

SECURITY AND MULTI-AGENCY APPROACHES IN COMBATING CORRUPTION IN THE PUBLIC SERVICE IN NAIROBI CITY COUNTY, KENYA

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ABSTRACT

This study investigated the effectiveness of multi-agency approaches in combating corruption in the public service in Nairobi City, Kenya and assess the legal framework used in multi-agency procedures, examine the capacity of personnel, and analyze institutional dynamics in combating corruption in the Public Service in Nairobi County, Kenya. The study also analyzed the role of chapter six of the Kenyan constitution on the effectiveness of multi-agency approaches of fighting corruption. This study was based on the principal-agent theory and the institutional theory and adopted a descriptive survey research design. From target population of 1021 staff of EACC, ODPP, FRC, ARA and the DCI, stratified random sampling and simple random sampling were used to obtain a statistically significant sample of 218 respondents. Questionnaires were adopted in gathering primary data after testing for both reliability ($r=0.712$) and validity and key informant interview with various heads of departments conducted to obtain qualitative data to corroborate the findings from the questionnaire. The quantitative data were analyzed using a multiple regression and qualitative data organized into themes and excerpts reported in verbatim. The study's first specific objective was to evaluate the legal framework in multi-agency procedures in combating corruption in the Public Service in Nairobi city County, Kenya. From the findings the study concluded that legal framework has a positive and significant influence on combating corruption. This was indicated by the p value of 0.000 and the positive regression coefficient of 1.230. The second specific objective of the study examined the role of training of personnel in combating corruption in the Public Service in Nairobi city County, Kenya. From the findings, the study concluded that Personnel training have a significant effect on combating corruption based on p value of 0.000 and regression coefficient of 0.703. The third specific objective of the study analyzed the institutional dynamics in combating corruption in the Public Service in Nairobi city County, Kenya. The study concluded that institutional dynamics have significant and positive effect on combating corruption based on the p value of 0.000 and coefficient of 0.215. The study recommended that a comprehensive legal framework outlining the level of collaborations among anti-corruption bodies be developed to deal with duplication of roles and limited powers, joint trainings should be conducted in order to align their skills so they could jointly fight against corruption effectively and the legal framework should be enhanced to allow the anti-corruption institutions to fully exercise its mandate devoid from political interference.

Key Words: Security and Multi - Agency Approaches, Combating Corruption

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INTRODUCTION

Globally, corruption is a vice that has become rampant with most countries having to establish mechanism on how to deal with it. According to World Bank (2017), corruption has had an adverse effect on the public institutions and in the long term, the political, social and economic costs that corruption entails cannot be afforded. Corruption tends to erode the confidence of the public in institutions and governments as it undermines the resource allocation and brings contempt to the law. A report by Transparency International (2014) revealed that corruption is a threat to peace and stability. The report notes that corruption can cause conflicts and conflicts serves to increase the risk of corruption hence the two have a kind of a symbiotic relationship. Further, corruption undermines human rights of citizens among countries.

The United States of America (USA) has been in the forefront to campaign against corruption and champion for some of these strategies. Specifically, the USA in 2020, came up with five pillars of fighting corruption in public offices; modernization of government anti-graft agencies, preventing illicit finances, holding corrupt suspects accountable, strengthening of the multi-lateral anticorruption infrastructure and working with other countries through engagements and arrest of corruption suspects. However, in a 2019 survey to measure and assess public sector corruption in 180 countries using a perceptions index range of between 0-100, the USA scored 69 out of 100, its lowest score in the past decade (Transparency International, 2020). In the United Kingdom (UK), an anti-corruption strategy for the period 2017 to 2022 was formulated in 2017 with key proposals being securing of public commitments from G20 countries on joint efforts to combat corruption, procurement reforms in public sector, strengthening the National Fraud Initiative and allowing local authorities to do bank and company checks as well as making the police disciplinary systems more transparent (UK Anti-Corruption Strategy, 2017-2020). However as noted by Wilson (2013), the developed countries tend to face challenges too in fighting corruption. Inexplicably, these this imply that even in strong democratic states characterized by strong institutions, countering corruption is not always as potent thus creating possibilities for increased corruption. According to the European Court of Auditors (2012), corruption in Europe has remained a challenge to the rule of law. Hungary was one of the nations with the worst corruption in Europe. Byrne & Nagano (2010) assert that having received increased attention, there has been a collective accountability among public bodies to demand for more action from anti- corruption agencies.

South Africa has experienced extensive state capture that has manifested in power cuts and affected operations of other key sectors. A study on the politics of anti corruption in the country by Naidoo (2013), revealed that although steps had been introduced to control malfeasance in the public sector, there was a collective undermining of accountability approaches used and application of most mechanisms were compromised. Suggestively, oversight and monitoring of enforcement actions seem to be an area of weakness within the states fight in graft. In Ghana, Isaac (2013) in a study on combating public sector corruption in Ghana, argued that sole sourcing in procurement processes within government had aided corruption and further asserts that depoliticisation of operational procedures is more likely to improve some integrity within public offices not just in Ghana but across Africa.

In Kenya, the fight against corruption has been intensified with the establishment of bodies meant to combat corruption (Njagi, 2017). The EACC was established in 2011 to replace the Kenya Anti-Corruption Commission (KACC). The Leadership and Integrity Act, 2012 in addition to the EACC Act (2011) were enacted to provide the legal framework for the fight against corruption. The essence of these Acts was to strengthen the fight against corruption based on the premise of Chapter 6 of the Kenyan 2010 Constitution. Through the Acts, EACC was mandated to combat economic crimes and corruption through prevention, law enforcement, and education of the public and promoting ethical practices. The government on its part provides funding to the commission. In spite the creation of the EACC, one of the challenges is the lack of prosecutorial powers raising the question as to the effectiveness of the EACC and hence the need to assess the multi-agency approach in the fight against corruption. Other agencies established to fight corruption include

the Assets Recovery Agency (ARA), Financial Reporting Centre (FRC), the Office of the Director of Public Prosecutions (ODPP) and the Directorate of Criminal Investigations (DCI).

