



LEGAL NOTICE NO.....

THE NATIONAL POLICE SERVICE COMMISSION ACT
(Cap. 85)

THE NATIONAL POLICE SERVICE COMMISSION (RECRUITMENT AND
APPOINTMENT) REGULATIONS, 2025

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CLERK-AT-THE-TABLE:	A. Shibusko

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THE NATIONAL POLICE SERVICE COMMISSION ACT

(Cap 85)

IN EXERCISE of the powers conferred by section 28 of the National Police Service Commission Act, the National Police Service Commission makes the following Regulations—

**THE NATIONAL POLICE SERVICE COMMISSION
(RECRUITMENT AND APPOINTMENT) REGULATIONS, 2025**

	PART I—PRELIMINARY
Citation.	1. These Regulations may be cited as the National Police Service Commission (Recruitment and Appointment) Regulations, 2025.
Application. Cap. 84.	2. (1) These Regulations shall apply to the recruitment and appointment into the Service.
Interpretation.	3. In these Regulations, unless the context otherwise requires—
	“accredited observer” means a person or institution that has been accredited by the Commission to observe a recruitment process;
Cap 85.	“Act” refers to the National Police Service Commission Act;
	“acting appointment” means temporary conferment upon a member of the Service, of the power to perform duties of an office other than the office the member substantively holds, while the member continues to hold the substantive appointment;
Cap. 127.	“administrative unit” includes a ward, location and sub-location, within the meaning of the National Government Coordination Act;
	“aggregate score” means the total combined score a candidate receives after assessment on the several criteria for recruitment as specified by the Commission;
	“allocated slots” means the number of candidates to be recruited in a particular constituency, and the number distributed to administrative units within a constituency, based on a weighted

	Formula to be determined by the Commission using the parameters in regulation 6(4);
	“appointment” means the notification of employment, or the formal conferment of a position, in the Service;
	“cadet” means a candidate for recruitment into the Service who has attained eighteen years of age and is not more than thirty years of age, and holds a university qualification;
Cap. 84.	“civilian” means a person employed in the Service who is not a police officer within the meaning of the National Police Service Act but does not include staff of the Commission secretariat;
	“Commission” means the National Police Service Commission established under Article 246 of the Constitution;
Cap 7.	“constituency” has the meaning assigned under section 2 of the Elections Act;
	“designated fields” refers to professional fields determined by the Commission by resolution to be specialised fields for the purpose of these Regulations;
	“establishment” means the required number of staff in the Service determined upon a staffing needs analysis;
	“marginalised community” means marginalised community as defined under Article 260 of the Constitution;
Cap. 84.	“member of the Service” has the meaning assigned under section 2 of the National Police Service Act;
	“merit” with reference to a candidate seeking to enter the Service, means that the person—
	(a) has ability, aptitude, knowledge, and personal qualities relevant to undertaking the duties to be assigned to that person;
Cap. 185C.	(b) satisfies integrity requirements of Chapter Six of the Constitution and the Leadership and Integrity Act;
	(c) has potential for further development;
	(d) has required educational qualifications and experience; and

	(e) meets the criteria set out in the advertisement for the vacancy for which the person is considered.
	“merit list” mean the official ranked list of candidates arranged based on their performance scores in a selection process;
	“officer of the Commission” means a member of staff serving within the secretariat of the Commission;
	“police reserve officer” means a member of the National Police Reserve appointed under regulation 30;
	“pre-recruitment clinic programme” means a programme organised by the Commission to sensitise the stakeholders and the public on the upcoming recruitment process;
	“reasonable accommodation” means the modification or adjustment made to a job, work environment, or workplace policies to enable a qualified individual with a disability to perform the essential functions of a job, enjoy equal opportunity, and access necessary benefits and privileges in the Service;
	“recruitment centre” means a place designated and publicised by the Commission in advance of recruitment for conducting document verification, physical assessment, and related activities;
	“recruitment panel” refers to a recruitment panel constituted under regulation 9;
	“recruitment system” means the police recruitment platform provided by the Commission to facilitate online applications for recruitment into the Service and to process such applications;
Cap.84.	“Reserve” has the meaning assigned under the National Police Service Act;
	“Service” means the National Police Service established by Article 243 of the Constitution;
	“specialist” means a person recruited pursuant to regulation 27;
	“Steering Committee” means the National Police Service Recruitment Steering Committee established under regulation 7;
	“strength” means the actual number of members within the Service;

	“talented person” means the persons recruited into the Service under regulation 28;
	“Technical Committee” refers to the National Police Service Recruitment Technical Committee established under regulation 8;
	“training” means the imparting and inculcating of skills, knowledge, ability, and behaviour which is necessary for a person to undertake the responsibilities of the relevant office;
	“transfer” means the relocation of an officer, together with matters relating to the officer, from a duty station to a new duty station, including the pay point of the officer, to a new duty station;
	“university qualification” means qualification from a university recognised by the relevant government agency;
	“vacancy” means to the occasion when the strength in the Service is less than the establishment required;
	“vetting” refers to the process of assessing a person’s suitability for appointment into the Service, and includes background check.
Object.	4. The object of these Regulations is to—
	(a) provide a detailed and standardised procedure for the recruitment of members of the Service;
	(b) ensure that the recruitment process is fair, objective, transparent and upholds the standards provided in the Constitution and the applicable written laws;
	(c) specify the roles and responsibilities of persons or committees involved in the recruitment process; and
	(d) enhance the efficiency and accountability of the recruitment process, including through the use of technology.
Guiding principles.	5. Every person involved in implementing these Regulations shall adhere to the following principles—
Cap. 85. Cap 84.	(a) the recruitment of members of the Service shall consider gender, regional and ethnic balance as provided under the Constitution, the National Police Service Commission Act and the National Police Service Act to ensure that the

	composition of the Service reflects Kenya's national diversity;
	(b) recruitment shall be subject to the availability of vacancies within the approved establishment of the Service;
	(c) the number, category and timing of recruitment or appointment shall be determined on the basis of the operational needs of the Service;
Cap. 185C.	(d) eligibility for recruitment or appointment shall be subject to the candidate satisfying the integrity requirements set out in the Leadership and Integrity Act and any other applicable laws;
	(e) no person shall give, offer or be required to give or offer any money or other form of consideration in exchange for employment in the Service;
	(f) the recruitment process shall be competitive, transparent, equitable and fair and shall uphold the national values and principles set out in Articles 10 and 232 of the Constitution.
Responsibilities of the Commission.	<p>6. (1) Subject to Article 246(3)(a) of the Constitution recruitment into the Service as provided under section 10 of the Act, the Commission shall—</p> <p>(a) advertise vacancies in the Service on its website, in at least two newspapers of national circulation and through any other available media, and shall invite applications within a specified period which shall not be less than fourteen days;</p>
	(b) approve and publish the list of shortlisted or selected candidates;
	(c) submit a recruitment report to the President and the National Assembly within sixty days after the conclusion of the recruitment exercise; and
	(d) deal with any matter incidental to the recruitment exercise.

