



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

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Mr Kirogo roots for a transformative and innovative public service



Seated L-R: Commissioners Patrick Gichohi, CEO Dr Alice Otwala, Titus Ndambuki, Catherine Omweno, PSC chairperson Stephen Kirogo, vice chairperson Amb. Peter ole Nkuraiyia, Lawrence Nyalle, Veronica Birgen, Dr Judith Bwonya and Prof Michael Lokuruka in a group photo during the Commission's working retreat at Masada Hotel in Naivasha on Friday 14th September 2018. Standing behind are senior management staff.

By Browne Kutswa

The Chairperson of the Public Service Commission Mr Stephen Kirogo has urged public servants to focus on providing workable solutions with limited resources. He observed that resources have become scarce hence the need for public servants to be innovative so as to ensure that service delivery to the citizens does not suffer. He challenged public servants to purpose to be transformers noting that the public service should transition to a specialized vehicle of transformation that is in tune with the needs, expectations and aspirations of the

citizens. "Change is driven by small groups, not necessarily multitudes," said Mr Kirogo. He was speaking in Naivasha on Thursday 13th September 2018 while opening a three days strategic working retreat for the Commission. The retreat was attended by all the commissioners and senior management staff. Participants reviewed the draft Annual Report for the 2017/2018 Financial Year that is to be submitted to the President and Parliament by 30th of September this year as required by law. Also discussed was the draft Strategic Plan 2018-2023 and the PSC Regulations of 2018 that are earmarked for gazettelement.

Mr Kirogo cautioned against the tendency to churn out documents for the sake of it and called for increased focus on those that have potential for high impact and value to the service. He commended the Commission for the achievements that have been realized over time. "Let us all look further than what we have achieved so far and strive to do more for the betterment of the people of Kenya," said Mr Kirogo, adding that the Commission enjoys public confidence and goodwill and has sufficient Constitutional powers to deliver on its mandate.

Civil Servants' Union expresses concern over job stagnation

By Badi Khamis

The Kenya Union of Civil Servants has expressed concern about stagnation and disparities in remuneration in the public service.

The Union invited the Public Service Commission to address the issues and highlight measures it has put in place to address succession management in the public service during its inaugural delegates conference held at the Kenya Institute of Curriculum Development on 6th and 7th September 2018.

The delegates at the two days conference comprised civil servants from both the national and county governments. Concerns were raised that schemes of service have not been useful in addressing stagnation in some cadres despite being reviewed periodically.

The Commission was represented by Deputy Commission Secretary Mr. Simon Rotich and the Acting Director Human Resource Management and Development Ms Joan Machayo.

"The Commission recognizes the important role played by the Union of Kenya Civil Servants and fully supports its endeavor to make the civil service a better employer," said Mr Rotich.

He called upon the Union leadership to regularly ensure sober engagement with the



Deputy Commission Secretary Corporate Services Mr Simon Rotich addresses delegates during the inaugural conference of the Kenya Union of Civil Servants held at the Kenya Institute of Curriculum Development on 6th September 2018

Commission to ensure that grievances are addressed promptly.

Ms Machayo explained the Commission's mandate and legal framework noting that under Article 230(4)(b) of the Constitution of Kenya, the Salaries and Remuneration Commission is the body mandated to advise the National and County Governments on the remuneration and benefits of all public officers.

"There are measures that have been put in place to rectify the remuneration disparities currently being experienced in the public service. These includes the job evaluation which was concluded in 2016, salary re-alignment and 17-tier grading structure aligned to the job evaluation recommendations,"

said Ms Machayo.

She informed the delegates that in May 2017, the Government developed a Human Resource Planning and Succession Management Strategy for the Public Service and is in the process of implementing it.

Public Service, Youth and Gender Affairs, Cabinet Secretary Prof Margaret Kobia who was expected to be the chief guest was represented by the Secretary for Human Resource Management in the State Department for Public Service and Youth Ms Mary Maungu.

Also present was the Union Secretary General Tom Odege and Chairperson Mr John Nzau among other officials.

Mr Kirogo interacts with staff as he visits directorates



The PSC Chairperson Mr Stephen Kirogo chats with Ms Faith Anjili shortly after the introductory breakfast meeting held at the Hotel Intercontinental on 23rd August 2018 as other members of staff look on.

By Pauline Muriuki

Shortly after his appointment as Chairperson of the Public Service Commission, Mr Stephen Kirogo embarked on impromptu visits to directorates to get familiarized with the staff and work environment in the Commission.