The ARA was formed under Section 53 of the proceeds of Crime and Anti-Money Laundering Act (2009) and is mandated to combat money laundering, financing of terrorists, freezing and confiscation of crime proceeds. The ARA uses two methods in recovering stolen assets; civil forfeiture and criminal forfeiture. The civil forfeiture entails instituting civil proceedings towards recovery of assets while criminal forfeiture entails criminal conviction and sentence upon confiscation of assets (Assets Recovery Agency, 2020). Despite its role, the ARA main's challenge in combating corruption through assets recovery has been lack of proper disclosure of subsequent transactions regarding the valuation, sale and management of the assets in question. This makes it difficult for the body to effectively for the agency to discharge its role (Omondi, 2021).

The Financial Reporting Centre (FRC) is also a government institution that was established under the proceeds of Crime and Anti-Money Laundering Act (2009) with a clear mandate of identifying the crime proceeds and combating money laundering in Kenya. Under the Prevention of Terrorism Act of 2012, the Centre is mandated to fight against terrorism financing. This body like most government institutions engaged in fighting corruption is faced with challenges, which include; lack of proper enforcement of the money laundering regulations, poorly trained personnel in anti-money laundering as well as lack of proper coordination and information sharing with other agencies (Kathuli, 2018).

The ODPP draws its authority from the Kenyan constitution of 2010 and the ODPP Act of 2013, which gives the Director of public prosecution (DPP) the powers of directing the Inspector General (IG) of the National Police Service (NPS) to investigate any criminal conduct or alleged criminal offence, which includes corruption. The major challenge that the ODPP has been facing is the failure by the investigating bodies like the DCI and the EACC to present adequate evidence on the cases investigated. The ODPP has often cited inadequate evidence as a challenge towards prosecuting corruption cases which end up in courts of law and dismissed. There has also the challenge of poor coordination with other agencies especially the NPS through the DCI (Omondi, 2021).

The DCI on the other hand is a department under the NPS and is responsible for investigation of crimes including corruption. Its duties include gathering and delivering criminal information, conducting investigations into economic and money-laundering offences, keeping track of illicit activity, and doing forensic analysis (NPS, 2022). The challenge that the DCI face especially in investigating criminal cases has been inadequate technology and facilities to investigate the crimes (Muthini, 2018).

Statement of the Problem

Despite having bodies that fight corruption in Kenya, corruption has continued to become rampant hence threatening the stability of the country (United Nations Office on Drugs and Crime, 2020). A report by Bloomberg (2015) noted that corruption in Kenya is a threat to national security, a fact that was acknowledged by the former president Uhuru Kenyatta during that year. The Defense Technical Information Center (2017) noted that corruption in various sectors including the police which is expected to provide security and maintain law and order had become so rampant to the point of threatening the citizen's security as criminals bribe them to avoid arrests. Corruption is widespread and deeply entrenched across several jurisdictions. The UN note that over one trillion dollars is paid in bribes worldwide giving insight to the gravity of just a single facet of corruption (UNODC, 2020). Several agencies have been established with an aim of combating corruption in Kenya, for instance the Ethics and Antic-corruption Commission (EACC), Office of Director of Public Prosecutions (ODPP), Directorate of Criminal Investigations (DCI), Financial Reporting Center (FRC) and Assets and Recovery Agency (ARA). These bodies are supposed to complement each other in the anti-corruption efforts.

The effectiveness of these institutions in combating corruption is still in question as seen by the low number of convictions of corruption cases in Kenya. According to the ODPP (2021), whose mandate is prosecution of cases, 69 corruption cases led to successful convictions between 2015 and 2017 representing 47 per cent while the rate of conviction between 2018 and 2020 was 64 per cent, which represented an increase in conviction rate by 17 per cent. This increase according to the ODPP was attributed to improved coordination among various agencies fighting corruption. A report by the Judiciary through the Chief Justice however stated that there are over four hundred pending corruption cases seeking recovery of assets whose value is estimated to be Kenyan shillings eleven billion. This notwithstanding, the ODPP (2021) stated that much need to be done in terms of coordination and capacity to raise the rate of convictions further. Lack of institutional independence and lack of capacity alongside duplication of duties have been cited as major concerns in the multi-agency efforts towards fighting corruption.

Several researchers have conducted studies in the country related to the topic. For instance, Kichwen (2017) conducted a study on effectiveness of anti-corruption strategies focusing on Kenya and found that there were mixed feelings in regards to effectiveness of these strategies depending on political inclination. Notably, Kenyas political culture and the lack of political will were found to hamper well intentioned action plans. In another stand of research conducted by the Open Society Foundation in 2015 on how effective anti-corruption agencies in Kenya are, findings revealed that the agencies experienced mainly inadequate resources and deficient legal frameworks that affected their performance (Open Society Foundations, 2015). It is against this backdrop that this study focused on the effectiveness of multi-agency approaches in combating corruption in Kenya's Public Service with intention to find gaps and recommend strategies that may reduce corruption in the Public Service.

Objectives of the Study

The general objective of this study was to investigate the security and multi-agency approaches in combating corruption with a focus on the Public Service in Nairobi city County, Kenya. The study's specific objectives were to:

- Assess the legal framework in multi- agency procedures in combating corruption in the Public Service in Nairobi city County, Kenya.
- Examine the role of training of personnel in combating corruption in the Public Service in Nairobi city County, Kenya.
- Analyze institutional dynamics in combating corruption in the Public Service in Nairobi city County, Kenya.

