



"An Act to Repeal the Act Amending the Executive Law with respect to the National Police Force as well as any other acts amendatory thereto; and the Decree of the People's Redemption Council establishing the National Police Academy Repealing Subchapter E, The Police Academy, Title 12, Chapter 22, Ministry of Justice; and to Amend Chapter 22, Ministry of Justice, Subchapter D, Liberia National Police, and to Establish in lieu thereto, The Liberia National Police Act, 2015"

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WHEREAS, it has become expedient to establish, regulate and organize more effective policing in Liberia, which shall be structured at both national and regional levels to function under the direction of the Ministry of Justice;

WHEREAS, the desired goal for policing in Liberia shall be met by ensuring professionalism through adhering to the principle of meritocracy, creating a non-political and career-oriented institution with adequate gender representation, establishing hierarchical ranking, equitable recruitment and promotional criteria;

WHEREAS, the police play a critical role in ensuring the safety and security of the nation;

WHEREAS, cooperation between the police and the communities they serve shall result in improved safety and security;

WHEREAS, civilian governance and oversight of the police will improve management, transparency, accountability and respect for human rights in the delivery of police services;

WHEREAS, it is desirable that policing be provided in a manner that recognizes the pluralistic and multicultural character of Liberian society, and in particular customary and tribal groups; and

WHEREAS, it is important to safeguard the fundamental rights guaranteed by the Constitution of the Republic of Liberia, respect international human rights standards, respect the equality of men and women and gender equity, and recognize in particular the rights and needs of the vulnerable, especially of victims of crime;

NOW THEREFORE, it is enacted by the Senate and House of Representatives of the Republic of Liberia in Legislature assembled:

SECTION 1. ESTABLISHMENT OF THE LIBERIA NATIONAL POLICE ACT, 2016

That from and immediately upon the passage of this Act, the Act amending the Executive Law with respect to the National Police Force as well as any other Acts amendatory thereto; and the Decree of the People's Redemption Council establishing the National Police Academy repealing Subchapter E, the Police Academy, Subchapter D, Liberia National Police, are hereby repealed and established in lieu thereto the Liberia National Police Act, 2015.

SECTION 2. SHORT TITLE

This ACT may be cited as the Liberia National Police Act of 2015.

SECTION 3. DECLARATION OF PRINCIPLES

Policing shall be provided throughout the Republic of Liberia in accordance with the following principles:

- (a) The need to ensure the safety, security, protection of life and property and respect for human rights;
- (b) Respect for the fundamental rights guaranteed by the Constitution of the Republic of Liberia, adherence to international human rights standards, respect for the equality of men and women and gender equity;
- (c) Cooperation between police and the communities they serve;
- (d) Respect for victims of crime as well as those accused of committing crimes;
- (e) Sensitivity to the pluralistic, customary, and multicultural character of Liberian society;

- (f) Proactive policing, within the law, to deter criminal activity;
- (g) Effective civilian oversight over the Liberia National Police;
- (h) Vesting general police powers only in the Liberia National Police, and in no other agency;
- (i) Limiting the exercise of police powers to the Liberia National Police, unless expressly provided otherwise by statute.
- (j) Ensuring that all public and private security agencies in Liberia shall exercise only limited police powers under the direction of the Liberia National Police;
- (k) Ensuring that no public or private security agency or entity shall use the approved uniform of the Liberia National Police; and
- (l) The establishment of a Liberia National Police, which shall be strictly non-partisan and shall exercise its powers and functions exclusively at the service of the State.

SECTION 4. DEFINITIONS

In this ACT, unless the context otherwise requires:

"Administrative Instructions" means Standard Operating Procedures, Manuals, Guidelines, Directives, and other rules of an administrative, managerial, or operational character issued by the Inspector General of Police to guide the proper functioning of the Liberia National Police;

"Civilian personnel" mean all employees of the Liberia National Police who are not Police Officers;

"Commissioned Officers" means Commissioners of Police, Deputy Commissioners of Police, Assistant Commissioners of Police, Chief Superintendents of Police, and Superintendents of Police;

"Management Board" means the Civilian Oversight Board;

"Minister" means the Minister of Justice and Attorney General of the Republic of Liberia;

"Non-Commissioned Officers" means Chief Inspectors of Police, Inspectors of Police, Sergeants, Corporals, and Patrolmen or Patrol Ladies;

"Police Officer" means an employee of the Liberia National Police who has met the recruitment criteria in this Act and has been certified by the Liberia National Police Academy and Training School as having undergone basic police training as a Police Officer or as having met any other entry level requirement as may be approved in the Liberia National Police Recruitment Guidelines;

"President" means the President of the Republic of Liberia;

"Professional Standards Department" means the Professional Standards Department of the Liberia National Police set up under this Act;

"Reciprocating Country" means any country which the President of the Republic of Liberia may, being satisfied that the law of that country contains provisions reciprocal to the provisions of this Act, declare a Reciprocating Country for the purposes of those provisions or an International Organization to which the Republic of Liberia is a member;

"Regulations" means policies issued by the Minister and approved by the President to govern the Liberia National Police as part of the Minister's policy oversight role for the Liberia National Police.

"Review Board" means the Liberia National Police Civilian Complaints Review Board set up in this Act to hear and determine complaints by any person against any Police Officer or Civilian Personnel of the Liberia National Police;

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§22.70. Establishment of the Liberia National Police

- a. There is hereby established the Liberia National Police as a semi-autonomous agency under the Ministry of Justice.
- b. The Liberia National Police shall be accountable to the Minister and shall have a single structure of organization for the entire Republic over which its mandate extends.
- c. The Liberia National Police shall be hierarchically organized at all levels of its structure and its members shall obey all lawful commands of the hierarchy.

§22.71. Composition of the Liberia National Police

The Liberia National Police shall consist of:

- a. Personnel of the Liberia National Police existing immediately before the coming into force of this Act;
- b. Any other person employed by the Liberia National Police after the coming into force of this Act.

