



NATIONAL POLICE SERVICE

INFORMATION PACK

POLICY FRAMEWORK AND STRATEGY FOR REORGANIZATION OF THE NATIONAL POLICE SERVICE

AND

PROVISION OF DECENT AND AFFORDABLE HOUSING FOR POLICE OFFICERS AND INTEGRATION WITH
COMMUNITIES AND NEIGHBOURHOODS

Frequently Asked Questions and Answers (FAQs)

This information pack is an executive summary of a Policy Framework and Strategy that seeks to achieve optimal efficiency and effectiveness in performance and delivery of policing services to the citizens of Kenya. It proposes to reform the command and control structures within the National Police Service and achieve optimal utilization of resources. The reforms are administrative and within the framework of independent command as provided for by the law.

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Frequently Asked Questions and Answers (FAQs)

No.	QUESTION	ANSWER
1.	What are the key components of current reforms?	<ul style="list-style-type: none"> i) Reorganized National Police Service. ii) Harmonized command structure. iii) New uniforms for General Duty Police. iv) Strengthened Formed Police Units. v) New policy on House Allowance for Officers of all ranks. vi) Integration of Police Officers with communities and neighborhoods.
2.	When is the effective date for these changes?	Immediately after the President issues directive for implementation or as may be communicated.
3.	What are the distinct reporting functions for DIGs and DCI?	<ul style="list-style-type: none"> i) DIG-KPS – Public Security and Safety. ii) DIG-APS – Protective and Border Security. iii) DCI – Criminal Investigations.
4.	Is Administration Police Service being disbanded?	No.
5.	Will the constituent services of NPS remain as provided in the Constitution?	Yes.
6.	What will be different?	<ul style="list-style-type: none"> i) A larger and more streamlined General Duty Police under KPS. ii) Allocation of distinct functions of Border security, Anti-Stock theft and critical infrastructure protection to APS. iii) Provide House Allowance to all Police Officers regardless of ranks who will live among the communities they serve.
7.	How is reorganization going to affect APS and KPS?	General Duty KPS and APS will integrate to become one under command of DIG-KPS.
8.	Will General Duty APS wear KPS General Duty Uniform?	No.
9.	Will General Duty KPS wear APS General Duty Uniform?	No.
10.	Will the General duty Police change uniform?	Yes.

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11.	Will the uniform be different for junior and Senior Officers?	No. All from Police Constable to Inspector General will wear same color and quality.
12.	What will differentiate them?	Only ranks and equivalent decorations.
13.	Which Uniform will the new General Duty Police wear?	GD working dress – Deep Blue. GD ceremonial – Navy Blue. GD working dress Jacket – Deep Blue.
14.	What will happens to same ranks that were formally in KPS and APS?	Ranks will be rationalized and rearranged. Everyone will fit within new hierarchy of command.
15.	Can a former APS become OCS, Sub County, County or Regional Police Commander?	Yes, all the commander positions will be redistributed according to merit.
16.	What will happen to “Askari wa Chief” who was APS?	The OCS will support the chief on need basis. After serving the need, the Police will revert to their post ready for debriefing, review of performance and proceed next assignment.
17.	What will happens to the various APS Posts?	They will be part of the Police Station in the area either as Posts or Patrol Bases.
18.	How will former APS operate in Police Stations?	They operate just like any other KPS General Duty Police. They will process their incidents from arrest to charging and witnessing in courts as well as performing any other Police Station work.
19.	Will the APS or KPS be discriminated by the Commanders?	No. Supervision and discipline will be applied on same standards as per service standing orders.
20.	Will there be abolition of designations in the new reorganization?	Yes.

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21.	Which designation and positions have been abolished?	<ul style="list-style-type: none"> i) APS Regional Commander. ii) KPS Regional Commander. iii) DCI Regional Commander. iv) County Coordinating Commander. v) KPS County Commander. vi) APS County Commander. vii) DCI County Commander. viii) APS Sub County Commander. ix) DCI Sub County Commander. x) KPS Officer Commanding Police Divisions (OCPD). xi) District Administration Police Commander (DAPC). xii) APS Ward Commander.
22.	Which Positions and designations have been created and how will the new command structure look like?	<ul style="list-style-type: none"> i) Regional Police Commander (RPC). ii) County Police Commander (CPC). iii) Sub County Police Commander (SPC). iv) Officer in charge Police Station (OCS) - To be the Ward Commander in charge of a Police Station and its Posts/ Patrol Bases.
23.	What happen to the ranks they used to wear be abolition of designations and positions?	Nothing. Every Police Officer will have his rank preserved even after integration or abolition of position or designation.
24.	What will happen to the support of National Government Administration by the Police?	Police will continue supporting coordination of National Government and functions of security committees, within the framework of reorganized National Police Service and independent command.
25.	Will the financial provisions of NPS under NPS Act 2011 part XVI be implemented?	Yes.