His first stop was at the Board Management Services directorate where he interacted with the staff and listened to their concerns about inadequate office accommodation.

Mr Kirogo's next stop was at the Information and Communication Technology Unit (ICT) where he was briefed

about the activities that take place there and their contribution to the mandate of PSC.

At the Library Section, Mr Kirogo was briefed by the Principal Librarian Mr Alfred Onono about the available library collections and other materials such as videos on HIV/Aids and Drug abuse that are used to sensitize staff.

True to his promise during the introductory meeting with the staff at the Hotel Intercontinental in August, Mr Kirogo said he will ensure that he covers all the directorates and addresses the issues of concern to the staff to enable them work effectively towards the achievement of the mandate of the Commission and the public service at large. During the visits, Mr Kirogo was accompanied by CEO Dr Alice Otwala and the Deputy Commission Secretary, Corporate Services Mr Simon Rotich.

Process to recruit new Registrar of Political Parties begins

The Public Service Commission has advertised the position of Registrar of Political Parties and the Assistant Registrar of Political Parties on its official website www.publicservice.go.ke.

The advert will also appear in MyGov pullout in the daily press on Tuesday 18th September 2018.

Suitably qualified candidates have the option of applying online on the Commission's website or manually by filling an application form and hand delivering it at the Commission's offices on Harambee Avenue. The closing date for receiving applications is 1st October 2018.

Details of the

qualifications for appointment, remuneration and functions are also available on the Commission's website.

The position of Registrar of Political Parties has been vacant since the recent appointment of Ms Lucy Ndung'u to the Commission on Administrative Justice.

Mrs Aduda takes over as DD, HRM

By Pauline Muriuki

Rose Aduda has taken over the position of Deputy Director Human Resource Management and Development at the Public Service Commission following the departure of her predecessor, Mary Maungu.

Ms Maungu took up a new appointment as Secretary for Human Resource Management in the Ministry of Public Service, Youth and Gender Affairs .



Mrs Rose Aduda, Deputy Director HRM&D

Mrs Aduda previously held the position of Deputy Director in the Directorate of

Compliance and Quality Assurance based at Bruce House.

She has also handled the Discipline and Appeals docket and has vast experience and expertise in the field of human resource management.

In her new role, she will be in charge of the internal human resource management and development issues affecting staff of the Commission.

PSC officer appointed CEO of Laikipia Revenue Board

Ms. Prudence Waithera has been appointed Chief Executive Officer of Laikipia County Revenue Board. Prior to her appointment, Ms Waithera was a Principal ICT Officer at the Public Service Commission.

Ms. Waithera has 13 years experience in the public service. She previously worked as an ICT Manager at the Transition Authority and as Director of Revenue at the County Government of Meru.

At PSC, she participated in the development of the online recruitment and selection system and the development of the website. Ms. Waithera will serve on a 3-year contract renewable once. Ms Waithera now joins scores of PSC staff who have taken up top level management positions in



Ms Prudence Waithera

other public sector organizations in the recent past.

Prof Margaret Kobia who served as chairperson of the Commission from 2013 to January this year tops the list, having been appointed by President Uhuru Kenyatta to serve as Cabinet Secretary in the Ministry of Public Service, Youth and Gender Affairs.

Current judge of the Labour and Employment Court Justice Byram Ongaya served as Director Legal services in the Commission before his appointment.

Immediate former Deputy Director HRM Mary Maungu was elevated to the position of Secretary for Human Resource Management in the Ministry of Public Service, Youth and Gender Affairs.

Former Director, Establishment and Management Consultancy Services Mr Joseph Onyango is currently the CEO National Police Service Commission. As CEO, Mr Onyango also doubles up as the Secretary to the board of the National Police Service Commission.

Applications invited for entry level civil service jobs

By Badi Khamis

The Public Service Commission has advertised 235 entry positions to be filled in the mainstream public service.

The Commission seeks to employ new staff to fill positions of Gaming Inspectors, Chemists, Geologists, Geophysicists, Geochemists, Civil Engineers, Mechanical Engineers, Chemical Engineers, Assistant Quantity surveyors, Assistant Architects, Assistant Landscape Architects, Graphic Designers, Assistant Building Surveyors, Architectural Assistants, Inspector Mechanical,

Inspector Electrical, Inspector Electronics, Quantity Survey Assistants, Inspector Building, Inspector fire services, Graphic Design Assistants, Maritime and shipping officers, Structural Assistants, Valuers, Technical Instructors and Laboratory Technologists.

