



COLONY AND PROTECTORATE OF KENYA

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SESSIONAL PAPER  
No. 24 of 1954

The Implementation of the Recommendations of the  
Kenya Police Commission, 1953

1954

PRINTED BY THE GOVERNMENT PRINTER, NAIROBI

Price: Sh. 1

## THE IMPLEMENTATION OF THE RECOMMENDATIONS OF THE KENYA POLICE COMMISSION, 1953

The Report of the Kenya Police Commission was published in February, 1954, with the following note:—

“This Report has not yet been considered by Government and is published for general information.”

The Commission, in Appendix VIII, prepared a summary of 83 conclusions and recommendations. Certain important and urgent recommendations have already been implemented: some are about to be implemented where administrative action only is required, or where necessary will be submitted to the Legislative Council. Of the remaining recommendations some at present cannot be put into effect because of the impossibility of giving them, during the present stage of the Emergency, with its attendant preoccupations, the detailed consideration which they deserve: such recommendations will be a guide to the future development of the Force. Finally, there are a few proposals with which the Government does not agree.

The Government wishes to record its appreciation of the work of the Chairman and Members of the Commission and of their Secretary. As will be seen from Appendix I of their Report the Commission carried out a strenuous and exhausting programme of visits and discussions during which they took oral evidence from a very large number of people. The careful consideration given to these representations is reflected in the quality of the Report, which has proved to be a most valuable guide in the determination of policy.

2. The Police Commission, in paragraph 5 of their interim report, recommended that investigations and negotiations relating to Police conditions, including pay, allowances and other emoluments should be conducted independently of those affecting the Civil Service, and that these conditions should also be fixed independently. Their argument in favour of these recommendations is based on the status of a member of the Force, a matter which is dealt with in paragraph 6 below. The Government has accepted these recommendations. There are, however, more fundamental issues than pay and negotiations. These are the status of the Police, their special obligations and responsibilities.

The Government recognize, and has always recognized, that an effective Police service is indispensable, and has stated its intentions in the second item of the Statement of Policy issued on 5th July, 1954. The effectiveness of the service depends on the efficiency of the Force, the co-operation of the public and the support of the Government. In succeeding paragraphs there are set out the various steps which have already been taken and the proposals for future action to improve efficiency. The co-operation of the public will grow with the realization that the Police are a service of the people, a realization which can be encouraged by the attitude of the constables to the public, by education and by propaganda, until the stage is reached when all sections of the community come to regard the policeman as a friend and not as an enemy, and assist him in the maintenance of law and order. The Government acknowledges that because of the special duties and responsibilities of the Police and of the conditions under which they work, they require in many cases welfare and amenity services not applicable to the rest of the public service. The Government recognizes and accepts the need to raise the standards and status of the Police Force where this is necessary.

