

EFFECT OF AVAILABLE RESOURCES ON THE OCCUPATIONAL, SAFETY AND HEALTH OF POLICE OFFICERS IN NAIROBI CITY COUNTY, KENYA

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ABSTRACT

Purpose of the Study: This study aimed at establishing how the available resources to the Police Officers in Nairobi City County, Kenya affect their occupational, safety and health.

Problem Statement: The study will show how occupational safety and health of Police Officers is a problem. It is argued that the nature of work performed by Police Officers is by nature expected to experience distress. They posit that this is enhanced by their administrative policies, failure to get support from their colleagues and even perception people have on them. They add that they feel hopeless. The occupational safety and health of Police Officers is worsened by emerging issues like terror. It was most recently, 15th January 2019 that there was a terror attack on Dusit Hotel in Kenya.

Research Methodology: This study employed both social descriptive survey design and explanatory research design. In addition, the study adopted positivism philosophy. The data for this study was obtained from Police Officers which formed the main study population. The study settled on Nairobi City County where all the police stations were covered. The target population comprised of 4,000 from which a sample size of 200 police officers was selected. First a 10 percent of all 33 police stations in Nairobi and the police officers there in were initially used for piloting. A sample of 5 percent of Police Officers and a commanding officer in each of the remaining police stations were studied. Structured questionnaire was made use of to collect data from the respondents. The study was carried out on police officers who were on duty but after permission had been sought from relevant authorities. It was based on a simple random sampling research method where each officer had a chance of being chosen. Every officer commanding a

police station was chosen. Each respondent was briefed on the importance of the study, it was made known to the respondents that the study would be done freely with their willingness at a convenient location, the questionnaires were to be collected and kept with confidence. Each respondent was requested to confirm in writing, affirmative action or signing a document without indicating a name that the study was done with their approval. The study used Cronbach's Alpha Coefficient to test for the reliability of instruments. SPSS was used to analyze the collected data; both descriptive and inferential statistics were used in data analysis. The results obtained from the analysis were then represented using figures, tables and charts. Through factor analysis, all the statements of the variable under study were retained because they recorded values above 0.5.

Results of the Study: It was found out that 36.4% of the police officers had worked in the national police Service for between 6 and 10 years and majority of them (82.1%) were married. The regression analysis results revealed a positive and significant relationship between available resources and the occupational, safety and health of police officers in Nairobi City County, Kenya. The study established that 84.5% of the leaders of police officers were visionary, 60.2% valued the constitution and saw it as a protector and supporter of their occupational safety and health. Based on the findings, 85.5% and 61.6% saw Kenya Human Rights and OSHA respectively as valuable Acts.

Conclusion: The study concluded that most of the police officers in Kenya are satisfied with the resources which has been availed to them by the government to perform their duties.

Recommendation: The study recommended that the police should be provided with the necessary machinery they require to carry out their day to day activities of providing security, and maintaining law and order to the citizens of Kenya. The police should be provided with communication equipment like walk talkie, ICT/phones since they have been found to make the Police Officers feel safe as they do their work.

Key Words: *Available Resources, Occupational, Safety, Health, Police*

1.1 BACKGROUND OF THE STUDY

It is argued that the nature of work performed by police officers is by nature expected to experience distress (Violanti, *et al.*, 2016). They posit that this is enhanced by their administrative policies, failure to get support from their colleagues and even perception people have on them. They add that they feel hopeless. The occupational safety and health of police officers is worsened by emerging issues like terror. It was most recently, 15th January 2019 that there was a terror attack on *Dusit* Hotel in Kenya (National Police Service, 2019a). The National Police Service in a press statement issued by the Inspector General, Joseph Boinnet, stated that the attack led to the death of 21 people. One Kenya police officer died out of the number who lost their lives, 16 Kenyans, 1 Briton, 1 American and 3 other Africans (National Police Service, 2019a). It is stated reported further that 28 other persons were injured and admitted in a number of hospitals near the crime scene. The gallant police officers had to eliminate 5 terror criminals (National Police Service, 2019a).

The police do not take part in interdicting the launch of missiles or posing obstacles in their way, however they are the first responders and hold overall responsibility for handling the scenes of missile landings; their bomb treat the remains of the missiles; and police officers are responsible

for directing traffic and crowds around the scene and assisting local residents. In the latest study done in American urban cities, some of the perceived violence includes rape, assault, fighting with weapons, gang fights and robberies or muggings (Hoffman, Mair, Hunter, Prince & Tebes, 2018). The research findings are that men and women in the high crime urban cities did not have any difference in the way they perceived safety and violence which was around them. In addition, it was discovered that the judgment women have on their safety for example sexual violence had highly predicted that. In studies done in the United Kingdom, the rate of fatal accidents dropped from 0.8 in 2003 to 0.74 in 2011 as a result of strict OSH regulations (Abubakar, 2015).

The National Police Service Act No. 11A of 2011 (Revised 2016) states that Kenya Police Officers have to be appointed first before starting duties. It adds that Police Officers are either Administration Police Officers, or Kenya Police Officers. They include officers in Directorate of Criminal Investigations, Reservists and Special Forces who are recruited for specific assignments. In addition, Police Officers have all rights, should work for reasonable hours, are on duty at all times, and their safety and security must be assured. According to this Act, the government limits access to classified information for officers' security, safety and that of national security. These come above their rights or that of others and even this study. On the other hand, a police station is a place which has been set aside by an Inspector General of Police for running their operations. Apart from risks of diseases, Police Officers are also faced and exposed to missiles shot across borders. In Sderot in Israel, Police Officers face a horrendous task as they try to perform policing in their cities.

