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Newcastle University to bid for Australian Fellowships for PSC



Prof. Jim Jose of the University of Newcastle has a word with Commissioner Prof Michael Lokuruka during the farewell dinner at Hotel Intercontinental in Nairobi on Thursday 19th April 2018

By Browne Kutswa

Top officials of the University of Newcastle have expressed satisfaction with the outcome of the just concluded Australian Fellowship Award Program they hosted for the Public Service Commission early this year following a review they conducted last week.

The team of Prof. Jim Jose and Dr. Patricia Johnson held several review meetings with PSC acting Chairperson Amb. Peter ole Nkuraiyia, Commissioners, CEO Dr Alice Otwala and directors who participated in Round 17 of the two weeks Executive Development Program which was conducted at the university from 17th February to 3rd March this year.

The program was held under the Australian Fellowship Award Program sponsorship. It focused on strengthening public service performance and building capacity for effective governance.

Prof Jose and Dr Johnson also held separate consultations with the Cabinet Secretary for Public Service, Youth and Gender Affairs Prof Margaret Kobia, the Director General Kenya School of Government Dr Ludeki Chweya and Australian High Commission officials to get their views on the program and other areas of

collaboration.

And while speaking at a farewell dinner hosted by the Commission at Intercontinental Hotel in Nairobi on Thursday 19th April, Prof. Jose confirmed that he had gathered sufficient feedback that showed the program was very successful and relevant to the capacity needs of the Commission. He expressed optimism that the Australian government will continue to sponsor the Fellowship Awards Program through which the university will be able to extend the collaboration with PSC for the next round of staff training.

“We are hopeful that the Department of Foreign Affairs and Trade will support the University of Newcastle’s bid for the next round of the Australian Fellowship Awards Program and once this happens, we will be more than happy to extend this support to the Public Service Commission for Round Two of the Executive Development Program,” said Prof. Jose, adding that the university will also explore other funding options and partnerships to support the Commission.

Amb. Nkuraiyia thanked the University of Newcastle and the Australian Government for the support they have given to the Commission and assured that the Commission will collaborate with the University in actualizing the Memorandum of Understanding (MOU) between the two institutions.

The MOU provides for collaboration in applied research, capacity building, devolution in public service, leadership development and exchange programs.

The Australian Fellowship Awards Program targets current and future leaders and mid-career professionals in positions to influence and advance priority foreign affairs and development issues. It also aims to strengthen partnerships and links between Australian and partner organizations in developing countries in support of Australia’s economic and international relations policy.

PSC sponsors national drama festivals



C&QA Deputy Director Gabriel Juma (Right) presents the trophies donated by PSC to Prof. Japheth Ntiba, Principal Secretary State Department for University Education and Research at Lenana School as Dagoreti South MP John Kiarie (Left) looks on

By Gabriel Juma and Isaac Mugo

Public Service Commission (PSC) was among corporate organizations that donated trophies for the 59th edition of the Kenya National Drama Festivals held at Lenana High School in Nairobi from 3rd to 11th April.

The Commission donated nine trophies worth Ksh 370,800 that were competed for by primary and secondary schools, teacher training colleges and universities under the 'Best Item on National and Public Service Values and Principles' category.

Through the sponsorship, the Commission was keen to reward performances that had the best expressions of national and public service values and principles as guided by the Framework for the Implementation of Values and Principles in the Public Service.

The theme for this year's festival was 'Enhancing national cohesion and integration through theatre and film'.

The theme on ethnic diversity was ably

articulated by Riara Springs Girls High School with their play *Scars of Yesterday* which chronicled how cut-throat political competition for power has not only hurt the country but also created deep-rooted ethnic tensions.

Other performances highlighting values and principles were from Kisumu Polytechnic with an oral narrative titled *Across the Bridge* that underscored national cohesion and integration.

The institutions that best articulated promotion of values and principles will be invited to perform during the upcoming PSC National Values Conference scheduled for May 2018.

The chief guest at the gala event was the Principal Secretary State Department of University Education and Research Prof Japheth Micheni Ntiba. Prof. Ntiba hailed the high standards and quality of this year's performances.

"Performing art will enhance the adaptability of the new education

curriculum which focuses on talent," he said.

Over 10,000 competitors drawn from pre-primary level, primary and secondary schools, as well as colleges and universities participated at the gala event. PSC was represented by Mr Gabriel Juma and Mr Francis Lemarkat from the Directorate of Compliance and Quality Assurance.

One of the mandates of the Commission as guided by Article 234 (2)(c), Article 10 and Article 232 of the Constitution is to promote national values and principles of public service throughout the public service. In furtherance of this mandate, the Commission initiated collaborations with the Ministry of Education and other stakeholders, leading to its participation in this festivals as a sponsor.

The Commission also sponsored similar trophies during last year's National Music festival held in Kakamega County.

