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## Conference on Values and Principles is postponed



Acting PSC Chairperson Amb Peter ole Nkuraiyia addressing editors of media houses and PSC senior staff during a stakeholder breakfast meeting at Hotel Intercontinental Nairobi on 25th July 2018.

By Browne Kutswa

The National Dialogue Conference on Values and Principles in the Public Service that was scheduled to be held at Kenyatta International Convention Centre in Nairobi on Tuesday 7<sup>th</sup> of August 2018 has been postponed. PSC CEO Dr Alice Otwala said a new date will be communicated in due course.

In a dispatch from her office dated 2<sup>nd</sup> August 2018 and addressed to all delegates, media and other stakeholders, the CEO said:

“This is to inform you that due to unavoidable circumstances, the conference has been postponed to a later date that will be communicated to you.”

The conference was expected to bring together 1500 delegates from top leadership in national and county government institutions, media, and civil society among other stakeholders.

The acting

chairperson of the Commission Amb. Peter ole Nkuraiyia had announced the hosting of the conference during a stakeholder breakfast meeting with editors of media organizations at Hotel Intercontinental Nairobi on Wednesday 25<sup>th</sup> July 2018.

Amb. Nkuraiyia said the one-day conference was to review progress on promotion, evaluation and reporting on values and principles in the public service and its role in the attainment of the national development priorities. He urged the media to partner with the commission in promoting the conference and create greater awareness about the values and principles of public service.

Dr Otwala said the Commission has a zero-tolerance policy towards corruption that ensures the recruitment and other human resource management processes are not influenced by factors other than merit.

Speaking on behalf of the Kenya Editors Guild, the Vice

Chairperson who is also the Editor in Chief of Kenya Broadcasting Corporation Mr Samuel Maina assured the Commission of media support noting that the media is a key partner in the promotion of values and ethical standards.

Prominent journalist and columnist with the Nation Media Group Mr Macharia Gaitho urged the Commission to safeguard its independence in order to discharge its mandate without undue influence.

Institutions that have excelled in the promotion of values and principles were ear marked for awards during the conference.

Also present at the breakfast meeting were commissioners Lawrence Nyalle, Dr Judith Bwonya, Catherine Omweno and deputy commission secretaries Simon Rotich and Jane Chege among others.

**“The Commission has a zero-tolerance policy towards corruption that ensures human resource management processes are not influenced by factors other than merit — Dr Alice Otwala**

## HR profession is divine, says Dr. Otwala



*PSC CEO Dr Alice Otwala making a presentation during a symposium for the heads of HR in public sector organizations at KSG Matuga Campus on 26<sup>th</sup> August 2018.*

By Badi Khamis

**P**ublic Service Commission CEO Dr Alice Otwala wants human resource management practitioners to consider their profession a divine calling.

Speaking during the symposium for heads of human resource in the public sector held at Kenya School of Government Matuga on 26th July 2018, Dr Otwala said HR professionals look after human beings in organizations which is paramount for realization of both organization and individual staff goals.

The two days meeting brought together Heads of HR in State corporations and Semi-Autonomous Government Agencies.

In her presentation, Dr. Otwala enlightened the participants on the statutory mandate of PSC, relationship between PSC and other commissions, HR policy making in boards, responsibility of heads of HR and the typology of HR policies in the public service.

“PSC sets public service HR standards by providing HRM

policies, legislations and guidelines,” said Dr.Otwala.

Also Present was the Principle Secretary Ministry of Public Service, Youth and Gender Affairs Ms Safina Kwekwe who emphasized the need for uniform norms in managing the public service in counties and the national government.

“There are many disparities in HR management which needs to be standardized,” said Ms. Kwekwe, adding that transparency is important in management of human resources in the public service.

Director General Kenya School of Government Dr Ludeki Chweya noted that that the forum was a good platform for HR heads in their quest of making the public service become efficient and effective for the realization of vision 2030. “The dream is big, but it’s possible to transcend from 3rd world country status to an industrialized Kenya,” said Dr. Chweya.

Also present was PSC commissioner Prof Michael Lokuruka, who is also a council member Kenya School of Government and PSC Acting Director Human Resource Development Ms Joan Machayo.

## New nurses recruitment a boost to affordable health care

By Badi Khamis

**T**he Public Service Commission is in the process of recruiting 120 nurses to bridge the staffing deficit in health care institutions. Some 5000 applications were submitted to PSC for processing from the Ministry of Health.

Affordable health care is one of the government’s big 4 agenda targets for realization by the year 2022.

The recruitment process started on 13th April 2018. Candidates were required to have a diploma in Kenya Registered Community Health Nursing, Kenya Registered Nursing/Mental Health and Psychiatry from a recognized institution. In addition, candidates were expected to have a registration certificate issued by the Nursing Council of Kenya, valid practicing license and certificate in computer application skills from a recognized institution.

Being an entry and training grade, officers at this level will work under guidance of a senior officer. The duties and responsibilities will entail assessing, planning, implementing nursing interventions and evaluating patient’s outcomes.