§22.72. Functions of the Liberia National Police

- a. The Liberia National Police shall perform its traditional and evolving roles of maintaining law and order and the internal security of the Republic of Liberia and shall in particular:
- i. Prevent and deter crime, including monitoring of ex-convicts, conduct investigations, apprehend offenders, and maintain safety of persons and property;
 - ii. Protect fundamental freedoms and rights of individuals;
 - iii. Gather, store and analyze information relevant to the prevention, detection, and investigation or prosecution of offences;
 - iv. Protect the lives, security, dignity, liberty and property of citizens and other persons in Liberia, especially the vulnerable;
 - v. Protect Government property, vital installations and strategic locations;
 - vi. Preserve the public peace, including managing civil disturbances and crowd control;
 - vii. Respond to community security needs and promote community policing;
 - viii. Enforce the Vehicle and Traffic Law on the roads;
 - ix. Provide back-up movement and outer security services to the Executive Protection Service when needed;
 - x. Develop and maintain a national system for the collection, preservation, identification and verification of such physical data, samples and other things, and such information derived from those data, samples and other things as may be used to identify a person;
 - xi. Provide a national forensic science service;
 - xii. Engage in cooperation with other national and international criminal justice institutions in activities geared towards the prevention of serious crimes, including cross border crimes, through information sharing, fingerprinting, joint training initiatives, awareness programs, and mutual legal assistance and bilateral arrangements with foreign counterparts;

- xiii. Undertake those functions pertaining to the dissolved National Bureau of Investigation pursuant to the National Security Reform and Intelligence Act, 2011.
 - xiv. Enforce all laws with which the police are directly charged, including the Penal Law of Liberia, or other criminal and quasi-criminal laws such as the Vehicle and Traffic Law; and
- b. Any other function assigned to the police by law, and the functional requirements referred to in preceding subsections shall take place without prejudice to the hierarchical organization of the Liberian National Police.

§22.73 Police Powers

- a. The Liberia National Police shall have and exercise such powers as are necessary for the execution of its functions under the Constitution and laws of the Republic of Liberia.
- b. All security agencies exercising police powers, other than those security agencies recognized by the National Security Reform and Intelligence Act or any other subsequent legislation, shall in the discharge of police duties be subordinate to the Liberian National Police in the exercise of the police powers.
- c. The Liberia National Police shall exercise police powers, including the maintenance of public order, in conformity with the Constitution and laws of Liberia.

§22.74. Structure of the Liberia National Police

- (a) The Liberia National Police shall be structured as a Bureau with such Departments, Divisions, Sections, and Units as shall be provided for in this Act and in Regulations and Administrative Instructions made under this Act.
- (b) The headquarters of the Liberia National Police shall be located in the National Capital, but the Liberia National Police shall maintain police presence in all Regions, Counties and Districts and police coverage for all communities.
- (c) The Liberia National Police shall consist of four Commands:
 - i. Administration Command;
 - ii. Operations Command;
 - iii. Training Command.

- iv. Criminal Investigation, Intelligence and Interpol (Crime Services)
- (d) The Liberia National Police shall include the following Departments, each headed by a Commissioner of Police:
- i. Administration Department;
 - ii. Professional Standards Department;
 - iii. Operations Department;
 - iv. Crime Services Department, and
 - v. Training and Manpower Development Department.
- (e) There shall be six Police Regions of the Liberia National Police:
- i. Monrovia Region, comprising Montserrado County;
 - ii. Region One, comprising Margibi, Grand Bassa, and River Cess Counties;
 - iii. Region Two, comprising Bomi, Grand Cape, and Gbarpolu Counties;
 - iv. Region Three, comprising Bong, Nimba and Lofa Counties;
 - v. Region Four, comprising Sinoe and Grand Gedeh Counties;
 - vi. Region five, comprising River Gee, Maryland and Grand Kru Counties.
- (f) Each Regional Police Headquarters, County Police Headquarters, Police Station, Police Depot, and Police Detail, shall be structured according to Regulations promulgated by the Minister and Administrative Instructions issued by the Inspector General of Police.
- (g) Each Department of the Liberian National Police shall be headed by a Commissioner of Police.
- (h) Each Division or Regional Headquarters of the Liberia National Police shall be headed by a Deputy Commissioner of Police.
- (i) Each Section or County Headquarters of the Liberia National Police shall be headed by an Assistant Commissioner of Police.
- (j) Each Unit or Police Station of the Liberia National Police shall be headed by a Police Office Officer of the rank of Inspector of Police or above.
- (k) Each Police Detail shall be headed by a person of the rank of Sergeant or above.

§22.75. Ranks of the Liberia National Police

(a) The following shall be the ranks in which non-civilian Officers of the Liberia National Police are hierarchically ordered:

1. The Directorate, comprising:

- i. Inspector General of Police;
- ii. Deputy Inspector General of Police for Administration
- iii. Deputy Inspector General of Police for Operations;
- iv. Deputy Inspector General of Police for Training and Manpower Development; and
- v. Deputy Inspector General of Police for Crime Services

2. Commissioned Officers, comprising:

- i. Commissioners of Police;
- ii. Deputy Commissioners of Police;
- iii. Assistant Commissioners of Police;
- iv. Chief Superintendents of Polices;
- v. Superintendents of Police.

3. Non-Commissioned Officers, comprising:

- i. Chief Inspectors of Police;
- ii. Inspectors of Police;
- iii. Sergeants;
- iv. Corporals; and
- v. Patrolmen or Patrol women.

(b) The duties and conditions of service of each rank shall be provided for by Regulations and Administrative Instructions made under this Act.

(c) Civilian Personnel serving within the Liberia National Police shall hold no rank and wear no police uniform and shall be subject to the regulations provided for in the general law and regulations for civil servants and such other Regulations and Administrative Instructions made under this Act as may be applicable to them.

§22.76. Appointment of the Inspector General and Deputies of Police

- a. There shall be appointed Inspector General and Deputies of the Police by the President with the consent of the Senate and shall serve at the will and pleasure of the President.
- b. The Inspector General of Police and Deputies shall be person(s) of proven integrity, high moral standards and indisputable competence in matters

relating to the security sector and a graduate from a recognized university with at least a bachelor's degree.

§22.77. Termination/Removal

- (a) The Inspector General and Deputies of Police shall be terminated/removed for the following:
- i. Proven Misconduct;
 - ii. Gross Breach of Duties; and
 - iii. Malfeasance and Nonfeasance

§22.78. Duties of the Inspector General of Police

- (a) The Inspector General of Police shall be the head of the Liberia National Police and shall, subject to the general authority and supervision of the Minister, be responsible for the overall administration and operational control of the Liberia National Police.
- (b) The Inspector General of Police shall perform the following functions:
- i. Lead the Liberia National Police to execute its mandate under this Act;
 - ii. Determine the strategic direction of the Liberia National Police;
 - iii. Issue Administrative Instructions to guide the proper functioning of the Liberia National Police consistent with this Act and Regulations made under this Act;
 - iv. Design and execute programs for maintaining high professional standards in the Liberia National Police;
 - v. Design and implement programs to promote cooperation between the Liberia National Police and communities;
 - vi. Design and implement programs for cooperation between the Liberia National Police and national and international security agencies;
 - vii. Approve all promotions for Non-Commissioned Officers recommended by the Management Board;
 - viii. Endorse all promotions for Commissioned Officers recommended by the Management Board for submission to the Minister for approval and transmission to the President for swearing in;

- ix: Effect periodic transfers and rotation of Police Officers and Civilian Personnel;
- x. Implement recommendations of the Professional Standards Department and the Review Board relating to misconduct of and complaints against Police Officers and the Liberia National Police;
- xi. Report annually to the Minister at the beginning of the calendar year, the programs, projects, and activities undertaken by the Liberia National Police in the preceding year and the plans for the current year.