3. The Force has doubled in size since January, 1952. This large and sudden expansion has created very great problems, of which probably the hardest to solve is that of training and experience. New Officers, Inspectors, N.C.O.s and Constables can be obtained by promotion or recruitment. They all require either initial training or courses for promotion, but however carefully their courses are planned and however efficient their instruction may be, such training does not provide experience, and experience is essential in order to become a competent policeman. There are other obvious difficulties consequent on the increase in personnel, such as the demands on supply, not only of uniforms and equipment but of buildings and transport. This sudden and large increase of a self-contained force is not to be regarded as a mere expansion of numbers but also as a dilution of quality. Under pressure of events and the urgent need to provide more Police, standards have inevitably suffered. The employment of Police on combat and armed protection duties turns their attention from their normal role, and the use of necessary force and the restrictions imposed by Emergency legislation tend to impair their relations with the public, upon the cordiality of which the strength of the Police depends. It follows from these considerations that the present policy must be one of consolidation rather than expansion of the Police. The Government, therefore, does not intend appreciably to increase the establishment of the Force. There are, however, gaps to be filled and Supplementary Estimates will be laid before the Legislative Council to provide for an additional 33 Officers and 100 Inspectors. In addition, the Treasury has already approved, as an Emergency measure, a temporary increase of 1,000 rank and file to replace Police who have been withdrawn from the unaffected areas for duty in the districts actively concerned with the Emergency. Provision will also be sought in Supplementary Estimates for certain increases in the civilian establishment of the Police Department, consequent upon the expansion of the Force during the Emergency. These increases have been arrived at after careful and detailed consideration of the needs of the various Police Divisions in the light of the recommendations of the Police Commission. The present increases are not as great as those envisaged in the Report but, because of the need to consolidate, the Government concurs with the advice of the Commissioner that a better rather than a bigger Force is needed, and that he should go slowly with any increase. With regard to the structure of the Force, the Commissioner will shortly submit to Government a revised establishment by ranks designed to implement the recommendations of the Police Commission in this respect; in the meantime, existing anomalies are being removed. The Legislative Council will also be asked to approve certain complementary increases in the supply and specialized branches of the Force. In preparing these latter proposals, the Commissioner has had the benefit of the advice of Col. D. V. Henschley, O.B.E., an officer of the Royal Electrical and Mechanical Engineers, who was seconded for two months from his post in England to the Headquarters of the Kenya Police. Col. Henschley's experience in dealing with similar problems of supply and maintenance in Malaya has been of the greatest value in preparing his recommendations for Kenya.

4. Chapter XIII of the Report deals with the reserves of the Force, traces the history of the Kenya Police Reserve, describes its work during the Emergency and contains proposals for its future organization and relationship with the regular police. The Government regards a security reserve as essential, and has no doubt about the need for such reserve to continue preferably on a voluntary basis, but considers that its post-Emergency constitution and organization should not be settled now. Experience is being gained by trial at the present time, which will provide the basis for decisions. Moreover, staff are engrossed in matters arising from the Emergency and cannot spare the time to study so important and complex a matter. In reaching a decision the recommendations of the Commission will naturally be taken into account.

The Government wishes to take this opportunity of paying tribute to the extremely valuable and indispensable duties performed by the Kenya Police Reserve. Officers and members have given loyal and devoted service, often at considerable sacrifice, for which the Colony is grateful.

5. The following paragraphs, which refer to Appendix VIII of the Report, indicate the Government's view on the various recommendations of the Commission.

#### CHAPTER III—STATUS OF THE POLICE (Paragraphs 40–52)

**6. Recommendations 2 and 3 of Appendix VIII, Paragraph 51. Every police officer should be accorded the powers of a constable in common law.**

**The declaration made by each recruit on joining the Force should be altered.**

6. Government has given the main recommendation in this part of the report, namely that "every police officer should be accorded the powers of a constable in common law" as in the United Kingdom, careful consideration. It has also weighed the advice of the present Commissioner of Police that this proposed "constable" status should at present be accorded only to police officers of the rank of Inspector and above. The Government recognizes the fundamental principle that the Police must be kept free from any partisan influence or control. But Government recognizes that there can be no exact comparison between the United Kingdom and countries such as Kenya administered through a system of Provincial and District Administrations directed by the Governor.

The question has been considered under two heads, the one the position of the Police in relation to the enforcement of the criminal law and the other the general policy regarding the preservation of law and order.

The Government's view is that the independence and impartiality of the Police when exercising their function of detecting crime and bringing offenders to justice must be affirmed. But it does not consider that it would assist in establishing this independence in the eyes of the public if the expression "constable in common law" were introduced into the law of Kenya. This expression may be appropriate in England where the common law is old-established and widely accepted, but would not be understood by the people of this Colony. The Government is of opinion that the right method in this Colony is to make a suitable declaration and to issue appropriate instructions to those Government departments likely to be concerned. These instructions will make it clear that the Police must maintain the closest possible liaison with the Administration.

Accordingly it is not proposed to introduce legislation on the lines suggested in paragraph 51 of the Report to provide that the Police in Kenya should have the same status as "a constable in the common law of England". It is however considered desirable to make an amendment to section 14 of the Police Ordinance to ensure that the form of oath is in conformity with the obligation of the Police to act with impartiality in bringing offenders to justice.

