



## PUBLIC SERVICE COMMISSION

# STATEMENT ON RECRUITMENT PROCESS AND THE PUBLIC SERVICE INTERNSHIP PROGRAMME (PSIP)

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### Background

1. **The Public Service Commission (PSC) received a petition by representatives of interns** who previously served in Ministries, State Departments and Agencies (MDAs) and County Governments under the Public Service Internship Programme (PSIP), Digital Literacy Programme (DLP) and the Kenya Revenue Authority (KRA) programme. Among other concerns, the petition demanded automatic permanent absorption of interns into the public service.
2. **On Monday 15 July 2024, the Commission, led by the Chairperson, met representatives of the interns at Commission House.** The meeting addressed the issues raised by the interns and Kenyans in general regarding the Commission's recruitment and selection processes.
3. **Arising from the deliberations, the Commission noted, with concern, the need to highlight its mandate** to the public in relation to recruitment and selection in the public service.

### Mandate

4. The Public Service Commission is a Constitutional Commission established under Chapter 15 of the Constitution. Its mandate is outlined in Articles 234, 155(3)(a), 158(2)(3) and (4), 171(2), 230(2)(b) and 236.
5. Under Article 232 of the Constitution, the Commission is required to ensure fair competition and merit, as the basis of appointments and promotions; representation of Kenya's diverse communities; and adequate and equal opportunities for appointment, training and advancement, at all levels of the public service, of - (i) men and women; (ii) the members of all ethnic groups; and (iii) persons with disabilities.

### Recruitment Process and Principles

6. The Commission conducts its recruitment processes on the basis of criteria outlined in the job advertisement as well as constitutional requirements that include; skills and competencies, representation of diverse communities, gender balance, geographical spread, PWD considerations and other applicable affirmative considerations. This is aimed at ensuring that all Kenyans are accorded a fair opportunity to compete for and access employment opportunities in the public service.

7. Procedurally, PSC recruits on behalf of public institutions. It employs following the requests from MDAs. MDAs submit requests to the Commission after receiving approval from the National Treasury on the availability of funds to cater for the employment. Job vacancy indents received by PSC from MDAs detail qualifications and number of staff required. The Commission then recruits, selects and submits names of successful candidates to respective MDAs for formal offer of employment.

### **The Public Service Internship Programme (PSIP)**

8. In 2019, the Commission established the PSIP programme with the objective of equipping graduates with requisite skills, work ethics and hands-on experience to prepare them for the job market. The internship experience provides graduates with a clear linkage between education and training and the world of work. The programme also offers the youth financial incentives in the form **a monthly stipend of Kenya Shillings 25,000.**
9. As of today, the programme has cumulatively benefitted **25,200 interns from Cohort I to Cohort VI**, since inception.
10. In spite of limited employment opportunities in the public service, the **Commission has competitively recruited 1,964 interns** alongside other job applicants to take up advertised posts in Ministries and State Departments.
11. **The Public Service Commission graciously appreciates** the enthusiasm, skills, competencies and the new work ethic and culture exhibited by the young people who have served under PSIP.

### **Fair Opportunity, Diversity and Citizen Focus**

12. The Commission however wishes to point out that preferential treatment of PSIP or other interns in public service recruitments, **potentially violates constitutional provisions on merit and non-discrimination.**
13. To mitigate the growing rate of unemployment in the country, the commission continues to work with all actors, including the private sector, towards the elimination of structural barriers to increased economic and job opportunities for our young people.
14. The Commission wishes to reiterate to its commitment to the principles of equal opportunity, diversity and inclusion, efficiency, transparency and placing citizens at the centre of its service delivery model.

### **Continuous Citizen Engagement for Improvement**

15. **As a responsible public organization**, the Commission wishes to reaffirm its obligation to open engagement with citizens as the basis for continuous feedback for improvement.

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**July 25, 2024**