



IPOA FORM 28D

(r. 109(2))

NATIONAL POLICE SERVICE RECRUITMENT MONITORING FORM

1. Preliminary Information

County:		Recruitment Centre:		Date:	
Name of monitoring officer		Start time:		End Time:	
Name/No of Officer in-Charge of the recruitment exercise					
No. of people being recruited	Male		Female		Ethnic composition of those to be recruited:
	KPS		KPS		
	APS		APS		
	GSU		GSU		

2. What is the composition of the recruitment panel?

<i>Name</i>	<i>Designation/ Office</i>

3. Was joint brief conducted for the officers taking part in the recruitment exercise?

Yes	Explain:
No	Explain:

4. What security arrangements were put in place at the recruitment centre?

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5. Did officer in charge of the exercise give welcome note to the would be recruits?

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6. Was the code of conduct of the exercise clearly spelt out to the recruits in Kiswahili and English

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7. Did the officer in charge of the exercise provide the requirements and read out to the candidates as had been indicated in the Newspaper adverts

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8. How was the environment at the recruiting venues

CONCERN	REMARKS
Friendly and relaxed	
Intimidating and tense	
Did the recruiting officers keeping order at the venue, use friendly or threatening and intimidating language (give examples)	
Are there toilets for men and women separately?	

9. Are there any other organization or agencies observing the recruitment exercise?

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10. Are there complaint handling procedures

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11. Emerging issues and challenges

ISSUE/CHALLENGES	REMARKS
Any reported incidences of ethnic hostilities between applicants or tribalism	
Any reported incidences of corruption	
Any reported cases of nepotism	
Non-adherence to the laid down recruitment standards, regulations, rules and procedures	
Any incidences of discrimination	
Any incidence of impostors	
Any noted improvements on the recruitment process and exercise	

12. Candidates concerns and views

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13. Concerns from members of the public

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14. Names and Age of those recruited

<i>Name</i>	<i>Age</i>	<i>Ethnicity</i>

NB: Attach list of those recruited, stamped and signed by recruiting officer.

15. Any other observation

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