



A bi-weekly e-newsletter of the Public Service Commission

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Amb. Nkuraiya asks new Cuban doctors to abide by public service regulations



Seated from left to right: The Director General, Kenya School of Government, Dr Ludeki Chweya, the CEO Public Service Commission, Dr Alice Otwala, Cuban Ambassador to Kenya, Amb Ernesto Gomez, Ag Chairperson PSC, Amb Peter ole Nkuraiya, Kisumu Governor Prof Peter Anyang' Nyong'o, Chief Administrative Secretary Ministry of Health Dr Rashid Aman, Health PS Peter Tum, Amb. Tom Amollo and other dignitaries pose for a group photo with newly recruited Cuban medical specialists during the official opening of their induction at the Kenya School of Government on 11th June 2018

By Browne Kutswa

The newly recruited medical specialists from Cuba will be expected to abide by the terms of service and code of regulations that govern all public servants in Kenya.

Public Service Commission Acting chairperson Amb. Peter ole Nkuraiya urged the doctors to familiarize themselves with the policy documents and guidelines that PSC has developed in order to

get a deeper understanding of how the public service operates.

He was speaking during the official opening of a two-week induction program for the specialists at the Kenya School of Government (KSG) on 11th June 2018.

“By accepting to work as a medical specialist in the Government of Kenya, you have automatically become public servants and to that extent, you

are of interest to the Public Service Commission and you will therefore be bound by the applicable Terms of Service and the Code of Regulations that govern public servants,” Amb. Nkuraiya emphasised, as he congratulated the doctors for choosing to work in Kenya.

He expressed gratitude to the Cuban government for agreeing to allow the

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Induction program for Cuban doctors

doctors to serve in Kenya and practise medicine as a shared resource.

Kisumu Governor Prof Peter Anyang' Nyong'o who represented the Council of Governors said that Cuba is recognized globally as having one of the most functional health care systems adding that this is an opportunity to strengthen and close the current gaps in Kenya's health care system, as well as deal with the challenge of communicable diseases.

The Cuban ambassador to Kenya Ernesto Gomez said that the project will solidify cooperation between Cuba and Kenya.

The induction program began on 8th June and was scheduled to end on 20th June ahead of an official flagging off ceremony that will lead to their deployment across all the 47 counties in the country. The doctors are drawn from a wide range of specialized medical disciplines including general surgery, orthopedics, neurology, ophthalmology, anesthesia, cardiology, gastroenterology, dermatology, endocrinology, radiology and maxi facials among others.

The Cuban Medical Specialists project follows an agreement reached between President Uhuru Kenyatta and his Cuban counterpart Raul Castro during President Kenyatta's state visit to Cuba in March this year.

Also present was Public Service Commission CEO Dr. Alice Otwala, Chief Administrative Secretary in the Ministry of Health Dr Rashid Aman, Health Principal Secretary Mr. Peter Tum, Amb Tom Amollo of the Ministry of foreign affairs, and Kenya's Ambassador to Cuba Mr Antony Muchiri among others.

Recruitment of IPOA board members begins



Mr. Sora Katelo, Ag Commission CEO, National Gender and Equality Commission, Ms Jedidah Waruhiu, Commissioner Kenya National Commission on Human Rights, Mr. Paul Gachoka, Ethics and Anti-Corruption Commission and Dr Alice Otwala, CEO Public Service Commission during the first meeting of the Selection Panel for the selection of nominees for appointment as members of the independent Policing Oversight Authority

By Pauline Muriuki and Badi Khamis

A six-member selection panel has been constituted to oversee the recruitment of new board members of the Independent Policing Oversight Authority (IPOA) following the expiry of the term of the Macharia Njeru-led team.

The selection panel was appointed by President Uhuru Kenyatta vide a gazette notice of 5th June 2018. It is chaired by Commissioner Paul Gachoka Mwaniki of Ethics and Anti-Corruption Commission. Other members of the panel are Commissioner Titus Ndambuki of the Public Service Commission, the Principal Administrative Secretary in the Executive Office of the President Mr Kennedy Kihara, Chief Registrar of the Judiciary Ms Anne Amadi, Commissioner Jedida Waruhiu of Kenya National Commission on Human Rights and the acting Commission Secretary National Gender and Equality Commission Mr Sora Katelo.

The first meeting of the selection panel chaired by Amb. Peter ole Nkuraiya, Ag Chairperson of Public Service Commission, was held at the PSC boardroom on 14th June 2018 to agree on the terms of reference and the work plan. Also present during the meeting

was the PSC CEO Dr Alice Otwala. The secretariat to the selection panel will comprise officers from PSC.

The panel has already advertised for interested persons to apply for the vacant position of chairperson and seven members of the authority's board. Applicants have up to 5th July 2018 to submit their applications.

IPOA was established through an Act of Parliament in November 2011 to provide for civilian oversight of the police service. The inaugural Board chaired by Mr Njeru was sworn into office in June 2012 for a five year term that lapsed in May this year.

IPOA is mandated to investigate deaths and serious injuries caused by police action, investigate police misconduct, monitor, review and audit investigations and actions by Internal Affairs unit of the police, conduct inspections of police premises, monitor and investigate policing operations and deployment, and review the functioning of the internal disciplinary process and reporting.

