



# THE NATIONAL POLICE SERVICE COMMISSION

*"Together we Transform the Police Service  
for Effective Service Delivery"*

**POLICY ON CHAPLAINCY IN THE NATIONAL POLICE SERVICE**

September 2018





# Vision

Champion of a Dignified Professional Police Service

# Mission

To transform and manage the human resource in the police service for efficiency and effectiveness

# Values

Independence and Integrity

Transparency and Accountability

Respect for Diversity and Equality

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*This report was published by:*

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# **POLICY ON CHAPLAINCY IN THE NATIONAL POLICE SERVICE**

September 2018

## FOREWORD



Chaplaincy is aimed at offering a complementary role to that of other trained occupational health professionals and to services such as counseling, focusing on the spiritual and emotional needs of the members of the Service. This Policy aims at affirming the worth of each of the members of Service, responding to the needs that the unique challenges of being a member of the Service pose and proactively engaging members of the Service to enable them stay aware of what they need.

Police Chaplains must be persons of high moral standing, persons who have compassion and understating and persons aware of the damaging effects of the service offered by the members of the National Police Service. Naturally therefore, Police Chaplains must have the basic police training which will inculcate such reality.

It is the desire of the National Police Service Commission and the National Police Service that those persons appointed to become Police Chaplains will hold their positions with high esteem and dignity and will strive continuously to commit to the ethical values and concepts of justice.

The Commission believes that the provision of Chaplaincy services in a much more streamlined manner will enable all the members of the Service realize the vision of a dignified and professional Service.

A handwritten signature in black ink, appearing to read 'Johnston Kavuludi', with a stylized flourish at the end.

JOHNSTON KAVULUDI, EBS, HSC  
*Chairperson*  
*National Police Service Commission*



## EXECUTIVE SUMMARY

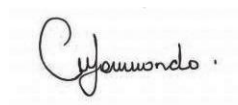


The role of Police Chaplains especially in modern day policing is important to meet the spiritual needs of members of the Service, especially those serving as uniformed staff. It is a well-known fact that many of the members of the Service can have trouble opening up about the trauma they may experience and stress that they may face during their normal everyday lives.

Police Chaplains serve as a support system for the Law Enforcement Officers, especially in times of crisis. Police Chaplains can be effective in handling these cases as they offer a more spiritual source of support for the affected members of the Service.

Police Chaplains must maintain a secular purpose regardless of the fact that they have ethics based on faith and religion. They must therefore not advance or inhibit religious affiliations of the members of Service. They are not supposed to push a particular religion on the members of the Service but are primarily aimed at providing spiritual and emotional guidance and support to all those in need.

This Policy is interfaith and seeks to inculcate the modern day skills of a Minister in dealing with matters affecting members of the Service.

A handwritten signature in black ink that reads "J. Onyango".

**JOSEPH V. ONYANGO**  
*Commission Secretary/Chief Executive*  
*National Police Service Commission*

## LIST OF ABBREVIATIONS

APS	Administration Police Service
ASP	Assistant Superintendent of Police
ASTU	Anti-Stock Theft Unit
CI	Chief Inspector of Police
CP	Commissioner of Police
DIG	Deputy Inspector General
DCI	Directorate of Criminal Investigations
GSU	General Service Unit
IAU	Internal Affairs Unit
IG	Inspector General of the National Police Service
IP	Inspector of Police
ICPC	International Conference of Police Chaplains
KPC	Kenya Police College
KPS	Kenya Police Service
NPS	National Police Service
NPSC	National Police Service Commission
SGB	Security of Government Buildings
SP	Superintendent of Police
SSP	Senior Superintendent of Police