	(2) The Commission shall for each recruitment cycle determine and allocate the specific number of candidates to be recruited into the Service from each constituency.
	(3) In allocating numbers to each constituency, the Commission shall ensure that the distribution promotes gender equity and reflects a geographical balance across the administrative units within the constituency.
	(4) In determining the allocations under sub-regulation (3) the Commission shall apply a weighted formula that considers—
	(a) the national population;
	(b) the poverty index;
	(c) an equal share component;
	(d) affirmative action measures in favour of marginalized groups or communities, where necessary; and
	(e) any other criteria that the Commission may from time to time determine.
Cap. 112.	(5) In this regulation, “poverty index” means the most recent poverty index published by the Kenya National Bureau of Statistics established under section 3 of the Statistics Act.
	PART II—INSTITUTIONAL FRAMEWORK
National Police Recruitment Steering Committee.	7. (1) Subject to section 13 of the Act, the Commission shall, for every recruitment process, constitute the National Police Recruitment Steering Committee comprising members of the Commission appointed under Article 246(2) of the Constitution and such other persons as may be co-opted into the Committee for the purpose of a specific recruitment.
	(2) The Steering Committee may sit in plenary or constitute sub-committees comprising not less than three members to handle any aspect of the recruitment process including, but not limited to—
	(a) undertaking public sensitization through mainstream media and locally available communication channels prior to the declaration of vacancies;
	(b) informing candidates of the three phases of the recruitment process and communicate the requirements

	including the actions to be taken and documents to be presented at each phase;
	(c) reviewing and approving proposed recruitment centres prior to commencement of the recruitment exercise;
	(d) approving training of officers to be engaged in the recruitment process;
	(e) approving and accrediting individuals or organizations to serve as recruitment observers in accordance with established guidelines;
	(f) ensuring effective oversight of the Technical Recruitment Committee and recruitment panels;
	(g) providing direction to the Technical Committee and a recruitment panel on any issue arising during the recruitment process including suspension, postponement, or cancellation of the whole or part of the recruitment process affecting the entire process or a particular recruitment center or centers;
	(h) receiving the names of the selected candidates for consideration and approval;
	(i) ensuring that due diligence is conducted on selected candidates, including undertaking background checks;
	(j) consider and recommend for approval the final list of selected candidates submitted by the Technical Committee under regulation 8 (3) (i);
	(k) hearing and determining unresolved complaints or appeals arising from the recruitment process or appointments; and
	(l) considering and approving the recruitment report for publication and submission in compliance with Article 254 of the Constitution.
National Police Recruitment Technical Committee.	8. (1) Subject to section 13 of the Act, the Commission shall, for every recruitment process, constitute, the National Police Recruitment Technical Committee, comprising—

	(a) the officer in charge of human capital management at the Commission;
	(b) the officer in charge of planning at the Commission;
	(c) the officer in charge of legal services at the Commission;
	(d) the officer in charge of information communication and technology at the Commission;
	(e) the officer in charge of administration at the Commission;
	(f) the officer in charge of the recruitment function at the Commission, who shall serve as the secretary to the Committee;
	(g) the officer in charge of personnel at the National Police Service;
	(h) the head of National Police Service Training College for the Kenya Police Service;
	(i) the head of National Police Service Training College for the Administration Police Service;
	(j) the head of National Police Service Training College for the General Service Unit;
	(k) Head of National Criminal Investigation Academy; and
	(l) any other officer, as the Commission shall consider necessary.
	(2) The Chief Executive Officer of the Commission shall designate one member of the Committee to serve as the chairperson.
	(3) The function of the Technical Committee shall be to—
	(a) prepare the programme for the recruitment exercise, for approval by the Steering Committee;
	(b) prepare a notice declaring the vacancies and advertising the recruitment for approval by the Steering Committee;
	(c) design and implement a pre-recruitment clinic programme;

	(d) coordinate and provide all necessary logistics for the recruitment exercise, and ensure adequate publicity and security at the recruitment centers;
	(e) survey the proposed recruitment centers and prepare a report for submission to the Steering Committee;
	(f) develop and implement a training programme for members of the recruitment panels;
	(g) prepare and disseminate information, education, and communication materials relating to the recruitment in good time prior to the recruitment exercise;
	(h) design and deliver sensitization programme for the public through both print and electronic media;
	(i) consolidate the final list of selected candidates as received from respective recruitment panels under regulation 9(4)(f) and submit to the Steering Committee for consideration;
	(j) receive and review recruitment reports submitted by recruitment panels and prepare a national recruitment report for consideration and approval by the Steering Committee;
	(k) receive complaints arising from the recruitment exercise as reported by the recruitment panels and either resolve them or refer them to the Steering Committee for consideration; and
	(l) perform any other duties as may be assigned by the Steering Committee.
	(4) The training programme referred to in sub-regulation (3) (f) shall include—
	(a) instruction on the use of the recruitment system;
	(b) adherence to recruitment administrative guidelines and procedures;
	(c) ethical considerations including integrity, impartiality, confidentiality and avoidance of conflict of interests;

	(d) proper documentation practices, including record keeping, reporting and handling complaints;
	(e) interview process and techniques; and
	(f) any other emerging issue relevant to the recruitment process.
Recruitment panels.	9. (1) The Commission shall, for each recruitment exercise, constitute such number of recruitment panels as it may consider necessary and shall ensure that the composition of each recruitment panel complies with the requirement on gender equity.
	(2) A recruitment panel shall consist of—
	(a) an officer of the Commission not below Scale 6, who shall serve as the chairperson;
	(b) an officer of the Service not below the rank of Superintendent of Police, who shall serve as the vice-chairperson;
	(c) an officer of the Commission not below Scale 4;
	(d) an officer of the Service not below the rank of Chief Inspector of Police;
	(e) a Medical Officer of Health; and
	(f) any other officer, as the Commission may appoint.
	(3) The officers referred to in sub-regulation (2) (c) and (d) shall serve as joint secretaries to the recruitment panel.
	(4) The function of a recruitment panel shall be to—
	(a) carry out recruitment at the designated recruitment centres;
	(b) prepare and set up the designated recruitment centre prior to the recruitment exercise;
	(c) verify the original documents presented by each candidate against the information submitted through the recruitment system or any other mode specified by the Commission;