The study was underpinned on the following research questions:

- What is the legal framework of multi-agency procedures in combating corruption in the Public Service in Nairobi County, Kenya?
- What is the role of training of personnel involved in combating corruption in the Public Service in Nairobi County, Kenya?
- What are the institutional dynamics in combating corruption in the Public Service in Nairobi County, Kenya?

LITERATURE REVIEW

Empirical Literature Review

Legal Framework and Fight against Corruption

A review by Transparency International (2020) observes that most nations in Europe have formed the anti-corruption agencies as the main pillars of their national anti-corruption framework. The anti-corruption agencies have become popular since the 1990s. This was accelerated by the requirement that for a country to

join the European Union (EU), it must be able to demonstrate how it has tackled corruption. The TI report however notes that the effectiveness of the anti-corruption agencies has had varied results in Europe. However, to enhance the effectiveness of the anti-corruption agencies, most countries have adopted a comprehensive legal framework. It is for this reason that most European countries like Denmark, rank lower in terms of the CPI.

Demidov, et al (2021) assessed on the international legal challenges of fighting corruption in Eastern Europe. Specifically, the study assessed on the legal framework and policies used internationally in the fight against corruption. From the findings it was apparent that the development of effective legal and regulatory framework in the fight against corruption is still a challenge in Easter Europe and this has been largely attributed to the geopolitical integration. The study relied mostly on document analysis whereas the current study carried out a regression analysis in ascertaining the effectiveness of legal framework among the anti-corruption agencies in Kenya. The advantage of using regression analysis is that it helps in showing the relationship between multi-agency approaches and combating corruption and the significance of this relationship. Hence documentary analysis is limited in that it relied on past information which does not show the significance of relationship between the two aspects.

Gonzalo (2013) assessed on the existing practices on corruption in Africa with a focus on the Democratic Republic of Congo (DRC). The assessment further assessed on the existence and role of anti-corruption agencies. The study findings established that multilateral institutions had made significant contributions in the fight against corruption but was faced with challenges including lack of adequate legal and policy framework. The study found that this had also been hindered by the conflicts that had marred the country for a long time. The study focused on legal framework governing the anti-corruption agencies within the Kenyan context. The gap from the study is that while it examines legal framework in relation to combating corruption, it does not examine other important aspects under the multi-agency approaches like training of personnel and institutional dynamics which the current study examined.

Training of Personnel and Fight against Corruption

In the USA, Taylor (2017) evaluated on fight against corruption by the US policy makers. The study focused on capacity and transparency as the key elements in the fight against corruption. The findings showed that while the USA had enough capacity to fight against corruption, the US policy makers need to strengthen the policies to effectively deal with corruption in public institutions. The assessment provides a useful insight on capacity building in fighting corruption; nonetheless the current study examined the Kenyan context with a focus on technical and institutional capacity. Technical capacity involves the ability of personnel to undertake their roles and trainings have in many cases been used to build technical capacity. The study also did not discuss the multi-agency approaches that are being employed in fighting corruption in USA. Additionally, the study does not examine the link between corruption and insecurity, which was the focus of the current study.

In Poland, Brzezinka, Chrysostome and Gola (2018) examined capacity building in combating corruption among emerging and developing countries. Based on the outcome from the analysis it was found that weak capacity building among the anti-corruption institutions is to blame for increase in corruption hence the weaker the institutions in terms of capacity the higher the likelihood for increase in corruption. It was further established that the technical capacity of the personnel influences the fight against corruption in emerging and developing countries. The current study was examined from the context of various Kenyan institutions vested with the responsibility of fighting against corruption. Further technical capacity was assessed from the standpoint of training of personnel. The study also did not bring the link between corruption and insecurity and how multi-agency approaches can be used to address the problem of corruption.

Kathuli (2018) assessed on the effectiveness of financial reporting Centre in the prevention of money laundering in Kenya. The target population was 158 staff working for the FRC and a sample size of 80. The assessment was based on descriptive research design. Descriptive statistics were employed in establishing the

effectiveness of FRC in prevention of money laundering. The outcome from the study indicated that one of the biggest impediments towards the prevention of money laundering is lack of properly trained staff. Most money launderers for instance use sophisticated methods and technologies yet the staffs handling anti-money laundering are in most cases not properly trained. The major limitation from this study is that it focused on only one anti-corruption institution as opposed to assessing the multi-agency approaches, which the current study sought to examine. Secondly, the study did not establish the link between corruption and insecurity which the current study focused on and why multi-agency approaches are vital in dealing with corruption.

Institutional Dynamics and Fight against Corruption

Prateppornnarong (2020) sought to determine the institutional independence of Thailand's anti-corruption commission specifically in combating corruption in the public sector. The analysis from the study found that the commission lacked both the institutional and legal independence, which hindered its efforts of combating corruption in the public sector. The research further established that there was lack of capacity in terms of prosecutorial powers, which further undermined its institutional independence. The study therefore found the anti-corruption commission in Thailand to be ineffective in dealing with public sector corruption. The study provides useful insights to the current study in terms of institutional independence and its role in the fight against corruption. Nonetheless, the study does not address other institutional dynamics like structures, policies, mission and values, which were well addressed by the current study under the institutional dynamics. The role of multi-agency approaches in enhancing security was also not focused on therefore the current study examined multi-agency approaches in combating corruption with an aim of dealing with insecurity.

Hlongwane (2018) analyzed on the South African anti-corruption institutions and its role in dealing with corruption in government departments. One of the key issues examined is the independence of the anti-corruption institutions. The outcome from the analysis showed that the institutions in South Africa fighting corruption did not have a high level of independence hence explaining the high level of corruption in the government departments. Other factors identified included lack of sufficient resources from the government, which hinder the ability of these institutions to build its institutional capacity. The study recommends that for anti-corruption institutions to perform there is need for independence so that they can execute their duties devoid of political interference. While the study examined the effectiveness of the anti-corruption institutions from the standpoint of bringing security, institutional independence, it does not examine other institutional dynamics like structures, policies, goals, missions and collaboration capacities which the current study aimed to examine to fill the research gaps.