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## DEFINITIONS

<b>CATHOLIC</b>	A Christian denomination holding the traditions and beliefs of the Roman Catholic Church.
<b>CHAPEL</b>	An inter-denominational Church or place used for Christian worship other than a Parish Church.
<b>CHAPLAIN</b>	A clergyman or minister in a specialized setting such as a priest, pastor, rabbi or imam, officially attached to a secular institution such as a hospital, prison, military unit, police department, educational institution or private chapel.
<b>CHAPLAINCY</b>	The office of spiritual leaders who are involved in a specialized ministry among the uniformed services and other secular institutions.
<b>CHAPLAINCY BOARD</b>	An advisory body appointed by the Commission in consultation with the Inspector General to oversee and govern the Chaplaincy services in the Service.
<b>COMMISSION</b>	The National Police Service Commission established under Article 246 of the Constitution of Kenya.
<b>CONFIDENTIAL INFORMATION</b>	Information obtained by a Chaplain professionally in a spiritual relationship of defined trust.
<b>CONFIDENTIALITY</b>	An assurance that information shared will not be disclosed as per the Chaplain’s code of professional ethics.
<b>COUNSELLING</b>	A session where a person with personal or psychological difficulties is assisted to think through their problems and find a possible solution.
<b>FAMILIES</b>	Refers to the nuclear family made up of the spouse and children of members of the Service.
<b>IMAM APPOINTMENT</b>	The action or ceremony of making a person an Islamic cleric and granting Islamic leadership authority.



<b>INSPECTOR GENERAL ISLAMIC</b>	The Inspector General appointed under Article 245 of the Constitution of Kenya. Holding the faith, beliefs and practice of Islam.
<b>MEMBER OF SERVICE</b>	Uniformed and non-uniformed members of the National Police Service.
<b>MINISTER</b>	An ordained or appointed cleric who has authority to administer to others.
<b>ORDINATION</b>	The action or ceremony of making a person a cleric, of granting pastoral authority and subsequent licensing to a Minister.
<b>POLICE CHAPLAIN</b>	A Chaplain in the National Police Service.
<b>PROTESTANT</b>	A Christian denomination that separates from the Roman Catholic doctrine. For purposes of this policy, this shall include SDA, Orthodox, Lutheran, Anglican, Methodist, Baptist, Evangelicals and any other who are not Catholic or Islamic in nature.
<b>SERVICE</b>	The National Police Service established under Article 243 of the Constitution of Kenya



# CHAPTER ONE

## INTRODUCTION



### Background

No one is confronted with more situations that demoralize and create emotional, mental and spiritual burdens than today's law enforcement officer. These burdens also affect the officer's family and other members of his/her Department. Law enforcement agencies need the specialized guidance, counselling and assistance that Police Chaplains can provide. The Chaplain's ministry provides a source of strength to the law enforcement officers and their families, non-uniformed members of the Service as well as to the community. Chaplains listen and participate in the workplace of law enforcement officers with empathy and experience, advising calmly in the midst of turmoil and danger, and offering assistance when appropriate or requested.

The greatest resource of any law enforcement department is its personnel. An effective Chaplaincy service can greatly help to conserve this valuable resource. The people in the community and the department in which the officers serve are the direct beneficiaries of strengthened law enforcement personnel.

### Purpose

The primary purpose of this Policy is to provide spiritual support and encouragement to members of the Service and their families while the secondary purpose is to provide spiritual support, comfort, and assistance to the community.

### Objectives

The general objective of this policy will be to provide a framework for guidance and spiritual support to members of the Service and their families.

“The greatest resource of any law enforcement department is its personnel. An effective Chaplaincy services can greatly help to conserve this valuable resource.

The specific objectives of this policy will include but are not limited to:

- a) Provide spiritual nourishment;
- b) Promote moral values and inculcate integrity;
- c) Provide stress management;
- d) Provide guidance and spiritual counselling;
- e) Accompany uniformed members of the Service and provide social, emotional and spiritual support during active operations;
- f) Reduce the overall number of grievances of the members of the Service to the minimum;
- g) Reduce the number of complaints against police officers from the members of public;
- h) Decrease the number of hours of sick time and absence from duty by members of the Service;
- i) Reduce the number of officers' stress related compensation claims.

### **Legal Framework**

There shall be established Police Chaplaincy services within the National Police Service pursuant to Article 32 of the Constitution of Kenya which provides for freedom of worship and the Societies Act which provides for the establishment of religious institutions.

### **Scope**

This policy applies to all members of the Service, their families and the community.

### **Policy Statement**

This policy provides for Police Chaplaincy services that aim to offer support to members of the Service, their families and the community. This in turn will support the wellbeing of members of Service, both of faith and those who don't hold religious faith. This policy covers all issues from a Chaplain's recruitment, terms and conditions of service, his/her responsibilities and the beneficiaries of the same.



