



PSC Chairperson's position declared vacant



The late Chairman Stephen Kirogo addressing interns during the launch of the Public Service Internship Programme (PSIP) at Kasarani Sports Gymnasium in October 2019 (File photo)

By Browne Kutswa and Badi Khamis

The process of recruiting a new Chairperson for the Public Service Commission (PSC) has commenced in earnest following a declaration of the vacancy by President Uhuru Kenyatta.

In a Kenya Gazette notice number 8626 of 23rd August 2021, the President said:

"In exercise of the powers conferred by section 10 (2) of the Public Service Commission Act, 2017, I, Uhuru Kenyatta, President and Commander-in-Chief of the Kenya Defense Forces, declare a vacancy in the office of the Chairperson of the Public Service Commission."

The position fell vacant following the death of Stephen

Kirogo on 14th May 2021.

The late Kirogo took over the helm of the Commission on 15th August 2018 after his predecessor Prof. Margaret Kobia was appointed Cabinet Secretary.

The successful candidate will serve the Commission for a period of six-year non-renewable term.

The Public Service Commission board constitutes the Chairperson, Vice-Chairperson, and seven Commissioners who are competitively recruited.

Before the promulgation of the constitution 2010, the Commission consisted of Chairperson, a Deputy Chairperson and fifteen members all appointed by the President.

The Commission's mandate

entails: establishing and abolishing offices in the public service; appointing persons to hold or act in those offices, and to confirm appointments; exercise disciplinary control over and remove persons holding or acting in those offices.

The Commission is also mandated to promote the values and principles in Articles 10 and 232 of the Constitution throughout the public service; Investigate, monitor and evaluate the organization, administration and personnel practices of the public service; and ensure that the public service is efficient and effective.

Inside this issue:

Newly installed smart screens improve virtual interview experience 2

University dons to be appointed after interviews 3

Documentary-making on Commission's transformation agenda 4

You're the future of Public Service – PSC interns told 5

Vice Chairperson and CEO officially handed Medals of Honour 6

Recruitment of Cohort 4 interns in the public service 6

Covid-19 containment measures strictly enforced at PSC 7

MDAs sensitized on online survey tool ahead of annual reporting on values and principles 8

The 2020/2021 Values and Principles Evaluation Process 10

PSC in Pictures 11

Newly installed smart screens improve virtual interview experience



Deputy Director for ICT Mr. Harry Mwangi after configuring one of the smart display screens. Projected in the screen is Commissioner Joan Otieno before the start of an interview session

By Badi Khamis and Ezra Kirui

The quality and ease of conducting virtual interviews by the Public Service Commission has been boosted following the installation of smart display screens at all interview points in the Commission House.

The Commission acquired over 10 smart display screens at the close of last financial year to support the virtual interviews, which are the safest and most convenient mode during the Covid-19 pandemic period.

According to PSC's Deputy Director of ICT Mr. Harry Mwangi, the screens which were procured in June 2021 have been integrated with CISCO Webex, a system kit which is a powerful collaboration solution

that works seamlessly together with display screens to bring more intelligence and usability to virtual meetings.

"The CISCO kit which includes camera, display, media bar and microphones integrated into a single device gives candidates a much better interview experience than before," he said.

He added that due to the big size of the smart display screens the interviewing panel can easily see candidates and view documents precisely.

"The admin can have the privilege of zooming, start a meeting, admitting and removing candidates from call or ending the meeting," he said.

Mr. Mwangi assured that with CISCO Room Kit, the

Commission will provide opportunity to candidates to have smarter Interview experience and create smarter room and device integrations.

By mid-July, more than 1,000 candidates had already been interviewed using the smart display screens.

"The CISCO kit which includes camera, display, media bar and microphones integrated into a single device is ideal for our interview rooms"
- Harry Mwangi

University dons to be appointed after interviews



Egerton University (courtesy)

By Pauline Muriuki

Egerton University and Masinde Muliro University of Science and Technology (MMUST) are set to have new Vice Chancellors after the Public Service Commission conducted interviews to fill the vacant positions between 10th and 25th August, 2021.

Interviews were also conducted for vacant positions of Deputy Vice Chancellors at MMUST in the departments of Administration and Finance; Academic and Student Affairs; and Planning, Research and Innovation.