Kichwen (2017) assessed on the effectiveness of the Kenyan anti-corruption strategies. Among the key variables, that the study focused on is the institutional and legal frameworks. The population comprised 1024 employees in EACC. The outcome from the study established that the primary contributors of corruption in Kenya were; lack of accountability, transparency and institutional weaknesses. In terms of the existing institutional frameworks, it was found that the existing institutional frameworks are adequate yet the anti-corruption agencies in place were largely hindered by the political culture in Kenya. The research demonstrated that there is a broad lack of political goodwill in Kenya, which undermines the fight against corruption notwithstanding the existing legal and constitutional frameworks. The focus of the study was however, one agency (EACC) committed to eradicating corruption hence the current study delved into the multi-agency approaches. Moreover, the study did not examine how multi-agency approaches of combating corruption helps in ensuring security of the citizens hence the current study sought to fill this gap.

Theoretical Framework

Principal Agent Theory

Developed in the 1970's by Michael Jensen and William Meckling, the Principal Agent theory posits that an interaction between a principal, in higher hierarchy, delegates' power to the agents to act based on their political preferences. This interaction works by structuring incentives to the agent so that they work to benefit

the principal (Gauld, 2018). The idea here is that public sector performance can be improved if a good reward based arrangement is made between different actors. With this kind of pact, principals are able to achieve their desired outcomes while agents gain clarity on work roles and objectives. This is especially important as most times the goals and aspirations on the principals and agents differ.

In the case of multiagency approaches, the principal (government) mandates power to agents, (agencies) to fight corruption on their behalf. However, if the same principal sacrifices the agent’s interests for his gain or benefit in its activity, corruption occurs. Notably this theory recognizes the persistence of corruption as a result of compromise in government- agency relation. It seeks to suggest a relook of the rewards government has put in place for agencies in their operations on the fight on graft. Further, it seeks to explain the interests the two actors have in regards to dealing with corruption.

Institutional Theory

Meyer and Rowan (1970) hypothesized the institution theory. The institution theory deals with structures, norms, rules and routines, and how they become embedded in an institutional setting as authoritative guidelines (Njagi, 2017). The theory explains how these elements are created, adopted and diffused. This concept can be useful in analyzing institutional dynamics within an organization. Some of the institutional dynamics that were examined under the current study include; institutional independency, values, believes structures, policies, and leadership and collaboration capacities. These elements when embedded in an institution become authoritative guidelines, which dictate how operations are to be conducted. For instance, the anti-corruption bodies adopt these elements in their respective institutions to make them more effective in combating corruption and other economic crimes. As explained by McAdam and Scott (2004) the theory conceptualizes an institution as consisting of regulatory structures, professionals, norms, public opinions, laws, rules and interest groups therefore the theory assumes that for an organization to operate and function efficiently it must conform to these environmental dynamics. Therefore, in the current study, the theory helped in comprehending how institutional dynamics influence the fight against corruption.

