

**REMARKS BY CPA CHARITY KISOTU, EBS, VICE CHAIRPERSON,  
PUBLIC SERVICE COMMISSION AT THE CLOSING OF  
ORIENTATION PROGRAMME FOR ASSISTANT COUNTY  
COMMISSIONERS/ASSISTANT SECRETARY CADETS ON FRIDAY  
15<sup>TH</sup> OCTOBER 2021 AT KENYA SCHOOL OF ADVENTURE AND  
LEADERSHIP (KESAL), MERU**

**The Principal Secretary, Interior and Citizen Services, Mr Karanja Kibicho;**

**Commission Secretary/CEO Simon Rotich;**

**Officials from the Ministry of Interior and Coordination of National Government;**

**Assistant County Commissioners/ Assistant Secretary Cadets;**

**Ladies and Gentlemen**

Good morning,

I am pleased to join you for this closing session of the five days' orientation programme for the seventh cohort of Assistant County Commissioners and Assistant Secretary Cadets, organized by the Ministry of Interior and Coordination of National Government.

I wish at the outset to express my appreciation to the Principal Secretary, state department of interior and citizen services for inviting me to grace this closing session. My participation here today therefore demonstrates the symbiotic and cordial working relationship that exists between the Commission and the ministry and indeed that is the kind of relationship we need to cultivate across the public service.

I also take this early opportunity to congratulate all of you, the cadets, for qualifying to be part of this group and for successfully undergoing the orientation that has just ended. You were the best and lucky few

out of the thousands who applied for the few available positions of assistant county commissioners that we advertised.

I also congratulate the Ministry officials for designing and rolling out this orientation programme for you in a record time before you assume your new duties. The importance and benefits of this programme cannot be overstated. It has been specially prepared to ensure that you get right your first steps in government.

Through this orientation, you have been equipped with the necessary knowledge and skills that will enable you to be good servants to the citizens and good ambassadors of government. I therefore find it gratifying to address this gathering of young and energetic officers who have been properly sharpened and prepared to serve.

### **Ladies and Gentlemen,**

Serving in the public service is more than just another job. It is a calling. It requires personal commitment, discipline, integrity, honesty and professionalism. It is about selflessness as opposed to seeing yourself as a boss over the citizens. It is about servant leadership.

A servant-leader focuses primarily on the growth and well-being of people and this they do by sharing power, putting the needs of others first and helping people develop and perform as highly as possible. Servant leadership is therefore about making the goals clear and then rolling your sleeves up and doing whatever it takes to help people win. The people don't work for you; you work for them. The goal of the leader is to serve. The highest reward you can get for your toil is not what you get paid for it, but what you become by it. That is the hallmark of a servant leader.

Your actions as an officer should inspire those you serve to dream more, learn more, do more and become more. That is how you will make the difference in the places and communities where you will be deployed henceforth.

The Public Service Commission is committed to servant leadership and this is clearly embedded in our vision of a citizen-centric public service. As the Commission that recruited you and also charged with overseeing the human resource function in the civil service, we will be keenly following to ensure that the ideals and values of a citizen-centric public service are experienced and demonstrated in the way you will be serving the people.

We will expect you to lead by example and help the Commission and the government to promote compliance with the Values and Principles in Articles 10 and 232 of the Constitution in the public service. The values and principles of public service include ensuring high standards of professional ethics; efficient, effective and economic use of resources; responsive, prompt, effective, impartial and equitable provision of services; involvement of the people in the process of policy making; accountability for administrative acts; transparency and provision to the public of timely, accurate information; among others. I encourage you to familiarize yourself with these values, imbibe them and apply to all your situations.

I also urge you to read and internalize all aspects of the Constitution, the law, government policies and regulations that relate to you as a public servant. This will guide you in delivering your services to the citizens in line with the law, and avoid unnecessary litigations that have previously caused the government to incur losses that would have been avoided.

## **Ladies and Gentlemen,**

The long journey of your career as public servants has just began, and indeed, on a uniform footing. However, your individual career growth will depend on factors that will be largely within your control. Some of the attributes that could work best for you include having the right mind set, being patriotic and continuously learning and adapting, among others.

I also urge you to always observe work ethics, uphold integrity of the public service, preserve government secrets and take good care of government resources placed under your watch, not just for short term interests, but more importantly for posterity. In this way, we shall together secure our country for generations to come even as we minimize cases of indiscipline that occasionally come to the Commission for adjudication.

It is my hope that you will be good role models in the public service and also be an inspiration to those below you and those who will come after you. Always remember that a role model is someone others look to as a good example, someone who inspires others to imitate his or her good behavior. You will need to have a sense of personal branding that will reflect the character of the government institution that you work for.

As I conclude, I have faith in your ability to successfully walk this journey, grow your careers and leave a mark of good service both to humanity and your nation. I pray and trust that you will be our good ambassadors in all the places you will be deployed to work and that you will make all of us including your parents proud that we made the right pick for this coveted public administration jobs.

Once more congratulations and may God guide your steps as you begin this new career in the public service. It is now my pleasure and honour to declare you officially commissioned and also formally close this ceremony.

**Thank you and may God bless you all**