High level workshop in London tips participants on corporate governance and board effectiveness



Amb. Peter ole Nkuraiya, Ag Chairperson PSC (seated 2nd from right) and Commissioner Veronica Birgen (seated right) among other participants during the Corporate Governance and Board Effectiveness workshop in London in May 2018

**By Pauline Muriuki and
Badi Khamis**

A one-week high level Corporate Governance and Board Effectiveness

workshop attended by commissioners of the Public Service Commission concluded in London, UK on 25th May 2018. The workshop which ran from 21st to 25th May 2018 was attended by acting Chairperson Amb. Peter ole Nkuraiya and Commissioner Veronica Birgen.

The workshop was designed for participants operating at Board level and explored critical elements of corporate governance, decision-making structures supporting

corporate governance, organizational behavior and culture, Board effectiveness, challenges and how to leverage on the use of Risk management and organizational performance.

While emphasizing the importance of the workshop, Commissioner Birgen said, “The trainers in this workshop had numerous examples based on their experience as they were all previous CEOs of very reputable organizations in the UK.”

She added, “The trainers used real life examples in the way they managed Institutions through guidance from Board of

Directors and how they were able to mitigate the challenges they faced in day-to-day running of a corporate entity.”

According to Commissioner Birgen, the challenges faced by the trainers were comparable to the situation here in Kenya, but the difference was how they were able to maintain their position in what they felt was right including resigning when the situation so demanded.

“The site visits and case studies were an eye opener and the course itself very informative,” said Commissioner Birgen.

Applicants for ICT and records officer positions face interview panels

By Pauline Muriuki

Interviews to fill the vacant positions of Chief Records Management Officer and Chief Information Communication Technology Officer at the Public Service Commission have been concluded.

The positions advertised in February 2018 attracted 15 applicants for the position of Chief Records Management Officer and 22 applicants for Chief Information Communication Technology Officer.

Four candidates were shortlisted for position of Chief Records Management Officer while six made it to the shortlist for Chief Information Communication Technology Officer.

The Interviews were conducted on 18th June 2018 at the Public Service Commission boardroom. Successful candidates will be notified soon.

To qualify for appointment to the position of Chief Records Management Officer (scale 5), one must have served in the grade of Senior Records Management Officer PSC Scale 4 in the Public Service Commission or in a relevant and comparable position in the public service for a minimum period of three years and be in possession of a Bachelor's degree in Information Science/Records Management or equivalent qualifications from an institution recognized in Kenya.

Among other responsibilities, the Chief Records Management Officer will be responsible for efficient and effective management of the records management function and registry services in the Commission, implementation of the National Archives and Documentation Act and other applicable legislation on records, and submission of quarterly and annual reports on implementation of the records management function in the Commission.

For appointment to the position of Chief Information Communication Technology Officer (scale 5) one must have served in the grade of Senior Information Communication Technology Officer, PSC Scale 4 or in comparable and equivalent positions in the public service for a minimum period of three years and a Bachelor's degree in any of the following fields: Computer Science/Information Communication Technology or in Electronics/Electrical Engineering or equivalent qualifications from a recognized institution.

Both positions required attending a management course lasting not less than four (4) weeks from a recognized institution, demonstrating professional competence and administrative ability in handling

records management work, and demonstrating merit and ability as reflected in work performance and results.

The Chief Information Communication Technology Officer will be required to perform duties such as coordinating systems development, implementation and maintenance, ensuring timely implementation and effective maintenance of systems, carrying out feasibility studies and preparing progress reports of the systems development, and ensuring adherence to Information Communication Technology standards among other duties.

“Four candidates were shortlisted for position of Chief Records Management Officer while six (6) for Chief Information Communication Technology Officer

PSC in pictures



Acting PSC Chairperson Amb. Peter ole Nkuraiya, addressing medical specialists from Cuba during the induction workshop at Kenya School of Government on 11th June 2018



L-R: Commissioners Patrick Gichohi, Judith Bwonya, CEO Dr. Alice Otwala, Amb. Peter ole Nkuraiya, Dr Patricia Johnson, of the University of Newcastle in Australia, Veronica Birgen and Titus Ndambuki pose for a group photo following a courtesy call by Dr Johnson at the Commission House. Dr Johnson was one of the facilitators during the Australian Fellowship Awards program in which the Commission participated early this year.



L-R: Commissioner Titus Ndambuki, Principal Administrative Secretary in the Executive Office of the President Kennedy Kihara, and Chief Registrar of the Judiciary Anne Amadi during the inaugural meeting of the Panel for the Selection of new IPOA board members held at Commission House.



L-R: Ms Salyvia Kagoi, Ms Eunice Gicheru, Mr Gabriel Juma, Ms Florence Itunga, Ms Nancy Gathigi and Mr Wesley Kipng'etich of Compliance & Quality Assurance department present a gift to Ms Gathigi on her retirement at Bruce House

PICTURE SPEAK: Cuban Doctors' induction workshop



This is the point.....Health PS Peter Tum (left) and PSC Ag Chairperson Amb Peter ole Nkuraiya before they addressed the induction workshop at KSG



Happy momentDirector General Kenya School of Government Dr Ludeki Chweya (left) sharing a light moment with Amb Tom Amolo of Ministry of Foreign Affairs



Serious matters..... Cuban Ambassador to Kenya Amb Ernesto Gomez (left) consults with some of the Cuban doctors.



Ready to work..... Cuban doctors pose for a group photo after the official opening of the induction workshop.

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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

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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