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Mr Kirogo outlines his vision as PSC chairperson



The new PSC Chairperson Mr Stephen Kirogo delivers his inaugural address to commissioners and staff of the Commission at a breakfast meeting held at the Hotel Intercontinental on 23rd August 2018

By Browne Kutswa

The chairperson of the Public Service Commission Mr Stephen Kirogo has set productivity of the public service high on his agenda as he begins his six year term at the helm of the Commission. Implementation of a performance management framework that places officers on measurable targets will be the means by which he expects to realize this goal.

Mr Kirogo said he will focus on promotion of values and ethical conduct, high performance culture and value for money during his tenure.

"In recognition that resources are scarce and there are many competing priorities, the public service should be at the forefront in eliminating wastage by targeting to

achieve more with less resources," he said.

He made the remarks in his inaugural address to commissioners and staff of the Commission at a breakfast meeting that was organized to formally introduce him to the staff on Thursday 23rd August 2018.

Mr Kirogo disclosed that the Commission will soon outline measures to ensure continuous improvement, efficiency and effectiveness in the way public services are delivered. He reiterated his commitment to ensure that the Commission leads by example for the rest of the public service through strict adherence to values and standards.

"There will be no compromise on ethics and integrity," he cautioned.

On staff welfare,

Mr Kirogo said: "I promise that under my chairmanship, issues of welfare for the staff will be accorded top priority. We will endeavor to motivate staff by ensuring that matters of welfare are accorded top consideration by the Commission."

Regarding the President's Big Four Agenda, Mr Kirogo said the Commission will work with the government to ensure the program succeeds.

"We will be seeking to align priorities within government as a way of ensuring that those tasked with implementation of the program do their work in full support of the Big Four Agenda," he emphasized.

Mr Kirogo commended the current PSC commissioners for the achievements they have made during their tenure that is due to end on 8th of January next year. The meeting was also addressed by vice chairperson Amb. Peter ole Nkuraiya and CEO Dr Alice Otwala.

Also present were commissioners Lawrence Nyalle, Prof. Michael Lokuruka and Dr Judith Bwonya.

"We will endeavor to motivate staff by ensuring that matters of welfare are accorded top consideration by the Commission" – Mr Stephen Kirogo

Staff react to Mr Kirogo's inaugural address

By Pauline Muriuki and Badi Khamis

Staff of the Public Service Commission had their say on the inaugural speech delivered by their new chairperson Mr Stephen Kirogo during a breakfast meeting organized to introduce him at the Hotel Intercontinental on 23rd August 2018.

Most agreed that the speech covered pertinent issues affecting the mainstream public service. A cross section of those interviewed concurred that the speech was music to their ears especially when he said he will focus on productivity.

"If the performance management is well implemented, then the services delivered by the public service will automatically improve," they said.

The PSC staff welfare chairperson Mr. Daniel Sum was particularly impressed with the chairperson's pledge that staff



Mr Daniel Sum, PSC staff welfare chairperson

welfare will be his top priority.

"While addressing the staff welfare, I hope our new chairperson will also look into issues of stagnation which has been a thorn in the flesh for many years," said Mr Sum, adding that the issue of ethical conduct was of great significance if the public servants are to win public trust and confidence.

A number of staff said they would prefer an opportunity to sit

with the Chairperson where they can express their views freely. They added that it is important to have an open channel of communication so that the Chairperson gets to know and understand the issues affecting them.

Others concluded that the Chairperson's speech was reassuring. They said they are fully behind him and look forward to work with him in order to achieve the mandate of the Commission.

They easily remembered the slogan '*Reform, Perform, Transform*' that Mr Kirogo shared with them and which they are eager to see embraced not only in the Commission but also in the entire public service.

They agreed that the Commission has to set the standards to be emulated by the rest of the public service.

Hiring of Civil Registration Officers begins

By Badi Khamis

Interviews to fill 139 positions of civil registration officers have started. The interviews were scheduled to run from 27th August to 10th September 2018.

The posts were advertised in May 2018 and attracted 10,748 applicants. 594 candidates were shortlisted. According to the PSC advertisement, successful candidates will be deployed to

work in sub-counties outside Nairobi.

Their duties and responsibilities will entail collection of basic data on birth and death, distributing and collecting birth and death registers to and from registration agents, attending to enquiries on birth and death records, issuing and receiving late registration forms to and from clients, dispatching of birth and deaths certificates and

assessing applications for issuance of birth and death certificates.

