

Police Reform in Kenya - Basket Fund Bulletin

IPOA upskills its staff

30 staff from the Independent Policing Oversight Authority received foundational training in order to build consistent and unified approaches to working challenges across the organization. Facilitated by the Basket Fund, the one week training in early March covered an introduction to complaints handling, investigative skills, case file processing, inspections, monitoring of police operations, alternative dispute resolution and community policing.

Selection of the 'Reform Champions'

25 'Reform Champions' have been selected by the National Police Service to lead the rollout of reforms at the police station level. The Inspector General invited officers passionate about reforms to volunteer for the role. All Reform Champions have passed the NPSC vetting exercise, and were assessed by the NPS and the Basket Fund as high-achieving and persuasive communicators. The Administration and Kenyan Police are equally represented, and are joined by members from DCI and the Office of the Inspector General. The Director of Reforms, Eng. John Ochieng, appraised the group as *'an impressive group of professionals with the skills and enthusiasm to lead the transformation charge'*.

Reforms on the way to the Stations

In February, 20 members of the NPS went into retreat to determine what actions Station Commanders should implement to operationalize 32 reforming policies/regulations. Supported by the Basket Fund, the team categorized 114 actions as obligatory/discretionary, high impact or otherwise, and the timelines for delivery. The resultant Action Point Work Plan for Station and Post Commanders will form the basis of a Monitoring and Evaluation Framework to measure compliance with the reform agenda at the frontline of policing.

Reforms Champions trained

In February the Basket Fund spent a week with the NPS Reform Champions to train them in the Roadmap Toolkit. The NPS Reform Champions will be responsible for delivering the Toolkit to all police stations/ward commanders across Kenya, starting with a pilot of 200. Then, they will coach/advise the stations/ward commanders to overcome the challenges associated with implementation of the Action Point Work Plan.



NPS Reforms Champions at their training, Nairobi, 29 February

Key NPS Reforming Regulations validated

On 16 February, some 100 members of civil society, government ministries, the police, the international community and national commissions/authorities gathered to validate and consult on three key NPS reforming strategies. Developed with Basket Fund technical assistance, the NPS Anti-Corruption Strategy was presented for validation, along with the Code of Conduct and Ethics, and a Human Rights Strategy was presented for consultation. All documents are summarized in the Roadmap Toolkit for sensitization of police officers on the ground.

Cabinet Secretary launches key reform documents

Cabinet Secretary Nkaissery launched the Strategic Plan and the Communication Strategy for the NPS at the Inspector General's conference in late January. The Basket Fund facilitated the development of both of these key reforming documents, and is working with the NPS to ensure that Strategic Plan and Communication Strategy action points are embedded in the Action Point Work Plan for delivery by Station Commanders.

The Police Reforms Basket Fund (Kenya) is a collaborative mechanism between the Government of Kenya and Development Partners to reform policing services in Kenya. UNODC is the implementing agency of the Basket Fund. All comments or enquiries regarding the Police Reform Basket Fund (Kenya) should be directed to Simon Charters at simon.charters@unodc.org

All past copies of the Basket Fund Bulletin can be accessed at <https://www.unodc.org/easternafrika/en/justice-bulletin.html>

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