Conceptual Framework

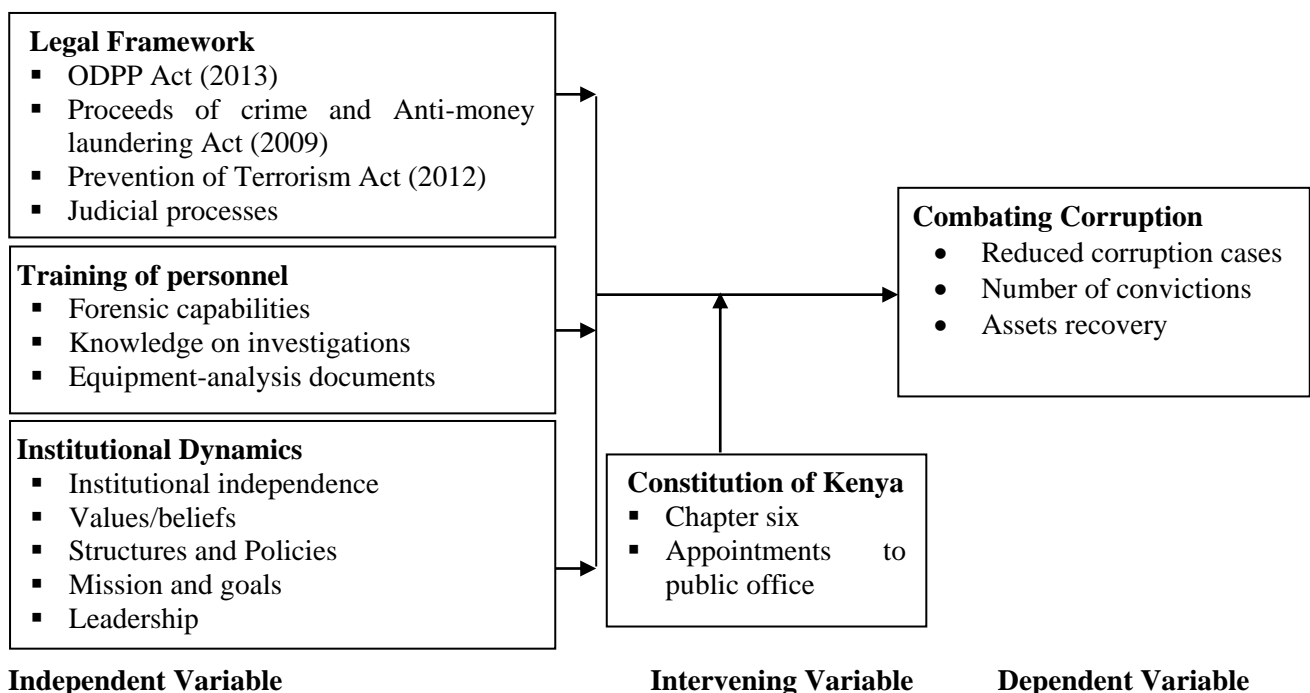


Figure 1: Conceptual Framework

METHODOLOGY

This study used a descriptive survey research design to accomplish the study objectives. According to Kothari (2010), a descriptive survey research design seeks to describe a research phenomenon, as it naturally exists. In this study, the research target population were 1021 personnel in the key anti-corruption agencies which are; EACC, ODPP, DCI, FRC and ARA. The sampling process began by classifying the members of a population into strata, comprising staff from EACC, ODPP, FRC, ARA and DCI. The selection of the sample in each strata was based on the proportion of the entire populace; EACC staff were 80, ODPP were 61 and DCI were 66, FRC were 47 and ARA were 53. Stratified sampling was used to select different agencies to participate in this study and thereafter simple random sampling applied. The population was categorized into five strata; EACC, ODPP, DCI, FRC and ARA. Hence from the current study the sample size of the current study was 307 staff from the anti-corruption bodies which constitutes 30 per cent of the population. Data was collected utilizing both the questionnaires and key informants interview schedules. A pilot test was done before the actual data collection. A Cronbach's alpha was used in determining the reliability of the instrument. The study utilized descriptive and inferential statistics in analyzing the collected quantitative data.

FINDINGS AND DISCUSSION

Legal Framework and Multi-Agency Procedures in Combating Corruption in Public Service

The study's first specific objective was to evaluate the legal framework in multi-agency procedures in combating corruption in the public service in Nairobi City County, Kenya. Frequencies were changed to percentages for easy interpretation and findings are shown in Table 1.

5 = Strongly Agree, 4 = Agree, 3 = Neutral, 2 = Disagree, 1 = Strongly Disagree

Table 1: Descriptive Statistics of Legal Framework

Statement (Percentage)	1	2	3	4	5
The legal provisions of the anti-corruption institutions are adequate	14.0	12.0	3.0	37.0	34.0
The Acts of parliament like the ODPP Act (2013) and proceeds of crime and anti-laundering Act (2009) have given the anti-corruption institutions adequate powers and independence	17.0	22.0	4.0	30.0	27.0
The judicial process is favorable to the investigative processes of the anti-corruption institutions	22.0	23.0	2.0	28.0	25.0
There has been enough support from the government to the anti-corruption institutions	14.0	20.0	5.0	33.0	28.0
The legal framework is hindered by institutions like parliament	23.0	29.0	2.0	27.0	19.0
The legal framework is elaborate and clear on the nature and extent of collaboration among the anti-corruption institutions	13.0	14.0	5.0	36.0	32.0

Source: Research Data (2022)

The respondent's level of agreement with the statement that the legal provisions of the anti-corruption institutions are adequate and the findings exhibited in Table 1, indicate majority (37%) of the respondents disagree, 34% strongly disagree, 14% strongly agree, 12% agree while 3% were neutral. For instance, the study observed that the existing legal framework limits the powers of the EACC hence hindering their capacity and ability to fight corruption cases.

The respondents level of agreement was further sought on whether the Acts of parliament like the ODPP Act (2013) and proceeds of crime and anti-laundering Act (2009) have given the anti-corruption institutions adequate powers and independence and the study findings exhibited in Table 1. indicate that majority (30%) of the respondents disagree, 27% strongly disagree, 22% agree, 17% strongly agree, while 4% were neutral. From the study findings, overall, 57% generally disagree or strongly disagree while 39% of the respondents agree.

The respondents' level of agreement was also sought on the favorability of the judicial processes to the investigative processes of anti-corruption institutions and the study findings in Table 1. indicate that 25% strongly disagreed, 28% disagreed, 23% agreed, 22 percent strongly agreed and 5% were neutral.

The respondents' level of agreement was also sought on whether the government support to the anti-corruption institutions was enough. According to Table 1, majority (33%) of the respondents disagrees, 28% strongly disagree, 20% agree, 14% strongly agree while 5% are neutral. The respondents' level of agreement was also sought on whether institutions like parliament hinder the legal framework of fighting corruption and the study findings indicated that 19% of the respondents strongly disagreed, 27% disagreed, 29% agreed, 23% strongly agreed and 2% were neutral.

Finally, the respondents' level of agreement was sought on whether the legal framework was elaborate and clear on the nature and extent of collaboration among the anti-corruption institutions and the findings in Table 1. indicate 32% strongly disagree, 36% disagree, 14% agree, 13% strongly agree while 5% were neutral. The key informants observed that there seem to be a disconnect between the anti-corruption institutions owing to the gaps in the existing legal framework. For instance, from time to time there is a clash between the ODPP and the office of the DCI.

Training of Personnel and Combating Corruption in Public Service

The second specific objective of the study was to examine the role of training of personnel in combating corruption in Nairobi County, Kenya and the study findings are presented in Table 2.

5 = Strongly Agree, 4 = Agree, 3 = Neutral, 2 = Disagree, 1 = Strongly Disagree

Table 2: Descriptive Statistics on Training of Personnel

Statement (Percentages)	1	2	3	4	5
As a way of strengthening the capacity of the personnel dealing with corruption cases, there are continuous trainings geared towards ensuring coordinated efforts	32.0	36.0	6.0	17.0	9.0
The capacity of the personnel and anti-corruption institutions has been enhanced through trainings on forensic capabilities	33.0	38.0	5.0	13.0	11.0
There are enough equipment like analysis documents that help in improving capacity of personnel and institutions to combat corruption	14.0	26.0	7.0	28.0	25.0
There are adequate personnel in the anti-corruption institutions hence can efficiently handle corruption cases	31.0	33.0	4.0	22.0	10.0
The collaboration among the anti-corruption institutions have helped in strengthening the knowledge base of personnel in fighting against corruption in public service	34.0	37.0	5.0	16.0	8.0
There adequate technical capacity at the institution hence effective in combating corruption	28.0	30.0	6.0	21.0	15.0

The respondent's level of agreement was sought on whether as a way of strengthening the capacity of the personnel dealing with corruption cases, there are continuous trainings geared towards ensuring coordinated efforts, and the findings presented in Table 2. indicate that majority (36%) of the respondents agree, 32% strongly agree, 17% disagree, 9% strongly disagree while 6% are neutral. Overall, 68 per cent of the respondents agree or strongly agree, while 26% disagree or strongly disagree.

