



ICTJ



IPOA



**17<sup>th</sup> April 2015**

### **JOINT PRESS STATEMENT ON POLICE RECRUITMENT EXERCISE**

1. We, the Kenya National Commission on Human Rights (KNCHR), Usalama Forum, Federation of Women Lawyers in Kenya (FIDA-Kenya), Constitution and Reform Education Consortium (CRECO), Independent Police Oversight Authority (IPOA), International Centre for Transitional Justice (ICTJ) and Rights Promotion and Protection Centre,( RPP) issue this statement as part of the joint efforts we shall be undertaking in ensuring transparency and accountability of the National Police Service recruitment exercise which commences countrywide on 20<sup>th</sup> April 2015 at various publicized centers from 8.00 a.m. – 5.00 p.m.
2. Following the Garissa Terror attack, H.E. the President ordered for the 2014 National Police recruits to report immediately for training. He further directed the Inspector General to give guidelines on when they would report. This directive was not only against the rule of law but violated the independence of the

judiciary due to the ongoing Petition No. 390 of 2014 filed by the Independent Police Oversight Authority (IPOA) due to allegations of corruption, nepotism, discrimination among other malpractices. A number of interested stakeholders including governance and human rights organisations protested the President's directive. As a result, the recall of the recruits by the Executive was quashed and a fresh recruitment exercise announced immediately.

3. The current recruitment of members of the National Police Service is a matter of great public interest and must therefore reflect the objectives and goals of the National Police Service Commission that is tasked with ensuring that the National Police Service is well resourced in its functions and also recruits service men and women who meet the minimum police recruitment standards. We are calling on all members of the public to support in monitoring the process by contacting the monitoring center on via **SMS 0713584101** or **CALL** these numbers 0733780000 OR 0724254448
4. The national values and principles of professionalism, transparency and accountability in Constitution, Article 10(2) must be engendered within the National Police Service from the very earliest stage of recruitment process. This process also includes the cardinal principle of public participation.
5. We would like to remind all recruiting panels that each person will be held individually accountable for any violation of the Constitution and any criminal act. The giving and receiving of bribes to facilitate preferential treatment is not only an abuse of the recruitment process but also a violation of human rights. That is the right to non - discrimination as protected in the Constitution, Article 27. We

therefore urge all participants to be keen and take note of the service numbers of each Police Officer conducting this exercise. We urge you to note and document any malpractices of these Police Officers including those asking or taking bribes or in any other way comprising the credibility of the process. It is important that it is mandatory for all Police Officers conducting this exercise to have their service number pinned on their upper most police uniform for both identification and accountability.

6. We take note of the frustrations and disappointments of the 2014 candidates whether or not they were successful. It is important to note that there is nothing that bars you from participating in this exercise again. You are free to do so. However, we must all remain vigilant and observe good governance and human rights principles at all times. We shall ensure that there is fairness and justice as we monitor this process especially as relates to female candidates. We expect that the Police Officers who were in recruitment centers that were adversely mentioned during the 2014 exercise do not participate in this new exercise to avoid jeopardizing the noble process for a second time.
7. We call upon all the youth who meet the minimum qualifications to turn up in large numbers for the recruitment exercise as a show of will and commitment to serve our nation.
8. We think that there are important lessons of what is to be avoided or done to ensure that the process results in the recruitment of the best candidates. Attention must be paid to the constitution of recruitment panels so that all times

the process is under the control of the NPSC. Ensure that the process is clear to all including for instance medical exams so that candidates know what is being tested and that they are able to see the results. It is important that female candidates are given priority; in the last exercise candidates were at the interview stations up to 2 am. Clear guidelines must be issued to the panels to ensure gender and regional balance in the recruitment. The list of successful candidates must be made publicly available at every centre to reduce chances of list manipulation after the exercise

9. We will also monitor the post recruitment exercise. We shall monitor this process until all duly qualified candidates are admitted to the various training schools and are accorded rightful treatment. We shall watch to see who gets admitted to these schools. We shall watch to see who qualifies after the training during pass out parade.

10. As Kenya invests in these new recruits, we wish to remind the government that the strategies that they continuously employ in the management of security within the country, they must be complemented by the number of servicemen and women ratio to the people of Kenya. Kenya is not doing badly in terms of this ratio which stands at 1:450, however, in direct policing work, there are a number of Police Officers who are doing non-core policing duties like guarding senior public officers and their places of residence, among others. This duty assignment needs to be reviewed to ensure that the general public receives the full benefits of these trained Police Offices in the areas of protection, crime detection and prevention, arrest, investigation, among others.

11.To be able to enjoy our rights as Kenyans, all citizens must be active in playing the watchdog role. We are therefore calling upon all members of the public to report any malpractices that they witness before, during and after April 20<sup>th</sup> related to the National Police Service recruitment exercise. Some of these bad practices include; bribery, discrimination based on gender, late opening of recruitment centers, early closing of recruitment centers, denial of entry for the public into the recruitment centers, availability of operating complaints desk, public orientation of recruits by examiner in charge of the requirements based on newspaper advert, and public orientation of the mandatory code of conduct which must be read out in both English and Kiswahili.

Should anyone witness any of the above and more, please **SMS** our **Police Recruitment 2015** monitoring center on **0713584101** or **CALL** these numbers 0733780000 OR 0724254448 or **TWEET** to @hakiKNCHR, @usalamaforum, @CRECOKenya OR @fidakenya or **EMAIL** [policerecruitment2015@knchr.org](mailto:policerecruitment2015@knchr.org) immediately it happens.

In conclusion, all the ***names*** and ***gender*** of successful candidates and their respective ***identity card*** numbers must be publicly announced at each recruitment center by the end of the day for proper public accountability.

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