# CHAPTER TWO

## ROLES AND RESPONSIBILITIES



### Administration

The Chaplaincy services shall be administered in three branches namely:

- a) Protestant Chaplaincy;
- b) Catholic Chaplaincy;
- c) Islamic Chaplaincy..

### Role of the National Police Service Commission

- a) Appoint the Chaplaincy Board upon recommendation of the Inspector General;
- b) Recruit and appoint Police Chaplains and confirm appointments;
- c) Determine promotions of Police Chaplains;
- d) Determine transfers of Police Chaplains;
- e) Appoint Police Chaplains on the Inspector General's recommendations;
- f) Exercise disciplinary control and remove Police Chaplains from the Service;
- g) Approve Police Chaplaincy Regulations for the National Police Service;
- h) Review the Chaplaincy Policy.

### Role of the Inspector General of the National Police Service

- a) Allocate adequate human and financial resources for the chaplaincy services programmes and activities and establish a sector budget line;
- b) Mobilize the required resources for facilitation of chaplaincy services;
- c) Distribute officers with adequate skills, seniority and support to implement chaplaincy services and ensure that the officer(s) so designated is/are held accountable by means of performance indicators.

“The Chaplaincy's services shall be interfaith, ecumenical in nature and will be administered by the Chaplaincy Board.

- d) Develop Police Chaplaincy Regulations for the implementation of chaplaincy services for application in the Service for approval by the Commission;
- e) Mainstream chaplaincy services into the Service overall strategic plan and performance targets;
- f) Designate places of worship and office space for chaplains to perform their duties;
- g) The IG will maintain constant liaison with and leverage on respective religious bodies;
- h) Monitor and evaluate the roll out of the chaplaincy services programmes and activities;
- i) Make recommendations to the Commission for the review of the Chaplaincy policy.

### **Role of the Deputy Inspectors General, the Director Directorate of Criminal Investigations and the Director Internal Affairs Unit**

- a) Integrate and mainstream Chaplaincy services programmes and activities at all levels within the Service;
- b) Ensure timely provision of sufficient funds for roll out of chaplaincy services within their respective commands;
- c) Provide conducive infrastructure and other resources for implementation of the chaplaincy services programmes and activities;
- d) Promote partnerships and liaise with other relevant bodies, government agencies and religious organizations in the implementation of the Chaplaincy Policy;
- e) Maintain an updated database of all Police Chaplains under their command and ensure appropriate placement and deployment;
- f) Prepare and submit quarterly chaplaincy services progress reports to the Inspector General;
- g) Ensure implementation of the chaplaincy Policy within their area of responsibility.

### **Role of the Chaplaincy Board**

#### *Appointment and Composition of the Chaplaincy Board*

The Chaplaincy Board shall be appointed by the Commission upon recommendation of the Inspector General for a renewable period of three (3) years. It will serve as an advisory body to the Inspector General.

It will comprise of not more than nine members, drawn from representatives of Protestant, Catholic and Islamic faiths and from Legal and Human Resource Practitioners. It may co-opt other members for any expertise required. The selection process for the members of the Chaplaincy Board shall be competitive. The qualifications of the members shall be prescribed by the Commission from time to time.

The Board shall at all times administer the affairs of the chaplaincy services in a fair and just manner and without any form of discrimination. Two thirds (2/3) of the



membership shall form the quorum for all Board meetings. No particular faith or branch of chaplaincy will be represented to the exclusion of others.

The Commission, in consultation with the Inspector General, shall come up with the procedures for the Chaplaincy Board, for effective implementation of its responsibilities.

### ***Duties and Responsibilities of the Chaplaincy Board***

The duties and responsibilities of the Chaplaincy Board shall include to:

- a) Appoint sub-committees and office bearers as deemed necessary;
- b) Develop and make recommendations on revisions and amendments to the chaplaincy services Policy, procedures, code of conduct and regulations;
- c) Hear and make recommendations on all issues relating to violations of the Chaplains' Code of Professional Ethics, chaplaincy personnel matters, complaints against a member of the Service or misconduct observed of a member of the Service by a Police Chaplain or of a Police Chaplain by a member of the Service or other;
- d) Perform any duty delegated as directed by the Inspector General.

All issues relating to chaplaincy will be addressed and recommendations made there to. Depending on the seriousness or severity of the matter, the case may be referred by the Board to the Inspector General for direction.