§22.79. Deputy Inspectors General of Police

- (a) There shall be four Deputy Inspectors General of Police, one each in charge of Administration, Operations, Training and Manpower Development, and Crime Services.
- (b) Each Deputy Inspector General of Police shall head a Command within the Liberia National Police and shall be responsible to and report to the Inspector General of Police.
- (c) The Deputy Inspector General of Police for Administration shall be the principal Deputy Inspector General of Police and shall act as Inspector General of Police where the Inspector General of Police is temporarily absent or unable to perform the functions of Inspector General of Police.
- (d) A Deputy Inspector General of Police shall be a Police Officer within the meaning of this Act and possess proven capacities in police administration, operations or training.

§22.80. Duties of the Deputy Inspector General of Police for Administration/Administration Command

- a. Subject to the authority and direction of the Inspector General of Police, the duties of the Deputy Inspector General of Police for Administration shall be to:
 - i. Assist the Inspector General of Police in the exercise of his or her functions;

- ii. Act in place of the Inspector General of Police when he or she is temporarily absent or unable to perform the functions of Inspector General of Police;
- iii. Chair the Management Board;
- iv. Exercise the responsibilities delegated to him or her by the Inspector General of Police;
- v. Coordinate the activities of the Liberia National Police as they relate to Administration Command;
- vi. Lead and manage the Departments of the Liberia National Police that fall under Administration Command;
- vii. Prepare the plans and budget for the administration and operations of the Liberia National Police;
- viii. Undertake the effective and efficient day-to-day administration of the Liberia National Police;
- ix. Provide strategic guidance and direction for the administration of the Liberia National Police;
- x. Report to the Inspector General of Police on all matters of the Administration Command; and
- xi. Perform any other duties that may be assigned by the Inspector General of Police pursuant to law;

§22.81. Duties of the Deputy Inspector General of Police for Operations/Operations Command

- (a) Subject to the authority and direction of the Inspector General of Police, the duties of the Deputy Inspector General of Police for Operations shall be to:
 - i. Assist the Inspector General of Police in the discharge of his or her functions;
 - ii. Exercise responsibilities delegated to him or her by the Inspector General of Police;
 - iii. Act in place of the Inspector General of Police when both the Inspector General of Police and Deputy Inspector General of Police for

- Administration are temporarily absent or unable to perform their functions;
- iv. Coordinate the activities of the Liberia National Police as they relate to Operations;
 - v. Lead cooperative engagement in joint security operations with other security institutions to ensure the safety and security of the public and the State;
 - vi. Ensure the protection of Government property, vital installations and strategic points as may be directed by the Inspector General of Police;
 - vii. Ensure that crimes are timeously and effectively investigated;
 - viii. Provide for appropriate logistical means for apprehending offenders;
 - ix. Coordinate with relevant Government agencies in conflict management and peace building;
 - x. Report to the Inspector General of Police on all matters of the Operations Command; and
 - xi. Perform any other duties that may be assigned by the Inspector General of Police pursuant to law.

§22.82. Duties of the Deputy Inspector General of Police for Training and Manpower Development/Training Command

- (a) Subject to the authority and direction of the Inspector General of Police, the duties of the Deputy Inspector General of Police for Training and Manpower Development shall be to:
- i. Head the Liberia National Police Academy and Training School;
 - ii. Establish and maintain adequate physical training facilities;
 - iii. Undertake annual training needs assessments for the Liberia National Police;
 - iv. Assist other security agencies to undertake training needs assessments;
 - v. Develop training curriculums for the Liberia National Police;

- vi. Assist other security agencies to develop training curriculums;
- vii. Define the structure of the teaching staff and recommend for appointment, consistent with the appointment procedures in this Act, instructors and other personnel of the Liberia National Police Academy and Training School;
- viii. Provide basic, specialized, management, leadership, refresher and continuous training for the members of the Liberia National Police and for any other security agency that needs those services;
- ix. Define rules for certification and the adoption of comparable certifications by the Liberia National Police Academy and Training School;
- x. Liaise with the Ministry of Education on curriculums and the grant of civilian accreditation of courses run by the Liberia National Police Academy and Training School;
- xi. Develop and implement research to support educational training programs;
- xii. Inquire into and make proposals and recommendations for creativity and innovation in the administration and operations of the Liberia National Police; and
- xiii. Perform any other duties that may be assigned by the Inspector General of Police pursuant to law.

§22.83. Duties of Deputy Inspector General for Criminal Investigation, Intelligence and Interpol

- (a) Subject to the authority and direction of the Inspector General of Police, the duties of the Deputy Inspector General of Police for Criminal Investigation shall be to:
- i. Supervise Crime Services, Interpol and Intelligence;
 - ii. Undertake and supervise the formulation and coordination of crime investigation strategies to improve crime prevention, detection, and suppression;
 - iii. Prepare the submission of timely serious crime briefing to the Inspector General of Police on intervals set by the Inspector General of Police;

- iv. In coordination with the Operations Department, shall draft the operational plans for cross border and joint operations;
- v. Liaise with internal and external stakeholders in the investigation of economic and cross border crimes;
- vi. Facilitate the establishment of standardized case file construction and management system;
- vii. Ensure the establishment of an evidence custodial system which ensures that exhibits are well documented and stored in safe custody;
- viii. Identify training needs of his or her personnel and arranges in-service training programs to address the issue; and
- ix. Ensure the establishment of the Forensic Laboratory and the Technical Support Unit to provide the necessary expertise to the operational offices/units in surveillance, crime detection and documentation.

