

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 30th 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.