### **Role of Police Chaplains**

The Police Chaplains' role shall be both spiritual and supportive to all members of the Service irrespective of their religious affiliation.

Where a member of the Service has a need for support from a specific faith, the available Police Chaplain(s) shall provide the initial support and then refer him/her to the appropriate Police Chaplain/Chaplain.

Police Chaplains shall not perform the normal duties of members of the Service unless as directed by the Inspector General.

### **Appointment of Police Chaplains**

- a) The recruitment and appointment of Police Chaplains will be the responsibility of the Commission on recommendation of the Inspector General.
- b) The number of chaplains required will be recommended by the Inspector General from time to time.
- c) Police Chaplains shall be appointed on either, permanent and pensionable basis or, on contract basis.
- d) Commanders, in consultation with the Head of Police Chaplaincy, may from time to time, seek the volunteer services of Chaplains outside the Service as need arises, for a period of not more than one (1) year.





- e) Chaplains appointed on permanent and pensionable basis shall bear ranks as those of police officers and will undergo promotion as per the Service Standing Orders and Regulations. However the distinct nature of their work will be considered.
- f) The Chaplaincy Board shall review and handle disciplinary cases of Police Chaplains and make recommendations to the Inspector General and the Commission.

### Qualifications for Police Chaplains

- a) Must be a Kenyan citizen.
- b) Must have ecclesiastical training either in Theology, Divinity or Islamic studies from an accredited educational institution. Education, training and experience in counselling, crisis intervention, addiction and behavior disorders is recommended.
- c) Must be ordained/appointed by registered religious organizations and licensed by the Office of the Attorney General.
- d) Must be in good standing with and have reference from a recognized religious institution and for serving Police Officers, additional confidential report from their immediate superior.
- e) Must be skilled in ministry and spiritual care for at least three (3) years;
- f) Must never have been convicted of any criminal offense.
- g) Shall be subject to a background investigation and vetting process prior to appointment.

### Requirements for Police Chaplains

Police Chaplains:

- a) Must maintain high spiritual and moral standards.
- b) Must demonstrate a commitment to ministry with the Police.
- c) Must be able to understand, accept and relate to persons holding different religious commitments.
- d) Must be willing and able to serve the members of Service by being subject to twenty-four (24) hour call-out when assigned.
- e) Must become familiar with and accept the policies and procedures of the chaplaincy services.
- f) Will be furnished with identification that will be displayed while performing duties as a Police Chaplain.

### Training and Induction of Police Chaplains

Police training and induction in Police Chaplaincy will be scheduled and conducted before the newly appointed Police Chaplain takes office. The training will prepare the new Police Chaplain for the duties assigned and use of equipment and resources. Upon completion of the training, the Police Chaplain will be deployed to work as a Police



Chaplain and will be subject to transfer in accordance with the National Police Service Commission (Transfer and Deployment) Regulations.

Continuous chaplaincy enhancement training programs shall be carried out for the purpose of improving the knowledge and skills of Police Chaplain/Chaplains.

### **Implementation of Police Chaplaincy Services**

Police Chaplains shall be distributed within the Service notwithstanding religious affiliation and beliefs. Police Chaplains shall be at the distributed at the Office of the Inspector General, respective Service Headquarters, Regions and Counties/Formations/Units, and any other areas the Inspector General may require.

Where the Service seeks the volunteer services of Chaplains from outside the Service, the Service shall inform the Commission to undertake recruitment on a contractual basis. Police Chaplains shall be taken through police training and induction before placement.

### **Duties and Responsibilities of Police Chaplains**

The duties and responsibilities of the Police Chaplains shall be to:

- a. Ensure that the Service has ready access to relevant Chaplaincy services in support of the spiritual welfare of its current and retired members and their immediate families, including:*
  - i. Pastoral counseling regarding personal and moral problems relating to work, marriage, relationships and family;
  - ii. Involvement, when required, in the preparation and celebration of marriages, baptisms and other religious services;
  - iii. Hospital calls and house calls in cases of illness and bereavement;
  - iv. Performance of/or attendance at/of police funerals and provision of assistance to families in time of bereavement, where appropriate/where called upon;
  - v. Assignment to various(police)functions to offer prayers, invocations, benedictions and dedications, and;
  - vi. Supporting members of Service during emergency situations and at the scenes of disasters, where appropriate/where called upon.
- b. Provide for spiritual needs of members of the Service and oversee the efficient running of existing Police Chapels and Mosques;*
- c. Provide leadership in the formulation of new police Fellowships, Chapels and Mosques;*
- d. Offer prayers and homily at special occasions such as recruit pass-out parades and graduations, police competitions, award ceremonies and dedications/opening of police buildings, etc.;*
- e. Help provide expert responses to religious questions;*
- f. Work with police officers to assist in any kind of crisis situation where the presence of a trained Police Chaplain may be required;*