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26.	How many APS General Duty Police will integrate with KPS General Duty?	24,572 General Duty APS.
27.	How many KPS General Duty will merge with APS General Duty?	36,680 General Duty KPS.
28.	What will be the net effect of integration on GDPPR?	General Duty Police Population Ratio (GDPPR) will increase from 1:991 to 1:643 (DCI inclusive).
29.	What is GDPPR?	It is a new measure of citizen's accessibility to policing services. PPR will measure the general ratio for planning and resourcing Police as it includes formed units currently at 1:419.
30.	Will former APS be able to join DCI?	Yes as they will be talent spotted from KPS General Duty.
31.	Are the above changes in line with Constitution?	Yes.
32.	Which section allows the IG NPS to reorganize?	Article 245(2)(b) on independent command and section 10(f-h) of NPS Act 2011 on mandate of IG – NPS.
33.	Is it possible to disband KPS or APS without Constitution amendment?	No.
34.	How will the new APS be organized?	It will be made up of formed units only.
35.	Which are the APS formed units?	<ul style="list-style-type: none"> i) Rapid Deployment Unit (RDU). ii) Border Police Unit (BPU). iii) APS Stock Theft Prevention Unit (APS - ASTU). iv) Critical Infrastructure Protection Unit (CIPU).
36.	What happens to APS formed units after attaining age of 40 years?	Debriefing and deployment KPS general Duty just like GSU does. Also one can be absorbed in other command responsibility as appropriate.

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37.	Which formed Units will be under KPS?	General Service Unit (GSU).
38.	How is reorganization going to affect KPS ASTU and APS-STPU?	ASTU and APSSTPU will merge into one APS-ASTU under command of DIG-APS.
39.	Will their uniform change?	Yes partially.
40.	What will happen to former KPS ASTU headquarters?	The ASTU headquarters and all assets of ASTU will be transferred under command of DIG-APS.
41.	What is Police X-factor?	Extraneous and peculiar circumstances in policing profession that differentiates them with civilian professions.
42.	How is X-factor applied?	Its applied to Police pay slip components inform of adjusted additional percentage of basic.
43.	What is Police X-factor on basic pay?	It's the one called police/prison allowance in pay slip.
44.	Will X-factor be applied to House allowance?	Yes. It is the main justification why Police and Prison allowance will be slightly above that of civilian employment.
45.	What will be the new House Allowances?	Commensurate to market rates and ranks and above civilian employment.
46.	How will the Police/Prison House Allowance be categorized?	3 Categories namely: <ul style="list-style-type: none"> • Nairobi County. • 5 Counties Cluster (Msa., Ksm., Nkr., Meru and Uasin Gishu. • All other Counties.
47.	What is the proposed new House Allowance for a police Constable?	i) Nairobi County – Ksh 18,124 per month. ii) 5 Counties Cluster (Msa., Ksm., Nkr., Meru and Uasin Gishu) – Ksh 13,124 per month. iii) All other Counties – Ksh 8,124 Per month.



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48.	After getting the new House Allowance, how long will the Police be allowed to stay in Police Lines and Police Estates?	90 days for General Duty Police. For Formed Police Units, they will be required to remain in Police Lines but pay a modest rent.
49.	What will happen to dilapidated slums in Police Lines?	They will be demolished.
50.	After how long will they be demolished?	90 days after new police House Allowances hit the pay slips.
51.	Who will be eligible for a house in the existing Police House Estates and Police Lines?	Guidelines will be provided.
52.	Will the police pay rents?	Police officers will pay rent and service their utilities like any other tenants under new landlord arrangements.
53.	What will happen to ongoing Police housing projects?	They will be completed for occupation by officers who will pay rent.
54.	What are the benefits of reorganization and integration of command of National Police Service to the citizens?	<ul style="list-style-type: none"> i) Enhanced synergy, complementation and team work among police officers for better delivery of services to citizens. ii) Clarity of command. iii) Easier and faster access to policing services. iv) Better utilization of public resources. v) Visible and easy to identify General Duty Police Officers. vi) Citizen friendly Police Uniforms. vii) Police Officers as your neighbors. viii) Enhance integrity among Police Officers and the Public. ix) Promote ethical conduct and close relations with the Public.
55.	What are the benefits of reorganization and integration of command to Police Officers?	<ul style="list-style-type: none"> i) Clear hierarchy of command. ii) Equal treatment of all Police Officers. iii) Enhanced discipline, accountability and supervision. iv) Minimized nepotism, fraternization, cronyism and intimidation of Police Officers.

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		<ul style="list-style-type: none"> v) Shared workload and equal work for equal pay. vi) Equal opportunity to serve or exit any unit or formation. vii) Equal opportunity for career progression from lowest to highest rank. viii) Rationalized access to Police Resources ix) Common Police culture, attitudes, values and behaviors. x) Enhance integrity among Police Officers and the Public. xi) Opportunity to live in civilian neighborhoods thus engender closer Police/ civilian relationship and build more effective community policing.
56.	Will there be changes in the Police Training Colleges?	Yes.
57.	What will be the changes in Police Colleges?	<p>All the NPS training colleges will be rebranded and be renamed as follows:</p> <ul style="list-style-type: none"> a) Kenya Police Training College(KPTC) to National Police College Kiganjo Campus to train General Duty Police recruits. b) Administration Police Service Training College to National Police College Embakasi A Campus to train RDU, CIPU, ASTU, BPU recruits. c) General Service Training School to National Police College Embakasi B Campus to train GSU recruits. d) Senior Staff College Loresho to National Police Service Senior Staff College Loresho Campus to train Senior Officers. e) Senior Staff College Emali to National Police Service Senior Staff College Emali Campus to train Middle level Officers. f) GSU Magadi Training School to National Police Service College Magadi Field Campus for tactical GSU training. g) Border Police Training School to National Police Service Boarder Police Training Campus for tactical BPU,CIPU, ASTU and RDU tactical training.
58.	What will be the new strength of APS?	SGB/CIPU-8,280, RDU-4,000, BPU-6,000, APS-ASTU-5,000, APTC/ Training-1,500. TOTAL 24,780.
59.	What will be the new strength of KPS?	General Duty Police (All units inclusive)-64,252, GSU-10,804, DCI-5,717. TOTAL 80,773.