

## Police Reform in Kenya - Basket Fund Bulletin

### Basket Fund support to the National Police Service Commission (NPSC)

The Basket Fund is delighted to confirm provisional agreement with the NPSC to support a suite of activities focused on operationalizing the NPSC mandate. Building on a rich history of collaboration, the Basket Fund will – amongst other activities – support a feasibility study to establish an National Police Service (NPS) performance management framework, assist in sensitizing police officers on the new human resource regulations, and provide resources to train personnel officers on those regulations.

### Community Policing in Kenya – Guidelines Drafted

At the invitation of the Inspector General, the Basket Fund supported the NPS in drafting community policing guidelines for police officers. On 16-17 March, a small group of stakeholders met at the Maanzoni to draft the Guidelines, consistent with the provisions of the Constitution, the NPS Act (2011), and the 2014 draft Community Policing Policy. The Guidelines are intended to give clear direction to all offices on how to implement community policing.

### NPS Transformation Facilitation Workshop: Phase II

23 NPS Reform Champions undertook a second phase of the Transformation Facilitation workshop on 21-24 March 2016 with the support of the Basket Fund. The Reform Champions will be responsible for delivering the Toolkit to all sub-county police station/ward commanders across Kenya, starting with a pilot of 200. They will then coach/advise the stations/ward commanders to overcome the challenges associated with implementation of the Action Point Work Plan.



## **Addressing Mindsets at the Top of the Reform Agenda for the NPS**

The Basket Fund launched an innovative approach to support reform of Kenya's NPS by addressing the mindsets of individuals within the organization. The Basket Fund engaged George Pransky, a world leader in the human relations field, to equip the 23 NPS reform champions with tools to overcome resistance to change. All officers signed up for an optional course which has started – to be taken in their free time – to learn more about Pransky's methods, and how they may use this approach to impact on organizational change within the NPS. Read more at <https://www.unodc.org/easternafrika/>

## **IPOA upskills its staff**

35 more staff from the Independent Policing Oversight Authority reported for Foundational Training on 18 April, in order to build consistent and unified approaches to working challenges across the organization. Facilitated by the Basket Fund, the one week training was the second time its been run, and covered an introduction to complaints handling, investigative skills, case file processing, inspections, monitoring of police operations, alternative dispute resolution and community policing.

## **UNODC Representative meets with Inspector General Boinnet**

Inspector General Boinnet received Mr. Jose Vila del Castillo (below), UNODC's Representative for Eastern Africa, on 17 March 2016 to express their mutual gratitude for the partnership to reform policing services in Kenya. Discussions also turned to leadership training, general elections, psychosocial support for officers and responses to emerging regional crime trends.



## **UNODC Police Reforms Assessment Team Arrive in Tanzania**

On the invitation of the Inspector General of Police, a UNODC assessment team arrived in Dar-es-Salaam on 18<sup>th</sup> April to conduct an assessment of police reforms. The team was led by Lenny

Gill (specializing on Police Leadership), and also included Simon Baker (Community Policing) and Sean Tait (Oversight).

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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](mailto: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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