Other responsibilities will include providing appropriate healthcare service including integrated Management of Childhood Illnesses, immunization, ante-natal care and delivery, providing health education and counselling to patients and clients appropriately.

## Mr Kirogo appears before parliamentary committee for vetting

By Badi Khamis

**T**he PSC chair nominee Mr. Stephen Kirogo appeared before the parliamentary committee on administration and national security to explain his suitability for the top job.

The committee chaired by Hon Paul Koinange conducted the vetting exercise on 30th July 2018 at parliament buildings. Mr Kirogo said that his main focus will be to ensure that standards and values that will improve the public service are enforced.

Having worked in the public service for many years, Mr. Kirogo said he understands the public service well and has enough experience for the new job.

“To achieve optimum



*PSC Chairperson nominee Stephen Kirogo when he appeared before the National Assembly Committee on Administration and National Security for vetting at Parliament Buildings on 30<sup>th</sup> July 2018*

output and productivity, the public service must also be motivated” he said.

On the issue of ghost workers, Mr Kirogo informed the committee that the solution is to fully automate the public service.

He assured the committee that he will support the lifestyle

audits ordered by President Uhuru Kenyatta as a way of eliminating corruption in the public sector.

Once confirmed, Mr. Kirogo will hold the office of PSC chairperson for a period of six years. Amb Peter ole Nkuraiya has been holding the position in an acting capacity since January after Prof. Margaret Kobia was appointed Cabinet Secretary for Public Service, youth and Gender Affairs.

The current commissioners are Amb. Nkuraiya, Prof. Michael Lokuruka, Dr Judy Bwonya, Veronica Birgen, Catherine Omweno, Titus Ndambuki, Patrick Gichohi and Lawrence Nyalle. CEO Dr Alice Otwala is the board secretary.

## JSC picks Ms Manani for SRC job

By Pauline Muriuki

**T**he Judicial Service Commission (JSC) has appointed Ms. Jacqueline Manani as its representative in the Salaries and Remuneration Commission (SRC).

Ms. Manani was picked on 23<sup>rd</sup> July, 2018 after going through a competitive interview process. She now awaits formal appointment by President Uhuru Kenyatta before commencing her six-year term as a commissioner on full time basis.

The post fell vacant in January after the expiry of the term of the Sarah Serem led commission.

Ms. Manani has been



*Ms. Jacqueline Manani*

the Chief Commission Counsel at the Public Service Commission since April 2014.

Her appointment is in compliance with the provisions of the Constitution of Kenya that states that SRC should consist of a Chairperson and a person each nominated by the Parliamentary Service Commission, Public Service

Commission, Judicial Service Commission, National Police Service Commission, Teachers Service Commission, the Defence Council and the Senate on behalf of county governments.

Others are one person each nominated by an umbrella agency representing trade unions, an umbrella body representing employers and a joint forum of professional bodies, the Treasury Cabinet Secretary, Attorney General and Cabinet Secretary, Ministry of Public Service, Youth and Gender Affairs.

SRC is one of the independent commissions established by the Constitution with the mandate of setting and regularly reviewing the remuneration and benefits of all state officers .

## PSC Annual Report working team retreats to Naivasha to prepare draft

**By Browne Kutswa**

The team appointed by the CEO to prepare the Public Service Commission Annual Report for the financial year 2017/2018 completed a five-day working retreat in Naivasha during which they sifted through submissions from all the commission's directorates.

The report will highlight the activities of the Commission in delivering on its mandate during the financial year that ended on 30<sup>th</sup> June 2018.

The final report must be presented to Parliament by 31<sup>st</sup> of September 2018 as required by law. Article 254(1) of the Constitution requires all Commissions to prepare and submit a report to the President and Parliament at the end of each financial year.

Section 90 of the Public Service Commission Act 2017 says that the Commission shall within three months after the closure of the financial year prepare a report for submission to the President



*Seated L-R: Gabriel Juma, Christine Baari, Rebecca Kiplagat and Standing L-R: Jeremiah Kagwe and Jethro Mosoti flip through a copy of the 2016/2017 Annual Report*

and Parliament with details on the financial statements of the Commission, decisions, observations, findings and recommendations in respect to any Constitutional or statutory function of the Commission, and any impediments to the achievements of the objects and functions of the Commission under the Constitution, among others.

The committee is headed by the Deputy

Director Compliance and Quality Assurance Mr Gabriel Juma. Members are Mr Browne Kutswa (Deputy Director/Public Communication), Mr Jeremiah Kagwe (Assistant Director/HRM), Rebecca Kiplagat (Assistant Director/Finance), Caroline Kiget (Assistant Director/HRM), Christine Baari (Assistant Director/Legal Services), Joseph Kenei (Senior Economist), Hannah Mwangi (Principal HRM&D officer), and Jethro Mosoti (Principal HRM&D officer).