Out of 12 applications for the position of Vice Chancellor, Egerton University, seven candidates were shortlisted and interviewed. Seven candidates were also

shortlisted and interviewed for the position of Vice Chancellor, MMUST from a total of 16 who had applied.

For the vacant positions of Deputy Vice Chancellors at MMUST, 35 candidates applied for the position of DVC (Academic and Student Affairs); 33 applied for the position DVC Planning, Research and Innovation, while 18 applied for DVC Administration and Finance. Six candidates were shortlisted for each of these three departments.

Names of all applicants, the shortlisted candidates and interview schedules were published on the Commission's website.

The vacant positions were declared by Public Service Commission on 13th July 2021, through MyGov pullout and in the Commission's website as

required by the Public Service Commission Act, 2017. This was also in compliance with the provisions of Section 35 (1)(a)(v) of the Universities Act, 2012 and the Statute Law (Miscellaneous Amendment) Act No 18 of 2018.

Under amended provisions of Section 35(1)(a) of the Universities Act, the Council shall *“in the case of public universities, appoint Vice Chancellors, Deputy Vice Chancellors and Principals and Deputy Principals of Constituent Colleges, in consultation with the Cabinet Secretary, after a competitive process conducted by the Public Service Commission.”*

The recruitment process was initially managed by the university councils.

Documentary-making on Commission’s transformation agenda



PSC Vice Chairperson Ms. Charity Kisotu articulates Commission’s transformation agenda in her office during the documentary shooting.

By Pauline Muriuki

Documentaries and short video clips will soon be among the mediums through which the Public Service Commission will create awareness about its service delivery transformation agenda and mandate.

The documentaries are in accordance with the Commission’s Communication and Branding Strategy 2020–2024 that was approved by the board in February this year and is currently under implementation.

Under the strategy, the Commission intends to create greater visibility and stakeholder buy-in for its programs by communicating more in fulfillment of its vision of a

citizen-centric public service.

The documentaries are some of the techniques through which the Commission anticipates to realize this objective.

“The documentaries will focus on Entrenching a Value Culture in the Public Service, Public Service Internship Program and PSC’s constitutional mandate,” said Mr. Browne Kutswa, the Commission’s deputy director in charge of public communication.

Among the people to be featured in the documentaries are the Vice Chairperson, Commissioners, Chief Executive Officer, staff, interns and the general public.

The PSC Chief Executive Mr. Simon Rotich noted that the documentary will also

highlight the Commission’s transformation agenda for the public service as spearheaded by the late PSC chairman Mr. Stephen Kirogo.

The documentaries will be made available to the public through television channels, website, YouTube and other digital platforms.

“The documentaries will focus on Entrenching a Value Culture in the Public Service, Public Service Internship Program and PSC’s Constitutional Mandate,”
- Browne Kutswa

You're the future of Public Service – PSC interns told



Deputy Commission Secretary Mr. Remmy Mulati taking the Interns through the Mission, Vision and code of conduct session during a virtual induction session on 28/07/2021

By Tom Muema

Interns deployed under the Public Service Internship Programme (PSIP) have been urged to take the opportunity seriously since they're the future and face of public service.

PSC's Deputy Commission Secretary Mr. Remmy Mulati observed that the program is designed to train and inculcate public service core values, principals and code of conduct to youths and prepare them to serve in public service in the future.

"The PSIP program is a vital program designed to train and nurture future civil servants. If you get the opportunity, do your best, learn from your seniors and gain the required experience. The Commission looks at you

(Interns) as the face and future of Public Service," he said.

He said this during a two-day virtual induction conducted on 28th and 29th July 2021 for the interns deployed to Public Service Commission, alongside staff that were newly seconded to the Commission.

The program covered a wide range of areas including PSC's Mission, Vision and Mandate; The Code of Conduct in public service, financial and personnel management, opportunities for youths, and communication skills among others

The intense program aimed to help usher interns into the public service and help them understand the commission's mandate and responsibilities.

The Deputy Director

Public Communication Mr. Browne Kutswa challenged the interns to be responsible and respectful when communicating to each other and other staff members.

He took them through communication skills, customer care and etiquette skills.