PSC to participate in Devolution Conference in Kakamega

By Browne Kutswa

The Public Service Commission (PSC) will participate in the 5th Devolution Conference at Kakamega High School in Kakamega County from 23rd to 27th April 2018.

The Commission will showcase its programs and services during the expo that will be held alongside the main conference, now in its fifth year. A team of officers from the Commission will use the opportunity to sensitize participants on the mandate of the Commission, policy documents, values and principles of public service and also get feedback on various issues touching on its performance and stakeholder expectations.

Commissioner Patrick Gichohi and the Director Establishment and Management Consultancy Services Jane Songole will represent the commission in the main conference.

County governments are a major stakeholder for the Commission considering that it is mandated to hear appeals by the county public service.



Commissioner Patrick Gichohi

The Conference has been organized by the Council of Governors in partnership with the Ministry of Devolution, Senate, the Presidency and the County Assemblies Forum. It is expected to bring together all the 47 governors and county governments leadership as well as parliamentarians, national government, civil society, media, Constitutional Commissions and Independent Offices, private sector,

academia, professional bodies and development partners to discuss the state of devolution. Over 6,000 delegates are projected to attend.

The conference will take a sector approach to supporting the realization of the government's Big Four agenda that focuses on universal health care, affordable housing, food security and manufacturing. It will also address cross cutting themes on intergovernmental relations, governance and accountability, human resource and adequate resourcing of county governments.

President Uhuru Kenyatta is scheduled to officially open the five-day event on 24th April 2018, according to a programme released by the organizers. Also expected to address the conference is Deputy President William Ruto and former Prime Minister Raila Odinga.

The 4th Devolution Conference was held at Kenya Wildlife Training Institute in Naivasha, Nakuru county in March 2017.

Selection interviews for graduate engineers are concluded

By Badi Khamis

The Public Service Commission (PSC) has concluded selection interviews for the post of Assistant Engineer II (Mechanical) and Assistant Engineer II (Electrical).

Over 200 candidates were shortlisted for the interviews that begun on 12th March 2018 and ended on 26th March 2018. Thirty posts had been declared vacant through a press advertisement and interested persons required to apply from 19th December 2017 to 17th January 2018.

Out of the 30 vacant positions, 20 posts were for Assistant Engineer II (Mechanical), and 10 posts for Assistant Engineer II

(Electrical). The shortlisted candidates comprised 42 females and 158 males.

To qualify for appointment to the post of Assistant Engineer II (Mechanical), a Bachelor's degree in mechanical engineering and registration by the Engineers Board of Kenya was required, while for appointment to the post of Assistant Engineer II (Electrical), a Bachelor's degree in electrical engineering or equivalent, and relevant qualification from a university recognized in Kenya was needed. In addition, a candidate should have been registered by the

Engineers Board of Kenya as a graduate engineer.

The successful candidates will be deployed to the State Department of Public Works in the Ministry of Transport, Infrastructure, Housing and Urban Development.

Being an entry grade, the newly appointed officers will work under close supervision of experienced officers. Assistant engineers (mechanical) will be assigned mechanical engineering duties and the assistant engineers (electrical) will be assigned electrical engineering duties.

Dr. Otwala roots for youth and women empowerment



PSC CEO Dr. Alice Otwala addresses Marsabit residents at an outreach forum organized by the County Government of Marsabit and Hope Citadel Foundation. She was accompanied by Marsabit Deputy Governor Mr Solomon Gubo (in dark suit left), County Commissioner Gilbert Kitiyo (in jacket) and Conservator of forests Joseph Maina (right)

By Victor Achola

There is need to empower the youth and women if Kenya is to attain rapid socio-economic growth. PSC Chief Executive Officer Alice Otwala said empowered young people are necessary for the development of a community and the entire nation.

Addressing hundreds of youth and women during an outreach programme initiated by the county Government of Marsabit and Hope Citadel Foundation, a Non-Governmental Organization, Dr Otwala noted that a conducive socio-political environment played an integral role in stimulating growth and integration. She urged the County government of Marsabit to inject more capital, mentorship, training, peace and partnerships programmes in order to empower

and prepare the youth and women to participate in a globally competitive environment.

While noting the significant economic disparities amongst citizens, high number of unemployed youths, drugs and substance abuse nationally, the CEO said this was a growing concern for the Government that has resulted in the establishment of interventions such as youth mentorship and affirmative funds including Uwezo Fund, Youth Enterprise Development Fund and the Women Enterprise Fund.

She urged the county government to listen to the youth and incorporate them in the project planning process. She however challenged young people to form groups and take advantage of the available funding opportunities.

HOPE Citadel Foundation in conjunction with the County Government of Marsabit carried out outreach to Marsabit County between 9th and 14th April 2018. During the weeklong activities, the outreach which included free medical camps, empowerment camps and Evangelism traversed the expansive and semi-arid county, reaching out to Maikona, Turbi, Bubisa, Sagante, Karare and Marsabit Town.