- g. Help organize departmental response to ceremonies for officers killed in the line of duty;*
- h. Advise and recommend to the Inspector General or his appointee, all matters of a religious nature involving the Service;*
- i. Act as liaison between the Service and the Local Clergy on matters pertaining to the moral, spiritual, and religious welfare of members of the Service and their families;*
- j. Assist in hostage negotiations;*
- k. Assist in dealing with transients and the homeless persons at the police cells;*

Police chaplains shall carry out their functions in conjunction with welfare officers, counselors and volunteer police officers in the Service.

### **Reporting Structure**

Chaplains shall report to both the Local Commanders under whose jurisdiction they serve and the immediate superior chaplain. They shall submit monthly returns to their immediate commanders and line Chief Chaplains and quarterly reports to the Inspector General through DIG's, DCI and Director IAU.

### **Termination of a Police Chaplain**

The termination of appointment as a Police Chaplain will be the responsibility of the Commission, on recommendation of the Inspector General.

### **Monitoring and Evaluation**

Implementation of this policy will be monitored, evaluated and reported on periodically to assess achievement of the objectives. Data will be obtained from reports submitted by the Service, field visits and surveys.

The monitoring and evaluation will require commitment of the Service as provided for through an established institutional framework developed by the IG and the Commission.

The Service will submit reports on quarterly basis or as requested by NPSC which will release an annual evaluation report on the implementation of this policy.

The evaluation report shall inform the review of this policy.

### **Review**

This policy will be reviewed after three (3) years or from time to time, when the need arises in order to ensure emerging issues and trends are incorporated.



# CHAPTER THREE

## CHAPLAINS' CODE OF PROFESSIONAL ETHICS



The Chaplaincy services desire to maintain the highest possible standards of professional ethics of members of the Service, recognizing that all people have their own unique spiritual beliefs. This Policy recognizes that the goal of spiritual care is to enable the individual to use their own ethical and religious systems of belief and values to find meaning and purpose in life.

In recognition of this responsibility, each member of the Chaplaincy services should strive to practice the following in accordance with this Code of Professional Ethics:

- a) ***Ideals***—Police Chaplains shall exhibit professional expertise with the dignity of the office of the clergy, recognizing that above all, they are servants of God/Allah/a Higher Power, who has commissioned them and to whom they are accountable. Members are expected to give unselfishly in service to their fellow human beings without prejudice;
- b) ***Knowledge and skills***—Police Chaplains shall strive continually to improve their pastoral knowledge and care skills;
- c) ***Recognition of personal and professional limits***—Police Chaplains shall recognize that their skills are primarily those developed by the Clergy, and that they should seek to use these skills with competence. They should recognize their limitations, both professional and personal, and take care not to extend themselves beyond the limits of their competence. They shall freely seek consultation with those who possess other skills, and should freely make referrals when such referral is in the best interest of the individual whom they are called upon to help. They shall also seek to guide and not to convert any individual to their own belief system, involuntarily; Police Chaplains shall conduct themselves in a way consistent with the high personal ethics required of their profession

“ In recognition of this responsibility, each member of the Chaplaincy services should strive to practice the following in accordance with this Code of Professional Ethics:

and sacred vows. They should obey all laws. Chaplains are highly visible to the community. Therefore Police Chaplains must take great care not to violate any law as it may bring disrepute to their faith and to the Police Chaplaincy services;