Turning to the second heading, the Government recognizes that the final responsibility for good government and preservation of order clearly lies with the Provincial and District Commissioners who represent the Governor in their areas. These officers are entitled to give general directions concerning the preservation of peace and good order. In all such matters the Police Force is subordinate to Government.

With regard to the relations between the Police and the public, the Government is strongly of the opinion that it is more important now than at any previous time in its history for Kenya to have a Police Force which commands the confidence of law-abiding citizens. The Government appreciates that the Police have exceptionally onerous duties to perform and in order to discharge them efficiently they must be men of the highest standards of integrity and physique. Recognizing these facts, the Government will do everything possible to secure the best candidates for all ranks and to ensure to them a satisfactory career. A Police Force possessing these standards and manifesting their impartiality in the performance of their duties will be best able to achieve the most desirable of all Police attainments, namely, the respect and esteem of the public.

#### CHAPTER IV—RANKS (Paragraphs 53-66)

**7. Recommendations 5 and 6. Paragraphs 58 and 60. A new rank structure is recommended.**

**There should be a new rank of Senior Assistant Commissioner.**

The Government has accepted recommendations 5 and 6. The new structure of ranks has been used in the 1954/55 Estimates.

#### CHAPTER V—ORGANIZATION AND ESTABLISHMENT (Paragraphs 67-107)

**8. Recommendation 8. Paragraph 76. Specialized Officers employed on duties not calling for police experience or powers should no longer hold police rank.**

Holders of certain posts, for example, accountants in the Finance Branch and mechanics in a vehicle maintenance depot, clearly should not have the status of police officer. There are, however, other posts such as those of police drivers, the duties of which entail working with the uniformed police. In such cases for reasons of discipline and hours of work it is necessary that they should be uniformed members of the Force. The Government, therefore, does not unreservedly accept the recommendations in paragraph 76 and considers that the question of whether or not the personnel concerned should have the status of police officers must depend on the nature of the duties and the circumstances in which they are carried out.

**9. Recommendation 9. Paragraphs 80, 82 and 83. The present headquarters' organization should be recast to create a civilian branch under a Civil Secretary.**

A Civil Secretary has been appointed. The organization mentioned in paragraph 82 has, with the exception of (d), Printing Branch, been set up or is in process of being set up. It is not considered necessary at this stage to provide a separate Printing Branch for the Police, because the Commissioner's requirements are at present being carried out expeditiously and efficiently by the Government Printer. With regard to the Quartermaster's Branch, Colonel Henschley has recently surveyed the requirements on the "Q" side of the Police and Civil Security Forces, and has submitted proposals for reorganization, which are at present under consideration by the Government.

Application will be made in Supplementary Estimates for certain other posts designed to strengthen the civilian establishment of the Police Force, in particular the Establishment and Finance Branches and the clerical staff. The size of the Force requires that it should now have its own Establishment Officer to deal with establishment matters, the prompt and efficient despatch of which can contribute much to the morale of the Police Force. Except for a small increase authorized during the first half of 1954 for the Traffic and Transport Section, no increases

have been made to the permanent clerical establishment to provide for the increased Police Force. Additional clerical staff is necessary if police officers are to be relieved of the need to perform clerical work which they can only do to the detriment of their police duties.

**10. Recommendation 10. Paragraphs 84-89. Headquarters duties should be reallocated in accordance with the table at Appendix V.**

The process of the reorganization of the Police Headquarters has been going on for some months, and, broadly speaking, the recommendations outlined in Appendix V of the Police Commission Report will form the basis. The organization is not regarded as rigid; it will be modified in the light of experience and in accordance with the needs of the Force.

**11. Recommendation 11. Paragraphs 93-95. Police Organization should correspond as closely as possible to that of the Administration; and more authority should be delegated to Provincial Commanders.**

The proposals in these paragraphs are being put into force.