Also to be filled are 143 promotional positions from the Executive Office of the President (Cabinet office), The National Treasury and Planning, Ministry of health and Ministry of Agriculture, Livestock, Fisheries and Irrigation.

The post of Director General of Health which was created under the Health Act 2017 is also open for interested candidates. The Director General of Health is required to have 10 years' experience in management of health services, among other qualifications.

Applicants can apply online through www.psckjobs.go.ke or by downloading and completing PSC 2 (revised 2016) application form and submit the form to the Secretary/ CEO Public Service Commission.

PSC gym clients at a glance - with **Kenneth Muchira**

It's almost a year since the inception of the gym facility at the Public Service Commission. What started as a slow, little-known and an unconvincing project has turned into a full blown, promising and exciting adventure for staff of the Public Service Commission. The few weeks that followed the opening of the gym witnessed a large turnout. Among these people, whom we can refer to as "the pioneers", three distinct groups came out.

We shall refer to the first group as the "**curious cats**". These are the members of staff who got wind that a new thing had been introduced in the Public Service Commission. Members of this group had never entered a gym, let alone enrolling in one. This was a God-given opportunity for them to familiarize themselves with this "gym thing". Part of this group got interested and have been loyal figures at the gym to date.

I decided to refer to the second group by the pseudonym "**new-toy syndrome patients**". Now



Mr Kenneth Muchira

these are the guys that like trying things out for the sake of it. Just because the service or product is new. They are the guys you will always spot carrying the latest apple products and wearing the latest fashion outfits in town. They however move on as soon as another model or fashion is in. At our gym, this was the very first group of enthusiasts. You could hardly fail to notice their conspicuously fine fitness attire. They were always on time, never

missed a day while others even attended more than one session a day. This group was the biggest motivators for the instructors as they kept the gym alive! (At least for the few weeks that they attended). Need I say that as soon as the hype for the new gym was over, they were already on their way?

Lastly, there is this group of people I like to call the '**maestros**'. They are consistent clients. They have their own programs and rarely need the instructor's assistance. These are the guys you will sometimes confuse for trainers because of their prowess. They are very modest and are always encouraging novice members.

The 'maestros' are like the pillars of the gym. Always there when others come and go.

Question is, where do you fall? Have a fitness-filled month.

Kenneth Muchira is a fitness instructor at the Public Service Commission gymnasium.

PICTORIAL: PSC STRATEGIC PLAN WORKING RETREAT, MASADA HOTEL NAIVASHA, 13—14 SEPT. 2018



L-R: Commissioner Lawrence Nyalle, Chairperson Stephen Kirogo and Titus Ndambuki



L-R: Commissioner Patrick Gichohi, Vice Chairperson Amb Peter ole Nkuraiyia and CEO Dr Alice Otwala



L-R: CEO Dr Otwala, Chairperson Mr Kirogo and Commissioner Birgen



L-R: Commissioner Dr Judith Bwonya and Commissioner Birgen



L-R: Deputy Directors Rose Aduda, William Migwi and Anastacia Kariuki



L-R: Recruitment & Selection Director Peter Maina, Board Management Services Director Remmy Mulati and Establishment and Management Consultancy Services Director Jane Songole

PSC IN PICTURES



Left: Deputy Commission Secretary Simon Rotich speaks during the Kenya Union of Civil Servants inaugural delegates conference at Kenya Institute of Curriculum Development on 6th September 2018. Also in the picture is acting HRM&D Director Ms Joan Machayo (right) and the Secretary for Human Resource Management Ms Mary Maungu (4th from left)

Right: Ms Caroline Kiget (centre) and other participants follow the proceedings of the Sensitization on Values and Principles of Public Service at the Kenya School of Monetary Studies on 12th September 2018 ➡



Left: Deputy Commission Secretary Simon Rotich (centre front row) having a chat with Assistant Director Compliance & Quality Assurance during the Kenya Music Festivals held at the Dedan Kimathi University of Science and Technology on 16th August 2018. PSC donated trophies in the category of 'Promotion of Public Service Values'

Right: Commissioners Patrick Gichohi (right) and Dr Judith Bwonya during the Kenya Music Festivals held at the Dedan Kimathi University of Science and Technology on 16th August 2018 ➡



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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