§22.84. The Liberia National Police Policy Management Board

- (a) There is hereby established the Liberia National Police Policy Management Board.
- (b) The Membership of the Management Board shall comprise:
 - i. The Deputy Inspector General of Police for Administration, who shall be the Chair;
 - ii. The Deputy Inspector General of Police for Training and Manpower Development;
 - iii. The Commissioner for Operations of the Liberia National Police;
 - iv. A representative of the Liberia Institute of Public Administration;
 - v. A representative of the Minister;
 - vi. A representative of the Minister of Finance and Development Planning; and
 - vii. A representative of the Civil Service Agency.

(c) The functions of the Management Board shall be to:

- i. Propose Regulations under this Act for the endorsement of the Inspector General of Police and the approval of the Minister;
- ii. Propose Administrative Instructions under this Act for the approval of the Inspector General of Police and for the proper, effective and efficient training, management, administration, operation, and welfare of the Liberia National Police;
- iii. In accordance with criteria set forth in this Act, and Regulations and Administrative Instructions issued under this Act, process all appointments and promotions to ranks in the category of Commissioned Officers to the Inspector General of Police for endorsement and onward submission to the Minister for approval, and for the Officers to be sworn in by the President;
- iv. In accordance with criteria set forth in this Act and Regulations and Administrative Instructions issued under this Act, process all appointments and promotions to ranks in the category of Non-Commissioned Officers to the Inspector General of Police for approval; and
- v. Receive and determine internal grievances of Police Officers and Civilian Personnel and make recommendations to the Inspector General of Police for redress.

(d) The Management Board shall be constituted by the Minister within one calendar month of the coming into force of this Act.

(e) The expenses of the Management Board, including such fees as may be paid to such members of the Board as may be entitled to them, shall form part of the budget of the Liberia National Police.

(f) The Management Board shall meet at least once a month for the conduct of business.

(g) The Management Board may co-opt a person to attend and participate in any of its meetings but a person so co-opted is not entitled to vote on an issue for decision by the Board.

§22.85. The Liberia National Police Civilian Complaints Review Board

(a) Until a civilian complaints authority is established for all the Security Agencies, there is hereby established the Liberia National Police Civilian Complaints Review Board.

(b) The Membership of the Review Board shall comprise:

- i. The President of the Liberia Bar Association, or his or her representative not below the status of member of the Executive Council, who shall act as Chair of the Review Board;
- ii. A representative of the Minister, not below the rank of Deputy Minister;
- iii. A representative of the Minister for Internal Affairs, not below the rank of Deputy Minister;
- iv. The Chair of the Independent National Human Rights Commission or his or her representative not below the status of Deputy Chair;
- v. The President of the Federation of Liberia Youth, or his or her representative not below the status of member of the Executive Council;
- vi. The Chair of the National Civil Society Council, or his or her representative; not below the status of member of the Executive Council; and
- vii. The President of the Liberia National Law Enforcement Association or his or her representative who is a former Police Officer.

(c) The Review Board shall perform the following functions:

- i. Receive, process and determine any complaint made against the Liberia National Police, any Police Officer, or Civilian Personnel;
- ii. Promulgate rules of procedure for the manner in which complaints are received and processed and feedback relayed to the complainant; and
- iii. Establish an alternative dispute resolution process as an option for the public to use to resolve minor complaints against the Liberia National Police, Police Officers, and Civilian Personnel.

(d) The Review Board shall be constituted by the Minister within one calendar month of the coming into force of this Act.

- (e) Members of the Review Board, other than statutory members, shall hold office for three years and be eligible to serve another term of three years only.
- (f) The expenses of the Review Board, including such fees as may be paid to such members as they may be entitled to, shall form part of the budget of the Ministry of Justice.
- (g) A member of the Review Board, other than statutory member, may resign from the Review Board by letter addressed to the Minister.
- (h) A member of the Review Board may be removed from the Review Board by the Minister on grounds of gross misconduct or inability to perform the duties of a member of the Board arising out of ill health or other cause.
- (i) Any person may make a complaint against a Police Officer or the Liberia National Police to the Professional Standards Department or to the Review Board.
- (j) Complaints against the Inspector General of Police or a Deputy Inspector General of Police shall be made to the Minister.
- (k) Before proceeding to investigate any complaint against a Police Officer or the Liberia National Police made to it by any person, the Professional Standards Department shall immediately notify and forward a copy of the complaint to the Review Board.
- (l) Complaints made to the Review Board shall be immediately referred for investigation by the Professional Standards Department and the report and recommendations of the investigation submitted to the Inspector General of Police within three calendar months for review and action, unless an extension of time is granted by the Review Board.
- (m) The Review Board shall establish a presence in the counties and districts by establishing County Civilian Complaints Review Committees and District Civilian Complaints Review Committees to receive complaints on its behalf and to perform such other functions as the Review Board may determine, and may for this purpose request the County Security Committees and District Security Committees established under Section 5 of the National Security Reform and Intelligence Act, 2011 to act as County Civilian Complaints Review Committees and District Civilian Complaints Review Committees, and they shall for this purpose report to the Review Board.
- (n) Where a County Security Committee or District Security Committee meets as a County Civilian Complaints Review Committee or District Civilian

Complaints Review Committee, it shall for that purpose co-opt such equivalents of the membership of the Civilian Complaints Review Board as are present in the County or District provided that the total number that sits is an odd number.

- (o) Where the complaint is of a character that requires urgent action, the Review Board may at any time before the completion of investigations, issue remedial recommendations to the Inspector General of Police for immediate action and inform the complainant accordingly.
- (p) Any person who is not satisfied with a decision of the Inspector General of Police or the Review Board, as the case may be, may appeal to the Minister.
- (q) The Inspector General of Police shall report to the Review Board on a quarterly basis on all actions he or she has taken following the recommendations of the Professional Standards Department.
- (r) The report of investigations, excluding any portions that the Review Board may decide to keep classified, shall be furnished to the complainant or a representative of the complainant and any other public or private agency that may require it.
- (s) The Minister, the Inspector General of Police, and any other person required to take action to effect the recommendations of the report and recommendations of the Professional Standards Department or the Review Board shall initiate action within one calendar month and complete the action within three calendar months of receipt of the report and recommendation or part thereof, unless an extension of time is granted by the Review Board.
- (t) The Review Board or the Professional Standards Department may require any person to attend and give evidence or produce any document before it concerning any matter which it is required to consider in the exercise of its functions and such person shall comply.
- (u) The Review Board shall forward to the Minister each year an annual report indicating the complaints received and processed by them, the quality of investigations conducted by the Professional Standards Department, the recommendations made in respect of the complaints, and the level of compliance with the recommendations and shall provide a copy of the report to the Inspector General of Police.
- (v) The provisions of this section shall not be construed to prevent or hinder the investigation or prosecution of an Immigration Officer for violations of law by any court of competent jurisdiction.

