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Assessment of Consequences of Homicide Committed by Police Officers on Police Service Delivery in Nairobi County, Kenya

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Abstract:
The purpose of the study is to assess the consequences of homicides committed by police officers on police service delivery in Nairobi County, Kenya. The concentration will be a study on police officers attached to kamukunji sub-county, Nairobi County, Kenya. In the recent past, law enforcement agencies across the globe have been facing the challenge of homicide among police officers. The rise in numbers has necessitated the need to research widely on the major issues leading to officers unlawfully killing fellow officers internationally and locally. The study objective was to assess the impact of the working conditions on homicide committed by police officers and its consequences on service delivery in Nairobi County, Kenya. The research will use the general strain theory by Robert Agnew (1992), complemented by conflict theory by Marxist (2000). The study intends to collect data through primary methods, such as questionnaires, interviews, and verified Secondary data like government publications. Descriptive research design and stratified random sampling will be involved. Quantitative and qualitative techniques will be used for better analyses of the research and interpretation. The reliability and validity of the data will be analyzed using the SPSS statistics 28, 2021. The Research anticipates that a substantial correlation between the working conditions, social aspects, police procedures, and homicide among law enforcement officers is inevitable. The study concludes that most of the respondents strongly agreed that the Recent upsurge in cases of police homicide in Kenya raises concerns about the psychological well-being and well-being of the police service. The study recommends sharing feedback from supervisors to junior officers and vice-versa for effective communication to improve coordination and relationship, ensuring the controlled issue of firearms to officers suspected of psychological disorders, and training a support team comprised of counselors from within the service to support their peers in case they have stress and make it easier to open up to them than others.

Keywords: Homicide committed, police service delivery, police working conditions

1. Introduction

According to D. Clark (2021), there were 600 homicides recorded in 2020 and 2021 in England and Wales's police department. The United States reported 173,000 victims of international homicide. America records 17.2 victims per 100,000 people. Dr. D N Kyriako et al. on Police demises in New York and London in the twentieth century established that 585 Police officers in New York and 160 law enforcers in London perished while contributing to law enforcement. In 2017, a retired London Ontario Police officer was shot dead by another officer who then killed herself. According to the police, the final report death of Acting Inspector and the killer cop had dated for several months, and signs of love had gone sour, which led to the act of Homicide and Suicide among law enforcers. In June 2017, Andrew Faull of the Institute for safety studies at the Cape Town University on Police Killings (2019) highlighted that, in 2017 and 2018, 11 South African law enforcement officers were the victims of domestic violence. Seven of them were perpetrated by fellow South African Police Officers, while three others were killed by officers' overheated arguments. Between 2017 and 2018, South Africa's rate of Murder has escalated globally.

According to the police journal Nigeria (2018), homicide is a serious problem and continues to rampage, with police officers being guilty of the demise of their colleagues. Situations like a mix-up between officers lead to some officers getting brutally murdered by coworkers (Human Resource Director, 2020). As per Global Economy (2016), the value of international homicides of females was one out of every 100,000 females in Tanzania in 2015, and the rate was 2.50 (11.50). In 2020 the maximum rate was 3.30 (15.30) for males. Homicide in Uganda in 2018 was 4,497 cases registered compared to 2017, indicating a 0.3% increase (Uganda Police Force Annual Crime report, 2019). According to the National Police Service Annual crime report (2018) and Statista report, in 2018 alone Homicide rate was 4.93% per 10,000 people compared to 2017 (Julia Faria, 2021). In Nairobi, Kenya (2021), a Police officer Constable shot dead a female colleague

officer at Kamukunji Police station in Nairobi before turning the gun on himself (Reference on Police Occurrence book number 07/02/ 01/2021). Among the most recent incidents of Police killing Police in Kenya is the recent Corporal attached to Kasarani Police Station in Nakuru who fatally shot a colleague who doubled as a lover. Also, a General Service Unit Officer attached to the security detail of the Cabinet Secretary fatally shot a female colleague and his wife in front of the kids. In December 2021, an officer attached to Kate police station fired randomly and killed two of his colleagues, injuring other officers and killing three passersby civilians. Additionally, after Christmas celebrations, on Boxing Day corporal attached to lari police station fatally shot a sergeant after an altercation about being drunk on duty and fled with the rifle. It is indeed a study we cannot ignore to unearth the root cause of the unfortunate serial incidents of homicide among law enforcement officers. All of the above cases, among many others, are the reason we need to research more on Homicide among Police Officer's consequences on service delivery. Recent statistics regarding homicide among law enforcers show that there is a need for more research to add to the existing study on why there is a rise in the number of law enforcers killing colleagues unlawfully using official rifles. St Louis law enforcer of the black race was shot by his partner from the white race, who said he did it out of fear for his safety. Numerous occurrences of a law enforcer mistakenly killing a partner are witnessed. However, the topic is not widely researched, unlike police killing civilians. On the above basis, the research seeks to cover the research gap in the homicides committed by police officers to fellow officers. Also, the research seeks to understand the factors behind the frequent homicides affecting law enforcement agencies across the globe and aims to recommend the findings to the National Police Service Kenya and other relevant stakeholders for consideration.