Other presenters during the programme included PSC's Deputy Director Legal Services, Ms. Selina Iseme and Assistant Director Records Management, Ms. Faith Anjili.

"The PSIP program is a vital program designed to train and nurture future civil servants..."

- Remmy Mulati

Vice Chairperson and CEO officially handed Medals of Honour



L-R: Director of Administration in Cabinet Office Mr. Tom Nyamorata; Principal Administrative Secretary in the Office of the President Mr. Kennedy Kihara; PSC Vice Chairperson Ms. Charity Kisotu; Head of Public Service Dr. Joseph Kinyua; PSC CEO Mr Simon Rotich; Rev Gibson Anduvate of International Christian Centre (ICC); and PSC Deputy Commission Secretary Mr. Remmy Mulati pose for a photo after the medals handing-over ceremony at Harambee House

By Badi Khamis

The Head of Public Service Dr. Joseph Kinyua, on Tuesday 3rd August 2021 formally presented to the PSC Vice Chairperson Ms. Charity Kisotu and the CEO Mr. Simon Rotich, Medals of National Honour that were conferred to them by President Uhuru Kenyatta on 12th December 2020.

Ms. Kisotu's decoration is Elder of the Order of the Burning

Spear (EBS), while Mr. Rotich's is Chief of the Order of the Burning Spear (CBS).

Amongst the awardees from the Public Service Commission was also Mr. Christopher Otieno who now carries the decoration of Head of State Commendation (HSC).

The presidential awards are normally bestowed to persons who have offered exemplary and selfless service to the

nation and the people of Kenya.

The event at Harambee House was witnessed by the Principal Administrative Secretary in the Office of the President Mr. Kennedy Kihara, the Director of Administration in Cabinet Office Mr. Tom Nyamorata, PSC's Deputy Commission Secretary Mr. Remmy Mulati and Rev. Gibson Anduvate of the International Christian Centre (ICC).

Recruitment of Cohort 4 Interns in the Public Service

By Pauline Muriuki

The advertisement for the recruitment of Cohort 4 interns under the Public Service Internship Programme (PSIP) closed on 20th August, 2021. Analysis of the applications is in progress and once finalized, the shortlisted candidates will be notified of the dates of their interviews.

The first cohort of interns was deployed in October 2019 followed by the second and third cohorts in February 2020 and January 2021 respectively. The internship lasts for a period of one year.

Covid-19 containment measures strictly enforced at PSC



PSC CEO Mr. Simon Rotich taking the second Covid Jab at the Commission House on 20th August 2021

By Joy Mureithi

The Commission has put in place a raft of measures to comply with the safety protocols to manage the spread of the Delta variant of Covid-19.

This is in response to the government's warning on the onset of a fourth wave of Covid-19, evidenced by increased infections, and the Ministry of Health's announcement that the Delta variant was now dominant in Kenya.

In a memo to heads of directorates dated 13th August, 2021, PSC CEO Mr. Simon Rotich communicated the Commission Board's decision to implement administrative, security, health, hygiene and related measures on management and containment of the 4th wave within the Commission.

"The Commission Board has approved the institution of a raft of measures including one week rotational work shift schedule for all secretariat staff and interns with effect from Monday, 16th August, 2021," read the CEO's memo in part.

Directorates/divisions/sections/units were directed to prepare duty rosters for their staff to operate at 50% capacity based on current staffing numbers under any one shift in order to decongest Commission House and Bruce House offices.

"The intervention measures are interim and further guidelines may be issued as need arises or as the Commission Board directs," read the memo.

Further, the Commission made arrangements for a medical team from the Ministry of Health to carry out a

vaccination exercise on 20th August, 2021 in the Commission. The exercise targeted Commission staff who were due for the second dose of the vaccine as well as those who were to be given the first dose.