- e) **Material gain** – Police Chaplains shall offer their services as servants of God and their fellow human beings. They will accept no financial gift for such services, nor perform any duties with the view of personal material gain.
- f) **Confidentiality** – Police Chaplains shall hold to the “Chaplains’ Oath of Office” without any exception. The clergy, as a distinct profession, looks upon confidentiality in a unique way from all other professions. Privileged communication must be regarded as highly confidential material and should only be revealed with the consent of the person involved, in writing.
- g) **Consultation**– Police Chaplains are under an obligation to refer individuals they come in contact with through their Chaplaincy role to the individual’s own Minister, Priest or Imam for further consultation, if needed. If the individual is unaffiliated with any religious institution, the Police Chaplain still has an obligation to refer him/her to a clergy person of his/her choice of faith. Exercising good and sound judgment, Police Chaplains should also feel an obligation to refer individuals, in need, to any other community agency that is set up to deal with the individual’s specific problems. At all times, the Police Chaplains must consider first and foremost the welfare of the individual he/she will be dealing with when setting up his/her referral patterns.
- h) **Societal obligations**– Police Chaplains have societal obligations. Some of these are to obey laws. Except under the “Chaplains’ Oath of Office”, and “Privileged Information”, no knowledge of any criminal offense should be concealed. Chaplains who become aware of individuals who present a risk to society should take action to provide the appropriate safeguards. In all cases, Police Chaplains are expected to employ good and sound judgment.
- i) **Proselytize**– Police Chaplains must understand and accept the difference between imposing beliefs and revealing or sharing them. It is considered unethical to proselytize for allegiance within an established chaplain-counselee relationship. One’s beliefs/faith can always be shared, but coercion is irresponsible and unacceptable.
- j) **Continuing education**– Police Chaplains shall be committed to continued education in their professional discipline. They should engage regularly in experiences which are personally and professionally enriching.
- k) **Maintenance of the Code of Professional Ethics**– The Chaplaincy Board, in conjunction with the Police Chaplains, will be responsible for the continual upgrading and maintenance of the Code of Professional Ethics.
- l) **Canon of Ethics** – The Canon of Ethics, published in the International Conference of Police Chaplains (ICPC) Handbook may guide all Police Chaplains (Appendix ‘B’) in addition to professional ethics, the Service Standing Orders, the Constitution and all the Laws of the Kenya;
- m) **Practices:**
  - i. Police Chaplains shall, when on duty, be clean and properly attired. Chaplains shall properly identify themselves, be courteous and conduct themselves at all times as Servants of God, as members of Service and



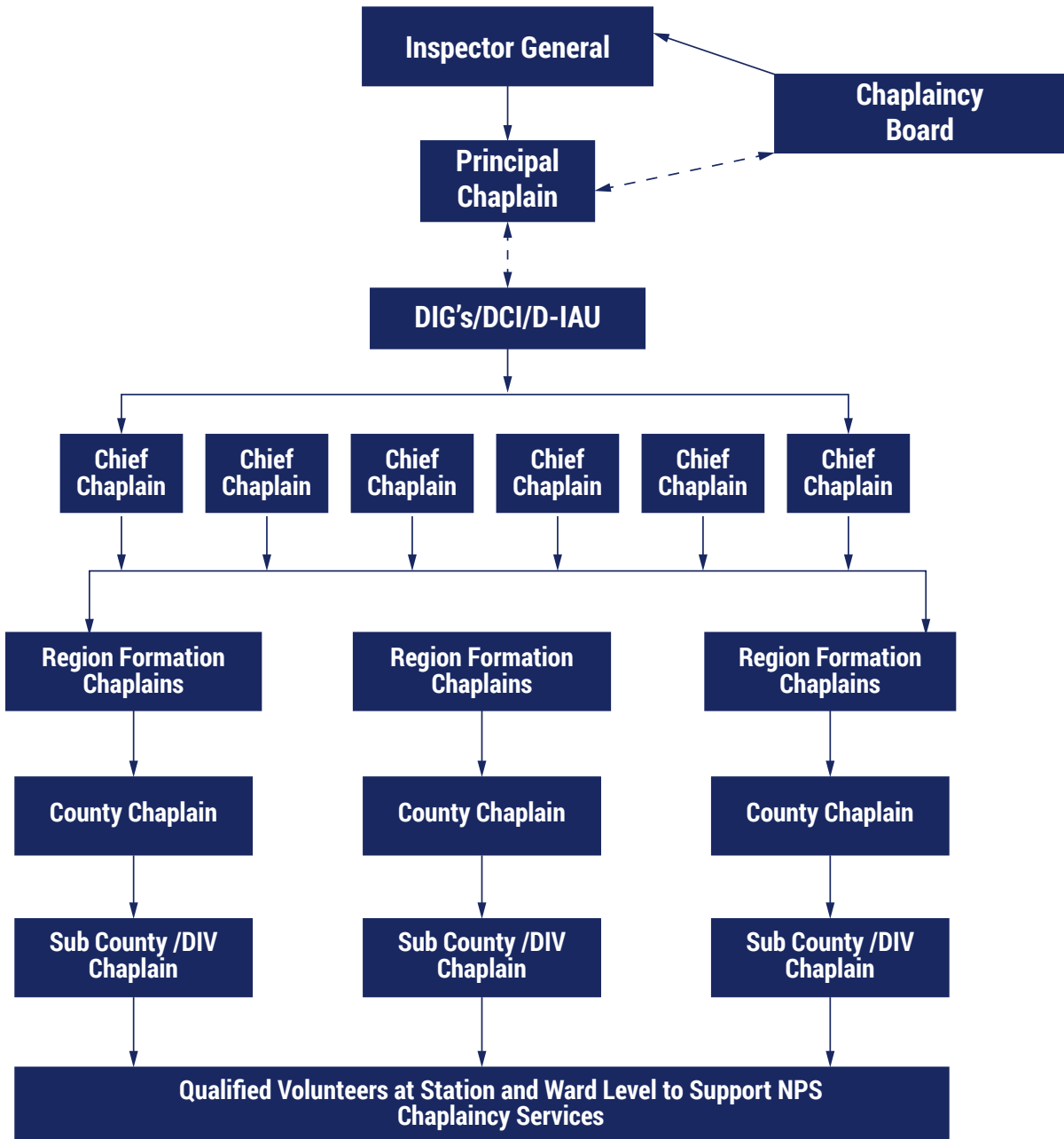
as a supporting aid of the Service. Police Chaplains shall wear their identification while they are on duty.