The prospective candidates were required to have a bachelor's degree in Sociology, Statistics/Economics, Government/Political Science, Public Administration, Population Studies, Law or Anthropology from a university recognized in Kenya.

Report on roundtable discussions with MDAs finalized

By Pauline Muriuki

A report on the roundtable sensitization meetings that the Commission held with ministries will soon be ready. A team of officers from the Commission has been on a three day working retreat in Naivasha from 27th to 29th August to finalize the report that is expected to give details on the outcome of the roundtable forums for deliberation by the board.

The retreat was held following the board's directive that a report be tabled before them once the forums came to an end in order to give directions on the outcome of the forums. The roundtable discussions took place between July and August 2018 in 18 out of the scheduled 23 MDAs. 429 officers including Cabinet Secretaries, Chief Administrative Secretaries, Principal Secretaries, Heads of Departments and members of Ministerial Human Resource Management Advisory Committees participated in the exercise.

Among the objectives of the roundtable discussions were: to provide a platform to share knowledge and practices necessary for managing the HR function under the delegated powers; to promote a culture of accountability and good governance in the performance of the HR function; to appraise stakeholders on the provisions of the PSC Act 2017, Draft PSC Regulations 2018, revised HR policies and guidelines; to discuss emerging issues on the



Ms Loise Wainaina Deputy Director HRMD and some of the participants during a round table sensitization meeting at the Ministry of Transport, Infrastructure, Housing, Urban Development and Public Works in July this year

accountability, responsibility and functional roles of respective Public Servants and expectations of the Commission; and share experiences and challenges encountered in managing HR and implementation of Commission's decisions and chart the way forward.

The retreat brought together nine officers who were tasked to review and harmonise the draft reports for individual MDAs and come up with one comprehensive report detailing all the issues that were raised during the visits, the way forward and implementation.

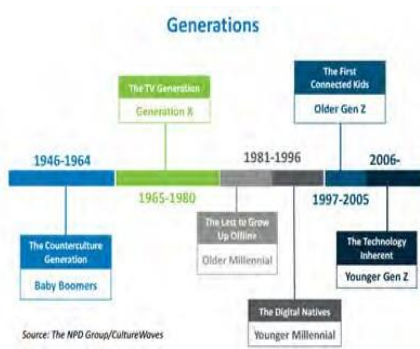
The team was led by Deputy Director, Human Resource Development, Mr Nelson Njue. Other members of the team were: Assistant Director Discipline and Appeals, Fidelis Macharia, Assistant Director

Compliance & Quality Assurance Francisca Nyariki, Assistant Director Human Resource Management & Development Mary Wanyama, Assistant Director Human Resource Management & Development Mr. John Njorio, Assistant Director Human Resource Management Emily Njue, Assistant Director, Human Resource Development Adano Guyo, Assistant Director Administration John Opondo, Principal Human Resource Management Officer Isaac Njiru and Administrative Assistant Bilhah Jeptoo.

Millennials and their career dilemma

By Ruth Kanini Bosire

Millennials is a term used to refer to the people born between the 1980s and early 2000s who are reaching young adulthood in the new millennium. This generation was both the last to be raised 'offline' and also ushered in the new online digital age as shown in the image below;



Subsequently, growing up around more technology than others and being raised by people from the earlier generations has resulted in a generation whose uniqueness is their vast diversity and increased techno-savviness. Their social values and principles are also different from the previous generations making their thought process different. Despite all these changes, millennials are still being trained with emphasis on the traditional science-oriented careers such as engineering and medicine when they are more likely to prosper in careers that are more centred around arts integrated with the new digital concepts. Their increased diversity comes with innovativeness which can

be seen by the high number of entrepreneurs and start-up businesses among this generation. This is unfortunately choked by the current systems that do not accord them the opportunity to fully explore their ideas which can have game-changing effects in the society. For example, the E-Citizen system was created by millennials and revolutionized the delivery of public services in Kenya.

Training for the traditional careers has been ongoing since independence with resultant glut in the job market. The system's obsession with traditional careers is only increasing the burden of graduate unemployment and undermining the value of education in Kenya. The turn-over rate with this generation is also extremely high due to their divergent economic values and principles.

Consequently, they are more willing to change jobs and adapt in completely different fields especially where new technologies are being used as they search for 'greener pastures'.