1.1. Objective

The objective of the study is to assess the working conditions of Police officers' impact on homicide and consequence on service delivery in Nairobi County, Kenya.

1.2. Statement of the Problem

On the eve of the New Year 2021 to date, the number of homicide cases recorded in Kenya of Police Officers within the National Police Service involved in homicide is trending at an alarming rate. Cases of Police officers killing fellow colleagues and committing homicides are a major threat globally, regionally, and nationally, and trickles down to the local devolved county, sub-county, and police post in the Kenya National Police Service. As a result, this scenario has entirely posed a problem to the security fraternity. An increase in homicide cases among Police officers has impacted the service delivered by police officers. As a result, the police officers working strength of personnel are reduced, and colleagues become unable to work effectively due to homicide post-traumatic stress and a decrease in numbers. Moreover, social gaps are created within the society, and families and the rest of the civil community find it difficult to liaise with police officers, for instance, in Community Policing. Besides, when homicide is reported, there are always difficulties in coping with the untimely death of the diseased. It also impacts fear in the officers due to trust issues among officers. For example, on 12th January 2021, a Police constable stabbed a colleague in the chest at Shauri Moyo Police Station in Nairobi. The incident was preceded by the murder of a law enforcer lady by a teammate over an argument on 2nd January 2021 at Kamukunji Police Station in Nairobi. Besides, on 7th April, a Police constable shot and killed his wife at Ruaraka General Service Unit Nairobi, Kenya, and on 5th July 2021, a female Corporal shot and fatally injured her lover's colleague constable at Kasarani Police Station in Nakuru, Kenya.

2. Scope of the Study

The research evaluated the consequences of murders on Police Service delivery in Kamukunji Sub-County Police Stations within Nairobi County, Kenya, from 2020 to 2021, targeting a population of 80 officers and a sample of 30 Officers. The purpose of the study is to ascertain the real cause of killings among law enforcers. The findings were recommended to the relevant authorities for an informed decision on how to alleviate the threat. The study focused on social aspects, police procedures, and working conditions Variables to understand the effects of the rise in homicide among Police Officers. The research examined the General Strain Theory by Robert Agnew (1992) and Conflict Theory by Marxist (2000). Primary and secondary data collection methods are applicable to the research, mixed methods of data analysis (Descriptive Research designs) were used in the assessment of the variable effect on service delivery through homicide, and the data used obtained using Questionnaires, Structured Interviews, and Secondary data available with adherence to all ethical considerations of the research study.

3. Conflict Theory

While seen through the lens of Marxism, combat is viewed as something that is both frequent and meaningful (Marx, 2000). It is generally agreed that Karl Max was the first person to propose the conflict hypothesis. He hypothesized that there was an increase in persistent conflict due to competing for limited resources. This was the central tenet of this hypothesis.

According to Crouch (2001), this discussion may be divided into two distinct categories:
- The exceptional versus the endemic, and
- The momentus versus the everyday

Both of these categories are subdivided further into subcategories. The underlying realities include political unrest, massive population movements, severe poverty, and a widening gap between the wealthy and the impoverished.

According to the concepts of pervasive conflict, conflict is not only an unavoidable component of social connections, but it is also something that may take place at a number of phases throughout the formation of a connection. This is something that can take place at any point in time. The presence of tension between a supervisor and the employees who are directly under that supervisor's control is often seen by functionalists as an indicator that something is amiss inside the organization. A number of social upheavals and large demographic disorders, as well as life-threatening poverty and a significant divide in terms of well-being and prosperity between employees and those in positions of authority in organizations, were some of the factors that contributed to the development of Marxist conflict theory. This theory emphasizes the pervasiveness of social inequalities and places much emphasis on the fact that social inequalities are pervasive. According to Bartos and Wehr, who are the proponents of the conflict theory, it was proven in worldwide conflicts as well as civil rights campaigns, empowerment movements, and rejections of the rule of law. Even though people have been educating younger generations about conflict within the framework of more conventional knowledge, there is still a place for philosophical core conflict theory and deliberate consideration of how people grasp conflict and resolve it constructively.