A recent study that was done in Uganda on stressors that wild life personnel face while on duty revealed that problems and challenges like remuneration and tools of trade contribute to high stress levels among the personnel (Moreto, 2016). In another study done in Tanzania, McCleary-Sills *et al.* (2013) state that there has been a lot of violence that affect women. The study's findings showed that respondents knew of the kind of behaviors they find them necessary to report to police. In another finding, it showed that violence against women is not reported to just anybody. In addition, it showed of a common trend which women do not report of any violence netted on them. The only main option of women is to seek help from the family. Finally, it was found out that those who survive violence seek support in Dar es Salaam even when referral networks do not exist (McCleary-Sills *et al.*, 2013).

As a result of the accidents which involved miners in DRC, they led to 80.5% of them to be taken care of by their colleagues while 50% were sadly unable to work 3 or more days (Elenge *et al.*, 2013). They state that 19% of them had physical injuries. Further they posit that some of the causes of accidents in the study included the use of unsuitable tools. The other cause is that miners were not able to differentiate what is expected of them as per the role they played and age. In this study, it was found out that people did not stop working even when they had a low pay. Finally the only remedy suggested by the researchers was to train miners on safety. In a study done in Nakuru County, it was found out that majority of the employees (80%) in saw mills have not been trained on OSH (Mong'are, Mburu & Kiiyukia, 2017). They state that they are also not provided with personal protection equipment for their safety. It is only 16% with face masks, 46% nose, 21% ear protection, and 44% with helmets. As a result of these shortcomings, it has led to 45.1% of them getting involved in accidents at work (Mong'are, Mburu & Kiiyukia, 2017).

A study was carried out in Kenya on retired police officers and found out that the profession is plagued with job problems leading to stress and poor performance at work (Muthondeki, Sirera & Mwenje, 2014). They state that it was sad that Police Officers who got injured at work, 10 percent of them still carried that stress to retirement. It was also found out that 58 percent of police officers had sleepless nights as a result of their jobs (Muthondeki *et al.*, 2014). In Kenya, we have the Kenya National Police Service. It is headed by an Inspector General of Kenya Police. The inspector is deputized by two inspector generals. The two deputies do handle Kenya Police Service and Administration Police. A Director of Criminal Investigations (DCI) also reports directly to the Inspector General of Police. In all the 47 counties in Kenya, we have each having several police stations or posts which have Police Officers as the managers in charge. Figure 1.1 shows the organization chart of the Kenya National Police Service.