	(d) conduct physical assessment of each shortlisted candidate, in accordance with regulation 21;
	(e) manage all logistical arrangements at the designated recruitment centre;
	(f) prepare and submit the final list of selected candidates to the technical committee for consideration;
	(g) prepare and submit to the Technical Committee a comprehensive report on the recruitment conducted at the designated centre including the minutes of a recruitment panel meetings;
	(h) submit to the Technical Committee a report of complaints received indicating those resolved and those pending resolution;
	(i) submit, through the recruitment system or any other mode specified by the Commission, a return in Form 1 set out in the First Schedule;
	(j) cancel a recruitment exercise at a designated recruitment centre with the concurrence of the Steering Committee; and
	(k) perform any other function or task as may be assigned by the Technical Committee or the Steering Committee.
	(5) A recruitment panel member shall, before undertaking any duty take and subscribe to the oath of integrity set out in the Second Schedule.
	(6) The chairperson shall preside over the meetings and activities of the recruitment panel and shall be responsible for overseeing and coordinating the recruitment exercise at the designated recruitment centre, including addressing and resolving any complaints lodged with the recruitment panel at that level.
	(7) A recruitment panel shall discharge its assigned tasks in a professional and accountable manner free from any conflict of interest and in strict compliance with the guiding principles set out in regulation 5.
	(8) A recruitment panel member shall not be assigned to serve in the constituency from which he originates.

	(9) The joint secretaries shall serve as technical advisors to the recruitment panel on matters relating to recruitment.
	(10) The joint secretaries shall—
	(a) maintain a register of all applications considered by the recruitment panel;
	(b) compile a list of the selected candidates and the unsuccessful candidates;
	(c) keep custody of all correspondence relating to the recruitment centre;
	(d) keep records and minutes of the meetings of the recruitment panel; and
	(e) maintain a register of complaints.
Integrity of the process.	10. The Commission shall ensure that every person who is involved in the recruitment process—
	(a) takes an oath to uphold and apply the principles and values enshrined in the Constitution;
	(b) complies with applicable laws, regulations and policies;
	(c) discharges their duties honestly, impartially, diligently, without fear or favour, and free from conflict of interests; and
	(d) is briefed or trained on the recruitment process prior to undertaking their responsibilities.
	PART III—RECRUITMENT PROCESS
Categories of recruitment.	11. A person may enter the Service—
	(a) as a police constable;
	(b) in higher ranks, through cadet entry scheme;
	(c) as a specialist;
	(d) as an exceptionally talented person;
	(e) as a civilian staff; or
	(f) as a police reserve officer.
General entry criteria.	12.(1) A person shall be qualified to be considered for recruitment into the Service if the person—

	(a) is a citizen of Kenya;
	(b) holds a Kenya National Identity Card;
	(c) has attained minimum academic qualifications as may be determined by the Commission from time to time;
	(d) has attained the age of eighteen years by the closing date for submission of applications and— <ul style="list-style-type: none"> i. has not attained the age of twenty-eight years in the case of a constable; or ii. has not attained the age of thirty years in the case of a cadet;
	(e) is physically and medically fit; and
	(f) makes a declaration confirming that he has no criminal record .
	(2) The Commission shall in each recruitment cycle set a proportion of the available vacancies for affirmative action. (3) A person recruited pursuant to sub-regulation (2) shall satisfy all other requirements for recruitment. (4) The Commission shall record in writing the reasons for recruitment under this regulation.
	(3) In addition to meeting the requirements for recruitment, a candidate shall undergo and pass such interviews, assessments, examinations, and vetting processes, as may be determined through a resolution of the Commission.
Declaration of vacancies and advertisement.	13.(1) Whenever there are vacancies in the Service, the Commission shall—
	(a) declare the vacancies; and
	(b) advertise the intention to recruit— <ul style="list-style-type: none"> i. on the Commission’s website; ii. in at least two newspapers of national circulation; iii. on Commission’s official social media accounts; and iv. through any other available media.
	(2) The advertisement shall include information on—

	(a) the application procedure, including guidance on the use of the recruitment system where applicable;
	(b) the criteria for the recruitment;
	(c) the closing date for submission of applications, which shall not be less than fourteen days from the date of the advertisement;
	(d) where additional information regarding the advertisement may be accessed, including the designated recruitment centres; and
	(e) any other information which the Commission may from time to time consider necessary.
Accreditation of independent observers.	14.(1) At the commencement of a recruitment process, the Commission shall invite relevant stakeholders to submit the names of individuals from their institutions for accreditation as independent observers.
	(2) An institution or person seeking accreditation under this regulation shall apply in Form 2 set out in the First Schedule, either electronically through the recruitment system or by physical submission as the Commission may direct.
	(3) The Commission shall issue an official identification badge to each accredited observer which shall be prominently displayed at all times during the recruitment process.
	(4) Accreditation shall apply only to the specific recruitment exercise for which it is granted and shall not extend to other recruitment exercises or activities.
	(5) The chairperson of a recruitment panel shall grant accredited observers access to the designated recruitment centres.
	(6) The Commission may revoke the accreditation of an observer— (a) if satisfied that the observer has acted in a biased manner or pursued interests prejudicial to the fairness of the recruitment process; or (b) if the observer contravenes any provision of these Regulations.

	(7) A person or institution shall not be permitted to observe the recruitment process unless duly accredited by the Commission.
	(8) Upon conclusion of the recruitment process every accredited observer shall within the period specified by the Commission submit a report in Form 3 set out in the First Schedule either electronically through the recruitment system, or in physical form as the Commission may direct.
	(9) The Commission shall, in its report under regulation 6(2)(c) specify the issues raised by accredited observers in their reports, together with any proposals to address those issues or to improve the recruitment process.
Duration of recruitment process.	15. Subject to regulation 37, the recruitment process shall be completed within one hundred and twenty days from the date of declaration of vacancies, excluding any period during which the process is suspended by a court order.
	PART IV—RECRUITMENT OF CONSTABLES AND CADETS
Recruitment phases.	16. The recruitment of constables and cadets shall be conducted in three phases—
	(a) Phase one consisting — (i) submission of applications; (ii) shortlisting of candidates by the Commission through the recruitment system or any other method the Commission may specify; and (iii) notification of shortlisted candidates
	(b) Phase two consisting — (i) verification of documents; (ii) physical assessment of candidates; (iii) medical assessment; and (iv) issuance of admission letters; and
	(c) phase three consisting of admission of successful candidates into the designated police training colleges and commencement of training.