This reinforced an earlier communication from the Head of Public Service, Dr. Joseph Kinyua that civil servants be prioritized in the ongoing vaccination exercise so that

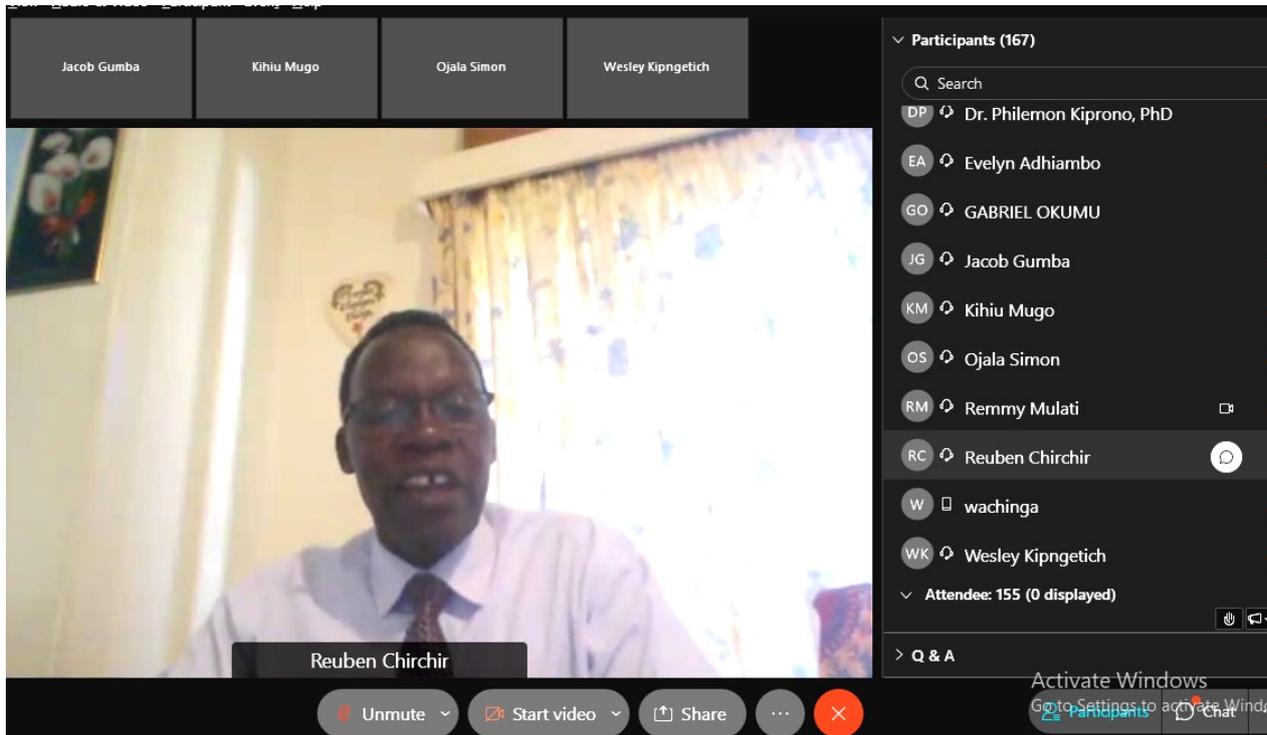
they avail themselves in the office to improve service delivery to citizens.

"Those who will not have been given the 1st jab by 23rd August, 2021 will be treated as discipline cases and appropriate action will be taken against them," read Kinyua's circular.

Accounting officers were instructed to ensure full implementation of the directive.

In addition to the safety protocols, the Commission organized for a fumigation exercise that was conducted on 21st August, 2021, by a team from the Nairobi Metropolitan Services for all Commission vehicles and offices at both the Commission House and Bruce House.

MDAs sensitized on online survey tool ahead of annual reporting on values and principles



PSC Commissioner Dr. Reuben Chirchir speaking during the virtual sensitization

**By Juma Gabriel, PhD, MKIM;
Habel Shiloli and Isaac Mugo**

MDA's and other public institutions across all sectors should continue finding innovative ways of rendering and fast-tracking services to the citizens during the current Covid-19 new normal.

PSC Commissioner Dr. Reuben Chirchir said this during his address to participants who participated in a virtual sensitization on the survey tool for 2020/2021 evaluation on the status of public service compliance with Values and Principles in Articles 10 and 232 of the Constitution from 23rd to 26th August 2021.