Part III

Public Order, Duties, Rights and Conditions of Service

§22.86. Maintenance of Public Order

§22.87. Duties of Police Officers

§22.88. Rights and Conditions of Service of Police Officers

§22.89. Civilian Personnel

§22.86. Maintenance of Public Order

- (a) Any person who desires to hold any special event in the form of demonstration, march, or similar event in any public place shall notify the County Attorney in the County where the event is to take place of his or her intention not less than seven days before the date of the special event.
- (b) Where the special event is to be held in Montserrado County, the notification shall be sent to the Minister and consultations require by this section shall be with the Inspector General of Police.
- (c) The notification shall be in writing and signed by and on behalf of the organizers of the special event and shall specify:
 - i. The place and hour of the special event;
 - ii. The nature of the special event;
 - iii. The time of commencement of the special event;
 - iv. The purpose, route, and destination, if any of the special event; and
 - v. Proposed time of closure of the special event.
- (d) Where the County Attorney, in consultation with the head of the Police in the County, has reasonable grounds to believe that the special event, if held may lead to violence or endanger defense, public order, public safety, public health or the running of essential services or violate the rights and freedom of another persons, he or she shall report the matter to the Minister and request the organizers to cancel or postpone the special event to any other date or to relocate the special event.

- (e) Any organizer requested to cancel, postpone or relocate a special event may reapply to a Circuit Court for review of the decision and the Circuit Court may issue such order or directive as it deems fit and reasonably required in the interest of defense, public order, public safety, public health, the running of essential services or to prevent violation of right and freedom of other persons.
- (f) It shall be the responsibility of every Police Officer to take all such steps as shall be reasonably necessary in any public place:
- i. To assist in the proper conduct of any special event by directing the rout of such event to prevent obstruction of pedestrians or vehicular traffic; and
 - ii. To disperse crowds at any special event where he or she have reasonable grounds to believe that a breach of the peace is likely to occur or if any breach of the peace has occurred or is occurring in order to prevent violence, restore order and preserve the peace.
- (g) The police officer in charge of an area of a special event may cause to be close such streets, or parts thereof to pedestrians or vehicular traffic or both and may cause to be erected barriers as may be necessary to preserve public order.
- (h) Any person taking part in a special event shall obey the directions of the police officer safeguarding the proper movement of other persons and vehicles and generally maintain order.
- (i) Any person taking part in a special event shall conduct himself or herself in a manner as to avoid obstruction of traffic, confusion or disorder.
- (j) Where at any special event any damage is caused to any public property, the organizers, or any other person found to have been responsible for damage caused, shall be liable to pay for the cost of the damage.

§22.87. Duties of Police Officers

- (a) The duties of a Police Officer shall include:

- i. Law enforcement;
- ii. Preventing crimes and other offences and providing assistance and encouragement to other person in their prevention;
- iii. Apprehending, investigating criminals and other offenders and others who may lawfully be taken into custody, and laying charges;
- iv. Assisting victims of crime;
- v. Assisting in prosecution;
- vi. Executing warrants and performing related duties;
- vii. Emergency response;
- viii. Recording complaints and maintaining police records;
- ix. Performing lawful duties assigned by superior Officers.

§22.88. Rights and Conditions of Service of Police Officers

(a) Rights of Police Officers as they relates to career and remunerations regimes, condition of service such as promotion, working hours, recruitment, enlistment, retirement, probationary periods, certificate of appointment, leave, termination and other rights and entitlements shall be established by regulations and administrative instructions provided such Regulations and Administrative Instructions are not inconsistent with this Act and do not contradict Section 12 of the National Security Reform and Intelligence Act of 2011.

(b) Notwithstanding, the following shall be mandatory with respect to:

i. Recruitment requirements:

1. The Liberia National Police shall maintain a rolling recruitment mechanism to fill vacancies within its establishment.
2. The Management Board shall maintain and make available to all members of the Liberia National Police a regularly updated record of the establishments, ranks, available post, qualification requirements, and tasks required for each posts, for the entire Liberia National Police, including the Liberia National Police and Training School.
3. A person is eligible to join the Liberia National Police if he or she:

- a. Is a citizen of Liberia;
 - b. Is between the ages of eighteen to thirty-five years;
 - c. Is at least a high school graduate or has an equivalent status;
 - d. Is physically and mentally fit;
 - e. Has a good employment record if currently or previously employ;
 - f. Has not been previously dismissed from the Liberia National Police, or any statutory security agency on substantive disciplinary grounds;
 - g. Has a clean criminal record excluding minor traffic violations and is not facing any criminal charges, or subject to any investigation for gross human rights violations, including war crime, crime against humanity, or any crime that violates International Human Rights Conventions.
 - h. Is not a holder of any office in a political party or similar organization and does not openly engage in party political activities;
 - i. Has successfully undertaken a basic police training course at the Liberia National Police Training Academy and Training school or an equivalent institution; and
 - j. Has signed the necessary confidentiality documentation related to classified information.
4. A Police Officer shall be placed at any entry level commensurate to his or qualifications as shall be provided for in Regulations and Administrative Instructions made under this Act.
5. After completion of the Liberia National Police Training Academy and Training School, every Police Officer shall be on probation for six calendar months.

ii. Remuneration and Related Conditions of Service:

The remuneration and other prerequisite of various ranks in the Liberia National Police and for Civilian Personnel shall be determined by the Management Board taking into account the remuneration of other national security agencies.

iii. Promotions and Lateral Appointments:

1. Subject to the provisions of this Act, promotions, consisting of vertical movements, to fill vacancies in ranks and lateral movements, shall be advertised and shall be made from within the Liberia National Police and shall be based on merit taking into account qualifications, years of service, time spent in service outside Monrovia, experience, performance, disciplinary records, and national consideration such as gender and regional balance.
2. Service outside Monrovia shall count positively towards the promotion and remuneration of a member of the Liberia National Police.

iv. **Transfers:**

Members of the Liberia National Police except the Deputy Inspectors General of Police shall at all time be subject to transfer and rotation from their current assignment. For Commissioned Officers, the majority of the Directorate including the Inspector General of Police shall make the determination to transfer. For all Non-Commissioned Officers, the Inspector General of Police shall have the power to transfer.

v. **Leave:**

A Police Officer shall be entitled to such leave as may be provided for under the Regulation and Administrative Instructions made under this Act.