Procedure for applying.	<p>17. (1) A person interested to fill an advertised vacancy shall apply through the recruitment system or, under special circumstances, through such other method as the Commission may specify in the advertisement.</p>
	<p>(2) The recruitment system shall be—</p> <ul style="list-style-type: none"> (a) transparent; (b) secure and free from improper influence or unlawful interference; (c) administered in an impartial, neutral, accurate and accountable manner; and (d) capable of being audited for transparency and accountability.
	<p>(3) An application under sub-regulation (1) shall be made in Form 4 set out in the First Schedule.</p>
	<p>(4) The Commission shall—</p> <ul style="list-style-type: none"> (a) provide the necessary information and support to assist applicants who encounter technical challenges while using the recruitment system; and (b) ensure that all applications submitted in electronic or print form are duly acknowledged.
	<p>(5) A candidate who fails to provide the mandatory information as specified shall be ineligible to be shortlisted, and the application shall be deemed to be invalid.</p>
Shortlisting of candidates.	<p>18 (1) Subject to the special circumstances provided under regulation 17(1), the Commission shall process all applications received through the recruitment system, or any other method as the Commission may specify, and shall shortlist candidates who meet the specified minimum eligibility criteria.</p>
	<p>(2) Upon the closure of the application period, the Commission shall only shortlist candidates who meet the minimum requirements specified for the advertised vacancy considering the principles of affirmative action.</p>
Publication of the shortlisted candidates.	<p>19 (1) The Commission shall within seven days of shortlisting publish and publicize the names of shortlisted candidates on its official website and through such other modes as it may determine.</p>

	(2) The Commission shall notify each shortlisted candidate through the email address or telephone contact provided in their application to report to the designated recruitment centres at least seven days before the scheduled date for document verification and physical assessment.
	(3) A notification under sub-regulation (2) shall specify—
	(a) the name of the candidate and the designated recruitment centre;
	(b) the date on which the candidate is required to attend;
	(c) that the verification of documents and physical assessment shall be conducted between 8am and 5pm on the specified date or at such other time as the Commission may determine;
	(d) the documents required for verification;
	(e) that late arrival at the recruitment centre or failure to attend shall result in automatic disqualification; and
	(f) any other relevant information that the Commission may consider necessary for the effective conduct of the recruitment.
Verification of documents.	20 (1) A candidate, other than a shortlisted candidate, shall not be permitted to attend the verification of documents and physical assessment.
	(2) An eligible candidate shall appear in person before the relevant recruitment panel and present the original documents specified in the invitation notice.
	(3) The recruitment panel shall scrutinise and verify the original documents against the information provided in the application submitted through the mode specified by the Commission.
	(4) The recruitment panel shall retain copies of the verified documents and return the originals to the candidate immediately after verification.
	(5) The Commission may conduct independent verification or authentication of any document submitted by a candidate.
	(6) Failure to provide original documents as specified in the invitation notice shall result in disqualification.

Physical assessment of candidates.	21 .(1) The chairperson of a recruitment panel shall be responsible for ensuring that physical assessment of candidates is conducted in a professional, decent, transparent accountable and ethical manner.
	(2) Members of a recruitment panel shall be individually and collectively accountable for any act or omission that contravenes these Regulations or any applicable law, and may be subject to disciplinary or other legal process.
	(3) Where a recruitment exercise fails to commence as scheduled and the delay exceeds thirty minutes, the chairperson of the recruitment panel, in consultation with the Steering Committee may vary the commencement time and shall record reasons for such variation in the panel's report.
	(4) The recruitment panel shall—
	(a) brief all shortlisted candidates and accredited observers present on the procedures applicable to the recruitment exercise; and
	(b) organise shortlisted candidates to queue in accordance with their respective administrative units to facilitate the physical assessment.
	(5) Each candidate shall be assessed on observable physical attributes and physical fitness, in accordance with the criteria in Form 5 set out in the First Schedule.
	(6) The criteria for physical assessment shall—
	(a) be objective and applied uniformly to all candidates;
	(b) be communicated to all candidates at the commencement of the recruitment exercise; and
	(c) include running over a specified distance as part of the assessment.
Medical assessment.	22. (1) On completion of the physical assessment a successful candidate shall undertake a medical assessment conducted by a qualified medical practitioner to determine their fitness to commence and undertake police training.
	(2) The medical assessment, including the collection, handling, storage and processing of information, samples, and data shall be

Cap. 411C.	carried out in compliance with applicable written law, including the Data Protection Act.
Issuance of letters of admission.	23. The Commission shall upon successful medical assessment generate and issue letters of admission to candidates who have successfully met the specified recruitment requirements and no candidate shall be admitted unless all such requirements have been satisfied.
	(2) A letter of admission shall contain—
	(a) the full name of the candidate;
	(b) the candidate's national identity card number;
	(c) the name of the designated training college;
	(d) the date for reporting to the training college;
	(e) essential items to be carried; and
	(f) any other relevant information as the Commission may determine.
Selection of candidates.	24.(1) A recruitment panel shall assess each candidate in accordance with the recruitment criteria and shall prepare a list of candidates who have passed the assessment, in Form 6 set out in the First Schedule, and shall forward the list to the Commission for confirmation.
	(2) The list under sub-regulation (1) shall be generated and submitted electronically through the designated recruitment system or by such other mode as the Commission may specify.
	(3) Subject to the number of applications received, the Commission shall ensure that the number of candidates selected in each constituency is at least three times the number of slots allocated to that constituency, and the same principle shall where applicable be applied to the numbers selected at the recruitment centres.
	(4) A constituency shall not have fewer than three times the allocated slots selected unless the number of eligible applicants is insufficient.
	(5) In selecting candidates, the recruitment panel shall be guided by—

	(a) the aggregated score sheet generated through the recruitment system or such other method as the Commission may specify;
	(b) the allocation criteria determined by the Commission; and
	(c) equity in the distribution of opportunities among administrative units within the constituency.
	(6) Upon completion of physical and medical assessment of candidates, and not later than seven days after the assessment, the recruitment panel shall submit to the Commission, through the recruitment system or such other mode as the Commission may specify, —
	(a) the names of the selected candidates at each recruitment centre;
	(b) a report of the recruitment exercise;
	(c) any reports or feedback submitted by accredited observers;
	(d) details of complaints received and the manner in which they were handled, resolved or escalated to the Technical Committee; and
	(e) copies of documents submitted by the candidates and retained by the panel.
	(7) The documents referred to in sub-regulation (6) shall constitute the official record of the Commission for the recruitment exercise at the relevant centre.
	(8) A recruitment panel or any member of the panel who—
	(a) fails to submit the documents required under sub-regulation (6); or
	(b) submits falsified documents or information,
	commits a disciplinary offence and shall be subject to appropriate disciplinary action in accordance with applicable laws, regulations or policy guidelines.
Approval of final selection list.	25. (1) The Commission shall—