Pension Scheme trustees attend mandatory training



Participants representing various institutions during the Trustees Development Program pose for a group photo at the College of Insurance in Nairobi. PSC Staff Pension Scheme trustees also participated in the training.

By Badi Khamis

Trustees of the Public Service Commission Staff Pension Scheme have completed a five days Trustee Development Program at the College of Insurance in Nairobi.

The training was aimed at equipping them with basic concepts of registered pension plans, their funding and management as well as governance and leadership skills. It also covered legislation that regulate pension schemes, funding

plans of various pension schemes and their respective pension benefits, investment mechanisms of pension funds and general management of a pension fund as required by the Retirement Benefits Authority (RBA).

The Training is covered by the RBA prudential regulations that require trustees to undertake the mandatory Trustee Development Program upon assuming office. The training was conducted from 9th to 13th April 2018.

PSC Staff Pension Scheme is a contributory scheme which came into effect on 1st July 2014. In the first two years, the employee contributed 7.5 % of monthly basic salary while the employer contributed 15%. The contributions were revised upwards in 2016 to the current 10% by the employee and 20% by the employer.

Appointment of trustees is done by both nominee sponsorship and direct elections. PSC is the designated sponsor of the scheme.

Those who became trustees through nomination by the sponsor are Commissioner Lawrence Nyalle who is the Chairperson of the Scheme's Board of Trustees, Commissioner Catherine Omweno and the Director of Finance and Planning Mr Dismas Ogot. Those who came through elections that were conducted in September 2017 are Mr Simon Ojala representing PSC Scale 6, Ms Faith Anjili representing PSC Scale 4, Mr Collins Mbaluto representing PSC Scale 1, 2 and 3 and the acting Director HRM&D Ms Joan Machayo as the Trust Secretary and representative of PSC Scales 7 and 8.

The trustees will serve a three-year term that will end in 2021. Their mandate is to ensure sustainability, prudence, transparency and accountability in the management of the scheme.

Staff Pension Scheme members invited to attend AGM

Members of the PSC Staff Pension Scheme have been invited to attend this year's Annual General Meeting (AGM) on Friday 27th, April 2018.

In a notice send out to all members, the meeting will be held at Commission House from 9 am. The AGM is held annually in compliance with the Retirement Benefits Authority Regulations.

During the event, there

will be a presentation of the Audited Accounts for the year ended 30th June 2017 by Oksam Solutions, Fund Investment Report by Gen-Africa Asset Managers, Custody Report by Cooperative Bank of Kenya Limited and Administration Report by Enwealth Financial Services Limited. Members will also be introduced to the service providers.

The last AGM was held in March last year. This year's AGM is the first following the appoint-

ment of the current trustees who took office in September 2017.

Since the last AGM, the scheme has grown remarkably with new members and an asset portfolio in excess of Ksh 250 million.

According to Ms Machayo, plans are underway to educate and sensitize members on the benefits of the scheme such as the group life cover which, she said, have not been fully appreciated.

Balancing recruitment and acquisition of talent for the 'Big Four'

Under the 'Big Four' agenda, the Government plans to deliver by 2022 up to 1 million affordable new homes, achieve 100% universal health coverage, food and nutrition security and increase the contribution of manufacturing to 20% of GDP. This unprecedented ambitious undertaking, poses a huge challenge to the capacity of government to deliver in scope, importance and urgency. To implement this objective within the stipulated time, the public service must be innovative and futuristic. It must strive for better solutions and have a strong motivation as an essential ingredient in ensuring a sense of purpose.

Article 234 of the Constitution of Kenya vests the mandate of establishing and abolishing offices in the public service; and appointment of persons to hold or act in public offices and to confirm appointments, in the Public Service Commission. From that Constitutional mandate, it is the Public Service Commission that is responsible for two crucial elements in the Big Four



Sylvester Obong'o PhD

Agenda delivery chain; ensuring the availability of knowledge and skills in the specific areas capable of translating the set goals into action and designing appropriate structures of delivery that ensure efficient and effective delivery system by clearly defining workers and their functions in driving the attainment of the set goals. The two roles go hand in hand.

Developing appropriate structures is one thing. Staffing the structures with the right people at every level and doing so in a cost-effective and timely manner can be challenging even for a small organization. The task is therefore many times bigger in the public service. For the public service and specifically for Public Service Commission, it involves identifying and attracting the right people to fill close to 250,000

positions, ranging from upper management and key decision-maker roles to entry-level management personnel. In the performance of this role, what comes easily to peoples mind is the recruitment and selection function of the Commission. However, attracting the right people and placing into the right positions, goes beyond recruitment and calls for careful acquisition of talent.