- ii. Police Chaplains shall not, in any way, interfere with the member of the Service in the performance of the duties of the member of the Service.
- iii. Police Chaplains shall not publicly criticize the actions of any Law Enforcement Officer, or Chaplain. Police Chaplains shall not gossip about other Police Chaplains or members of Service, whether the subject be true or false. Any Police Chaplain, having a grievance, shall report the matter to the immediate supervisor, who shall in turn, submit the complaint to the Chaplaincy Board for disposition.
- iv. Police Chaplains shall keep themselves informed of all policies and procedures made available by the Service and the Commission.
- v. Police Chaplains shall stand ready to accept directions as they may be given by the Inspector General through authorized officers and shall be ready to aid in times of national and community emergency.
- vi. Police Chaplains are responsible to the Police Officer in-Charge.
- vii. Matters relating to Police Chaplains' discipline will be handled through the Chaplaincy Board and/or police administration. Any conduct or action by the Police Chaplain that brings disrepute to the Service or the Chaplaincy services shall be grounds for dismissal from the Service.
- viii. In regard to safety, every attempt shall be made not to jeopardize the safety of the Police Chaplains. Should a situation develop in which a member of the Service requires immediate assistance, i.e. a member of the Service with whom a Police Chaplain is working becomes involved in a fight, the Police Chaplain should call for assistance and should only become involved when ordered to do so by a uniformed member of the Service, or if the uniformed member of the Service is incapacitated. However, the requirements in this policy shall not be construed as to infringe on the rights and privileges of an ordinary citizen.



**APPENDIX 'A': ORGANIZATIONAL STRUCTURE**

**PROPOSED STRUCTURE OF CHAPLAINCY SERVICES**



## **APPENDIX 'B': CANON OF ETHICS.**

*CANON OF ETHICS* ~ The Canon of Ethics (below) are the prescribed standards of ethical conduct and professional responsibility that shall guide police chaplains in the NPS.

### **ARTICLE 1**

#### **PRIMARY RESPONSIBILITIES OF THE LAW ENFORCEMENT CHAPLAIN**

The Law Enforcement Chaplain must represent to all members of the law enforcement agency morality, justice, fidelity, and peace. Therefore, to all officers he/she shall guide and direct them through counselling and personal example to that end; and to the recruits, he/she shall impart the principles of law enforcement ethics as fundamental to their functioning as a law enforcement officer and as essential for their personal career.