	(a) approve the final lists of names of candidates selected and submitted by the recruitment panels through the Steering Committee;
	(b) approve the final selection list, in accordance with the recruitment principles and criteria set out in these Regulations;
	(c) transmit the approved final selection list to the Inspector General; and
	(d) upload the list on the Commission's official website, and simultaneously publish a notice in at least two newspapers of national circulation— (i) informing the public of the successful completion of that stage of the recruitment exercise; (ii) notifying interested parties that the details of selected candidate have been uploaded on the website.
	(e) upload the list on the Commission's official website, and simultaneously publish a notice in at least two newspapers of national circulation— (i) informing the public of the successful completion of that stage of the recruitment exercise; and (ii) notifying interested parties that the details of selected candidate have been uploaded on the website.
	(2) A candidate who fails to report to the designated training college on the specified reporting date, and the failure continues for three days without valid justification, shall be deemed to have forfeited admission.
	(3) The Technical Committee shall within three days after the deadline for reporting, submit to the Commission a return, in Form 7 set out in the First Schedule, indicating the names of candidates who have reported and those who have failed to report to the designated training colleges.
	(4) Upon receipt of the return referred to in sub-regulation (3), the Commission may within fourteen days, replace a candidate who has forfeited admission with another shortlisted candidate of the same gender, ethnicity, and locality.

	(5) Where a suitable replacement under sub-regulation (4) is not available after reasonable effort, the Commission may select another qualified candidate from the merit list.
	(6) The procedure under this regulation shall also apply where a candidate withdraws from the process or dies after reporting, provided that the withdrawal or death occurs within fourteen days of reporting to the training college.
	(7) Any replacement under sub-regulation (6) shall be effected not later than thirty days after the date of commencement of training and no replacement shall be permitted after that period.
Grounds for disqualification.	26.(1) A candidate admitted to a police training college shall be disqualified if the candidate—
	(a) fails to meet the specified physical and medical fitness standards;
	(b) is found to have willfully provided false information or submitted forged or fraudulent documents;
	(c) has a criminal record; or
	(d) fails to meet the standards of integrity required in the Service.
	(2) A candidate shall not be disqualified under this regulation unless the candidate has been afforded an opportunity to be heard and due process has been observed.
	(3) Where a candidate has been disqualified under this regulation, the Commission may replace the candidate if— (a) the replacement candidate meets the specified requirements for recruitment; and (b) the replacement is done not later than thirty days from the date of commencement of training.
	(4) A replacement under sub-regulation (3) shall be guided by the procedure provided under regulation 24 (4) and (5).
	PART V—RECRUITMENT OF SPECIALISTS, EXCEPTIONALLY TALENTED PERSONS AND CIVILIAN STAFF

Recruitment of specialists.	27.(1) A person who possesses professional or technical expertise in a designated field may be appointed into the Service at a rank higher than the entry level rank of police constable.
	(2) For the purpose of this regulation, a specialist shall be a person who has a professional background in the fields designated in the Third Schedule.
	(3) The Commission may— (a) amend the Third Schedule by adding or removing a category of specialists as the Commission considers necessary; (b) by resolution, designate additional fields and the number of professionals to be recruited under the specialists' entry scheme; and (c) ensure that such recruitment does not prejudice the career progression of officers appointed at entry level ranks.
	(4) The specialists category shall apply exclusively to persons recruited and appointed into the Service on the basis of their specialised skills or expertise.
	(5) Subject to regulation 44(2), an officer recruited under this regulation shall not hold a command position in the Service.
	(6) The procedure applicable to the recruitment of police constables shall, with necessary modifications, apply to the recruitment of specialists.
Recruitment of exceptionally talented persons.	28.(1) The Commission may recruit exceptionally talented persons into the Service.
	(2) The recruitment of exceptionally talented persons shall, with the necessary modification, follow the procedure applicable to the recruitment of police constables.
	(3) Where the Commission identifies a need to recruit exceptionally talented persons, it shall scout for and identify individuals possessing the requisite talent.
	(4) The criteria for identifying and selecting exceptionally talented persons shall include—
	(a) demonstrable outstanding ability in any sport, music, performing art, visual art or other recognised creative

	discipline, supported by a portfolio or performance record;
	(b) verifiable proof of participation in international, national, regional or local competitions, festivals or showcases, relevant to the area of talent;
	(c) possession of certificates, trophies, medals or other forms of official recognition received at any level of competition or artistic engagement;
	(d) demonstrable active membership of, or involvement in, accredited or recognised talent academies, federations, associations or creative institutions, where applicable; and
	(e) letters of recommendation from relevant government institutions or industry experts, or recognised professional bodies within the candidate's field of expertise where applicable.
	(5) A person seeking entry into the Service under this regulation shall apply to the Commission through the recruitment system or such other mode as the Commission may specify and shall indicate—
	(a) the academic qualification and where applicable, professional certification;
	(b) a description of the applicant's demonstrated talent;
	(c) particulars of participation in national, regional, or international competition, festival, showcases, or similar forums relevant to the talent areas;
	(d) awards, recognition, or portfolio supporting the claimed talent; and
	(e) any other information that the Commission may require.
	(6) An eligible applicant shall undergo an audition or talent assessment.
	(7) The audition, talent assessment and review shall be conducted by a recruitment panel, and where necessary, in consultation with relevant government ministries, departments or industry experts.

	(8) A candidate who passes the talent assessment shall be subjected to physical and medical assessment in accordance with these Regulations.
Recruitment of civilian staff.	29. (1) The Commission shall recruit civilian staff to serve in the Service.
	(2) The Commission may appoint a person to hold a civilian position in the Service—
	(a) from within the Service; or
	(b) from outside the Service.
	(3) In recruiting civilian staff, the Commission shall—
	(a) adhere to the national values and principles of governance under Article 10 of the Constitution;
	(b) observe the values and principles of public service as set out under Article 232 of the Constitution; and
	(c) apply affirmative action to ensure— (i) inclusion of youth; (ii) reasonable accommodation of persons with disabilities; and (iii) consideration of the needs of marginalised groups or communities to the extent permissible under the Constitution.
	(4) The recruitment procedure shall, with necessary modification, be conducted in accordance with regulation 13.
	(5) The Commission shall—
	(a) invite qualified shortlisted applicants for personal interviews, and where applicable, shall conduct additional tests; and
	(b) notify the successful candidates in writing.
	PART VI—RECRUITMENT OF RESERVE POLICE OFFICERS
Appointment of reserve officers.	30. (1) The Commission in line with Section 110C (a) of the National Police Service Act shall recruit and appoint such number of police reserve officers as may be recommended by the Inspector General.

