of the NPSC newsletter, an organ that will provide the much-needed, two-way communication platform for NPSC staff to interact and share information.

The success of an organization is dependent upon its staff. In addition to getting staff with the right skills to do the job, it is important to ensure that these skills are not only aligned to the strategic goals and objectives of the organization but that they are backed up by strong values shared across the board.

By providing a forum where we talk to each other often about what we are doing and how we ought to do it, this newsletter intends to create a strong culture and work ethic and to rally staff to support the Commission in fulfilling its mandate.

As you are aware the Commission has a mandate to oversee the human resource management of the National Police Service (NPS). This includes recruiting and appointing persons to hold or act in offices in the NPS, to confirm appointments, to determine promotions and transfers within the Service and to exercise disciplinary control over and remove persons holding or acting in offices within the Service. The Commission is also charged with the responsibility of vetting police officers.

So far the Commission has completed the vetting of officers from ranks of Senior Deputy Commissioner of police to Assistant Commissioner of Police. The vetting of Senior Superintendents



J. M. Kavuludi, Chairman

and Superintendents of police has been partially done. The Commissions has undertaken two recruitment exercises, the first being in January 2013 when 7000 police officers were employed. The second recruitment targeting 10,000 officers was done in July 2014. Development of Regulations to govern recruitment & appointments; transfers & deployments; as well as promotions in the NPS are at an advanced stage and it is envisaged that the Regulations will be gazetted by November. These are just but a few of the achievements.

Without your commitment and hard work, these achievements would not have been possible. I would therefore like to commend each one of you for the good work and to urge that we remain dedicated and focused on our goal so that we lay a firm foundation for the Commission.

As the Chairman of the Commission, and working together with the other Commissioners I commit to provide the leadership necessary to steer the Commission to success.

Message From the CEO

As we usher in the inaugural issue of the NPSC newsletter, I would like to take this early opportunity to congratulate the team that has worked tirelessly to make the newsletter a reality.

It is difficult for staff to bond and to rally together behind an organization if they do not have a platform that can be used to share information and to instill the desired values.

This newsletter intends to address the aforementioned concerns by bringing all staff up to speed on what is happening within the Commission. And by constantly flagging up the core values of the Commission it is hoped that the newsletter will contribute significantly to molding attitudes of staff so as conform to these values.

This newsletter is a bimonthly, meaning that it will be published twice a month. In order to cut down on production costs, it has been proposed that it be published online except for a few copies that will be printed for the Commissioners and those without access to computers.

“Commissioner's corner” will be a regular feature of the newsletter. Each issue will carry an article from a Commissioner on a topic of their choice. In this issue, the honour of inaugurating this “corner” goes to the Chairman of the Commission.

Because of the frequency of the publication, it



Ojango Omumu, CEO

may not be possible for the CEO to contribute to each issue. In order to fill this gap, the CEO will share this platform with the editor of the newsletter.

Besides featuring articles on the Commission's activities, other contents of the newsletter include a rundown of upcoming events and update on staff deployments.

“A day in the life of” is an interesting column that opens a small window into the lives of staff thus helping us to understand and appreciate each other.

Starting from the second issue, staff will have an opportunity to give feedback through the forum “letters to the editor”.

Suffice it to say that this newsletter is dynamic and the management remains open to suggestions on how to improve it so that it can best serve the interests of staff. Suggestions to this effect should be submitted in writing to the Director, IEC.

Enjoy your reading.

NPSC Engages Parliamentarians on Draft Regulations



Hon. Dalmas Otieno addressing stakeholders at the NPSC/Parliamentarians Forum at Safaripark Hotel, Nairobi.

As part of on-going efforts to get input from different stakeholders on draft regulations on recruitment; promotions and transfers, the NPSC held a two-day workshop from 24-25 September 2014 which brought together the Parliamentary Committee on Administration and National Security and other stakeholders.

