

WHY IS POLICE VETTING IMPORTANT TO YOU AS A KENYAN?

The vetting exercise provides the country with an opportunity to restore professionalism and public confidence in the National Police Service. It is expected that vetting will serve to transform national policing towards public safety and security.

HOW CAN YOU SUPPORT THE POLICE VETTING PROCESS?

You can support the process by submitting information on specific police officers to the NPSC before the vetting interviews. Submit to the NPSC information on any police officer who has:

- Been involved in gross human rights violations including indiscriminate or extrajudicial executions, torture, illegal or arbitrary arrest and detention, and gender based violence
- Been implicated in corruption, corrupt dealings and economic crimes
- In the course of his/her service to Kenyans contravened any provision of Chapter six of the Constitution on leadership and integrity;
- Been in charge of police stations where gross human rights violations have taken place or continue to take place during their tenure;
- Been involved in gross negligence of duty, including failing to act on requests for intervention by members of the public, resulting in escalation of crime or harm to individuals or groups.

All submissions must include:

- Contact details of person/group submitting (name, addresses, ID number, telephone numbers, county/ place of residence)
- Details of police officer submission is about (officer's names, addresses, duty station, rank or force number if known etc)
- Detailed description of complaint
- Signature(s) of the person/group submitting.

National Police Service Commission (NPSC)

Together we transform the police service for effective service delivery

Send your submission to:

The National Police Service Commission
5th Floor Skypark Plaza;
P.O. Box 47363-00100 Westlands Nairobi
Email: complaints@npsc.go.ke
Tel: +254-020-2186028/ +254 (020) 218 5989/
+254(020)2186061
Website: www.npsc.go.ke



Together we transform the police service for effective service delivery

POLICE VETTING PROCESS: FREQUENTLY ASKED QUESTIONS

VISION

Champion of a dignified professional police service

MISSION

To transform and manage the human resource in the police service for efficiency and effectiveness

CORE VALUES

Independence and Integrity
Transparency and Accountability
Respect for Diversity and Equality

WHAT IS VETTING?

Vetting is a process of assessing the integrity of an individual to determine suitability for public employment. Vetting processes involve ‘screening public employees or candidates for public employment to determine if their known conduct qualifies them to serve in public institutions’.

WHAT ARE THE POLICE VETTING OBJECTIVES?

- Build public confidence and trust in the National Police Service;
- Ensure that the Service complies with Chapter Six of the Constitution and the principles of public service as set out in Article 232 of the Constitution.

WHY POLICE VETTING?

The legal framework governing the National Police Service comprises of three distinct yet interrelated laws:

- The National Police Service (NPS) Act,
- The National Police Service Commission (NPSC) Act,
- The Independent Policing Oversight Authority (IPOA) Act.

The NPS Act states that all members of the NPS shall undergo vetting to assess their suitability and competence and can only remain in the Service when they pass the vetting-Section 7(2) and (3). The section further stipulates that the National Police Service Commission is the institution tasked with carrying out the vetting.

WHO WILL BE VETTED?

“All persons who were immediately before the commencement of the NPS Act, officers or employees of the Kenya Police Force and the Administration Police Force, established under the Police Act Cap. 84 and the Administration Police Act Cap. 85 respectively, including officers working with the Criminal Investigations Department.”

WHAT PRINCIPLES GUIDE THE POLICE VETTING PROCESS?

- Vetting will assess individual officers’ (and not group) responsibility.

- Application of consistent and the same procedural principles in all cases;
- Guided by the values and principles set out in Articles 10, 27, 47, 50 and 232 of the Constitution;
- The need to protect national security as defined in Article 238 of the Constitution
- Guided by the principles and standards of impartiality, natural justice and international best practice;
- Openness and transparency and on the basis of clear, objective and verifiable criteria.

WILL THE VETTING INTERVIEWS BE PUBLIC OR PRIVATE?

The vetting process and interviews shall be open to the public. In special circumstances the Commission may decide to hold in camera proceedings in order to protect the right of privacy of any person in the vetting process or if it is in the interest of justice or national security.

HOW WILL COMPETENCE AND SUITABILITY BE DETERMINED?

Competence and suitability of an officer shall be determined based on an officer’s work record, professionalism, conduct and performance in the present post and in any other previous positions. In determining the suitability and competence of an officer, the commission will consider the following:

- Whether the officer meets the constitutional or other criteria required by law for recruitment and appointment;
- The past record of an officer including conduct, discipline and diligence; the integrity and financial probity of the officer;
- The human rights record of the officer.

CAN AN OFFICER RETIRE VOLUNTARILY?

- An officer may decide to voluntarily retire from the Service before the officer is vetted and shall inform the Commission of such decision in writing.
- An officer who has voluntarily retired shall not subsequently be vetted.
- Where an officer has voluntarily retired, the Commission shall make retirement arrangements for such officer.

WHAT ARE THE POWERS OF THE NPSC IN VETTING?

The NPSC and every panel established under its vetting regulations shall have all the powers necessary for the execution of its functions.

These include power to:

- Gather relevant information, including requisition of reports, records, documents or any information from any source, including government authorities, and to compel the production of such information as and when necessary;
- Interview any individual, group or members of organizations or institutions;
- Hold inquiries for the purposes of performing its functions under the Act or NPSC Vetting Regulations; and
- Conduct investigations to establish the veracity of information received.

CAN THE COMMISSION CONSTITUTE VETTING PANELS?

- The Commission may constitute such number of panels and comprising such persons as the Commission shall determine. This may include constituting panels to undertake vetting at the county level.
- Where a panel in which there is no member of the Commission hears a matter, such panel shall make recommendations for decision by the Commission.
- The Commission may establish panels comprising such number of its members and
- co-opted persons, as it may deem necessary for the purpose of determining applications for review of vetting decision.
- The Commission and/or panel may sit at such times and place, as the Commission or the panel, as the case may be, shall determine.

WHAT HAPPENS IF AN OFFICER FAILS TO PARTICIPATE?

Where an officer willfully refuses to submit to the vetting process by failing to appear before the Commission for that purpose or by failing to obey an order of the Commission in respect to the vetting process with the result that the vetting process becomes compromised or impaired, the Commission shall treat such officer as having failed the vetting process and shall remove the officer from the Service.