	<p>(2) The Inspector-General shall—</p> <ul style="list-style-type: none">(a) assess the need for recruitment of reserve police officers;(b) identify qualified and suitable persons for appointment;(c) submit to the Commission a report containing—<ul style="list-style-type: none">(i) the identified need;(ii) the proposed names of persons to be recruited and appointed;(iii) qualifications of the proposed persons; and(iv) recommendations for their recruitment into the Reserve. <p>(3) The Commission shall determine the number of reserve police officers in accordance with any recommendation made by the National Security Council under section 110(2) of the National Police Service Act.</p> <p>(4) No recruitment shall proceed without a report under sub-regulation 2(c).</p> <p>(5) The Commission shall consider the report and recommendations submitted under sub-regulation (2) and decide accordingly provided that no appointments shall be made without the Commission's approval.</p>
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<p>Qualification for recruitment of reserve police officers.</p> <p>Cap. 84.</p>	<p>31. (1) A person is qualified to be recruited as a reserve police officer if the person—</p> <ul style="list-style-type: none"> (a) is a citizen of, and resident in Kenya; (b) has attained the age of eighteen years and is not more than fifty-five years of age; (c) satisfies the integrity requirements under Chapter Six of the Constitution; (d) has no criminal record; and (e) is willing to volunteer services to the Reserve. <p>(2) The Commission shall vet or conduct a background check on every person prior to appointment into the Reserve.</p> <p>(3) A reserve police officer shall—</p> <ul style="list-style-type: none"> (a) be subject to the laws and regulations applicable to police officers in the Service, except where a law or regulation expressly provides otherwise; (b) serve for a non-renewable period of five years; (c) be subject to such terms and conditions as the Commission may determine; and (d) serve on a voluntary basis and shall not be entitled to remuneration except for allowances as may be specified or determined by the Commission.
<p>PART VII—APPOINTMENTS</p>	
<p>Certificate of appointment.</p> <p>Cap 84.</p>	<p>32. (1) A person appointed to any rank in the Service shall upon appointment, be issued with a certificate of appointment in accordance with section 74 of the National Police Service Act.</p>
	<p>(2) The information and data, including biometric data, submitted by a person upon appointment shall be retained by both the Service and the Commission.</p>
	<p>(3) A person appointed into the Service shall, before assuming office, take an oath or make an affirmation, as applicable to their</p>

Cap. 84.	category of Service, in accordance with the Fourth Schedule to the National Police Service Act.
Terms of appointment.	33. (1) The Commission shall, upon appointing a person to the Service, issue a letter of appointment setting out the terms and conditions of service.
	(2) The terms and conditions of service shall include—
	(a) the period of probation;
	(b) career progression guidelines;
	(c) the salary and allowances;
	(d) other benefits, including, insurance, medical cover, if any;
	(e) leave days;
	(f) information on expectations on performance management;
	(g) circumstances for transfer;
	(h) retirement and pension;
	(i) bonding of services, where applicable; and
	(j) service standing orders, where applicable.
	(3) An appointed officer shall—
	(a) be subject to the Constitution and all applicable laws;
	(b) comply with human resource policies, procedures and other instruments issued by or with the concurrence of the Commission;
	(c) uphold the values and standards of conduct applicable to members of the Service; and
	(d) comply with such other requirements as the Commission may determine from time to time.
	(4) The Commission shall maintain approved job descriptions and standard job specifications for both civilian and uniformed positions, which shall form the basis for recruitment and appointment.

Declaration of assets and liabilities. <i>No. 11 of 2025.</i>	34. Every person appointed into the Service shall complete and submit to the Commission a declaration of assets and liabilities, and shall thereafter submit the declaration once every two years, in accordance with section 31 of m the Conflict of Interest Act.
Acting appointment.	35. (1) Where a vacancy arises and there is an urgent need to fill the vacancy pending a substantive appointment, the Commission may appoint a qualified person to act in that position.
	(2) An acting appointment shall not exceed six months.
Training.	36. The Commission shall ensure that every person appointed into the Service undergoes such induction and training as may be necessary to equip them with the knowledge, skills and competencies required for the effective discharge of their duties.
	PART VII—MISCELLANEOUS PROVISIONS
Power to extend time.	37. The Commission may, for good cause by a written resolution extend or vary any timeline specified under these Regulations.
Resolution of complaints.	38. (1) Any person may submit a complaint to the Commission at any stage of the recruitment process through available channels, including online platforms, telephone hotlines, and physical complaint boxes at recruitment centres.
	(2) Without prejudice to sub-regulation (1), the Commission shall, during the recruitment process, provide— (a) a dedicated portal on its website for receiving recruitment complaints; and (b) a standard complaint form at each recruitment centre which any person may complete and submit.
	(3) A complaint submitted— (a) through the website shall be recorded in a complaint register, addressed and resolved by the Technical Committee or its sub-committee thereof, and feedback shall be provided by the Commission to the complainant; or (b) at a recruitment centre shall be recorded in a complaint register, and the decision shall be communicated by the Commission to the complainant.

	(4) A complaint that cannot be resolved by a recruitment panel shall be escalated to the Technical Committee.
	(5) Where the complaint is beyond the capacity of the Technical Committee to resolve, it shall be escalated to the Steering Committee.
	(6) The Steering Committee shall determine all complaints escalated to it.
	(7) To the extent possible, every decision shall be communicated immediately to the complainant and all resolutions shall be documented for accountability.
	(8) Where upon reviewing returns submitted by the recruitment panels, the Commission finds evidence of irregularities or anomalies that may compromise or have compromised the integrity of the process, it may undertake or cause to be undertaken an investigation into the affected recruitment process, or recruitment centre.
	(9) In handling complaints, the Commission, or any committee or officer handling a complaint shall—
	(a) make every effort to resolve the complaint fairly and expeditiously;
	(b) undertake or cause to be undertaken an investigation necessary to gather additional information;
	(c) receive written or oral statements;
	(d) not be bound by the strict rules of evidence; and
	(e) involve other state agencies, departments or organs, where necessary, for effective resolution of a complaint.
	(10) Where an investigation under sub-regulation (8) is undertaken, the Steering Committee may—
	(a) determine that the complaint has been resolved and notify the affected party;
	(b) recommend disciplinary action against the concerned officer;