Article 246 of the Kenya Constitution 2010 established the National Police Service Commission with the mandate to recruit and appoint persons to hold offices in the Service, to determine transfers and promotions and to exercise disciplinary

control in the Service. The National Police Service Commission Act at section 10 and 28 provides for the specific functions of the Commission which includes developing regulations to govern the execution of the Commission's mandate. It is upon this premise that the regulations are undergoing the development process.

The draft regulations will have to undergo several stages before they become operational. After incorporating views from stakeholders they will be forwarded to the Parliamentary Committee on Delegated Legislation as required under the Statutory Instruments Act.

Thereafter the Regulations will be gazetted for implementation. This process is expected to be completed by November 2014.

The regulations will mark a milestone in the journey towards police reforms as they are in line with the recommendations by the Taskforce on Police Reforms chaired by Rtd Justice Ransley. They provide for transparent and objective criteria which members of the National Police Service and the public would be aware of, thereby opening up police procedures to scrutiny and adherence to the law.

Among the issues identified by the Taskforce was that the recruitment process was marred with corruption, the transfers and promotions processes in the Service were largely based on nepotism, tribalism and were to blame for despondency among police officers. The taskforce recommended the need to have a Police Service Commission that would cater for the human resource management of the Police institution so as to professionalize the Service and prescribe clear, objective and fair criteria in the processes of the Service. It was noted that there was also need to streamline the disciplinary procedures so as to observe the Bill of Rights, specifically Article 47 and ensure fair administrative action is observed during disciplinary actions.

Commission Staff Undergo Induction Course

One hundred and eighteen (118) staff drawn from various Directorates and sections recently underwent an induction course at the C.I.D Training school in South C, Nairobi County.

The objective of the course which was organized by the Department of Human Capital Management was to enable staff to deepen their understanding of the functions of the Commission and how they are expected to conduct business so as to promote efficiency and build a good working environment.

The training which also provided a platform for officers to interact and get to

know one another better, covered areas such as Code of Regulations; work life balance; security of records; pension management; time management; customer care; and personal financial management.

Members of staff appreciated the course as it shed much-needed light on many important issues. 'It was an eye opener', one member of staff said, adding that she now has a clear understanding of what is expected of her.

Speaking during the opening of the course, the NPSC, CEO Mr. Ojango Omumu stressed the importance of applying rules and regulations and



A section of staff during the induction course at the CID Training School

serving members of the National Police Service and the public with decorum and efficiency in order to fulfill the Commission's mandate.

NPSC Meets American Delegation on Security Governance Initiative



NPSC Chairman, Johnston Kavuludi meets with the delegation led by Amb.Pamella Bridgewater(seated on the left side of the Chairman)

The NPSC recently hosted a delegation from Washington DC, led by Ambassador Pamela Bridgewater at the Commission offices.

The purpose of the meeting was to discuss the Security Governance Initiative in Africa established by President Barrack Obama.

The main objective of the Initiative is to promote accountability and reforms in the security sector through supporting the governance structure of security institutions.

The delegation is assessing the needs of security organs in six African coun-

tries including Kenya which the Initiative will support. The other countries are Ghana; Mali; Niger; Nigeria and Tunisia. Kenya was the first stop for the delegation.

Areas identified by NPSC for co-operation with the Security Governance Initiative include comprehensive study on human resource status of the National Police Service; development of an IT based human resource management system; establishment of a performance management system; change management program for the National Police Service; training and capacity building and support for the internal affairs unit.

Task Force Completes Fact -Finding Mission

The Task Force on Traffic Reforms has just completed a one-week monitoring and evaluation exercise in the Western Kenya Region.

Led by the Vice-Chairperson Mr. Khalid Salim, the members appraised themselves with operations at the Naivasha Weighbridge, and also visited and held discussions with stakeholders in Nakuru , Kericho, Kisumu, Eldoret and Kitale.

During the forums, it emerged that a number of stakeholders were concerned that issues to do with traffic reforms were taking too long to be implemented and they had greatly contributed to the poor maintenance of order on our roads coupled with several accidents with several casualties annually.