From the findings it can be inferred that the personnel working in anti-corruption bodies are taken through seminars, workshops and other training sessions to improve their knowledge and capacity in fighting corruption. A study by Taylor (2017) finds that USA had strengthened both the technical and institutional capacity and this is essential in fighting corruption. The findings are not however consistent with the findings by Kathuli (2018) which observed that one of the biggest impediments towards the prevention of money laundering in FRC is lack of properly trained staff. Scale:

The respondent's level of agreement was also sought on whether the capacity of the personnel and anti-corruption institutions had been enhanced through trainings on forensic capabilities and the findings in Table 2. indicate that 38% agreed, 33% strongly agreed, 13% disagreed, 11% strongly disagreed and 5% were neutral.

The respondents' level of agreement was also sought on whether there was enough equipment to help in improving the capacity of personnel and the outcome in Table 2. indicated that 28% disagreed, 25% strongly disagreed. 26% agreed, 14% strongly agreed and 7% were neutral. The findings are consistent with the findings by Onuigbo and Okechukwu (2015) which established that in spite of the existing legal frameworks in Nigeria for fighting corruption, there was the challenge of lack of technical and institutional capacity which reduces the efforts of fighting corruption to almost nothing.

The respondent's level of agreement with whether the number of personnel in the anti-corruption institutions was adequate to handle corruption cases effectively and the findings in Table 2. indicate that 33% of participants agreed, 31% strongly agreed, 22% disagreed, 10% strongly disagreed, 4% were neutral.

The respondents' level of agreement with whether collaboration among anti-corruption institutions had helped in strengthening knowledge base of personnel in the fight against corruption in the public service and the findings in Table 2. indicate that 37% of the respondents agreed, 34% strongly agreed, 16% disagreed, 8% strongly disagreed and 5% were neutral. From the findings it can be inferred that with a comprehensive system of collaboration, the personnel can improve in terms of the skills.

Finally, the respondents' level of agreement was sought on whether there was adequate technical capacity in their respective institutions and from the findings in Table 2, 30% of participants agreed, 28% strongly agreed, 21% disagreed, 15% strongly disagreed and 6% were neutral. The findings are consistent with the study by Brzezinka, Chrysostome and Gola (2018) which examined capacity building in combating corruption among emerging and developing countries and found that capacity building was significant in enhancing fight against corruption. It was further established that the technical capacity of the personnel influences the fight against corruption in emerging and developing countries.

Institutional Dynamics in Combating Corruption in the Public Service

The third specific objective of the study was to analyze the institutional dynamics in combating corruption in the public service and the findings exhibited in Table 3. The respondents' level of agreement on whether anti-corruption institution has high level of independence has a high independence level to make it effective in fighting corruption and from the findings in Table 3, 33% of the respondents disagree, 18% strongly disagree, 25% agree, 20% strongly agree and 4% were neutral.

5 = Strongly Agree, 4 = Agree, 3 = Neutral, 2 = Disagree, 1 = Strongly Disagree

Table 3: Descriptive Statistics on Institutional Dynamics

Statement (Percentage)	1	2	3	4	5
The anti-corruption institution has a high level of independence hence effective in combating corruption	18.0	33.0	4.0	25.0	20.0
Institution values and believes have enhanced fight against corruption	17.0	24.0	3.0	34.0	22.0
The existing structures and policies in the anti-corruption institution has enhanced its ability to combat corruption in public service	24.0	27.0	2.0	26.0	21.0
The anti-corruption bodies are inter-dependent and have coordination mechanism hence effective in combating corruption in public service	14.0	16.0	1.0	38.0	31.0
There is good leadership among the anti-corruption bodies that has enhanced its effectiveness in combating corruption in public service	28.0	30.0	5.0	25.0	12.0
Institution has clear goals & mission to execute constitutional mandate	7.0	15.0	2.0	39.0	37.0

Source: Research Data (2022)

The respondents' level of agreement on whether institutions' values and beliefs have enhanced the fight against corruption was sought and notwithstanding the lack of independence, and from the findings in Table 3, 34% agree, 22% strongly agree, 24% disagree, 17% strongly disagree and 3% were neutral. Hence it can be inferred that 56 percent of the respondents agree that the institution's values and beliefs have enhanced the fight against corruption whereas 41% of the respondents disagree.

The respondents' level of agreement on whether existing structures and policies in the anti-corruption institution had enhanced its ability to combat corruption in public service and the findings in Table 3, show that 27% disagree, 24% strongly disagree, 26% agree, 21% strongly agree and 2% were neutral. Hence 51% of the respondents either disagreed or strongly disagreed that the existing structures and policies in the anti-corruption institution has enhanced its ability to combat corruption in public service while 47% of the respondents agreed with the ability of existing structures in combating corruption.

The respondents' level of agreement was also sought on whether anti-corruption institutions had an inter-dependent and coordinated mechanism and the findings in Table 3. indicate that 38% of respondents agree 31% strongly agree, 16% disagree, 14% strongly disagree and 1% neutral that the anti-corruption bodies are inter-dependent and have coordination mechanism hence effective in combating corruption in public service. This implies that the existing structures allow the anti-corruption institutions to work very closely.