**12. Recommendation 12. Paragraph 97. The present system of police districts should be reorganized.**

The Government accepts this recommendation in principle.

**13. Recommendation 13. Paragraph 104. All stations and posts should conform to certain fixed establishments, to be altered in the light of experience.**

The Government accepts this recommendation in principle.

**14. Recommendation 14. Paragraph 106. The Commissioner should set up a working party to consider means of reducing the present volume of paper work, especially in connexion with crime returns.**

An investigation will be made. Much, however, has been accomplished in recent months to simplify as well as to reduce paper work.

#### CHAPTER VI—ORGANIZATION AND ESTABLISHMENT OF SPECIALIST SECTIONS (Paragraphs 108-197)

**15. Recommendations 15 and 16. Paragraphs 114 and 118. The Criminal Investigation Department should be further deployed, but should be also decentralized as far as possible to provincial level.**

The final establishment of the Criminal Investigation Department must depend on a decision how far the duties of crime investigation can be left to uniformed officers, but for the time being a high complement of Inspectors will be necessary.

The Government accepts the general principle in these recommendations. Their detailed application is under consideration by the newly appointed Assistant Commissioner of Police in charge of C.I.D.

**16. Recommendations 17 and 18. Paragraphs 126 and 127. The Prosecutions Branch should be separated from the Criminal Investigation Department and organized on a provincial basis.**

There should be a clear division of responsibilities between the investigating and prosecuting officers.

These recommendations are under consideration.

17. **Recommendation 21. Paragraph 137.** Local authorities should be invited to co-operate further in traffic control and propaganda.

Willingness to co-operate exists on both sides, but the demands of the Emergency on manpower have impeded efficient traffic control in the larger towns.

18. **Recommendation 22. Paragraph 141.** The civilian functions of the Transport Section should be transferred to the Civil Secretary.

Proposals submitted by Col. Henschley are now under consideration by the Government and plans for the supply and maintenance of motor vehicles for all Government transport are being worked out.

The question of civilians and policemen has been dealt with in paragraph 8 above.

19. **Recommendations 23 and 24. Paragraphs 152 and 153.** There should be facilities for inter-station speech communication. There should be an extension of the use of wireless cars and patrols.

The increase in the number of stationary and mobile V.H.F. sets, providing wireless speech communications, which was taking place when the Commission visited Kenya, has been maintained and increased. There is now in existence a widespread net of wireless communications between stations and vehicles. Sets commonly known as "walkie-talkies" have been provided to a large extent for foot patrols. There is in existence a Committee to co-ordinate the system of communications in the Colony, on which are represented the Army, Police and the East African Posts and Telegraphs Administration.

20. **Recommendation 25. Paragraph 155.** The extra-territorial jurisdiction of the Railways and Harbours Police should be examined.

Reciprocal arrangements already exist between the territories served by the East African Railways and Harbours. These arrangements are considered adequate but an investigation is being made on the lines suggested by the Police Commission.

21. **Recommendation 26. Paragraph 158.** Every reported loss on the railways and in the harbours should be treated as a prima facie case of larceny.

This recommendation is impracticable. A very large number of alleged losses is reported daily. Many of these are caused by over-carriage, wrong tallies, etc., and within a short time notification is received that most of the packages have been traced. To treat each case as larceny would involve an enormous amount of paper work.

22. **Recommendation 27. Paragraph 159.** The crime branch of the Railways Police should be taken over by the Criminal Investigation Department.

This recommendation is one which requires more consideration than can be given to it at present.

23. **Recommendation 28. Paragraphs 161 and 162.** Police launches should be provided at Kisumu and Mombasa.

Police requirements at these ports are being investigated by the Commissioner.

**24. Recommendation 29. Paragraph 167. After the Emergency the Emergency Contingent should be developed as a training reserve.**

The duties at present carried out by the General Service Unit are not those normally associated with the Police Force except in times of civil disturbance. It is impossible at this stage of the Emergency to forecast the future duties and training of the Emergency contingent now called the General Service Unit, but the need for a mobile reserve as a permanent feature of the Force is obvious. In reaching a decision the recommendations of the Police Commission will naturally be considered.

