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Recruitment of new PSC Chairperson begins



Ag. Chairperson Amb. Peter ole Nkuraiya with immediate former chairperson and Cabinet Secretary for public service, youth and gender affairs Prof. Margaret Kobia (left) at a past function at Kenya School of Government

By Browne Kutswa

The process of recruiting a new chairperson of the Public Service Commission has begun in earnest following an advertisement in the press inviting applications for the top job.

Vice Chairperson Amb Peter ole Nkuraiya currently holds the position in an acting capacity since the exit of Prof Margaret Kobia in January this year.

According to the advert that also appears on the PSC website, all applications should reach the Selection Panel not later than 18th May 2018, 5.00 pm.

An applicant must be a citizen of Kenya, hold a degree from a university recognized in Kenya, have at least ten years experience in their respective profession, and have no less than six years experience in a managerial position either in the public or private sector. They must also meet the requirements of leadership and integrity in

Chapter Six of the Constitution, demonstrate a high degree of professional competence, communication skills, fairness, good temperament, good judgment and commitment to the public service, and be subject to Article 233 (3) and (4) of the Constitution.

Applicants are expected to obtain clearance from the Kenya Revenue Authority, Higher Education Loans Board, Ethics and Anti-Corruption Commission, Credit Reference Bureau and the Directorate of Criminal Investigation.

A seven member panel that was appointed by President Uhuru Kenyatta, in a gazette notice dated 16th April, 2018 will interview prospective candidates to fill the position that was vacated by Prof. Margaret Kobia following her appointment as cabinet secretary for public service, youth and gender affairs.

The panel comprises

Kennedy Kihara, Muthoni Kimani, Dr Nura Mohammed, Edwin Makori, Salome Gitoho, Hirji Shah and Rose K'Overu. The chairperson is Ms Muthoni Kimani.

The successful candidate will hold the office for a non-renewable term of six years and chair a board that comprises eight commissioners and the CEO/Commission Secretary. The current commissioners are Amb. Nkuraiya, Prof. Michael Lokuruka, Dr Judy Bwonya, Veronica Birgen, Catherine Omweno, Titus Ndambuki, Patrick Gichohi and Lawrence Nyalle.

Names of all applicants and interview schedules of those shortlisted will be published in the daily newspapers and the Public Service Commission website www.publicservice.go.ke after the closure of the advertisement.

President Kenyatta names PSC officials to Selection Panels

By Browne Kutswa

President Uhuru Kenyatta has appointed PSC Commissioners Veronica Birgen and Judy Bwonya members of the selection panel for appointment of Chairperson and members of the National Gender and Equality Commission (NGEC).

The appointments are contained in a gazette notice dated 16th April 2018. Other members are Ruth Kagia, Charles Mutinda, Justa Nkoroi, Mary Gichohi, Claire Lai and Mohammed Gabu.

Also appointed by the Head

of State are Mr. Simon Rotich and Ms Jane Chege as members of the selection panel to appoint the chairperson and members of the Commission on Administration of Justice, also known as Office of the Ombudsman.

Both Mr. Rotich and Ms Chege are Deputy Commission Secretaries in the Public Service Commission. Other members of the selection panel are Jasper Mbiuki, Christine Kanini Ileli, Samson Kibii and Catherine Wameyo. Ms Chege will also act as the chairperson of the selection panel.

Those appointed to the panel for the selection of nominees for appointment as Chairperson and members of the Salaries and Remuneration Commission are Stephen Kirogo, Agnes Shikuku, Joseph Birundu Mogendi and Boniface Otsyula.

The selection panels have already commenced work and advertised for the vacant positions in the press.

Amb. Nkuraiya roots for lifting of recruitment freeze



Ag. Chairperson Amb. Peter ole Nkuraiya, flanked by CEO Dr. Alice Otwala (left), speaks during the meeting with members of the Public Accounts Committee of the National Assembly at Parliament buildings on 23rd April 2018

By Victor Achola

Public Service Commission acting Chairperson Amb Peter ole Nkuraiya has urged the government to lift the temporary ban on hiring of fresh employees in the public service.

Addressing Parliament's Public Accounts Committee at Parliament Buildings on 23rd April 2018, Amb Nkuraiya expressed concern that the public service was aging fast and headed for a staffing crisis with over 50% of its workforce falling within the retirement

age bracket of fifty to sixty years.

He said the freeze on fresh recruitment had created challenges for succession management in the public service and urged parliamentarians to allocate more resources to allow for a structured recruitment strategy that will address the perennial youth unemployment problem. The acting chairperson at the same time called on the National Assembly to intervene in the

commission's budget provisions which he noted was inadequate for proper delivery of services.

