

**MINISTERIAL STATEMENT**  
ON THE  
ON-GOING RECRUITMENT OF POLICE CONSTABLES BY THE ZAMBIA POLICE  
SERVICE  
BY THE HON. MINISTER OF HOME AFFAIRS, MR KAMPYONGO

Mr Speaker, I want to sincerely thank you for according me this opportunity to render a ministerial statement as a way of updating this august House and through this august House, the Republic of Zambia, on the on-going recruitment of police constables by the Zambia Police Service this month.

Sir, on 30<sup>th</sup> June, 2018, the Zambia Police Service issued an advertisement inviting interested candidates to apply for recruitment as constables. The total number of constables to be recruited is 1,000, as it stands in the Yellow Book or Budget.

Mr Speaker, let me hasten to mention that a number of 1,000 officers scheduled to be recruited is indeed inadequate in so far as meeting the international standard ratio of police officers to the population is concerned. In that regard, it should be noted that while the recommended international standard ratio for police officers to people is 1:250, the current ratio in Zambia is 1:900. The police service therefore, currently, has a staff shortage and yet it has a heavy responsibility of enforcing the law and maintaining law and order in the country.

Sir, to mitigate the staff shortages in the Zambia Police Service, the Government has adopted a two-pronged strategy. In a short term, the Government is equipping the Zambia Police Service with modern security equipment and technologies such as the public security and information systems which helps to make up for the low staffing levels. For the medium and long term, however, we have to recruit at least between 3,500 to 5,000 officers per annum in the next five to ten years in order to attain the internationally recommended ratio of police officers to the population. This level of recruitment is currently not possible owing to the budgetary constraints.

Sir, having given the status quo regarding staffing levels in the Zambia Police Service, allow me now to address recent allegations that suggested that the recruitment of security personnel is biased towards some provinces and that it is opaque or not transparent. These allegations are far from the truth and have absolutely no basis.

Zambia is a unitary State founded on equality of all citizens without any exemptions. On that basis, the Government upholds the principles of equality and non-discrimination of citizens, the very rights that were at the core of our country's fight for freedom and self determination. The Government is, therefore, fully committed to fulfilling and upholding our nation motto of one Zambia, one nation.

Furthermore, in accordance with our national principles and motto, the security personnel in the national security institutions ought to reflect the rich diversity of our country with regard to ethnicity, race, area of residence, rural and urban, and indeed gender. In that regard, ethnic, racial and regional diversity in our security institutions are to a great extent less problematic. However, we still have a long way to go in addressing the gender imbalances that currently obtain in all state institutions including this august House.

Mr Speaker, the existing gender imbalances in our institutions are of course, difficult to address, especially in the short and medium term. This is because they are due to complex socio-economic factors that reduce the number of females in the school systems as they advance onto the post primary, secondary and tertiary levels. The Government is, nonetheless, committed to ensuring equality of opportunity for all our people including women and, indeed, without any exemptions.

To ensure that the Zambia Police Service has its officers drawn from all parts of Zambia and has as many women as possible, the recruitment of constables has been decentralised to the provincial level, while the selection of candidates would henceforth be centred on the district. We are confident that the decentralised recruitment would help enhance accessibility for all the eligible and interested candidates. It is also expected to consolidate the national character of the

Zambia Police Service with regard to ethnicity, race, area of residence and indeed to some extent help reduce the gender imbalance.

All prospective applicants should apply to the offices of the Provincial Commissioners of Police in accordance with the advertisement put up by the Zambia Police Service on 30<sup>th</sup> June, 2018, and should indicate the districts from where they will be applying from. In that regard, it should be noted that all applications sent to the Ministry of Home Affairs and Zambia Police Headquarters would not be entertained. All those interested in being recruited into the Zambia Police Service should, therefore, follow the recruitment instructions given by the Zambia Police Service through the advertisement referred to above. The selection of the individual candidates would be based on merit and the Zambia Police Service would strictly adhere to the recruitment criteria for the police service. The closing date for the receipt of applications remains 16<sup>th</sup> July, 2018, as advertised.

Sir, allow me to reiterate the Government's commitment to upholding our national principles and especially the principles of equality of opportunity and non-discrimination. We also desire to see our national motto of one Zambia, one nation reflected in all public institutions and activities. I must, therefore, appeal to all our people including members of this august House to close ranks and help build on the unity of purpose that helped liberate our country from foreign domination and marginalisation. The same unity, patriotism and love of one another shall help spur our country to greater heights and prosperity, and thereby consign underdevelopment, human degradation and suffering to history.

Mr Speaker, I thank you.