Many people may think that the terms recruitment and talent acquisition are synonymous, but organizations who keep an eye on the big picture know there is an important difference between the two. Recruitment and talent acquisition are comparable to short-term and long-term—quick fixes versus long-term planning. Both approaches may be used depending on the circumstances, but one tends to be tactical in nature and the other, strategic. Recruitment

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is about filling vacancies as they fall due, while talent acquisition is an ongoing strategy to find specialists, leaders, or future executives for an organization.

Consequently, talent acquisition tends to focus on long-term human resources planning and finding appropriate candidates for positions that require very specific skill-sets.

Given their complexity and magnitude, staffing

levels for achievement of the Big Four Agenda, requires the Public Service Commission to be strategic in its appointment of people to specific positions. Strategic positions requiring highly specialized skill-sets and leadership roles may be difficult to fill when such vacancies come up (as it inevitably will), need to be identified, and a thoughtful, long-term approach to talent

acquisition and management developed. Talent acquisition and management strategies can ensure that the public service not only has the right people in the right place at the right time, but also that, the people occupying those positions have suitable knowledge, skill and experience to deliver on their mandates.

*Dr. Obong'o is the Deputy Director/
Head of Research and Policy Analysis
Unit, Public Service Commission*

Health and wellness tips with *Rahma Hassan*

Eating Less Isn't Always better

Many people assume that the less you eat, the faster you will lose weight. That's one of the biggest mistakes we make by not eating enough.

Your calorie range is based on your current weight, goal weight, how aggressive your goal is (whether you want to lose weight quickly or slowly) and how much exercise you are doing. Your recommended calorie range might seem like a lot of food—especially if you are accustomed to fad, restrictive diets.



But if your body is not getting enough nutrients and calories (especially if you eat less than your recommended calorie range), your metabolism will slow down. This is called “starvation mode” because

your body thinks it is experiencing a famine, so it starts holding onto every calorie you give it, making weight loss much slower or impossible, and weight gain more likely. That's why it's so important to eat within your calorie range. If you aren't, you could be doing more harm than good.

So everyone! No skipping meals and most importantly have a filling healthy breakfast, a good balanced lunch and just enough for dinner! In the next issue of PSC News, we will share tips on food portion control.

Newcastle University Delegation visit pictorial

Prof. Jim Jose presents a certificate of participation to Dr. Alice Otwala for successfully completing the Executive Development Program at the University of Newcastle as Amb. Peter ole Nkuraiyia and Dr Johnson look on >>>>>



>>>>> Dr. Alice Otwala with Dr. Patricia Johnson in her office at Commission House on 16th April 2018



Amb. Nkuraiyia receives Prof. Jim Jose and Dr. Patricia Johnson in his office on Monday 16th April 2018 for the review meeting >>>>>



>>>>> Dr Otwala plants a commemorative tree in Marsabit during an outreach program initiated by Marsabit county government and Hope Citadel Foundation. She is assisted by Marsabit County Commissioner Gilbert Kitiyo (right)





Above: **WE CAN DANCE** - Dr Johnson, Commissioners Catherine Omweno, Dr Judy Bwonya, and Prof Jose dance away the evening as Kayamba Africa belts popular local tunes at the Hotel Intercontinental

Left: **CROWNED ELDER** - Prof Jose tries out the traditional elders stool and walking stick gifted to him by Amb. Nkuraiya and Commissioner Titus Ndambuki

Right: **KIONDO FOR YOU** - Commissioner Catherine Omweno presents a 'kiondo' gift to Dr. Johnson >>>>>

Below: **MUGITHI STYLE** - Dr Otwala leads the 'Mugithi train' during the farewell dinner at the Hotel Intercontinental



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Vision

To be the lead service commission in the provision, management and development of competent human resource in the Public Service.

Mission

To transform the public service to become professional, efficient and effective for the realization of national development goals.

Core Values

- Integrity
- Professionalism
- Equity and Diversity
- Team Spirit
- Transparency and Accountability
- Creativity and Continual Improvement

Public Service Commission departments

- Recruitment and Selection
- Human Resource Management & Development
- Establishment and Management Consultancy Services
- Board Management Services
- Compliance and Quality Assurance
- Finance and Planning
- Corporate Services
- Legal Services

Commissioners

Amb. Peter ole Nkuraiya, CBS	-	Acting Chairperson
Patrick Gichohi, CBS	-	Commissioner
Titus Ndambuki, CBS	-	Commissioner
Judith Bwonya, MBS	-	Commissioner
Catherine Omweno, MBS	-	Commissioner
Veronica Birgen, MBS	-	Commissioner
Lawrence Nyalle, MBS	-	Commissioner
Prof. Michael Lokuruka, EBS	-	Commissioner

Secretary/Chief Executive

Dr. Alice A. Otwala, (Mrs) CBS