The solution to the

millennials career challenge would first be a change in the mind-set of the nation to accommodate the 'new-age' arts-centred careers as equally prestigious to the traditional ones; only after this can they be given equal priority right from the primary school level up to the tertiary education institutions and enable people to be adequately trained in these fields. More people would then venture into these careers reducing the congestion in the job market and graduate unemployment rates.

Notably, the millennials can be either extremely focused or detached in the workplace. This hinges strongly on the fact that they desire well delineated jobs with covert control. To maximally tap into their potential while maintaining their job satisfaction, promoting flexible working hours would be paramount. Introduction of hour-based payment would be one possible way of doing this. This in turn could provide more employment opportunities as more millennials could work for the same establishment albeit for a select number of hours.

The future is here; empowering this generation ultimately empowers our economy.

Ms Bosire (pictured) is the Deputy Director, Establishment and Management Consultancy Services in the Public Service Commission.

Let's walk more - *with Rahma Hassan*

Do you struggle to fit exercise into your routine? It feels difficult sometimes to start everyday exercise. This time, let's think about some of the simple routine exercises we can do. Maybe you don't have a routine, but you need more activity and don't know where to begin?

Some of the most effective simple exercises have been found to be very helpful. Research indicates that there are simple ways to get started, that are free and, best of all that will fit your day, at home or wherever you are.

Getting your heart beating

Cardio (cardiovascular) exercise aims to get your heart rate up and increase blood circulation. Whether you want to improve your heart condition (remember it's a muscle), lose weight, clear your mind or just improve your health, cardio exercise

will help.

Walking is a great way to get active, do it anywhere, and choose walking when it's possible. It could be a walk in the morning to work or in the evening around where you live ... I can now imagine someone saying there is nowhere to walk in Nairobi and that some of us drive to work... those are called excuses! You can walk if you want to ... take the stairs up a building or walk down the road to attend to something. But here is the catch. We will need to walk longer or at a faster pace. Who knows we can all graduate to running after consistent walking.

Skipping rope is also another way to get going at home - grab that old skipping rope and try out skipping. At first it may be hard but it gets better with time.

No matter your age, we can all reduce joint pain and prevent injury, add

strength and flexibility to our routine. These workouts help balance, reducing the risk of falls, and strengthen muscles for mobility. Yoga is also a great example for flexibility exercises; try to incorporate simple exercises into your routine without taking a class.

There is a lot of information online and routines you can follow from the comfort of your home. Remember to see your doctor first if you haven't exercised in a while or you have any pre-existing conditions.

Let's walk
more

6 **NEW PSC CHAIRPERSON'S INTRODUCTORY MEETING WITH COMMISSIONERS AND STAFF ON 23RD AUGUST 2018 AT HOTEL INTERCONTINENTAL NAIROBI**



Vice Chairperson Amb Peter ole Nkuraiyia presents handover notes to Mr Stephen Kirogo. Also in the picture is CEO Dr Alice Otwala (left), DCS Mr Simon Rotich and Commissioner Prof Michael Lokuruka.



L-R: Daniel Oliech, Francis Lemarkat and John Juma



CEO Dr Alice Otwala addressing the meeting



Mr Kirogo has a word with the Deputy Director EMCS Ms Ruth Bosire as Deputy Director Mrs Sally Tanui looks on



A cross section of PSC staff during the breakfast meeting



PSC staff sing a hymn to celebrate their new chairperson

PSC IN PICTURES



Karibu sana - PSC Chairperson Mr Stephen Kirogo (left) is welcomed by Commissioner Patrick Gichohi during the inaugural meeting with commissioners



Mr Kirogo in his new office



Mr Kirogo (right) and Amb Nkuraiyia embrace each other after Amb. Nkuraiyia handed over the board chairmanship to him. Amb. Nkuraiyia had held the position in an acting capacity since January this year when former chairperson Prof Margaret Kobia was appointed to the cabinet.



Commissioner Titus Ndambuki chats with Commissioners Catherine Omweno (left) and Dr Judith Bwonya during a luncheon hosted by the commissioners in honour of their new chairperson Mr Kirogo at Tintin restaurant



L-R: CEO Dr Alice Otwala, DCS Technical Services Ms Jane Chege and Commissioner Veronica Birgen during a luncheon hosted in honour of Mr Kirogo at Tintin restaurant



A participant makes a point during a sensitization workshop on values and principles of public service held at the Kenya School of Monetary Studies

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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

Stephen Kirogo, CBS	-	Chairperson
Amb. Peter ole Nkuraiya, CBS	-	Vice 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