"My humble prayer, on behalf of the Commission, is that the Public Accounts Committee should recommend to the National Assembly for enhancement of budgetary allocation as envisaged under Article 249 (3) to facilitate the Commission in addressing current budgetary shortfalls that negatively hinder the full implementation of its expanded Constitutional mandate," said Amb Nkuraiya.

Despite the budget challenges, Amb Nkuraiya assured the Committee of the Commission's commitment to ensure that the public service is effective and efficient by developing policies that are in line with the Constitution for the benefit of the people of Kenya.

He was accompanied by Commissioner Patrick Gichohi, CEO Dr Alice Otwala and heads of directorates.

The Commission's appointment with the Public Accounts Committee followed an invitation to appear before it subject to the provisions of article 249 (1) and (2) of the Constitution on Protection of the Sovereignty of the People, Securing the Observance of Democratic Values and Principles by all State Organs, promotion of Constitutionalism and independence of the Commission.

“Your pension money is safe” – says Commissioner Nyalle



Comm. Lawrence Nyalle addressing members of PSC Staff Pension Scheme during the 3rd Annual General Meeting at the Commission House

By Badi Khamis

The chairperson of the Public Service Commission Staff Pension Scheme board of trustees' Commissioner Lawrence Nyalle has assured members of staff that their pension savings are safe and secure.

Speaking during the Scheme's Third Annual General Meeting held at the Commission House on 27th April 2018, Mr Nyalle said the scheme is well managed and its asset value has increased from Ksh 116,671,233 in 2016 to Ksh 210,039,327 this year.

"The board of trustees is in the process of organizing members' education forum to enable them familiarize with pension management," said Mr Nyalle adding that members are encouraged to make inquiries with elected trustees on any burning issue.

The commissioner reiterated the role of AGMs as open platforms for members to monitor and examine the performance of the Scheme as well as providing opportunity for members to hold the trustees to account.

A report by Oksam Solutions auditors that was represented at the meeting indicated a Ksh.7 million loss in fixed deposits following the collapse of Imperial Bank Limited where the money had been held and the bank's subsequent placement under receivership by the Central Bank of Kenya. Mr Nyalle however expressed confidence that the full amount will be recovered as soon as possible.

"We are exploring all avenues and engaging with the receiver manager to ensure the money is fully recovered. In the meantime, Ksh.700,000 has already been recovered," said Commissioner Nyalle.

Speaking at the event, CEO Dr. Alice Otwala expressed gratitude to the government for increasing employer's remittances to the scheme from 12% to 20%. She commended the fund administrators for the prompt disbursement of funds to retiring members.

"This shows how effective

and efficient they have grown," said Dr Otwala.

Similar sentiments were shared by a beneficiary of the scheme Mr. Charles Iteba who retired recently and accessed his retirement benefits in record time. Dr. Otwala pledged the Commission's commitment to ensuring a motivated staff through improved terms of service.

The Annual General Meeting is a mandatory requirement for all pension schemes in the country by Retirement Benefit Authority.

Also present at the AGM were Commissioner Catherine Omweno who is a member of the board of trustees, Deputy Commission Secretary Mr Simon Rotich, Director Finance and Planning Mr Dismas Ogot and the secretary to the board of trustees Ms Joan Machayo. Officials of Gen-Africa Asset Managers - the scheme fund managers, Co-operative Bank representing the fund custodian and Enwealth Financial Services Limited who are the scheme administrators also attended the meeting.

APSEA to hold National Professionals Convention in July



APSEA Chairperson Mrs. Irene Njeri (centre) unveils the logo for the upcoming National Professionals Convention that will be held on 5th and 6th July 2018 at Safari Park Hotel as PSC CEO Dr. Alice Otwala (right) and EACC Commissioner Rose Mghoi look on

By Browne Kutswa

The Association of Professional Societies in East Africa (APSEA) will host the National Professionals Convention at Safari Park Hotel in Nairobi on 5th and 6th July 2018.

The conference will be held under the theme “The role of professionals in leadership and integrity” with special focus on enhancement and enforcement of Chapter 6 of the Constitution of Kenya on leadership and integrity. It will also review the role of professionals in curriculum development and in management of public affairs and economic re-generation,

among other objectives.

Speaking at a media cum stakeholder breakfast meeting on Friday 4th May 2018 at the Sarova Stanley Hotel in Nairobi, APSEA chairperson Mrs Irene Wanyoike said the convention will bring together over 300 delegates from among APSEA corporate members, Government Agencies, Inter-Governmental Agencies, Non-Governmental Organizations, Donor Community, Private Sector and religious institutions.

Mrs Wanyoike officially announced commencement of preparations for the conference with an appeal to stakeholders to sponsor the two-day event.

Public Service Commission CEO Dr. Alice Otwala who also attended the meeting assured the organizing committee that the Commission will fully participate in the convention.