The over 1600 participants,

who included heads of human resource and other staff from the line units and divisions were drawn from Ministries, State Departments and Agencies (MDAs); Constitutional Commissions and Independent Offices; State Corporations & Semi-Autonomous Government Agencies (SAGAs); Statutory Commissions & Authorities; Public Universities; and Technical Vocational Education and Training Institutes (TVETs).

Dr. Chirchir commended public institutions for continuing to render services to citizens "in a manner that is acceptable, and in some areas even faster than before,"

despite the partial lock down that required some staff to work from home.

The Commissioner, who is also the Chairperson of the PSC's Compliance and Quality Assurance (C&QA) Committee noted that the implementation of national and public service values and principles is anchored in relevant legal, policy, institutional and administrative frameworks.

These include the Leadership and Integrity Act 2012, Public Service Values and Principles Act, 2015, and the Sessional Paper No. 8 of 2013 on National Values and Principles of Governance among others.

Continued page 9

Sensitization on online survey tool ahead of annual reporting on values and principles

From page 8

He noted that the mainstreaming of values and principles in organizations' business processes was not just about compliance but also about improvement of service delivery and inculcating a value based and ethical public service.

"Values and principles are implemented to create and inculcate a culture that as we grow our economy, it moves with a human face, for the good of the Kenyan citizen," he said.

Dr. Chirchir stated that the evaluation process is a constitutionally obligated exercise undertaken every year and that eight reports have so far been submitted to the President and Parliament beginning 2011/2012 up to last year 2019/2020.

He expressed satisfaction that the reports have not only been of high quality but have also registered incremental improvement every subsequent year.

"There has been an incremental improvement from the first report to the report of last year. It means the people working on the report are keen and the MDAs are responding, and improving in promoting values," he observed.

He said that some of the findings highlighted in the reports have found their way in various policy documents, hence slowly transforming the service into a value-based and ethical civil service that is focused on the citizens.

The Commissioner urged public institutions to review their

Citizen Service Charters to ensure that they are responsive to some of the challenges occasioned by the current covid -19 pandemic.

He disclosed that the Commission is automating the Wealth Declaration process to ensure ease of compliance, filing, analyzing and retrieving of data.

He also revealed that the Commission plans to develop minimum service delivery standards upon which Annual Citizen Satisfaction Surveys will be undertaken.

Commissioner Dr. Joyce Nyabuti who is a member of the C&QA committee appreciated the commitment and support that public institutions have accorded the exercise.

She encouraged participants to comply with the requirement of the survey and urged the respondents to the tool to provide accurate information that will lead to the preparation of a credible report.

The Deputy Commission Secretary Mr. Remmy Mulati promised the technical team charged with the preparation of the report that the CEO's office will continue providing them with the support they need to successfully accomplish the work.

Presenters emphasized that the values and principles are not static, they evolve.

They urged participants to take keen interest on the court rulings and other policy directions from the Government.

"Values and principles are implemented to create and inculcate a culture that as we grow our economy, it moves with a human face, for the good of the Kenyan citizen,"

- Dr. Reuben Chirchir, PSC Commissioner

Participants were further encouraged to live the values and principles and be good role models to the rest of the society.

They were reminded that the evaluation was not a competition among public institutions, nor an indictment, but a continuous learning process.

On the every two year financial disclosures, participants were reminded that the exercise was not only an integrity test but also an overt statement for a public officer's willingness to be accountable in the management of public affairs.

The 2020/2021 Values and Principles Evaluation Process

By Juma Gabriel, PhD, MKIM

The 2020/2021 Values and Principles Compliance evaluation began on 31st August 2021 with institutions receiving the online evaluation tool, the templates and the PDF document to guide the institutions in data collection.

This is an annual exercise prescribed by the Constitution of Kenya. The evaluation targets all the institutions under the jurisdiction of the Commission.

The duty placed on the Commission to oversee and report on the implementation of the national and public service Values and Principles is an onerous one that calls for diligence, dedication and deep reflection to all those who have a duty to ensure the Values and Principles are upheld.

The online tool will run from 31st August to 15th September, 2021.

The exercise was preceded by a successful training of Heads of HR and other public officers on the survey instrument among others.

The process was jumpstarted with the approval of the work plan by the Commission.

Thereafter the Secretary/Chief Executive appointed the Inter-Departmental Task Team in June 2021 to spearhead the process.