According to the suggestions that Bartos and Wehr provided, a fight is any scenario in which players use violent action against each other to attain long-term objectives or to demonstrate their animosity toward one another. This definition can be applied to any situation where players conflict with one another. In this regard, officers who desire to attain specific goals comparable to those of a colleague who is obstructing his efforts or hampering them in some manner may respond with animosity to settle the scores. This is because they want to achieve the same specific goals as their colleague. For instance, cops working at a station would prefer to put in as little effort as possible in return for the maximum possible income, and the police force as a whole has a wide variety of interests and priorities. It is also conceivable for there to be a conflict between groups that do not necessarily have opposing interests but rather feel hostility toward one another. This kind of conflict may occur when there is a personal grudge between the leaders of the organizations. Aggression arises from non-rational decision-making, which is thoughtless and often at likelihood with the analysis of the actions. Conflict does happen in social circumstances because there is something psychologically wrong with one of the important institutions. Thus, conflict indicates potentially major change (Crouch, 2001).

4. Methods and Procedures

The study adopted a mixed-method approach design based on descriptive techniques to address the research questions. Descriptive research is a purposive procedure of collecting, examining, and categorizing the dominant conditions, beliefs, performance and processes, trends, and conclusion relationship through achieving enough and correct interventions or without using the help of statistical methods.

Research was focused on Kamukunji Police Station, Shauri Moyo Police Station, Buru Buru Police Station, California Police Station, and Mowlen Jogoo Police Station in Kamukunji Sub Counties Police stations, Nairobi County, Kenya. The decision to select the location was informed by the rise in cases of police officers killing colleagues in Nairobi, Kenya.

The study targeted 30 officers and 5 in every Station level, which includes 1 at the Managerial level, 2 Supervisors, and 2 junior officers. The target population is the total number of people the researcher intends to get information from to compile the research.

To sample is to select a section of subjects from a distinct population to represent the whole population. The population is defined by the conclusion of the sample (International journal of Doctoral studies, 2021). The study uses Purposive Sampling, which leads to subjects with the relevant information to address the purpose of the study; hence, the selection of a smaller size is justified to allow in-depth interviewing; as such, the researcher endeavors to interview an overall size of 30 participants with 5 from each of the 6 Police Station.

The Questionnaires were sent via email or other platforms convenient to the respondents due to COVID-19 Ministry of Health Protocols. In contrast, the interviews for senior management were either online meetings or physical, depending on the respondents. Second-hand data was gathered from verified books, online sources, organizational records, and governmental departments.

5. Findings and Discussion

The response rate was 103 respondents from a total of 105, meaning that 2 of the respondents did not participate in the study. This means 98.09 percent of the respondents participated in the study, and 1.9 of the respondents did not participate.

5.1. Working Condition of Police Officer Consequences on Police Service Delivery

Table 1 shows the analysis of the study on how working conditions have occasioned the high rise of homicide in the national police service. The analysis shows that 25 (24.3%) of the respondents strongly agree, 42 (40.8%) agreed, 13 (12.6%) of the respondents remained neutral, while 12 (11.7%) and 11 (10.7%) of the respondents disagree and strongly disagreed, respectively. A total of 2 (1.9%) of the respondents did not participate in the study.

5.2. High Rise of Homicide in National Police Service

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	25	24.3	24.3	24.3
	Agree	42	40.8	40.8	65.0
	Neutral	13	12.6	12.6	77.7
	Disagree	12	11.7	11.7	89.3
	Strongly Disagree	11	10.7	10.7	100.0
	Total	103	100.0	100.0	

Table 1: High Rise of Homicide in National Police Service
Source: Field Data (2022)

This study is similar to a study funding in the United States census that found out that the majority of the time, an improvement in the working conditions results in an increase in compensation for the workers. According to the findings of the 2019 United States National Census, there were 5,333 fatal work injuries. It is unfortunate for many companies that the compensation continues to be low for many employees, making it difficult for them to satisfy their fundamental requirements. This is the situation for police officers in many regions of the globe. The workers are unsatisfied, and there are many complaints from the younger staff since the working environment is dangerous and the compensation is cheap. In England and Wales, the crime that results in the most deaths is homicide (2018). Frost claims that the standards of health and safety that are in place at work might vary significantly from one company to the next. In emerging nations, the economic sectors and social groupings, deaths, and injuries dominate their respective categories. When workers are not adequately provided for in terms of medical covers and workplace injuries covers, they always feel as if they have been shortchanged and attempt to communicate their concerns to management. According to Ranjith, the most plausible explanation for the many complaints and allegations made by the workers is that they were subjected to unequal treatment.