Dr Otwala noted that PSC is an employer of choice and is concerned with issues of integrity, national values and principles that underpin the forthcoming conference.

“Setting standards is key to integrity and promotion of values and this is part of the broader Constitutional mandate of the Public Service Commission,” said Dr Otwala.

Kenya Music Festival adjudicators converge in Kisumu for training



Kakamega High School performing a play titled 'The Burdens' which won one of the trophies donated by PSC during the 59th edition of National Drama and Film Festival at Lenana School

By Juma Gabriel

A workshop for Kenya Music Festival adjudicators and trainers was held in the lakeside city of Kisumu from 16th to 21st April 2018 with PSC pledging support for the annual festival.

The Director Compliance and Quality Assurance Mr Simon Wachinga represented the Commission during the workshop that brought together teachers, music composers, trainers and adjudicators of music at the Tom Mboya Labor College. Over 400 participants attended the workshop.

Mr Wachinga used the occasion to create awareness on the constitutional values and principles as envisaged in the PSC mandate. His presentation covered two key thematic areas that the Commission will support during this year's festival namely; A

representative Public Service and Delivery of Public Services. Mr Wachinga confirmed that the Commission will continue to support the National Music Festival through donation of additional trophies and other logistical support. The 92nd Edition will be held in Nyeri County in August 2018.

During the recently concluded 59th Edition of National Drama and Film

“The Commission will continue to support the National Music Festival through donation of additional trophies and other logistical support” - Wachinga

Festival held from 3rd – 11th April, 2018 at Lenana School in Nairobi, the Commission donated 9 trophies which were awarded to Upper Hill Day ECD for their Best film on child abuse; Juja Preparatory School for the Winning Play Primary category; Kabarak Primary School for most prolific school; Kakamega High School for best item in secondary school Category; Nanyuki High School for most outstanding institution; Kirinyaga T.T.I for runners up in technical training institutes category; Umoja day for the most entertaining film; Kaimosi TTC for overall winning team in TTC Category and Masinde Muliro University of Science and Technology for best item in Universities category.

The 60th Edition will be held next year in the Western Region.

PSC invites comments on proposed bonding regulations for public servants

The Public Service Commission has invited stakeholders comments on the revised draft regulations the Commission has developed to guide bonding procedures for the training of public servants.

In a circular dated 23rd April 2018 and addressed to all cabinet secretaries, principal secretaries, chief executive officers of state corporations and agencies, Council of Governors, State Corporations Advisory Committee (SCAC) and County Public Service Boards, CEO Dr Alice Otwala gave a 30th May 2018 deadline for comments to be received by the Commission.

She said the objectives of the reviewed guidelines will be to ensure uniform and coherent approach to the bonding process, provide a framework for the implementation and administration of bonding, ensure effective transfer of knowledge, skills and competencies acquired during training and provide mechanisms for monitoring and evaluation of the bonding process.

“The development of the guidelines is in line with the Commission’s function of ensuring effective and efficient public service

and alignment of existing human resource policies with the Constitution,” Dr Otwala said in the circular.

Comprehensive guidelines on

**“The development of the guidelines is in line with the Commission’s function of ensuring effective and efficient public service and alignment of existing human resource policies with the Constitution”-
Dr Otwala**

bonding trained public officers were first developed in 2011 and over the years, a number of legislations have been developed and several Human Resource policies developed or reviewed calling for the review of the 2011 version.

According to the document, the bond period will be determined by course duration and the total cost of the training. It

also suggests parameters to be applied in determining the bond amount and its general administration.

Bonding trained public servants ensured that beneficiaries of government training remained in the service for a specified period of time to enable the public service benefit adequately from the knowledge, skills, competencies and positive attitudes acquired by the employees who have undergone training.

The Bonding guidelines have been developed to enhance mutual cooperation and understanding between public service organizations and their employees; where the former obtains the benefit of highly skilled employees while the later acquires skills and knowledge that benefits them beyond their immediate work environment.

The guidelines will be implemented by the Public Service Commission, Ministry responsible for public service, State Corporations Advisory Committee and public organizations.

AAPAM calls for submissions for Innovative Management Award

The African Association for Public Administration and Management (AAPAM) has announced a call for submissions for this year’s AAPAM Innovative Management Award.

The continental award recognizes innovation creating effectiveness in the performance of organizations and honors public sector institutions, organizations and ministries that have made exceptional and outstanding contributions to the public.

Winners of the award will be feted during the 39th AAPAM Round Table conference slated for November 2018 in Gaborone, Botswana.

The objectives of the award is to recognize and publicize innovations

in the public sector worth of emulating, enhance the image of the public sector in Africa, promote innovation in the public sector and facilitate the transfer of innovation and best practices as a way that improves the quality of public administration and management in Africa.