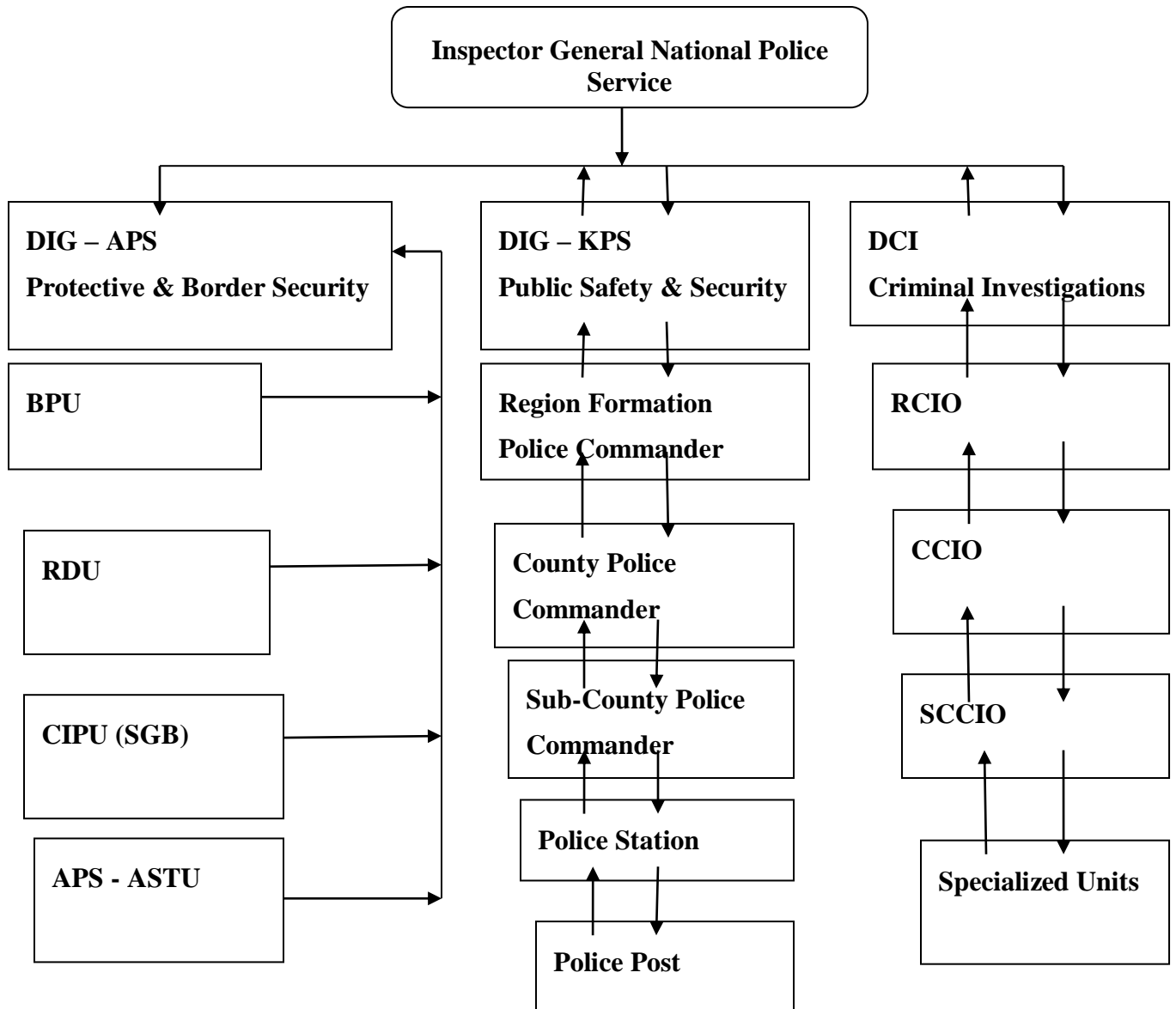


Figure 1: National Police Service Organizational Structure

Source: National Police Service

Key: National Police Service Organizational Structure

————→ Chain of Command/Reporting Channel

BPU – Border Police Unit

RDU – Rapid Deployment Unit

CIPU – Critical Infrastructure Protection Unit (new)

APS – Anti-Stock Theft Unit

All the above are under the command of the DIG Administration Police Services. The new structure was developed and it led to the abolishment of OCPD (Officer Commanding Police Division). This has been replaced by Sub-County Police Commander.

DIG – APS – Deputy Inspector General, Administration Police Service

DIG – KPS – Deputy Inspector General, Kenya Police Service

DCI – Director Criminal Investigations

RCIO – Regional Criminal Investigations Officer

CCIO – County Criminal Investigations Officer

SCCIO – Sub-County Criminal Investigations Officer

Specialized Units

The Kenya National Police Service has twelve formations of police (National Police Service, 2019a). These are General Service Unit (GSU), Anti Stock Theft Unit (ASTU), Kenya Police College, Traffic Police Department, Presidential Escort Unit (PEU), Kenya Police Dog Unit, Kenya Airports Police Unit, Kenya Railways Police Unit, Kenya Tourist Police Unit, Diplomatic Police Unit, Maritime Police Unit and National Disaster Management Unit.

The study chose Nairobi City County due to its nearness and will not be too costly. Another justification is that it is the county with the biggest population of 3.5 million as per 2009 population census, biggest in East Africa and 14th in Africa (NCG, 2018). In addition, the city is also metropolitan in nature and has many peoples from diverse nations and tribes and it is center of central government. These become a security threat to Kenyans, her visitors or investors and Police Officers are especially exposed to terror. Police Officers (32%) and Officers in Charge (68%) have trained on current emerging issues like terrorism and other crimes (Transparency International Kenya, 2016). This shows the importance of the problem.

1.2 STATEMENT OF THE PROBLEM

The study sought to find out the reasons why occupational safety and health of Police Officers is a problem. Police Officers are the first respondents in case of a terror attack or any other emergencies like fire or accidents after they have been alerted, telephoned or called to respond to emergencies (Janathan-Zamir & Weisburd, 2013). In the US, there have been mass shootings in public places like schools caused by criminals or persons who go berserk and find happiness in wielding guns as they exterminate other human beings (Fox & DeLateur, 2014). This study is only dealing with mass shootings and only reports that public schools are allocated police Officers in the periods 2005-2006 (41.7%), 2007-2008 (46.3%) and 2009-2010 (42.8%). The safety and health of Police Officers is not dealt with.

It is argued that the nature of work performed by Police Officers is by nature expected to experience distress (Violanti, *et al.*, 2016). They posit that this is enhanced by their administrative policies, failure to get support from their colleagues and even perception people have on them; they add that they feel hopeless. The occupational safety and health of Police Officers is worsened by emerging issues like terror. It was most recently, 15th January 2019 that

there was a terror attack on *Dusit* Hotel in Kenya (National Police Service, 2019a). The National Police Service in a press statement issued by the Inspector General, Joseph Boinnet, stated that the attack led to the death of 21 people. One Kenya Police Officer died out of the number who lost their lives, 16 Kenyans, 1 Briton, 1 American and 3 other Africans (National Police Service, 2019a). It is stated reported further that 28 other persons were injured and admitted in a number of hospitals near the crime scene. The gallant Police Officers had to eliminate 5 terror criminals (National Police Service, 2019a).

