

**INAUGURAL ADDRESS BY MR STEPHEN KIROGO, CBS,
CHAIRPERSON PUBLIC SERVICE COMMISSION DURING HIS
OFFICIAL WELCOMING CEREMONY AS THE CHAIRPERSON OF
PUBLIC SERVICE COMMISSION AT INTERCONTINENTAL HOTEL,
NAIROBI ON THURSDAY, 23RD AUGUST 2018**

- **Amb. Peter ole Nkuraiyia, Vice Chairperson Public Service Commission**
- **Fellow Commissioners**
- **Commission Secretary and CEO Dr. Alice Otwala**
- **Deputy Commission Secretaries**
- **Directors**
- **All Secretariat Staff**

- **Ladies and Gentlemen, Good morning**

I am happy to join you this morning as you welcome me to the great family of the Public Service Commission. I feel truly honored to be part of this breakfast meeting. I thank you all for the warm welcome.

I wish to start by thanking God Almighty for the grace He has given me to serve as Chair of the PSC. I consider this to be a real blessing.

I wish to thank His Excellency the President for the faith he has in my ability to steer the affairs of this important commission.

Let me also take this opportunity to thank my immediate predecessor Amb. Nkuraiyia, the commissioners and secretariat for the good work that they have put in over the last 7 months or so. You ensured that there was no vacuum at the commission.

Ladies and Gentlemen

Allow me from the onset to express my gratitude to the commissioners and the secretariat for the great achievements by the commission within a fairly short span of time (5 years). Listening to Amb. Nkuraiya outlining the achievements and successes of the commission, I am left in no doubt that a lot of good work has been accomplished. I therefore wish to thank each one of you for their individual and collective contributions towards the success of the commission. I urge you to continue the hard work so that more achievements can be realized.

To the secretariat, I have over the last two or so days been privileged to meet and interact with the commissioners and a few of the secretariat staff. I have been very impressed by the team work and outgoing nature at both levels. Once again I request that this spirit be carried on as it contributes immensely to the success of the commission.

Ladies and Gentlemen,

Amb. Nkuraiya has correctly stated that I am no stranger to public service. Indeed, I have worked in the public service for a fairly long time

and in various Ministries and stations during which I have learnt a lot about public administration and the broad spectrum of human resource issues. I clearly understand the service.

This does not however mean that I under estimate the enormous task ahead for the commission .We have a lot to do if we have to help the government deliver on it promises to the citizens . I therefore call on each member of the staff to work hard . We will only succeed when we walk

and work together as members of one family, brought together by a shared purpose.

Ladies and Gentlemen

During my vetting When I was being vetted for this position by the National Assembly, I undertook to do all that I can to deal with the matter of ethnicity in the Civil Service in a “definitive style” and improve productivity through “performance management”. I am encouraged by

the assurance that I am taking over the leadership of an organization that has a good track record of performance.

During my time in the commission I intend to focus on the following priorities.

- Values and Ethical conduct
- High performance culture – leading by example
- Value for money

The Commission's top priority will be to enhance the productivity of the public service through the implementation of a performance management framework that ensures everyone is on measurable targets that are specific, measurable achievable, realistic and time bound.

Every shilling must count.

In recognition that resources are scarce and there are many competing priorities, the public service should be at the forefront in eliminating wastage by targeting to achieve more with less resources. We should

therefore endeavor to ensure that there is continuous improvement which will lead to better efficiency and effectiveness in the way we deliver public services. The Commission will soon be outlining measures of how this can be achieved.

The ongoing reforms will be fast tracked to ensure their early completion. However reforms must translate into better performance which will guarantee the transformation of our society into a more prosperous

nation. Reforms therefore should be geared towards better performance in order to transform. REFORM, PERFORM and TRANSFORM.

VALUES

Ladies and Gentlemen,

I wish to reiterate that any successful organization has to be anchored on good positive values, a proper ethical and honest culture which are important to endearing the organization to everyone. We in the Public Service Commission must lead by example. We must fully demonstrate to

the rest of the public service through values and standards that are the best. We should never compromise on ethics, hard work, honesty and integrity. We must lead by example, it is only then that we can influence others to emulate our good example.

The public service is a calling, it is not a job for everyone. You are not here for the money (Ephesians 4:1 "Lead a life worthy of your calling, for you have been called by God.)" You are a member of staff in the

commission for purpose. God has put you here for a particular purpose. Please fulfill.

Ladies and Gentlemen,

I recognize that staff welfare is very critical. I promise that under my chairmanship, issues of welfare for the staff will be accorded top priority. We will endeavor to motivate staff by ensuring that matters of welfare are accorded top consideration by the commission. This is necessary for the motivation of staff to be more productive. We will endeavor to achieve the slogan 'happy workers are better workers'.

In conclusion, I look forward to working very closely with you to make sure that the commission makes its contribution to the prosperity of all Kenyans. I am aware that the success of the Big Four Agenda is hinged on the civil service ability to successfully implement the program. We will therefore be seeking to align priorities within government as a way of ensuring those tasked with implementation do their job in full support of the Big Four Agenda. At this point to give the assurance that the commission will truly partner with the government in ensuring that the Big Four Program is a success.

Once more I thank you very much in welcoming me to the commission. I also look forward to working closely with each and everyone one of you to make Kenya a better place for all of us.

God bless each one of you and God bless Kenya.