vi. **Pension and Death Benefits:**

Section 12 of the National Security Reform and Intelligence Act, 2011 on pension and death benefits shall apply to the members of the Liberia National Police.

vii. **Insurance:**

A Police Officer shall be provided full insurance coverage by the Government of Liberia for themselves and in respect of third parties for the loss of life, bodily injury, other health concerns, and damage to property as are likely to occur in the ordinary course of discharging the duties of a Police Officer.

viii. **Indemnity:**

Where a Police Officer acts outside his or her remits and occasions loss of life, bodily injury, other health concerns, or property damage, the Police Officer shall indemnify the Liberia National Police in respect of any claims made by a third party against the Liberia National Police.

ix. **Meritorious Award:**

A Police Officer may receive a meritorious award by the Liberia National Police or the President for exceptional professional service involving an act of valor, bravery, gallantry, innovation or creativity related to Police administration or operations or other official engagement.

x. **Continuous Training:**

1. The commandant of the Liberia National Police Academy and Training School shall engage in consultative processes with the Inspector General of Police, the Management Board and other Police Officers and security personnel to ensure that the training curriculums and procedures meet the evolving and continuous needs of the Liberia National Police.
2. The Liberia National Police shall encourage members to undertake further training and shall take account of such training in assessment of members for promotions, awards and related purposes.

§22.89. Civilian Personnel

- (a) Civilian Personnel serving in the Liberia National Police shall be subject to the regulations provided for in the general law and regulation for civil servants.
- (b) Civilian personnel serving in the Liberia National Police shall hold no rank and wear no Police uniform.

PART IV

Discipline and Disciplinary Procedures

§22.90. Discipline

§22.91. Disciplinary Procedures

§22.90. Discipline

- (a) A Police Officer shall not suffer any penalty arising out of action or inaction done in good faith and pursuant to this Act, Regulations and Administrative Instructions of the Liberia National Police.
- (b) It shall be misconduct for a member of the Liberia National Police:
- i. To be absent from duty without leave or reasonable excuse;
 - ii. To neglect to complete official duties;
 - iii. To sleep on duty;
 - iv. To take any alcoholic drink or narcotics while on duty;
 - v. To give or receive bribes;
 - vi. To engage in any act of corruption;
 - vii. To be insubordinate;
 - viii. To use without lawful authority, any properties or facilities provided for the purposes of the Liberia National Police for some purpose not connected with his or her official duties;
 - ix. To misuse or unlawfully or negligently damage official property;
 - x. To engage in any activity outside of his or her official duties which is likely to involve him or her in political controversy or to lead to his or her taking improper advantage of his or her position in the Liberia National Police;
 - xi. To engage in any gainful occupation outside the Liberia National Police without the consent of the Inspector General of Police;
 - xii. To detain any person unlawfully;
 - xiii. To permit a person in Police custody to escape through negligence or willfulness;
 - xiv. To divulge any confidential information to a person not authorized to receive it;

- xv. To do any other act without reasonable excuse which contravene this Act or any other law applicable to the Liberia National Police or amounts to a failure to performs in a proper manner any duty imposed on him or her as such, or which is otherwise prejudicial to the efficient conduct of the Liberia National Police or intends to bring the Liberia National Police into disrepute.
- (c) The enumeration of forms of misconduct in this Act shall not preclude their expansion and elaboration in the Police Duty Manual or in Regulations and other Administrative Instructions made under this Act.
- (d) The various forms of misconduct shall be categorized in detail according to gravity by Regulations and Administrative Instructions made under this Act, with an indication of the penalties that may attend each category.
- (e) No Police Officer may be penalized without going through disciplinary proceedings.

§22.91. Disciplinary Procedures

- (a) A report of misconduct against a member of the Liberia National Police shall be made within six calendar months of the occurrence of the facts constituting the allege misconduct or shall lapse and no report may be made based on those facts.
- (b) Where disciplinary proceedings are not commenced within six calendar months of a report of misconduct against a Police Officer, the report shall lapse and no proceedings may be brought against the Police Officer based on the same fact and circumstances leading to the particular report of misconduct.
- (c) A report of the Inspector General and the Deputy Inspector General of the Liberia National Police shall be made to the Minister and is appealable to the National Security Council.
- (d) The professional Standard Department shall conduct all disciplinary proceedings against all officials below the rank of Deputy Inspector General of Police in accordance with Regulations and Administrative Instructions made under this Act.

- (e) The Professional Standards Department may delegate its power to conduct disciplinary proceedings to any person or person appointed by it to conduct such proceedings anywhere in the Republic of Liberia.
- (f) Where proceedings are been or are about to be taken or if criminal proceeding are being instituted against a Police Officer, the Inspector General of Police may if he or she considers that the interest of the Liberia National Police requires that the Police Officer concern should cease forthwith to exercise the powers and functions of his or her office, interdict him or her from the exercise of those powers and function.
- (g) The Police Officer shall not be interdicted unless the nature of the case renders it desirable that he or she should not remain on duty while the case is pending, and he or she cannot be posted to other duty without detriment to the Liberia National Police or to the proceedings.
- (h) A Police Officer who is interdicted shall receive a salary equivalent to two-third of his or her gross salary.
- (i) If the disciplinary proceedings do not result in the dismissal of the Police Officer concerned, the whole of the salary withheld from him or her shall be restored to him or her when the final decision is made.
- (j) A Police Officer who is convicted of a criminal offense and sentenced to imprisonment, shall be automatically interdicted from duty without salary as of the date of his or her conviction.
- (k) All disciplinary proceedings shall be disposed of expeditiously as possible and in any case shall conclude within three calendar months of their commencement unless the Inspector General of Police extends the time.
- (l) The recommendation of the Professional Standard Department following disciplinary proceedings shall be submitted to the Inspector General of Police for review, decision and action.

PART V

Reciprocal Arrangement with Reciprocating Countries

§22.92. Service of Offices in Reciprocating Country

§22.93. Service of Police Officers of Reciprocating Country in Liberia

§22.92. Service of Offices in Reciprocating Country

- (a) The President may, on the application of the Government of a Reciprocating Country, order such number of Police Officers as the President may deem fit to proceed to that country or other country for service therein for the purpose of assisting the Police service of that country in a temporary emergency or as part of a peace support or similar mission.
- (b) Where a Police Officer is punished under the law of a Reciprocating Country, or under any provisions of this Act applied by a Reciprocating Country to a Police Office whilst present therein for any offence committed by him or her while he or she was present in that country, he or she shall be deemed for all purposes to have been punished in Liberia for a similar offence committed within Liberia.