The respondents' level of agreement on whether there was good leadership in the anti-corruption institutions was also sought and from the findings in Table 3, 30% disagree, 28% strongly disagree, 25% agree, 12% strongly agree and 5% were neutral that there is good leadership among the anti-corruption bodies that has enhanced its effectiveness in combating corruption in public service.

The respondents' level of agreement on the clarity of goals and mission of anti-corruption institutions to execute its mandate was sought and the findings in Table 3. indicated that 39% of the participants agree, 37% strongly agree, 15% disagree, 7% strongly disagree and 2% were neutral that the institution has clear goals and mission to execute its constitutional mandate.

Constitutional Framework

The descriptive statistics on constitutional framework is exhibited in Table 4. The respondents' level of agreement on whether chapter 6 has influenced the effectiveness of multi-agency approaches and from the findings in Table 4, 33% agreed, 24% strongly agree, 27% disagree, 10% strongly disagree and 6% were neutral.

Scale:

5 = Strongly Agree, 4 = Agree, 3 = Neutral, 2 = Disagree, 1 = Strongly Disagree

Table 4: Descriptive Statistics on Constitutional Framework

Statement	1	2	3	4	5
Chapter six has influenced the effectiveness of multi-agency approaches in fighting corruption	10.0	27.0	6.0	33.0	24.0
Institution values and beliefs have been enhanced by the provisions of the constitution on appointment of public officials with integrity.	12.0	20.0	5.0	34.0	29.0
There are adequate penalties outlined in chapter six of the constitution which in part has enhanced the role of multi-agencies in combating corruption.	16.0	26.0	7.0	26.0	25.0
The restrictions and on activities and high demand for financial integrity under chapter six has enhanced the effectiveness of anti-corruption agencies	8.0	21.0	4.0	35.0	32.0
The institution's goals and mission is derived from chapter six of the Kenyan Constitution	11.0	22.0	5.0	34.0	28.0

Source: Research Data (2022)

Therefore, 57 percent of the respondents agree that Chapter 6 has influenced the effectiveness of the multi-agency approaches in the fight against corruption. However, 37 per cent of the respondents disagreed. The key informants also agreed that chapter six of the constitution had enhanced the fight against corruption but much still need to be done.

The respondents' level of agreement on whether the institution's values and believes have been enhanced by the provisions of the constitution on appointment of public officials with integrity was sought and from the outcome in Table 4, 34% agree, 29% strongly agree, 20% disagree, 12% strongly disagree and 5% were neutral hence 63% of the respondents agreed and strongly agreed while 32% either disagreed or strongly disagreed that the believes and values of the institution had been enhanced by the provisions of the constitution on appointment of public officials with integrity. The key informants observed that the requirement that all people seeking public appointments and public positions be cleared by the anti-corruption is a good idea.

The respondents' level of agreement on whether the penalties in chapter six of the constitution were adequate and the findings in Table 4. indicate that 26 percent of the participants agree, 25% strongly agree, 26% disagree, 16% strongly disagree and 7% were neutral. Hence it can be concluded that fifty-one percent of the respondents agreed that there are adequate penalties outlined in chapter six of the constitution which in part has enhanced the role of multi-agencies in combating corruption. On the other hand, forty-two percent of the respondents disagreed. The key informants also agreed that chapter six has adequate penalties.

The respondents' level of agreement on whether high demand for financial integrity under chapter six had enhanced financial integrity was sought and the findings in Table 4. indicate that 35% of respondents agree, 32% strongly agree, 21% disagree, 8% strongly disagree and 5% were neutral. Therefore, Sixty-seven percent of the respondents agreed or strongly agreed that the restrictions and on activities and high demand for financial integrity under chapter six has enhanced the effectiveness of anti-corruption agencies while twenty-nine percent of the respondents disagreed.

The respondents' level of agreement on whether institution's goals and mission is derived from chapter six of the constitution was sought and from the findings in Table 4, indicates that 34% agree, 28% strongly agree, 22% disagree, 11% strongly disagree and 5% were neutral. Hence, sixty-two percent of the respondents stated that the institution's goals and mission is derived from chapter six of the constitution. However, 33% of the respondents disagreed with the statement. Most of the key informants drawn from Transparency International also agreed that chapter six of the Kenyan constitution has provided anti-corruption bodies with a blueprint on how they should fight corruption hence this should inform their policies and anti-corruption initiatives.

Inferential Statistics

Model Summary

The summary of the model used is as shown in Table 5. indicates that the correlation coefficient is 0.672. The coefficient of determination is 0.452 while the coefficient of determination adjusted is 0.441. This is equivalent to 44.1%. According to Greene (2008), the adjusted R² shows the variations in dependent variable explained by changes in the independent variables hence from the findings, it can be inferred that 44.1% of the improvements in combating corruption is explained by the changes in the legal framework, training of personnel and institutional dynamics.

Table 5: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Sig. F Change
1	.672 ^a	.452	.441	.48657	.000

b. Predictors: (Constant), Legal framework, personnel training, institutional dynamics, constitution

Source: Research Findings (2022)

Regression Analysis

The study used a multiple linear regression model and results are as shown in Table 6. The results from the likert scale were converted into percentages to allow for the data to be subjected to the regression analysis. Frequencies based on responses were subjected to SPSS for analysis to generate the regression coefficients. From the regression analysis results in Table 6, the multiple regression equation becomes;

$$Y = -2.436 + 1.230X_1 + 0.703X_2 + 0.215X_3 + \varepsilon$$

Where:

Y = Combating Corruption

X1 = Legal Framework

X2 = Training of personnel

X3 = Institutional dynamics

ε = Error term

Table 6: Regression Analysis

Model		Unstandardized Coefficients		Standardized Coefficients		95.0% Confidence Interval for B		
		B	Std. Error	Beta	T	Sig.	Lower Bound	Upper Bound
1	(Constant)	-2.436	.630		-3.866	.000	-3.679	-1.194
	Legal framework	1.230	.125	.557	9.829	.000	.983	1.477
	Personnel Training	.703	.126	.309	5.594	.000	.455	.951
	Institutional dynamics	.215	.076	.148	2.821	.005	.065	.366

a. Dependent Variable: Combating Corruption

Source: Research Data (2022)

The first objective was to assess the legal framework and fight against corruption. Based on the findings in Table 6, legal framework has a positive and significant influence on combating corruption. This is indicated by the p value of 0.000 and the positive regression coefficient of 1.230. Legal framework was measured using percentages derived from responses on various aspects under legal framework.