The Team reviewed the thematic areas, performance standards and indicators, and



Dr. Gabriel Juma

developed the survey instruments and the training manual.

This year marks the entry of additional 192 Technical Vocational and Education Training Institutes (TVETs) that were transferred from the Teachers Service Commission to the Public Service Commission in 2018.

The TVETs will therefore form the sixth category after Ministries and State Departments, Constitutional Commissions and Independent Offices, State Corporations and Semi-Autonomous Government Agencies (SAGAs), Public Universities and Statutory Commissions and Authorities.

The TVETs questionnaire endeavors to capture baseline information on the status of implementation of Values and Principles in the Institutions.

The adoption of the online evaluation tool has greatly enhanced the effectiveness in

reporting by public institutions on the status of mainstreaming the values and principles in the public service.

Once data is submitted, the Task Team will undertake data cleaning, collation, analysis and interpretation and finally write the report.

The report will cover the measures taken, progress realized, impediments and recommendations.

The Commission expects the draft report to be ready by 30th October, 2021.

Values are fundamental beliefs that guide the choices, actions and behavior of citizen and exert influence on the way we relate with each other and on how communities engage with one another.

The national and public service values and principles continue to ingrain in us the spirit of nationalism and recognition that the country is bigger than any one person and we all have a responsibility to make the country a better place to live.

In addition, the values bind and guide the conduct of public affairs, public service, the exercise of leadership and management.

Besides providing a yardstick for evaluation and appraising performance of all persons, the values are also a benchmark of good practices that should be preserved and upheld by all persons.

PSC IN PICTURES



Left: Head of the Public Service Dr. Joseph Kinyua presenting Elder of the Burning Spear (EBS) medal to PSC vice Chairperson Ms. Charity Kisotu. Looking on is the Principle Administrative Secretary in the Office of the President Mr. Kennedy Kihara

Below: Commissioner Dr Reuben Chirchir (left) chats with the Cabinet Secretary for Ministry of Environment Mr. Keriako Tobiko during a courtesy call to the Commission on 28th August 2021



Commissioner Amb. Salma Ahmed during the video recording of PSC television documentaries in her office



PSC CEO Mr. Simon Rotich speaking to the Ministry of health officials before the start of the Covid-19 vaccination exercise at the Commission House. On his right is Deputy Commission Secretary Mr. Remmy Mulati. Standing is the Director of Corporate Services Mr. Gerald Kuhaka



Mr. Joseph Gitonga, PSC secretariat staff receiving his first Dose of COVID-19 Jab at the Commission House as Principal ICT Officer Mr. Stephen Okumu waits for his turn.

PUBLIC SERVICE COMMISSION

Commission House
Harambee Avenue
P. O. Box 30095—00100
Nairobi

Tel. 254 20 2223901
254 20 2227471
Fax No 254 20 214791
Call Centre: 020 4865 000

Website:
www.publicservice.go.ke
psck@publicservice.go.ke

Facebook page:
Public Service Commission of
Kenya

Twitter:
[@PSCKenya](https://twitter.com/PSCKenya)

EDITORIAL TEAM:

Editor:
Browne Kutswa

Editorial Assistants:
Habel Shiloli
Pauline Muriuki
Badi Khamis

Design & Layout:
Pauline Muriuki
Badi Khamis

Vision

A Citizen-centric public service

Mission

To reform and transform the public service for efficient service delivery

Core Values

- Citizen Focus
- Professionalism
- Innovation
- Team-work

Public Service Commission Directorates

- Recruitment and Selection
- Human Resource Management & Development
- Establishment and Management Consultancy Services
- Performance and Service Delivery Improvement
- Board Management Services
- Compliance and Quality Assurance
- Finance and Planning
- Corporate Services
- Legal Services
- Internal Audit

Commissioners

Ms Charity Kisotu, EBS	-	Vice Chairperson
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Dr Reuben Chirchir	-	Commissioner
Amb. Patrick Wamoto, EBS	-	Commissioner
Amb. Salma Ahmed	-	Commissioner
Mr Andrew Muriuki	-	Commissioner
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Secretary/Chief Executive

Simon K. Rotich, CBS, EBS