**25. Recommendation 30. Paragraph 170. The time is not yet ripe for the employment of women on patrol duties.**

The Government accepts this recommendation.

**26. Recommendation 31. Paragraphs 171 and 172. The marriage bar should be removed, and more use should be made of women on appropriate duties.**

For reasons given in paragraph 172 of the Report, the Government will continue to admit married women to the permanent establishment of the Police when it is in the public interest to employ a married woman in preference to a single woman.

**27. Recommendation 32. Paragraph 177. No separate force should be formed for the Northern Province, but it should be used as a training ground.**

The Government accepts this recommendation in present circumstances.

**28. Recommendation 33. Paragraph 180. More attention should be paid to welfare in the Northern Province.**

Considerable attention has always been given to welfare in the Northern Province, where there are obvious special difficulties.

**29. Recommendation 34. Paragraph 186. The Tribal Police should remain under the control of the Administration, with full co-operation with the regular force.**

The Government accepts this recommendation.

**30. Recommendation 35. Paragraph 189. There is a limited scope for the use of horses and mules.**

Mounted patrols in the Central and Rift Valley Provinces have proved their usefulness in certain areas during the Emergency, and the Government accepts the view that there may for some time to come be useful scope for mounted police in certain districts.

**31. Recommendation 36. Paragraph 197. The Dog Section should be expanded.**

Expansion of the Dog Section is now under consideration.

#### CHAPTER VII.—NAIROBI AND OTHER URBAN AREAS (Paragraphs 198–229)

**32. Recommendation 37. Paragraph 199. No separate force should be created to serve Nairobi or any other urban area.**

The Government accepts this recommendation in present circumstances.



33. Recommendation 38. Paragraph 203. The police organization in Nairobi Area should be altered.

Reorganization of the Nairobi Area has taken place on the lines recommended by the Commission.

34. Recommendation 39. Paragraph 215. Joint meetings should be held between the police and the City Council at regular intervals.

These are now taking place.

35. Recommendation 42. Paragraph 225. Police wireless cars and telephone boxes should be extended.

Two police cars, equipped with V.H.F. radio sets, operate from the Central Police Station at Mombasa in response to telephone calls made through the normal telephone system by members of the public. An extension of these facilities will be made when trained staff becomes available.

Experience in Nairobi has shown that Police telephone boxes are liable to misuse. In Mombasa development of public telephone boxes is to be preferred.

#### CHAPTER VIII.—CONDITIONS OF SERVICE (Paragraphs 230–238)

36. Recommendations 43 and 44. Paragraphs 236 and 253. We recommend interim scales of pay until the East African Salaries Commission has reported.

Our conversion proposals for the Inspectorate are shown in the table at Appendix VI.

The interim proposals made by the Kenya Police Commission have already been accepted by Government, approved by the Legislative Council and are now in force.

37. Recommendations 45, 46 and 47. Paragraphs 262–289. Allowances should be granted either as reimbursement of duty expenses or as incentives or rewards for special skills and duties.

Literacy allowances should be substantially increased.

Specialist allowances should be rationalized and the Traffic, Special Branch and Fingerprint allowances withdrawn.

The scope and scale of allowances are at present under consideration.

38. Recommendation 48. Paragraph 294. Service pension rates should continue on the same scale as for the rest of the public service.

The Government accepts the recommendation that Service Pension Rights should continue on the same scale as for the rest of the public services.

The recommendation in paragraph 291 that the Police should be excluded from the Pensions Ordinance and that their pension rights should be fixed by regulations made under the Police Ordinance is a complicated question which remains to be studied.

39. Recommendation 49. Paragraph 295. Constables should be given service pensions.

The question of pensions for African Constables will be dealt with in the Sessional Paper on the Report of the Commission on the Civil Services of the East African Territories and the High Commission, 1953–4.