§22.93. Service of Police Officers of Reciprocating Country in Liberia

- (a) The President may apply to the Government of a Reciprocating Country for Police Officers of that country to be sent to Liberia for service for the purpose of assisting the Liberia National Police in a temporary emergency or as part of a peace support or similar mission.
- (b) Without prejudice to any international agreement to which the Republic of Liberia is subject, whenever Police Officers from a Reciprocating Country are present in Liberia Pursuant to an application made by the President, the Police Officers shall be under the command of a senior Officer of the Liberia National Police and shall have and may exercise the powers, and shall be liable to perform the duties of Police Officers of equivalent rank in the Liberia National Police, and shall for that purpose be deemed to be members of the Liberia National Police.

PART VI

Regulations and Administrative Instructions

§22.94. Regulations

§22.95. Administrative Instructions

§22.94. Regulations

- (a) The Minister shall, within one calendar year of the coming into force of this Act, and in consultation with the Management Board, make Regulations, not being inconsistent with this Act, to provide policy guidance for the implementation of the Act.
- (b) The Regulations shall be duly signed by the Minister, approved by the President, and shall come into force immediately after they are published by the Minister of Foreign Affairs.
- (c) The Regulations shall cover:
 - i. Functions and Powers of the Liberia National Police;
 - ii. Divisions and Units of the Liberia National Police, including the Liberia National Police Academy and Training School;
 - iii. Rules of procedure for the Management Board;
 - iv. Rules of procedure for the Review Board;
 - v. Depoliticization of the Liberia National Police;
 - vi. Decentralization of the Liberia National Police;
 - vii. Mechanisms for maintaining respect for Fundamental Human Rights and Standards, including gender considerations and regional balance in the establishment and operations of the Liberia National Police;
 - viii. Cooperation with National and International Security Agencies;
 - ix. Complementary Reforms in other sectors to better implement this Act; and
 - x. Transitional Arrangements for bringing this Act into full force.

§22.95. Administrative Instructions

- (a) The Inspector General of Police shall within one calendar year of the coming into force of this Act, issue Administrative Instructions, proposed by the Management Board, and not being inconsistent with this Act and the Regulations made by the Minister, which shall be binding on the entire Liberia National Police and shall be in the nature of Standard Operating Procedures, Manuals, Guidelines, Directives, and other rules of an administrative, managerial, or operational character to guide the proper functioning of the Liberia National Police.
- (b) An Administrative Instruction shall be signed by the Inspector General of Police and circulated to all Liberia National Police Officers and shall come into force on the date indicated by the Inspector General of Police.
- (c) The Administrative Instructions shall cover the following matters at the very least:
 - i. Liberia National Police Strategic Plan;

- ii. Liberia National Police Manpower, Establishment and Deployment Plan;
- iii. Liberia National Police Policy on Recruitment Procedures;
- iv. Liberia National Police Retirement, Resignation, Removal, and Dismissal Policy;
- v. Liberia National Police Standard Operating Procedures;
- vi. Liberia National Police Duty Manual to serve as a quick reference for Police personnel in their day-to-day duties to enhance their competences and ensure efficient service delivery to the public;
- vii. Liberia National Police Crime Screen Management Policy
- viii. Liberia National Police Public Order Management Policy;
- ix. Liberia National Police Records Management Policy;
- x. Liberia National Police Training Policy;
- xi. Liberia National Police Welfare Policy;
- xii. Liberia National Police Policy for the Dissemination of Information to the Public;
- xiii. Liberia National Police Professional Standards Policy;
- xiv. Liberia National Police Police-Citizens Charter;
- xv. Liberia National Police Community Policing Policy;
- xvi. Liberia National Police Human Rights and Gender Policy;
- xvii. Liberia National Police Policy on Pre-trial Detention;
- xviii. Liberia National Police Uniform and Rank Policy;
- xix. Liberia National Police Firearms and Other Weapons Policy;
- xx. Liberia National Police Armory Procedures;
- xxi. Liberia National Police Use of Force Policy;
- xxii. Liberia National Police Policy for Public Order;
- xxiii. Liberia National Police Vehicular Towing Policy;
- xxiv. Liberia National Police Policy on Uniforms and Equipment;
- xxv. Liberia National Police Patrol and Shift Supervision Policy;
- xxvi. Liberia National Police Fleet Management Policy; and
- xxvii. Liberia National Policy of Cooperation with National and International Security Agencies.

PART VII

General Offences and Civil Actions

§22.96. Assault on a Police Office

§22.97. Attacks on Police Installations

§22.98. Impersonation of Police Officer or wearing Police Uniform

§22.96. Assault on a Police Office

Any person who attacks, assaults, or obstructs in any manner a Police Officer in the course of performance of official duty commits a Felony in the Second Degree under the Penal Code of Liberia.

§22.97. Attacks on Police Installations

Any person who attacks, damages, or destroys Police Stations, installations, vehicles, equipment, and any Police accoutrements commits a Felony in the Second Degree under the Penal Code of Liberia.

§22.98. Impersonation of Police Officer or wearing Police Uniform

- (a) A person other than a Police Officer who, without the written authorization of the Inspector General of Police:
- i. Puts on assumes, either in whole or in part, the uniform, name, badge, identification, designation or description of a Police Officer, or a uniform name or designation, resembling or intended to resemble the uniform, name or designation of a Police Officer; or
 - ii. In any way pretends to be a Police Officer for any purpose which he would not by law be entitled to do of his own authority, commits a misdemeanor of the first degree under the Penal Law of Liberia.

PART VIII

Transitional Provisions and Effective Date

§22.99. Assets and Liabilities

§22.100. Persons currently in the employ of the Liberia National Police

§22.101. Existing Regulations and Administrative Instructions

§22.102. Effective Date

§22.99. Assets and liabilities

The assets and liabilities of the Liberia National Police existing immediately before coming into force of this Act shall be the assets and liabilities of the Liberia National Police established under this Act.

§22.100. Persons currently in the employ of the Liberia National Police

- (a) All persons currently in the employ of the Liberia National Police, who do not meet the minimum criteria for admission according to the criteria stated in this Act or for encumbering an Office, Post, or Rank created by this Act or by Regulations or Administrative Instructions made thereunder, and who have not otherwise been certified as having met that criteria, shall have no more than one calendar year to regularize their positions or leave the Liberia National Police or the Office, Post, or Rank.
- (b) The Commandant of the Liberia National Police Academy and Training School shall develop and deploy a series of training programs for the purposes stated in this section.
- (c) Any Police Officer who is currently occupying a position or rank that is abolished or downgraded by this Act, or by Regulations and Administrative Instructions made under this Act, shall not suffer a reduction in remuneration and other conditions of service pursuant to a reassignment or re-designation.