Mr. Salim who is also the Director of Information Education and Communication (IEC) at the National Police Service Commission, also met and held discussions with Nakuru County Commissioner Mohamed Birik, Kericho County Commissioner Lilian Mulili, Kericho Deputy Governor Susan Kikwai and Uasin Gishu Governor Johnson Mandago.

The leaders were in agreement that there was need to determine the most effective way of enforcing the traffic laws and ensuring sustained compliance with the aim of building a culture of obedience for traffic laws in the country.

The committee was able to collect views and recommendations from police officers, Public Service Vehicle owners, drivers, conductors, Kenya National Highways Authority and those from the National Transport Safety Authority among many other stakeholders.

The team is expected to identify indicators that should be used in monitoring and implementation of the adherence to rules and development of a new culture that can assist in getting rid of the endemic corruption on our roads.

Among those in the team were Senior Assistant Commissioners of Police Alice Naliaka , Henry Barmao and Mohamed Amin .

New Staff



Pauline Wanja Ngori
- Finance Officer -



Wario Tache
- Procurement Officer -

Landmark as NPSC Takes Part in the Nairobi Trade Fair



NPSC Commissioners Mary Owuor and Grace Kaindi (DIG) at the Kenya Police stand at the Nairobi Show ground.

It was a milestone as the National Police Service Commission participated at the Nairobi International Trade Fair for the first time. The one week trade fair begun on 29th September and concluded 5th October

2014 at the Jamhuri Park, Nairobi County.

The Commission had a presence at the Administration and Kenya Police Stands which provided an opportunity to interact with both the public and police

officers and to explain its mandate and activities.

Commissioner Mary Owuor who visited the Commission's stand together with Commissioner Grace Kaindi (DIG) commended staff for the good work.

Did you know?

Garlic is the mother of all cures. Researchers have found that 5ml of garlic extract low levels of a disease-causing chemical by up to 48 per cent.

Quote of The Day

“Life is the most difficult exam. Many people fail because they try to copy others, not realizing that everyone has a different question paper!”

Upcoming Events

21st October- Vetting Panel Review

24th October- Validation of strategic plan

A Day In The Life of Nahashon Mutwiri Kithinji

Tell us something about your family

I am the third born in a family of four comprising two boys and two girls.

When did you join the Commission?

January 2014

What does your normal day look like?

I wake up at 5.00am and leave the house at 5.30am. I arrive at the office between 6.15am-6.30pm. My main duty is to co-ordinate file movement in the vetting secretariat but I also assist in dispatch of letters; photocopying and development of pen pictures

What do you find challenging about your job?

Files accumulate a lot of dust. Lack of protective gear such as dust coats and masks is a challenge.



Nahashon Mutwiri Kithinji,
Clerical Officer

What is one thing that you would like to change or happen in the Commission?

There is need for a welfare program

What is your favourite hobby?

Music

What is your greatest fear?

Death

Who is your role model?

Nelson Mandela

Tell us one thing about you that people do not know?

I used to sell Mitumba (second hand clothes) in Athi River

When you leave the Commission, how would you like to be remembered?

I want people to remember me as a hard-working officer

PICTORIAL



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1 NPSC Chairman, Johnston Kavuludi presents a gift to a member of the American delegation.

2 King'ori Mwangi Deputy Commissioner of Police contributing a point during a stakeholder forum

3 Traffic Taskforce inspecting Nakuru-Salgaa black spot

4 Deputy Commissioner of Police, in-charge of Community Policing, Mr. Aggrey Adoli, looks at brochures at the NPSC stand at the Nairobi International Trade Fair, as the Commission's staff, Benjamin Masila and Hilda Gachemi explain.

5 James Kodoosi with his bride outside the church on their wedding on 18th October 2014

6 NPSC staff with James Kodoosi and his bride.

"Transforming the Police Service"