40. Recommendation 50. Paragraph 299. The "45 Rule" should be retained for officers in the ranks of Assistant Inspector and above.

The whole question of the age of retirement of Government officers is under consideration.

41. Recommendations 51, 52. Paragraphs 305 and 310. The police should be awarded special rates for injury pensions.

The police should be excluded from the Workmen's Compensation Ordinance.

These matters are being considered.

42. Recommendation 53. Paragraph 312. The scheme for shorter tours and shorter leave should be extended to the police.

The Government is considering these questions which are also dealt with in Chapter XXIV of the Report of the Salaries Commission.

43. Recommendation 54. Paragraph 317. Section 41 of the Police Ordinance should be amended to ensure that offences against the criminal law are dealt with before the criminal courts and not as matters of discipline.

The Government accepts this recommendation in principle.

44. Recommendation 55. Paragraph 320. No further delegation of disciplinary authority should be made, but the procedure should be modified.

The Government accepts this recommendation in principle.

45. Recommendation 56. Paragraph 324. A scheme of representative associations should be introduced without delay, independent of all outside bodies, with provincial and central committees, to discuss and bring to notice matters affecting the welfare and efficiency of the Force.

The Government agrees with the view that a scheme of representation should be introduced. The conception of representation designed to improve the efficiency and welfare of the Force without impairing the relations between the various ranks and the interest of officers and inspectors in the welfare of those under their command, is one which cannot suddenly be introduced; it must evolve gradually. As a first step the Commissioner of Police has instituted certain representative associations for the inspectorate and for gazetted officers. These associations are at present on an *ad hoc* basis and have no legal standing. The Government proposes to give statutory authority to these representative associations for all ranks of Assistant Inspector and above in order that they may be afforded corporate representation as of right to the Commissioner and, when appropriate, to the Minister for Defence. Having regard to their responsibility to represent their members on the welfare and efficiency of the Force, the Government consider such machinery to be an essential part of the Police administration, and will in due course extend this provision to all ranks.

#### CHAPTER IX.—POLICE BUILDINGS AND HOUSING (Paragraphs 339–356.)

46. Recommendations 57, 58, 59 and 61. Paragraphs 339, 343, 351 and 355.

Police buildings are seriously inadequate, especially at headquarters.

Housing conditions should be improved.

The rondavel type of housing should be replaced by permanent two- or three-roomed structures as soon as possible.

Conditions in the Northern Province should be improved.

There has been a very rapid increase in the size of the Force which has practically doubled since January, 1952. In these circumstances there has been no alternative to the erection of a certain amount of temporary buildings, both for housing and for police stations. Within the limits of the funds available the recommendations of the Police Commission will be implemented.

**47. Recommendation 60. Paragraph 353. All quarters should be provided with heavy furniture.**

Furniture will be provided to members of the Police Force in accordance with the regulations for the Civil Service, to the extent available and on payment of rental charges.

#### CHAPTER X.—EDUCATION AND WELFARE (Paragraphs 357–376)

**48. Recommendation 62. Paragraph 360. A secondary school for cadets should be set up at Nyeri.**

Because of the preoccupation of the Emergency and problems arising from the expansion of the Force, a detailed study has not yet been given to this recommendation.

**49. Recommendation 63. Paragraph 365. Separate police schools should not be created save in exceptional circumstances.**

The Government accepts this recommendation.

**50. Recommendations 64, 65 and 67. Paragraphs 369–374 and 376. The present welfare provisions should be replaced by the creation of two funds, to be administered through the Welfare Officer, and the Government should be responsible for certain special expenditure.**

**Mosquito nets, D.D.T. sprays and prophylactics in appropriate cases should be issued.**

**More use should be made of women police in welfare.**

These matters are now under consideration by the Government.

**51. Recommendation 66. Paragraph 375. Boots should be issued to all ranks.**

A scale of issue of one pair of boots and one of sandals has been agreed and issued, except for the Northern Province where special footwear is issued.