In diverse crime reports, for example, tables 3.1, 3.2 and 3.3, Police Officers on duty have been injured, paralyzed and even killed in diverse years. A total of 70 Police Officers were killed in Kenya in 2016 (National Police Service, 2019b). In this report, 30 of them were killed in the Rift Valley where 7 of them by their own officer who had gone out of his mind or sick. It is reported that some were attacked by Al-Shabaab in Police stations or while on patrol. A total of 28 Police Officers were killed, 102 of them injured as they responded robberies and attacks from terrorists in a 2015 crime report (National Police Service, 2019c). In a 2014 crime report, a total of 23 Police Officers were killed while 10 were injured and included 10 dead civilians (National Police Service, 2019d). On 19th June 2011, in Lochakula camp, 4 Police Officers were shot sustaining injuries leading to 2 dying later on (National Police Service, 2019e). It was also reported that a lorry of GSU was blown up by the use of an improvised explosive device (IED) on 28th October 2011 in Liboi which led to the injuries of those Police Officers.

Many studies have been done on other antecedents of occupational safety and health of Police Officers. A study was done in Kisumu Kenya on the causes and relations of occupational stress among Police constables (Oweke, Muola & Ngumi, 2014). Other studies have also been done on how work environment influences the performance of Police Officers (Nderi & Kirai, 2017; Barasa, 2017). Research has also been done on compensation of employees based on injuries or diseases which emanated from performing work related tasks leading to even death (Barrett, 2016). Police officers have been found through research to go experience a lot of psychological problems even up to retirement (Muthondeki, Sirera & Mwenje, 2014).

Immigrants without documentation are faced with a lot of occupational safety and health even as they try to evade authorities (Flynn, Eggerth & Jacobson, 2015). This 'cat' and 'mouse' habit leads to stressful immigrant employees affecting their work and safety. Police Officers also experience a lot of hopelessness (Violanti *et al.*, 2016). Violanti *et al.*, (2016) further added that this is caused by fear of dangers which is physical, lack of administrative and organizational support leading to high rates of suicides. It is argued that there is little academic research which has been done on police officers in Kenya (Muthondeki, Sirera & Mwenje, 2014). There is a research gap on studying both occupational safety and health of Police Officers. The study aimed at addressing this gap by examining the effect of available resources on the occupational, safety and health of police officers in Nairobi city county, Kenya

It is important to study on the occupational safety and health of Police Officers due to several reasons. Like other employees, police officers have families, friends, co-workers and supervisors to work with (Violanti *et al.*, 2016). Their safety and health is hankered in law and will mean a safety of a country (Work Injury Benefits Act, 2012). They also pay taxes to the government and upon retirement unfortunately are faced with a lot of challenges (Muthondeki, Sirera & Mwenje, 2014).

1.3 OBJECTIVE OF THE STUDY

To establish how the available resources affect the occupational, safety and health of Police Officers.

1.4 RESEARCH HYPOTHESIS

H_A: There is a significant relationship between available resources & occupational, safety and health among Police Officers in Kenya.

2.0 LITERATURE REVIEW

2.1 Theoretical Review

Resource Based View

The view of Barney (1991) encouraged Boxall (1996) who attempted to come up with a strategic model as quoted by Derek *et al.*, (2008). They state that the theory attempts to ensure that available resources are well used to maximum for the advantage of organizations. Ali (2013) in a study in Nigeria state that criminals have advanced the way they do their criminal activities in all aspects of an economy. He adds that with educated people, they will be able to be conscious on their security, safety and the condition of environment they live in. Another remedy is to avail employment to the populace for their economic stability. This is in addition to a country having responsible and accountable leaders supported by a good transport system. He further posits that when these are well established it becomes a threat to a population and police (Ali, 2013).

It is the responsibility of organizations to ensure that their available resources are well used in order to avoid wastages and enhance the safety of employees (Underhill, 2001). He adds that it depends on whether an employee is employed on a permanent or temporary basis. Underhill (2001) argues further that there are several impacts of labor hire employees. The impacts includes the following: difficulties due to lack of track hire employees. It is found in diverse work places which include even areas which are of a great risk. Their administrative tasks are difficult to handle (Underhill & Quinlan, 2011). He claims that it is a shift from psychological wellbeing issues and does not deal with employees only.

There is a scenario where the employees who had been employed on a permanent basis bullying those under hire (Underhill, 2001). He adds that many employees will be sent early to their graves through job stress, fatigue, depression, and with constant headaches. These employees will equate themselves to prisoners especially when performing temporary or permanent jobs which they feel to be undesired work. The resource based view theory was considered suitable for the study because it has been proved useful by earlier studies (Lok & Crawford, 2004).

There are several factors which contribute to occupational safety and health (Underhill, 2001). Underhill (2001) outlines them below as the ones that contribute to high levels of OHS in a firm. This scholar found out through research that temporary employees were more likely to be injured than the permanent ones. The research focused on 85 companies that had engaged temporary workers (Underhill, 2001). He adds that temporary employees were more often and more seriously injured than permanent employees at the same location. The employees were more likely to be injured early in their placement, with 48 percent of those injured receiving the injury in their first month of employment as compared to permanent employees who had not experienced any injury in the same timeframe. The employees were found to be much younger

and less experienced compared to permanent employees. That is 43 percent were under 25 years unlike 13 percent permanent ones. On the other hand, 40 percent lacked qualification unlike 17 percent permanents (Underhill, 2001). The study claimed that so many companies preferred to subcontract their work to agencies in order to transfer the risks. Resource based theory supports the variable of resources because organizations have to accordingly maximize their available factors of production for the occupational safety and health of employees.