	(c) annul the results of the relevant recruitment centre or centres, and order a repeat of the recruitment exercise in the affected centre or centres;
	(d) annul the entire recruitment exercise where the anomalies are so widespread across multiple recruitment centres that the integrity of the exercise cannot be assured;
	(e) recommend the prosecution of a person suspected of committing a criminal offence during the recruitment process; or
	(f) take any other action that the Commission may consider appropriate.
Prohibition against malpractices.	39. (1) Recruitment into the Service shall be conducted free of charge, and no person shall, directly or indirectly, solicit, offer, or receive any payment or other form of consideration in connection with the recruitment process.
Cap. 65. Cap. 79B. Cap. 63.	(2) Any member of the public, officer of the Service, or staff of the Commission who solicits, offers, or accepts money or any other form of consideration, whether directly or indirectly, to secure or influence recruitment into the Service commits an offence and shall be liable to prosecution under the Anti-Corruption and Economic Crimes Act, the Anti-Bribery Act, the Penal Code, or any other applicable written law.
	(3) Where a person is found or reasonably suspected to have solicited, offered, or accepted money or any other form of consideration to influence or in an attempt to influence recruitment into the Service, the Commission shall refer the matter to the relevant authorities for investigation and prosecution in accordance with applicable laws.
	(4) A candidate who personally or through an agent engages in any malpractice contemplated under this regulation shall be disqualified from the recruitment process.
Appeal and review.	40. (1) Subject to the procedure for handling complaints in regulation 38, a candidate or any other person directly affected by, and dissatisfied with, a decision made by the Commission, any of its committees, or an officer, during the recruitment process including a decision of—

	(a) the Steering Committee;
	(b) the Technical Committee;
	(c) a recruitment panel;
	(d) a chairperson of a recruitment panel; or
	(e) any other decision made in the course of the process,
	may appeal, or seek review, by submitting, physically or through the designated appeal module or portal, a written request to the Commission, setting out the grounds and the supporting evidence.
	(2) The Commission shall designate a specific committee to consider and determine appeals and reviews.
	(3) The designated committee shall hear and determine each appeal or review within seven days of receipt, considering the nature and urgency of the matter.
	(4) The Commission shall notify the appellant or the affected person of its decision within seven days of the committee's determination.
Policies, procedures and guidelines.	41. The Commission may issue policies, administrative procedures or additional administrative guidelines to facilitate the implementation of these Regulations and to ensure the effective performance of its recruitment and appointment functions.
Conflict with service standing orders.	42. Where there is a conflict between the provisions of these Regulations and the Service Standing Orders on matters relating to recruitment or appointment into the Service, the provisions of these Regulations shall prevail.
Data protection and privacy. <i>Cap.411C.</i>	43. (1) Personal data and information submitted by a candidate or obtained by the Commission during recruitment process shall be received, processed, stored, retained, deleted or disposed of in accordance with the Data Protection Act and any other applicable law.
Revocation of L.N. 41 of 2015.	44. (1) The National Police Service Commission (Recruitment and Appointment) Regulations, 2015 are revoked. (2) Notwithstanding the revocation, an officer recruited under the specialist category and holding a command position in the Service at the time of gazettelement of these Regulations shall not lose that position by virtue of regulation 27(4).

	(3) The Commission shall, upon publication of these Regulations, regularise the appointment of the existing reserve police officers in consultation with the Inspector General, to ensure compliance with the provisions of these Regulations.

FIRST SCHEDULE

FORM 1

(r. 9(4)(h))

RECRUITMENT RETURN

Name of the Region and Counties:

.....

Name of the Chairperson:

Signature:

CHECK LIST FOR BRIEFING SESSION

1. Venue for the briefing:

.....

Comments /Observations

.....

.....

.....

2. Who participated in the briefing?

.....

.....

.....

3. How adequate was the briefing?

Comments

.....

.....

.....

4. What questions and issues were raised during the briefing?

.....

.....

.....

5. How were these issues raised during the briefing handled?

Comments

.....
.....

General Comments

1. Availability of various registration forms at the centre

Comments

.....
.....
.....

2. Were there complaints from members of the public as far as the documents were concerned? If any list them.

- i.
- ii.
- iii.

Comments

.....
.....

3. How were the complaints handled?

Comments

.....
.....

4. The start time? If not 8.00 a.m any explanations?

Comments

.....
.....

5. Was public briefing conducted prior to the start of the recruitment exercise? If yes by whom?

Comments

.....
.....

6. Issues raised by the members of the public out of the briefing?

.....
.....

Overall

Comments and Observations on the following;

What went well?

.....
.....

What went wrong?

.....
.....

What can be done away with?

.....
.....

What needs improvement?

.....
.....

RECOMMENDATIONS

.....
.....

OBSERVER ACCREDITATION APPLICATION FORM

This form is to be completed by individuals or representatives of organizations seeking accreditation to observe the upcoming nationwide recruitment exercise. Please provide accurate and complete information. All submissions will be subject to verification and approval by the recruitment oversight committee. Accredited observers are expected to adhere to the established code of conduct throughout the exercise.

First Name Surname

Other Name(s)..... ID. Number

Institution Name

Employment Number

County of Recruitment.....

Constituency of Recruitment

Recruitment Centre

Signature

Date

OBSERVER FEEDBACK FORM/REPORT

Name:.....
(Surname) (First Name) Other Name(s)

ID N°:

Institution Name:.....

Employment N°:

Date:

County:

Constituency:.....

Recruitment Centre:.....

REMARKS
.....
.....
.....
.....

Signature:

Date:

POLICE CONSTABLE RECRUITMENT APPLICATION FORM

- Please fill 2 copies of this form in neat BLOCK letters
- Do not leave any section blank, sections that do not apply should be marked N/A

SECTION 1 : PERSONAL DETAILS

Name of applicant:.....
(Surname) (First Name) Other Name(s)

Title (Mr/Mrs/Miss/Ms):.....

Gender: Male Female

Nationality ID N^o.....Tribe.....

The following details should be entered exactly as they appear on your ID.

County Sub-County..... Division

Location Sub-Location

Recruitment Centre.....

Constituency of Recruitment.....

Date of Birth Age

(dd-mm-yyyy)

Weight (kgs)Height.....

Current Physical Address.....

Mobile Number:.....Email Address:.....