## Institutional Leadership – Utalii College shows the way

By Juma Gabriel & Wesley Kipng'etich

Following the successful sensitization of the middle and lower level cadre staff of Kenya Utalii College in March 2018, the institution requested the Commission to further sensitize the top management and the CEO. The sensitization was held from 12<sup>th</sup> to 14<sup>th</sup> July, 2018 at Naivasha Kongoni Lodge. The two and a half day exercise was attended by the CEO Mr Hassan Mohamed and the top officers at senior management level. The Commission was represented by Mr Wesley Kipng'etich and Mr Juma Gabriel. The objectives of the sensitization were to:

- (i) Provide feedback on the institution's performance with regard to the 2016/2017 values evaluation report;
- (ii) create awareness of the Articles 10 and 232 values;
- (iii) examine the role of top management in mainstreaming of values and principles in the institution's functions and operations; and
- (iv) allow top management to share experiences and network.

The sensitization covered a broad range of topics on values and principles including:

- (i) Overview of the legal, policy and institutional framework for values and principles;
- (ii) Overview of the framework for implementation of Values and Principles in the public service;
- (iii) Analysis of institution's performance with regard to the 2016/17 evaluation;
- (iv) Development of affirmative action programmes;
- (v) The revised Public Service Code of Conduct and Ethics;
- (vi) Managing ethical demands by top management;
- (vii) Templates for schedule of registrable interests.

The workshop was



*Utalii College CEO Hassan Mohamed (5th right) with his senior management team during the sensitization workshop at Kongoni Lodge in Naivasha. On his left is C&QA Deputy Directors Wesley Kipng'etich and Gabriel Juma*

interactive as it involved discussion on topical issues with regard to values and principles, group assignments and sharing experiences. The participants appreciated the fact that national unity does not just happen, and that public officers played a key role in cultivating norms and standards to enable Kenyans live together constructively.

The participants were reminded that the time for public officers to work the way they liked was over, because Kenyans had entrusted them with the offices and resources to serve them. The participants agreed that though timely delivery of services was pertinent, how the services were offered was another important aspect.

At the end of the two and a half day workshop, the CEO appreciated the knowledge gained from the programme. He acknowledged that Utalii represented an important sector of Kenya and government. He pledged to ensure the institution played its part in embedding the values and principles in its business processes. He emphasized that as a learning

institution, it was central to promoting the values and principles in the society. He urged the senior management to put into practice what they had learnt.

The CEO and top management said they will review and align their processes and policies to the values and principles as envisaged in the Constitution and various legislations such as the Public Service Values and Principles Act 2015, Diversity Management Policy, the Fair Administrative Act 2015, the Revised Code of Conduct for Public Officers to mention but a few. The top management promised to ensure all staff signed the commitment form as recommended in the Revised Code of Conduct and Ethics.

The Commission representatives appreciated the presence of the CEO throughout the two and a half day programme. That was a mark of a true leader rallying his team to one common goal. The CEO promised to have the Board management also taken through the same programme at a later date.

## PSC IN PICTURES



Left: Attorney General Paul Kihara (left) chats with Commissioner Lawrence Nyalle as PSC CEO Dr. Alice Otwala looks on during the round table meeting with senior officers in the AG's office on 22nd July 2018



Right: (L-R) PSC CEO Dr. Alice Otwala shares a light moment with KSG Director General Dr. Ludeki Chweya, Gender Affairs Principle Secretary Ms Safina Kwekwe and Commissioner Prof. Michael Lokuruka during the symposium for heads of HR in public sector institutions at KSG Matuga on 26th August 2018. ➔



Left: Ag Director HRM&D Ms Joan Machayo answering questions posed by participants in a plenary session during the symposium for the heads of HR in the public sector at KSG Matuga on 26th August 2018



Right: L-R C&QA Deputy Directors Gabriel Juma and Wesley Kipngetich and DCS Simon Rotich consult during one of the preparatory meetings for the National Dialogue Conference on Values and Principles in the Public Service that has since been postponed ➔



**7 PICTORIAL - STAKEHOLDER BREAKFAST MEETING ON VALUES CONFERENCE WITH MEDIA EDITORS AT HOTEL INTERCONTINENTAL ON 25TH JULY 2018**



L-R: KBC Editor In Chief and Vice Chair Kenya Editors Guild Mr Samuel Maina, Ag Chairperson Amb Peter ole Nkuraiya, Commissioner Catherine Omweno, and CEO Dr. Alice Otwala



L-R: Commissioner Lawrence Nyalle, Commissioner Catherine Omweno and independent Journalist Mr. Macharia Githo



Commissioner Veronica Birgen (2nd right) and Deputy Commission Secretary Ms Jane Chege speaking to Roselyne Obala (in red) of the Standard Group and other journalists



Acting Chairperson Amb. Peter ole Nkuraiya being interviewed by a journalist.



Deputy Director Research and Policy Analysis Dr Sylvestre Obong'o (L) chats with NTV presenter Mr Debarl Inea



Director Government Advertising Agency (GAA) Mr Ngari Gituku (R) explains a point to CEO Dr. Alice Otwala and the Deputy Director Public Communications Mr Browne Kutswa

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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
Dr 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