2.2 CONCEPTUAL FRAMEWORK

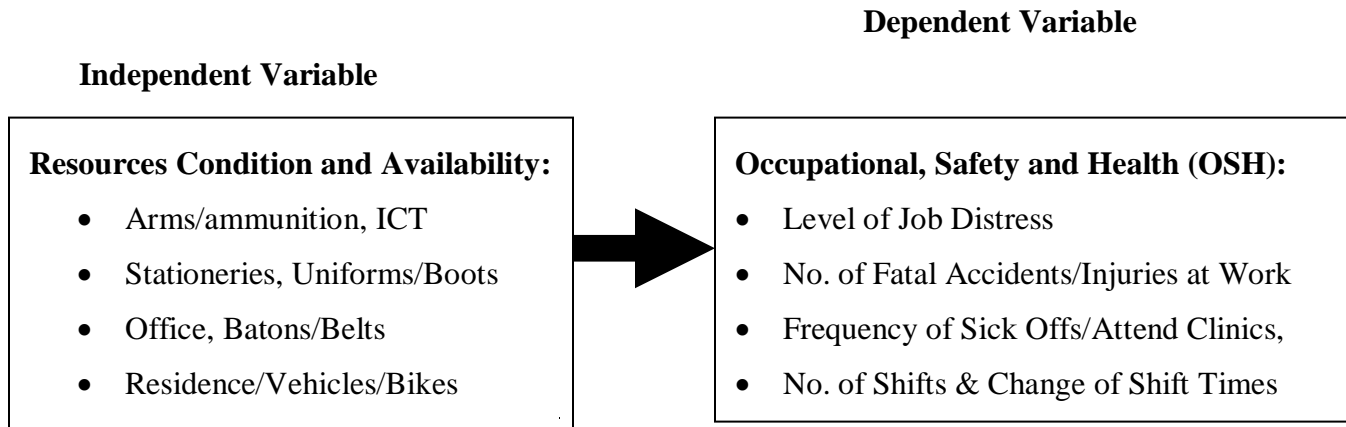


Figure 2: Conceptual Framework

Resources

Every job needs some resources for it to be done successfully. Job resources are defined as those necessary assets which can be physical, social or organizational in nature which enhance work (Schaufeli & Taris, 2014). The researchers add that these are beneficial to a job for they will help in the attainment of goals, cut on job demand costs which are both physiological and psychological. In addition, resources are also beneficial because they motivate employees to perform at work.

When police officers do not have enough resources to perform their duties, it not only become a risk to the population but also to them. Ahaya (2016) states that terror activities are enhanced by the religious persuasion of a people. Ahaya (2016) further argue further that some religious people may resort to violent actions to protect their religion. A leader of ISIS (Islamic State of Iraq and Syria), confirms that it is possible to have a misunderstanding between Muslims and those who are not of that faith (Ahaya, 2016).

An Occupational Safety and Health (OSH)

There has been a decrease on the number of accidents, injuries and diseases which are related to the relevant occupations in diverse industries (Kim, Park, & Park, 2016). The researchers additionally posit that this has been necessitated by technology advancement which involved many safety strategies which have been developed or designed to counter employees' injuries which are caused by accidents and diseases contracted at work. They add that advanced scientific

safety technologies have been developed by many industries and also strict rules and regulations have been established (Kim, Park, & Park, 2016).

The safety of employees is normally affected by the type of work, nature of operations and even profession (Steege, Baron, Marsh, Menendez & Myers, 2014). Steege, et al. (2014) state that when employees perform some tasks, like manual work in a construction job, this will increase the number of injuries they will encounter. Hazardous jobs like painting will most likely increase the level of chest illness employees will get (Steege *et al.*, 2014). Steege *et al.* (2014) add that an employee's education, race, gender and age are also a contributing factor on the safety of employees.

2.3 EMPIRICAL REVIEW

When we have good government policies, employees work safely. Terrorism affects economies and lifestyles worldwide (Okeyo & Abdisamad, 2016). They claim that terror is a new global threat by Al Qaeda, Boko Haram, Al Shabaab, Islamic State Iraq Syria which will drain security resources globally. In a survey done, it was found out that Police officers are there to secure nations, ensure that rules are followed in transparent ways and do a superb job (Transparency International Kenya, 2016). Their report indicate that police will need a good number of resources and equipment for their operations.

The nature of police operations require them to make even forceful home entries, meet idlers, suspects and other victims which make their work difficult and too stressful; this makes it necessary to be fixed cameras on their uniforms which will bring some trust on them (Stanley, 2013). Such an action will require having good policies so that they do not misuse information collected against the public on privacy (Stanley, 2013). Such resources will improve policing and the integrity of police officers.

An occupational, safety and health of employees should be improved at the workplace in order to minimize or get rid of the many injuries they face (Nielson, 2014). It is important that employees change their perception on safety so that they have a positive culture on the same. Many organizations have even resorted to employing or assembling a team of lawyers to advice on legal human resource issues which include employees' safety (Nielson, 2014).

In a USA study, it was found out that immigrants are highly discriminated employees in terms of their safety (Flynn, Eggerth & Jacobson, 2015). This has led to serious accidents to them. As a result, occurrence of accidents to them is to the tune of 67% of them. Employees who get involved in deadly accidents have led to their death between the years 2003 to 2006 as compared to 1992 where it was only 52% (Flynn *et al.*, 2015). They state further that these injured employees will even prefer to terminate their lives instead of accepting to go back to their original countries full of poverty.

