

**KEY NOTE ADDRESS BY AMB ANTHONY MUCHIRI,
CHAIRPERSON, PUBLIC SERVICE COMMISSION DURING THE
INAUGURAL MEETING WITH PUBLIC SERVICE COMMISSION
STAFF AT KICC, NAIROBI, FRIDAY 28TH JANUARY 2022**

Vice Chairperson Charity Kisotu,

Fellow Commissioners,

Commission Secretary and CEO Dr Simon Rotich,

All Secretariat Staff,

Good morning!

It is a privilege and a great honour for me as I address you today on this inaugural but quite auspicious occasion.

This meeting affords me a great opportunity to get to engage those people who work tirelessly to support the Commission to execute its mandate. Indeed I am pleased to see among you, old faces that I have previously interacted with in the course of my many years in public service.

My appointment came in the backdrop of the normal Commission recess and after due consultation among fellow Commissioners, I felt there was need to allow staff to continue spending quality time

with their families to rest and recharge for 2022 which I promise will be quite an eventful year.

At this juncture, allow me to appreciate the Vice Chair in a special way for ably holding the fort close to a year following the hospitalization and eventual demise of the then Commission Chairperson Mr. Stephen Kirogo. She could not have managed without your support, both Commissioners and Staff alike. Ahsanteni Sana.

Let me now focus on our Mandate, currently defined by a very transformative Strategic Plan 2019-2024. A clear trajectory exists as articulated in the Plan. As a Commission we will continue with it, build on past successes, scale up and work together in order to transform the Public Service into a dynamic, anticipatory, responsive and influential organization. Clearly, there is no vacuum nor lack of direction and what I am calling upon us to do is simple ... stay the course, do more!

And here is my proposal:

- To energize the commitment of all stakeholders to support the desire and aspirations of the Commission’s vision, mission and core values;
- To forge and strengthen networks between the three arms of Government, stakeholders, the private sector, donor agencies and critical drivers such as the youth, women, persons with disabilities and the diaspora;

- To build consensus across all levels in order to strengthen the Secretariat’s capacity to deliver on the decisions of the Commission; and
- To eliminate through decisive Commission decisions, the low morale, stagnation and low wages and in return expect a return to the “*call and will to serve*” mantra.

The “*call and will to serve*” mantra is synonymous to the “*Reform, Perform, Transform Kenya*” mantra that all of you are familiar with.

It is simply a return to the basics. What do I mean by this? Public service is a higher calling, driven and inspired more by the will to serve than personal interest. It is for love of country, which attracted young and professional Kenyans to public service in the 60's and 70's driven by Patriotism and the will to contribute to the development of a nascent independent Kenya, leading to the phenomenal economic growth that was recorded during that period.

The higher calling which is increasingly becoming a rarity is what is now enshrined in Article 10 and 232 of the Constitution.

I will not talk about what we do as every person in this hall today has their work cut out. However, I wish to seek your support and request that you go the extra mile to help the Commission reposition the public service as the employer of choice for those who opt to join it not because they are driven by nothing else but the call and will to serve.

This support is critical and will actualize my proposals earlier set out, revolutionize service delivery and restore citizens' confidence in

the public service as the true enabler of private sector-driven economic transformation.

For the Commission to achieve and deliver on what I am talking about, I will need to continuously address the terms and conditions of service, organizational structures and longstanding succession management issues including stagnation among other interventions, which efforts have lifted staff morale across the public service and improved service delivery.

However, as we look outwards, I have agreed with my Commissioners that charity needs to begin at home. In this regard we intend to finalize the Terms and Conditions of Service for the Secretariat to better bring out the true selves in you, improve your welfare and workplace environment and allow all of us to focus our energies in the Commission's core Citizen Centric Values of serving the Kenyan people.

As I come to the end of my remarks, I wish to express my gratitude to my Commissioners for giving me a very soft and warm landing

while on recess, the secretariat, led by the Secretary/CEO settling and facilitating me in a timely manner and to all of you for giving me today your undivided attention.

Let me now conclude my speech with an inspiring line from both Alfred Tennyson's poem "Ulysses" and Robert Scott's inscriptions that I think binds all of us going forward in a shared and restored Vision and Mission-

*“That which we are, we are,
One equal temper of heroic hearts,
Made weak by time and fate, but strong in will
To strive, to seek, to find, and not to yield
We shall stick it out to the end”*

Thank you and may God bless each one of us.