§22.101. Existing Regulations and Administrative Instructions

All Regulations and Administrative Instructions of the Liberia National Police currently in force, and which are not inconsistent with the provisions of this Act, shall remain in force until they are revoked or substituted by the Minister or the Inspector General of Police as the case may be.

§22.102. Effective Date

This Act shall take effect immediately upon publication into handbills.

ANY LAW TO THE CONTRARY NOTWITHSTANDING

2016

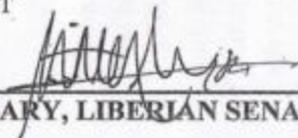
FIFTH SESSION OF THE FIFTY-THIRD
LEGISLATURE OF THE REPUBLIC OF LIBERIA

SENATE'S ENGROSSED BILL NO. 8 ENTITLED:

"An Act to Repeal the Act Amending the Executive Law with Respect to the National Police Force as well as any other Acts Amendatory Thereto; and the Decree of the People's Redemption Council Establishing the National Police Academy Repealing Subchapter E, the Police Academy, Title 12, Chapter 22, Ministry of Justice, Subchapter A, Organization of the Ministry, Section 22.8(2), Motor Vehicle Bureau, and to Amend Chapter 22, Ministry of Justice, Subchapter D, Liberia National Police, and to Establish in Lieu thereto, the Liberia National Police Act, 2015"

On motion, Bill read. On motion, the Bill was adopted on its first reading and sent to Committee Room on Thursday, September 3, 2015 at 12:38 G.M.T.

On motion, Bill taken from the Committee Room for its second reading. On motion, under the suspension of the rule, the second reading of the Bill constituted its third and final reading and the Bill was adopted, passed into the full force of the law and ordered engrossed today, Thursday, March 17, 2016 @ 14:30 G.M.T


SECRETARY, LIBERIAN SENATE, R.L.

2016

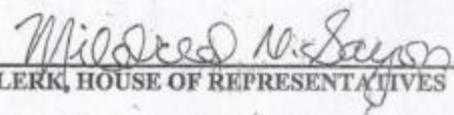
THIRD SESSION OF THE FIFTY-THIRD
LEGISLATURE OF THE REPUBLIC OF LIBERIA

HOUSE'S ENDORSEMENT TO SENATE'S
ENGROSSED BILL NO. 8 ENTITLED:

"An Act to Repeal the Act Amending the Executive Law with Respect to the National Police Force as well as any other Acts Amendatory Thereto; and the Decree of the People's Redemption Council Establishing the National Police Academy Repealing Subchapter E, the Police Academy, Title 12, Chapter 22, Ministry of Justice, Subchapter A, Organization of the Ministry, Section 22.8(2), Motor Vehicle Bureau, and to Amend Chapter 22, Ministry of Justice, Subchapter D, Liberia National Police, and to Establish in Lieu thereto, the Liberia National Police Act, 2015"

On motion, Bill read. On motion, the Bill was adopted on its first reading and sent to Committee Room on Tuesday, September 8, 2015 @t 14:25 G.M.T.

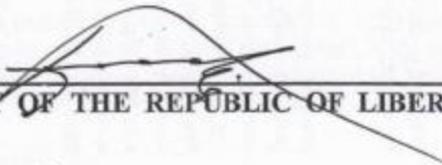
On motion, Bill taken from the Committee Room for its second reading. On motion, under the suspension of the rule, the second reading of the Bill constituted its third and final reading and the Bill was adopted, passed into the full force of the law and ordered engrossed today, Thursday, March 17, 2016 @ 14: 45 G.M.T.


CHIEF CLERK, HOUSE OF REPRESENTATIVES

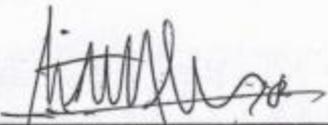
2016

ATTESTATION

“An Act to Repeal the Act Amending the Executive Law with Respect to the National Police Force as well as any other Acts Amendatory Thereto; and the Decree of the People’s Redemption Council Establishing the National Police Academy Repealing Subchapter E, the Police Academy, Title 12, Chapter 22, Ministry of Justice, Subchapter A, Organization of the Ministry, Section 22.8(2), Motor Vehicle Bureau, and to Amend Chapter 22, Ministry of Justice, Subchapter D, Liberia National Police, and to Establish in Lieu thereto, the Liberia National Police Act, 2015”



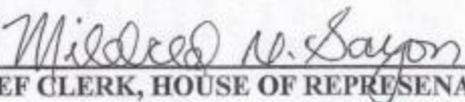
VICE PRESIDENT OF THE REPUBLIC OF LIBERIA/PRESIDENT OF THE SENATE



THE SECRETARY, LIBERIAN SENATE



THE SPEAKER, HOUSE OF REPRESENTATIVES



THE CHIEF CLERK, HOUSE OF REPRESENTATIVES, R.L.



SECRETARY OF THE SENATE



The Liberian Senate

CAPITOL BUILDING, CAPITOL HILL, MONROVIA, LIBERIA
WEST AFRICA

2016

FIFTH SESSION OF THE FIFTY-THIRD LEGISLATURE OF THE REPUBLIC OF LIBERIA.

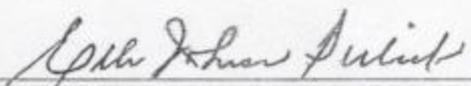
SENATE'S ENROLLED BILL NO. 3 ENTITLED:

“An Act to Repeal the Act Amending the Executive Law with respect to the National Police Force as well as any other acts amendatory thereto; and the Decree of the People’s Redemption Council establishing the National Police Academy Repealing Subchapter E, The Police Academy, Title 12, Chapter 22, Ministry of Justice; and to Amend Chapter 22, Ministry of Justice, Subchapter D, Liberia National Police, and to Establish in lieu thereto, The Liberia National Police Act, 2015”

PRESENTED TO THE PRESIDENT OF THE REPUBLIC OF LIBERIA FOR
EXECUTIVE APPROVAL

APPROVED THIS 12th DAY OF JULY A.D. 2016

AT THE HOUR OF 3:00 P.M.



THE PRESIDENT OF THE REPUBLIC OF LIBERIA