Alternate Contact person

NameRelation:

Physical Address:.....

Mobile Number:.....Email Address:.....

SECTION 2: EDUCATIONAL BACKGROUND (starting with the highest)

School/ College /University/ Institution e.t.c	Duration		Award / Attainment (Degree, diploma, certificate)	Course Undertaken	Grade Attained
	From	To			

SECTION 3: EMPLOYMENT HISTORY (starting from the recent)

Employer's name	Duration		Position Held	Monthly gross salary	Employer's name
	From	To			

SECTION 4: DISCIPLINARY/CONVICTIONS

Tick on the box provided where applicable

Have you ever been dismissed or otherwise removed from employment?
 Yes No

If Yes, State reason (s) for dismissal/removal

.....

effective date.....
 (dd-mm-yyyy)

Do you have any criminal charges pending and/or awaiting hearing in court?
 Yes No

Have you ever been convicted of any criminal offence?

Yes No

If yes please tabulate in the table below:

Offence	Year of Conviction	Detail of fine/ supervision/Imprisonment

SECTION 5: MEDICAL HISTORY

Do you have an injury or psychological or medical condition, disease or infection (e.g. hearing loss) or any other disability, which may affect your ability to perform the duties of the position satisfactorily?

Yes No

If yes, please provide details and describe any facilities, technical aids, equipment or adaptations to the workplace that you would require to satisfactorily carry out the duties of this position.

.....

SECTION 6: REFEREES

Please indicate the name, position and telephone numbers of THREE people you would like to nominate as referees in support of your application (e.g. chief, the principal of your immediate former school, recognized professional). The referees will need to be able to talk to us about your suitability for this position. Referees may be contacted at any time after the short-listing phase.

(By signing the declaration at the end of this application form you are authorizing the Commission to contact these referees and acknowledging that the information they provide will be supplied in confidence as evaluative material (the person(s) nominated must NOT be a relative).

	Name of Referee	Referee's phone number	Position Held by Referee or Relationship to Applicant
1			
2			

3			
---	--	--	--

SECTION 7: ADDITIONAL INFORMATION

Indicate the language(s) you are proficient in

.....

Please give details of your abilities, skills and experience which you consider are relevant to the position applied for. The information may include an outline of your most recent achievements and your reasons for applying:

.....

DECLARATION

- i. I declare that the information given in this application is true and complete to the best of my knowledge and information.
- ii. I acknowledge the purpose of this application form and the material associated with it is to assist in assessing my suitability for the position I am applying for.
- iii. I authorize the selection panel to contact the referees I have nominated above seeking verbal and/or written information for the purposes of validating my suitability for the position I am applying for.
- iv. I understand that the information provided to the selection panel by my referees is supplied in confidence as evaluative material and will not be disclosed to me.
- v. I acknowledge that if I give any incorrect or misleading information or if I have omitted any information during the appointment process, I may be disqualified from consideration or, if appointed and this is subsequently discovered, I may be liable for dismissal.
- vi. I understand that under Section 25 of the NPSC Act, any person who willfully gives to the Commission any information which is false or misleading in any material particular, commits an offence and shall on conviction be liable to a fine not exceeding two hundred thousand Shillings or to imprisonment for a term not exceeding two years or to both.

PLEASE ATTACH THE FOLLOWING DOCUMENTS TO EACH APPLICATION FORM:-

- 1. Copy of your ID.
- 2. Copy of your Secondary School Leaving Certificate.
- 3. Copy of your KCSE (and other academic certificates if any).
- 4. Copy of your birth certificate.

Signed:Date:

FORM 5
PHYSICAL ATTRIBUTES

r. 21(5)

Running exercise: Men 6km; Ladies 4km

i.	Minimum height (Men 5 feet 8 inches, Ladies - 5 feet 3 inches)	
ii.	Flat foot	YES <input type="checkbox"/>	NO <input type="checkbox"/>
iii.	Limping while walking	YES <input type="checkbox"/>	NO <input type="checkbox"/>
iv.	Teeth:.....Number:	FULL SET: <input type="checkbox"/>	MISSING TEETH: <input type="checkbox"/>
v.	Eyes (can wink with each eye)	YES <input type="checkbox"/>	NO <input type="checkbox"/>
	Has squint (cross-eyed)	YES <input type="checkbox"/>	NO <input type="checkbox"/>
vi.	Hands — can the hands stretch straight? Check the elbow, observable deformities	YES <input type="checkbox"/>	NO <input type="checkbox"/>
vii.	Fingers - (person has all fingers)	YES <input type="checkbox"/>	NO <input type="checkbox"/>
viii.	Knock-knees	YES <input type="checkbox"/>	NO <input type="checkbox"/>
ix.	Bow-legs	YES <input type="checkbox"/>	NO <input type="checkbox"/>

RECRUITMENT PANEL'S LIST OF SELECTED CANDIDATES (MERIT LIST)
(fill in block letters only)

COUNTY

CONSTITUENCY

RECRUITMENT CENTRE.....

S/N o	Name	Sex	Sub- County	Division	Location	Academic Qualification (Grade)	Total Scores	I.D No	Mobile No.	Remarks

DATE:

.....
 NATIONAL POLICE SERVICE COMMISSION (JOINT SECRETARY)

NAME:

SIGNATURE:

NATIONAL POLICE SERVICE (JOINT SECRETARY)

NAME:

SIGNATURE:.....

CHAIRPERSON RECRUITMENT PANEL

NAME:

SIGNATURE:

TRAINING COLLEGE RETURN FORM
(fill in block letters only)

NAME OF COLLEGE.....

DATE:

Details of candidates									
S/No.	Name	Sex	County	Sub-County	Division	Location	I.D No.	Mobile No.	Remarks

SECOND SCHEDULE

FORM 8

r. 9(5)

Oath for a Member of Recruitment Panel

I of ID. N° having been appointed member of the National Police Service Commission Recruitment Panel for the 20.... recruitment of Police Constables/Police Cadets/ Police Specialist do confirm that I have been inducted into the recruitment process and briefed on my role in the recruitment panel. I attest that I shall apply and uphold the principles of the Constitution, the relevant laws, policies and guidelines and shall discharge my duty honestly, impartially and without fear or favour.

SO, HELP ME GOD.

SWORN BY THE SAID)	
.....)
)	DEPONENT
At Nairobi this day of)	
.....20.....)	
BEFORE ME)	
COMMISSIONER FOR OATHS)	

THIRD SCHEDULE

(r. 28(1))

DESIGNATED SPECIALISTS

1. Lawyers
2. Doctors