The criteria for the evaluation of submissions will be based on five thematic areas of innovativeness, relevance, significance, sustainability and replication.

All government ministries, departments and agencies, public sector institutions, local governments and municipal authorities and institutions of higher learning in African countries, non-governmental

organizations, civil society and international organizations are eligible to participate in the competition. Awards will not be made to individuals but to organizations.

The five finalists will be granted an opportunity to present their entries at the annual Round Table conference following which the top three entrants will receive the Gold, Silver and Bronze awards respectively. The other two finalists will receive recognition trophies.

Winners and other leading entrants will be extensively publicized including featuring in the AAPAM newsletter.

Delegates flock PSC stand at 5th Devolution Conference Expo in Kakamega



Commissioner Patrick Gichohi (2nd left) in an animated conversation with a delegate who visited the PSC stand as Mrs Cindy Songole (left) and Carol Kiget look on.

By Browne Kutswa

Hundreds of delegates attending the just concluded 5th Devolution Conference at Kakamega High School in Kakamega County flocked the Public Service Commission exhibition stand seeking information on various programmes and services that the Commission provides.

Among those who visited the stand were County Executive Committee members, Members of County Assemblies, County Chief Officers and public officers from both the county and national government. They commended the Commission for creating public awareness on its mandate, distribution of IEC materials

and responding to their queries on various issues.

General queries were raised about the employment recruitment process in the public service, the criteria the Commission uses during recruitment and how long the process takes. Some of the delegates said that it is quite difficult for county staff to transfer to other counties and from County Government to National Government. Others complained that a number of staff who were previously in National Government have never been issued with letters informing them of their absorption to County Governments.

It also emerged that there was a general lack of awareness and inadequate

information by public officers in counties regarding their right to appeal to the Commission in situations where they felt aggrieved.

On appointments and promotions, some complained that there were no opportunities for staff in counties and that they were not given equal internship opportunities in parastatals in their counties. They also voiced concerns about favoritism, nepotism and cronyism during recruitment and promotion of county staff and sought PSC intervention to curb the malpractice.

The theme of this year's conference was "Sustainable, productive, effective and efficient governments for results delivery". The discussions adopted a sector based approach in line with the President Uhuru Kenyatta's Big Four Agenda which included Trade and Manufacturing, Agriculture, Health, Urban Development, Housing, Energy and Infrastructure sectors.

The overall objective of the conference was to share experiences, challenges and lessons learnt in the last four years, celebrate successes of devolution and set clear targets for devolution for the next five years.

The Public Service Commission was represented by Commissioner Patrick Gichohi, the Director Establishment and Management Consultancy Services Mrs Cindy Songole, and the Deputy Director, Public Communications Mr Browne Kutswa, attending as delegates.

The Commission exhibition stand was manned by Assistant Director HRM&D Ms Caroline Kiget, and Senior ICT officer Mr Stephen Okumu.

Transition

Ms Nancy Asiavugwa, a senior personal secretary in the directorate of human resource management and development lost her mother Mama Dorcas Migitse on 2nd May 2018. The late Mama Migitse was

laid to rest in her Vihiga county home on 12th May 2018 in a ceremony that was attended by hundreds of mourners including staff of the Public Service Commission. CEO Dr Alice Otswa in

her message of condolence that was read by Assistant Director HRM Ms Mary Wanyama urged the bereaved family to look upon God for comfort during this difficult period of grief.

PSC in pictures



Left: PSC CEO Dr. Alice Otwala addressing guests during APSEA stakeholders and media breakfast meeting at Sarova Stanley Hotel Nairobi on 4th May 2018

Right: Ms Carol Kiget (right) and Mr Steve Okumu attend to some of the delegates who thronged the PSC stand at the 5th Devolution Conference expo that was held at Kakamega High School on 23rd to 27th April 2018



Left: Ms. Ethel Bulili receiving a cash token contributed by members of staff from the Deputy Commission Secretary, Mr Simon Rotich following the passing on of her mother. Looking on is Acting Director Corporate Affairs Mr Gerald Kuhaka

Right: PSC staff during the sensitization meeting on occupational safety at the workplace that was held in the Commission's ICT training room



Third PSC Staff Pension Scheme AGM Pictorial



Left : Karibu sana — Ms Esther Kobiros welcomes retired PSC staff member Mr Charles Iteba during the PSC Pension Scheme AGM.

Right: — DCS Mr Simon Rotich (right) Director Finance and Planning Mr Dismas Ogot and Pension Scheme Trustee Mr Collins Mbaluto following proceedings of the PSC Pension Scheme AGM



Left: Great news — Members of staff express joy on hearing that the asset value of the pension scheme has significantly grown

Right: We will support the scheme— CEO Dr Alice Otswala assures staff of unwavering support of the pension scheme



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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