3.0 RESEARCH METHODOLOGY

The study adopted social descriptive survey design and explanatory research. This study used positivism philosophy. This study targeted all Police Officers of the National Police Service in Nairobi City County as per the 2010 Kenyan Constitution (2010). The study therefore targeted 4,000 Police Officers. The sampling frame of the study was all the police officers working in Nairobi County. The study used a simple random sampling technique to select a sample of 200 police officers which formed the sample. The study used both primary and secondary data;

primary data was collected using structured questionnaire, while secondary data was obtained from published or unpublished data from academic journals and government offices. Pilot testing was conducted in which both validity and reliability testing were conducted to test for the suitability of the data collection tools. SPSS was used to analyze the collected data using both descriptive and inferential statistics. Variables should have a relationship for them to be tested. For example we can have $H_0 = B_2 = 0$ as the null hypothesis and $H_1 = B_2 \neq 0$ or not equal to $= 0$. In the null hypothesis, we shall try to find out if there is relationship between say Y and X. That is to find out if Y is related to X. The moment they do not have any relationship, it will then be of no use to test for any relationship, for example, $B_2 = -2$ or any other value (Gujarati & Porter, 2010). On the other hand, if the null hypothesis is sustainable, then it is of no use to include X in the model developed. In this case, it will mean therefore that if X belongs to the model, it will have the expectation to reject the null hypothesis. In this regard, one chooses the alternative hypothesis, H_1 . It will mean that B_2 is not equal to 0. Another meaning is that the slope coefficient is different from zero for both negative and positive (Gujarati & Porter, 2010). In our study, the study has employed the alternative hypothesis as opposed to the null one.

The model used was as follows;

$$Y = \beta_0 + \beta X + \varepsilon$$

Where

Y = Occupational Safety and Health

β_0 = Constant

β = Represents the coefficients of determinants

X = Leadership Style

ε = Error term

4.0 RESEARCH ANALYSIS AND DISCUSSION

Regarding the response rate, a total of two hundred (200) questionnaires were distributed to the sampled 200 respondents. Out of this, one hundred and fifty one (151) questionnaires were fully filled and returned. This translates to a response rate of 75.5%. This response rate was way above the conventionally acceptable rate for surveys. In earlier local doctoral studies, Awino (2007) cited earlier scholars and stated that the average response rate for empirical studies was 65% of the sample. Similarly, this was in line with Orodho (2009) who observed that a response rate above 50% contributes towards gathering of sufficient data that could be generalized to represent the opinions of respondents about the study problem in the target population. The results can therefore be generalized and considered representative of the population.

Reliability was tested using Cronbach's alpha formula. The results were generated with the aid of SPSS. The reliability test results are presented in Table 1. The findings in Table 1 show that Cronbach's alpha for all the items were all above 0.7 indicating that the instrument was adequately reliable for measurement. Since all the variables measured had a Cronbach's alpha above 0.7, they were all reliable and thus accepted.

Table 1: Reliability Analysis

Variable	Number of items	Cronbach alpha	Comments
Available Resources	8	0.836	Reliable
Occupational, Safety and Health	8	0.802	Reliable

4.1 Descriptive Statistics

Available Resources

The results in Table 2 show that majority (61.60%) of the respondents indicated that the quantity of available government equipment for their work like fire arms or ammunition makes them feel, Satisfied, 23.80% were neutral while 14.60% others indicated that it was making them, dissatisfied. The results had a mean of 3.51 and a standard deviation of 0.91. The results also show that majority (56.90%) of the respondents indicated that the quantity and quality of available government communication equipment for their work like walk talkie, ICT/phones made them feel, Satisfied', 29.10% were undecided while 13.90% indicated that they were feeling, unsatisfied. The responses had a mean of 3.48 and a standard deviation of 0.96 implying that most respondents were feeling satisfied however their feelings were varied.

In addition, the results show that majority (51.00%) of the respondents indicated that the available government equipment for their work like stationeries (books, pens) was making them feel Satisfied. On the other hand, 33.80% of the respondents were neutral, while 15.20% felt dissatisfied. The results had a mean of 3.50 and standard deviation of 0.99. The results further show that 59.00% of the respondents indicated that the provision of enough protective equipment for their work like uniforms, boots, and caps make them feel satisfied, 11.30% others were feeling, dissatisfied while 29.80% of the respondents took a neutral ground. The responses had a mean of 3.56 and standard deviation of 0.94. Similarly, the results show that 57.60% of the respondents indicated that the available government equipment for their work like batons, belts and whistles made them feel Satisfied, 11.90% indicated that they were feeling dissatisfied while the rest (30.50%) were neutral about the statement. The results had a mean of 3.62 and standard deviation of 0.94 implying that most of the respondents were satisfied; however their responses were varied.

Further, the results show that majority (61.60%) of the respondents indicated that the available government resources for their work like office blocks were making them feel Satisfied, 30.50% were not sure, while 7.90% were of the opinion that they were feeling, Dissatisfied. The results had a mean of 3.66 and standard deviation of 0.89. Similarly, the results show that majority (47.30%) of the respondents indicated that the available government resources which bring comfort like house of residence or accommodation make them feel Satisfied, 26.70% indicated they were feeling Unsatisfied while another 26.00% were neutral about the matter. The responses had a mean of 3.21 and standard deviation of 1.24.