### **ARTICLE 2**

#### **DUTY TO BE WELL VERSED IN MORAL LAWS AND DEPARTMENTAL REGULATIONS WITH RESPONSIBILITY TO SELF AND OTHER POLICE PERSONNEL**

The Law Enforcement Chaplain shall assiduously apply himself/herself to a greater understanding of moral laws (including ethnic differences), departmental regulations, as well as the ethics by which he/she must live and guide others. The Law Enforcement Chaplain will make certain his/her responsibilities in these particulars, seeking aid, advice and enlightenment from his/her religious and civil superiors in matters of their respective fields.

### **ARTICLE 3**

#### **UTILIZATION OF PROPER MEANS**

The Law Enforcement Chaplain shall be mindful of his/her responsibility to pay strict heed to the selection of proper means on the discharge of the chaplain's office. Violating the laws of God and/or department regulations may instill in the minds of departmental personnel and their public like dispositions. The employment of improper means, no matter how worthy the end, is certain to destroy all respect toward the chaplain. If laws and regulations are to be honored by others, they must be honored by the chaplain who represents morality and justice.

### **ARTICLE 4**

#### **COOPERATION WITH DEPARTMENTAL AND OTHER RELIGIOUS OFFICIALS IN THE DISCHARGE OF LAW ENFORCEMENT CHAPLAINCY DUTIES**

The Law Enforcement Chaplain shall cooperate with department and other religious officials in the discharge of his/her duties, regardless of affiliation. The Law Enforcement Chaplain shall be meticulous in guarding against the use of his/her office or person in a way that may bring disrepute to himself or herself, law enforcement chaplaincy, or the





department. In any situation open to questions, the Law Enforcement Chaplain shall seek counsel from the respective religious and/or department authority.

## **ARTICLE 5**

### **CONDUCT TOWARD THE COMMUNITY**

The Law Enforcement Chaplain, in performing his/her duties, shall inevitably deal with members of the community. The Law Enforcement Chaplain on these occasions shall perform ministerial services in such a manner as becomes the office of the chaplain. The chaplain will give service to the community where he/she can without interfering with police procedure or infringing upon the ministry of others. While dedicated to the service of the law enforcement officers, their families, and other members of the department, a chaplain also has a responsibility of service to all humanity.

## **ARTICLE 6**

### **PROFESSIONAL CONDUCT OF LAW ENFORCEMENT CHAPLAIN**

**A. PRIVILEGE.** Because of the nature of the information received in personal counselling and through confidential reports or observations, the Law Enforcement Chaplain will maintain strict professional privilege in these matters.

**B. ECUMENISM.** The Law Enforcement Chaplain's own personal convictions do not give him/her the right to disdain the faith of others, nor attempt to proselytize them for his/her own church. The chaplain shall strive for an unbiased understanding of all faiths and be acquainted with their liturgies. The Law Enforcement Chaplain shall conduct himself/herself in a manner that will foster great ecumenism with churches other than his/her own and will attempt to win the goodwill of all.

**C. GIFTS AND FAVORS.** The Law Enforcement Chaplain bears the heavy responsibility to foster integrity and honor within the department. The chaplain shall guard against placing himself/herself in a position in which any person can expect special consideration through him/her or in which the public can reasonably presume that special consideration has been given. The Law Enforcement Chaplain should refuse gifts, favors, or gratuities, large or small, which the public could interpret as being offered to influence others.

**D. PROFESSIONAL ATTITUDE.** The Law Enforcement Chaplain shall always discharge his/her duties with a feeling of serious responsibility. By diligent study for self-improvement and dedicated service toward police personnel, he/she shall strive for effective moral leadership and high-spirited morale. The Law Enforcement Chaplain shall appreciate the importance and the responsibility of the department and hold his/her office as essential in assisting all officers to render valuable service to the department and community.



## IMPLEMENTATION PLAN

	ACTIVITIES	BUDGET (KSHS)	TIME FRAME				RESPONSIBLE PERSON
			2018/19	2019/20	2020/21	2021/22	
1.	Appoint Chaplaincy Board, develop guidelines and procedures of the Board						NPSC, IG
2.	Appoint Police Chaplains and approve their distribution						NPSC, IG
3.	Conduct outreach and sensitization to members of the NPS						NPSC
4.	Monitoring and evaluation						IG







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