#### CHAPTER XI.—RECRUITMENT (Paragraphs 377–392)

**52. Recommendation 68. Paragraph 384. Cadet recruitment at Assistant Superintendent level should not be reintroduced.**

The conclusion reached by the Commission that there should be no direct recruitment of Assistant Superintendents of Police is not wholly acceptable to the Government. The Government proposes to recruit a limited number of cadet Assistant Superintendents of Police, reserving the majority of vacancies for the inspectorate.

**53. Recommendation 69. Paragraph 383. The training, recruitment and responsibilities of overseas entrants should be reorganized to develop them for promotion to gazetted rank.**

Promotion courses are already in existence at the Police Training School, and the whole question of promotions, not only to gazetted rank, has been given the most detailed consideration by the Commissioner of Police and his senior officers.

**54. Recommendation 70. Paragraph 385. Recruiting methods for overseas candidates should be improved.**

The recent recruiting drive in 1953/54 was given the very widest publicity and a senior officer of the Kenya Police was sent to the United Kingdom for six months to assist in the selection of a large number of Inspectors. A retired senior officer is now helping with recruitment.

**55. Recommendation 71. Paragraphs 385-392. Recruitment should be undertaken at the ranks of Inspector Grade I, Cadet Inspector, Assistant Inspector and Constable.**

This recommendation will be dealt with in the Sessional Paper on the Salaries Commission. It is the policy of Government to increase the number of literates in the ranks of the Police Force and current measures to this end include the direct recruitment of Cadets to the Inspectorate.

#### CHAPTER XII.—TRAINING AND PROMOTION (Paragraphs 393-426)

**56. Recommendation 72. Paragraphs 393-397. General training should be concentrated as far as possible at Nyeri, except for the institution of a new basic school for Northern Province recruits at Isiolo.**

The Government has accepted the principle that there should be concentration of training at the Police Training School, Nyeri, the building programme of which has been planned accordingly. There remains for future consideration the proposal for the institution of an additional Training School at Isiolo for recruits from the Northern Province.

**57. Recommendation 73. Paragraphs 409 and 410. Staff and courses should be reorganized in accordance with this policy.**

These recommendations have been implemented. The Metropolitan Police have agreed to second an officer to advise on Police Training for attachment to the Police Training School at Nyeri for a period of three months.

**58. Recommendation 74. Paragraph 413. Overseas recruits should no longer attend preliminary training in the United Kingdom.**

The Government accepts this recommendation.

**59. Recommendation 75. Paragraph 423. A Police Service Commission should be set up to advise the Governor on promotions to ranks above Inspector, Grade II.**

The general question of the institution of Police Service Commissions was raised by the Secretary of State in a Despatch in 1953, and at a conference of Directors of Establishments of Colonial Territories held in London in October, 1954, it was stated that in no Colonial Territory is there a Police Service Commission, nor was any opinion expressed in favour of the establishment of such a Commission. In certain colonies promotions within the Police Force are included in the terms of reference of a Civil Service Commission, but experience has shown that such inclusion has given rise to various difficulties. The Government considers that the responsibility for recommending promotions within the Force

must be vested in the Commissioner, who will be advised by his Senior Officers and by Promotion Boards. It is not proposed to institute a Police Service Commission.

**60. Recommendation 76. Paragraph 426. Appointments to acting ranks should not be prolonged.**

The Government accepts this recommendation subject to two provisos. The first of these is that it will continue to be necessary to fill temporary vacancies caused by the absence of the substantive holders of the posts on account of leave, attendance at courses, prolonged illness and so on. The second is that it will also be necessary to test in the field the capacity of officers for promotion by appointing them to acting rank for sufficiently long periods.

#### CHAPTER XIII—THE FUTURE OF THE KENYA POLICE RESERVE (Paragraphs 427-462)

61. For reasons given in paragraph 4 of this Paper, the Government is not prepared to decide the future organization and constitution of the Reserve at the present time.

#### CHAPTER XIV—POLICE ORDINANCE (Paragraphs 463-481)

62. A Bill will shortly be presented to the Legislature.