Finally, the results show that majority (59.60%) of the respondents indicated that the available & condition of government equipment for their work like armored vehicles, and motorbikes make

them feel Satisfied, 13.90% were feeling dissatisfied while 26.50% of the respondents were undecided. The results had a mean of 3.67 and standard deviation of 1.07. In general, the results had an average mean and standard deviation of 3.52 and 0.99 respectively implying that majority of the respondents indicated they were feeling satisfied; however, their responses were spread about the mean.

The above findings were found to be in agreement with another study by Schram, Hinton, Orr, Pope and Norris (2018) on the perceived comfort of using protective gear by Police Officers which found out that all types of armour used by officers affected their job performance at work. They posit that it affects their performance because of their size, discomfort caused and hinders effective use of other Police supporting items like handcuffs, belts and magazines. According to them, they state that the nature of a Police job requires that they put on a normal wear and individual light armour vests (ILAV). In the findings, all types of armour were negatively evaluated by Police Officers. ILAV B type were rated lowly while some other types had positive evaluation on their performance and comfort.

Table 2: Available Resources

Statement	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	Mean	SD
The quantity of available government equipment for my work like fire arms or ammunition makes me feel ...	3.30%	11.30%	23.80%	54.30%	7.30%	3.51	0.91
The quantity and quality of available government communication equipment for my work like walk talkie, ICT/phones make me feel.....	4.60%	9.30%	29.10%	47.00%	9.90%	3.48	0.96
The available government equipment for my work like stationeries (books, pens) makes me feel	2.00%	13.20%	33.80%	34.40%	16.60%	3.50	0.99
The provision of enough protective equipment for my work like uniforms, boots, and caps make me feel	4.00%	7.30%	29.80%	46.40%	12.60%	3.56	0.94
The available government equipment for my work like batons, belts, and whistles make me feel	1.30%	10.60%	30.50%	39.70%	17.90%	3.62	0.94
The available government resources for my work like office blocks make me feel ..	2.60%	5.30%	30.50%	47.00%	14.60%	3.66	0.89
The available government resources which bring comfort like house of residence or accommodation makes me feel	14.00%	12.70%	26.00%	33.30%	14.00%	3.21	1.24
The available & the condition of government equipment for my work like armored vehicles, and motorbikes make me feel	4.00%	9.90%	26.50%	36.40%	23.20%	3.65	1.07
Average						3.52	0.99

An Occupational, Safety and Health

In Table 3, the results show that majority of the respondents (50.30%) indicated that they were normally faced with a high level of distress during working hours or after work. This made them feel insecure, while 28.50% were neutral but 21.20% indicated that they felt secured. The results had a mean of 2.54 and standard deviation of 1.05. The results also show that majority (46.30%) of the respondents indicated that they were satisfied with their work, happy with it and always felt Secure. The results had a mean of 3.36 and standard deviation of 0.92. The results in addition show that, majority (52.30%) of the respondents indicated that as Police Officers, they were faced with a frequent number of fatal accidents or injuries at work which could make them feel insecure. The response had a mean of 2.49 and standard deviation of 1.19.

Furthermore, the results show that 35.10% of the respondents indicated that they were always performing their duties in police stations/place of work or do patrols and feel secure. On the other hand, 22.50% of respondents indicated that they were feeling insecure while 42.40% others were neutral on the matter. The results had a mean of 3.13 and standard deviation of 0.93 implying that most of the respondents took a neutral ground. Further, the results show that 37.80% of the respondents indicated that they were frequently sick or in poor health which is caused by the nature of their work but makes them feel Secure. The results had a mean of 2.79 and 1.11. The study in addition showed that 41.00% of the respondents indicated that they were frequently on sick offs to attend clinics for their treatment, or under medication but they feel secure. The results had a mean of 3.17 and standard deviation of 0.96.

The results similarly show that, majority (47.70%) of the respondents indicated that they had a number of shifts. These shifts were manageable and there was no cause for alarm for they feel secure. The results had a mean of 3.34 and standard deviation of 0.86. Finally, the results show that 33.10% of the respondents indicated that they were having a demanding work and the times their shifts were not rotated which make them to be frequently tired leading to absenteeism. The work then leaves them feeling insecure. In general, the results had an average mean and standard deviation of 2.98 and 1.00 respectively. The Police Officers face a lot of stressful events while performing their duties (Ma, Andrew, Fekedukegn, Gu, Hartley, Charles, Violanti & Burchfiel, 2015). They posit that 60.5% of the stressful events in the previous year were not to do with threats. They add that these events are to do with the nature of their profession. These events entailed administrative issues, pressure from work, shifts and their rotation among others.