According to the findings of the United States Bureau of Labor Statistics, more than 17 percent of the people who were injured on the job were victims of aggressiveness in the workplace. According to the findings of the Census of Fatal Occupation Injuries (CFOI), there were 4,609 fatal workplace injuries in the United States in 2011. Of them, 780 were related to violence and other injuries inflicted by coworkers. Out of the 780 deaths that may be attributed to violence, 458 were homicides, and 242 were deaths by suicide. The number of women who were murdered amounted to 21 percent of all women who died from injuries. The victims are members of families, and the consequences are fatal (SecurityInfoWatch.com, 2018).

Research on workplace aggression conducted by the Department of Labor in the state of Washington reveals that the industries with the highest risk of workplace aggression include those dealing with healthcare, social workers, security guards, public administration, education, law enforcement, retail trade, public transportation, lodging, and food services. According to the statistics, the industries with the biggest percentages include law enforcement agencies (18.9%), retail sales (13.2%), and medical health services (10.2%). This illustrates that a high degree of hostility at work is likely to occur in any working environment that incorporates human interaction and the prospect of handling money. According to a story published in the Standard newspaper, police officers are exposed to hazardous and upsetting situations as part of their work-related tasks, which is one of the reasons why the profession is considered honorable by its very definition. The strain on the job of a police officer is dangerous and difficult due to the contexts of investigation and arrest of lawbreakers, the structural and labor stress, the public and their families, and the complex criminal justice system (Alkus and Padesky et al.). According to the American Institute of Stress, the work of a police officer is one of the most stressful jobs in the country. According to the findings of the evaluation, members of the police force are susceptible to becoming Primary Victims of Crime, being involved in accidents, or being affected by natural disasters due to the nature of their employment.

According to Jerome (2019), changes in the nature of work have the potential to have a significant impact on how services are delivered. Efforts that have been shown to be effective in enhancing the well-being of workers include providing adequate pay for time off, effectively managing employees who have disabilities, allowing for greater employee autonomy, enhancing the jobs themselves, reorganizing work, and making improvements to the physical working environment. It is required of organizations to create a safe working environment to promote the commitment of workers (Komposo & Sriden).

According to Dollad and Bakker, a culture of well-being is inextricably linked to the presence of a psychologically secure workplace. The sense of accomplishment and ownership that comes from participating in activities connected to one's profession encourages healthy engagements. The productivity of employees is crucial to the success of a business, and it is influenced by the atmosphere of the workplace (Mwendwa, 2017). Depending on the circumstances, they may either have a detrimental or a beneficial impact on the situation. A strategically conceived organization is an asset in reaching peak performance and maintaining the value of the company.

5.2.1. Model Summary[b]

In a model summary where the dependent variable: who would you rank your station on service delivery against all the independent variables, R was 1.133[a]. R Square was 0.018 with an adjusted R Square of -0.012 and an estimated standard error of 0.73. The study also found out that 0.018 was the statistics R Squares change with a frequent statistics change of 0.159, as shown in table 2 in more detail.

5.2.2. Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics	
					R Square Change	F Change
1	.133[a]	.018	-.012	.73466	.018	.591

Table 2: Model Summary[b]
a. Dependent Variable: Who Would You Rank Your Station on Service Delivery?
b. All Requested Variables Entered

6. Conclusion

From the findings of the objective of the study on how working conditions have occasioned homicide in the national police service, the study concludes that most of the respondents strongly agreed that the recent upsurge in cases of police homicide in Kenya raises concerns about the psychological well-being and well-being of police service. The study has analyzed and highlighted causes of such incidences, which range from psychological stress, complaints and grievances handling mechanisms, easy access to firearms to the mistreatment of junior officers by their seniors.

7. Recommendations

• Share Feedback from supervisors to junior officers and vice versa for effective communication to improve coordination and relationship.
• Ensure controlled issue of firearms to officers suspected of psychological disorders.
• Train a support team comprised of counselors from within the service to support their peers in case they have stress and make it easier to open up to them than others.

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