The second objective was aimed at establishing the role of personnel training in combating corruption in Kenya. From the findings in Table 6, training of personnel has a significant and positive effect on combating corruption in Kenya. This is indicated by the p value of 0.000 and the regression coefficient of 0.703. Past studies have also indicated the importance of personnel training in combating corruption. In the USA, Taylor (2017) evaluated on fight against corruption by the US policy makers. The study established that skills are essential in fighting corruption among the policy makers as it strengthens their capacity. A review by Onuigbo and Okechukwu (2015) on the institutional and legal frameworks for fighting corruption in Nigeria established that lack of proper training of personnel in anti-corruption agencies hinders the fight against corruption.

The third objective was aimed at establishing the institutional dynamics in combating corruption in Kenya. Based on the findings in Table 6, institutional dynamics has a significant and positive influence on the fight against corruption in Kenya. This is indicated by the p value of 0.005 and regression coefficient of 0.215. Past studies have shown that institutional dynamics like institutional independence have an influence on the fight against corruption. Routledge (2013) established that the institutional capacity and policy developments influence the fight against corruption in Eastern Europe. Osrecki (2015) observed that Germany has been able to deal with corruption due to strong institutions. Boly & Gillanders (2018) found out that institutional quality and policy making of anti-corruption in Asia has an influence in the anti-corruption efforts.

SUMMARY, CONCLUSION AND RECOMMENDATIONS

The first specific objective of the study was to assess the legal framework in multi- agency procedures in battling corruption in the Public Service in Nairobi city County, Kenya. From the findings, it is apparent that the judicial process is not favorable to the investigative processes of the anti-corruption institutions. The study also found that there has not been enough support from the government to the anti-corruption institutions. Further, the study established that the legal framework is hindered by institutions like parliament. It is also apparent that there seem to be a disconnect between the anti-corruption institutions owing to the gaps in the existing legal framework. The findings also showed that legal framework has a positive and significant influence on combating corruption. This is indicated by the p value of 0.000 and the positive regression coefficient of 1.230.

The second specific objective of the study was to examine the role of training of personnel in combating corruption in the Public Service in Nairobi city County, Kenya. From the findings it was apparent that as a way of strengthening the capacity of the personnel dealing with corruption cases, there are continuous trainings geared towards ensuring coordinated efforts. On the number of personnel in the anti-corruption institutions, the study established that there were adequate personnel hence could effectively handle corruption cases. The collaboration among the anti-corruption institutions have helped in strengthening the knowledge base of personnel in fighting against corruption in public service as found in the study. Finally, the study established that there was adequate technical capacity in their respective institutions hence effective in fighting corruption. Personnel training was found to have a significant effect on combating corruption based on p value of 0.000 and regression coefficient of 0.703.

The third specific objective of the study aimed at analyzing institutional dynamics in combating corruption in the Public Service in Nairobi city County, Kenya. From the findings it was evident that the anti-corruption institution did not have a high level of independence hence ineffective in combating corruption. The study also established that the existing structures and policies in the anti-corruption institution have enhanced its ability to combat corruption in public service. In terms of the goals the study found that the institution has clear goals and mission to execute its constitutional mandate. From regression analysis institutional dynamics were found to have significant and positive effect on combating corruption based on the p value of 0.000 and coefficient of 0.215.

The first specific objective of the study was to assess the legal framework in multi- agency procedures in battling corruption in the Public Service in Nairobi city County, Kenya. From the findings the study concludes that legal framework has a positive and significant influence on combating corruption. This is indicated by the p value of 0.000 and the positive regression coefficient of 1.230.

The second specific objective of the study examined the role of training of personnel in combating corruption in the Public Service in Nairobi city County, Kenya. From the findings the study concludes that Personnel training have a significant effect on combating corruption based on p value of 0.000 and regression coefficient of 0.703.

The third specific objective of the study analyzed the institutional dynamics in combating corruption in the Public Service in Nairobi city County, Kenya. Based on the findings the study concludes that institutional dynamics have significant and positive effect on combating corruption based on the p value of 0.000 and coefficient of 0.215.

The study also concludes that corruption has an influence on security and therefore using the multi-agency approaches is effective and significant in combating corruption, which in turn leads to security.

From the findings the study concludes that legal framework has a positive and significant influence on combating corruption. The study recommends that the government and the national assembly should develop a comprehensive legal framework outlining the level of collaborations among anti-corruption bodies to deal

with apparent challenges in coordination like duplication of roles and limited powers. The legal framework should also enhance the role of EACC by vesting on it prosecutorial powers to expedite corruption cases in the public service.

From the findings the training of personnel has a positive and significant influence on combating corruption. The study recommends that to enhance the collaboration and coordination among the anti-corruption bodies, joint trainings should be conducted in order to align their skills so they could jointly fight against corruption effectively. These bodies are the EACC, ARC, FRC, DCI and ODPP.

Finally, from the findings institutional dynamics have a significant and positive effect on combating corruption. Based on these finding the study recommends that the legal framework should be enhanced through parliamentary legislations to allow the anti-corruption institutions to fully exercise its mandate devoid from political interference.

Suggestion for Further Studies

Further studies should be done on the role of county governments in combating corruption within their counties. County governments have been reported to have entrenched corrupt practices in what has been described as devolved corruption hence while the current study was on public service future studies should focus on county governments.

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