Table 3: Occupational, Safety and Health

Statement	Very insecure	Insecure	Neutral	Secure	Very Secure	Mean	SD
I am faced with a high level of distress during work hours or after work and I feel	18.50%	31.80%	28.50%	19.90%	1.30%	2.54	1.05
I am satisfied with my work, happy with it and I feel.....	4.00%	10.60%	39.10%	38.40%	7.90%	3.36	0.92
As officers we are faced with a frequent number of fatal accidents or injuries at work which makes me feel	26.50%	25.80%	23.20%	21.20%	3.30%	2.49	1.19
I am always performing my duties in police stations/place of work or do patrols and I feel	4.60%	17.90%	42.40%	29.80%	5.30%	3.13	0.93
I am frequently sick or in poor health as caused by the nature of my work which makes me feel	15.90%	21.90%	33.10%	25.20%	4.00%	2.79	1.11
I am frequently on sick offs to attend clinics for my treatment, under medication and I feel	7.30%	13.20%	38.40%	37.70%	3.30%	3.17	0.96
I have a number of shifts which are manageable and there is no cause for alarm for I feel	4.00%	9.30%	39.10%	43.70%	4.00%	3.34	0.86
I am having a demanding work and the times of shifts are not rotated which make me to be frequently tired leading to absenteeism and I feel	5.30%	27.80%	35.80%	24.50%	6.60%	2.99	1.00
Average						2.98	1.00

4.2 Correlation Analysis

Results in table 4 revealed that there was a strong positive and significant association between Available Resources and Occupational, Safety and Health of Police Officers ($r=0.722$, $P\text{-value}=0.00$).

Table 4: Correlation Matrix

		Occupational Safety and Health	Available Resources
Occupational, Safety and Health	Pearson Correlation	1.000	
	Sig. (2-tailed)		
Available Resources	Pearson Correlation	.722**	1.000
	Sig. (2-tailed)	0.000	

** Correlation is significant at the 0.01 level (2-tailed).

4.3 Regression Analysis

As presented in Table 5, the coefficient of determination R Square is 0.522 and R is 0.722 at 0.000 significance level. The model indicates that the available resources explain 52.2% of the variation in Occupational, Safety and Health of Police Officers. This means 52.2% of the Occupational, Safety and Health of Police Officers in Kenya are influenced by the resources made available to the Police Officers.

Table 5: Model Fitness

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.722 ^a	.522	.519	.47760

a. Predictors: (Constant), Available Resources

Table 6 shows the ANOVA results for the available resources on Occupational, Safety and Health of Police Officers in Kenya. The ANOVA results presented in Table 6 show that the model was statistically significant in explaining the effect of available resources on Occupational, Safety and Health of Police Officers in Kenya as indicated by a p-value of 0.000.

Table 6: ANOVA

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	37.075	1	37.075	162.535	.000 ^b
	Residual	33.987	149	.228		
	Total	71.062	150			

a. Dependent Variable: Occupational, Safety and Health

b. Predictors: (Constant), Available Resources

The regression coefficient results in Table 7 show that there was a positive and significant relationship between available resources and Occupational, Safety and Health of Police Officers in Kenya ($\beta=0.681$, $p=0.000$). This implies that a unit change in available resources results into an improvement in Occupational, Safety and Health of Police Officers in Kenya by 0.681 units.

Table 7: Regression Coefficient Results

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	.807	.170		4.731	.000
	Available Resources	.681	.053	.722	12.749	.000

a. Dependent Variable: Occupational, Safety and Health

$$AR = 0.807 + 0.681X$$

Where X= Available Resources

4.4 Hypothesis

The hypothesis was tested by using linear regression and determined using p-value and t-statistic. The acceptance/rejection criteria were that, if the p value is less than 0.05, we do not reject the H_A but if it is more than 0.05, then H_A is rejected. Therefore, the alternative hypothesis was that there is significant relationship between available resources and Occupational, Safety and Health of Police Officers in Kenya. Results in Table 7 shows that the p-value was 0.000 which was also supported by a calculated t-statistic of 4.731 larger than the critical t-statistic of 1.96. The alternative hypothesis was therefore not rejected. The study adopted the alternative hypothesis that there is significant relationship between available resources and Occupational, Safety and Health of Police Officers in Kenya.

5.0 CONCLUSION

The available resources formed the fourth independent variable of this study. The study sought to establish on how the available resources affect the Occupational, Safety and Health of Police Officers. Based on the descriptive statistics results, the study concludes that most of the police officers in Kenya are satisfied with the resources which have been availed to them by the government to perform their duties. This was confirmed by average mean and standard deviation of 3.52 and 0.99 on statements concerning the available resources. In addition, the study concludes that, the available resources positively and significantly influences the Occupational, Safety and Health of Police Officers.

6.0 RECOMMENDATIONS

Based on the findings, it was established that availability of resources positively and significantly influences the Occupational, Safety and Health of Police Officers in Kenya. The study therefore recommends that the police should be provided with the necessary machinery they require to carry out their day to day activities of providing security, and maintaining law and order to the citizens of Kenya. The police should be provided with communication equipment like walk talkie, ICT/phones since they have been found to make the Police Officers feel safe as they do their work. The Police Officers should be provided with enough fire arms and ammunitions in instances they are out on patrols at all times to assure them of their safety. The study also recommends that Police Officers be provided with armored high speed vehicles to aid in combating crime and banditry attacks in the country.

It was established that available resources positively and significantly influences Occupational, Safety and Health of Police Officers in Kenya. The study therefore recommends to the policy makers that they should enact laws that will see the Police Officers get enough allocation in the national budget so that they can have all the necessary resources they require for their work. In addition, the government of Kenya through the Ministry of Interior and National Coordination should ensure the Police Officers are well accommodated by being given enough house allowances to enable them live in good conditions together with their families.

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