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Nominees for PSC top jobs face Parliamentary committee for vetting



MS Charity Kisotu PSC vice- chairperson nominee during vetting by National Assembly Committee on Administration and National Security.

By Badi Khamis

Nominees for the positions of vice-chairperson and commissioners of the Public Service Commission appeared before the Parliamentary Committee on Administration and National Security on 28th November 2018 at Parliament buildings for vetting to determine their suitability for the positions.

Once approved by Parliament, they will be sworn into office to

begin a six-year non-renewable term at the Commission. The nominees who faced the Committee chaired by Kiambaa MP Paul Koinange were Charity Kisotu who was nominated for vice chairperson’s position while nominees for commissioner positions were Salma Ahmed, Patrick Wamoto, Joyce Nyabuti, Mary Mwiandi, Reuben Chirchir, Andrew Muriuki and Joan Otieno.

Ethnic balance in the mainstream public service is one of the sticky issues that emerged

during the vetting exercise. The nominees pledged to ensure all Kenyan communities are represented from the initial stage of hiring to all promotions done in the entire public service.

The posts were advertised in September 2018. Over 900 people applied for the positions of Vice Chairperson and Commissioners. Ten candidates were shortlisted for the position of vice chairperson while 46 were shortlisted for commissioners’ position. The current commissioner’s tenure will end on 8th January 2019.

The eight nominees will join current chairperson Mr. Stephen Kirogo who was appointed in August 2018 to replace Prof. Margaret Kobia who was appointed as Minister for Public Service, Youth and Gender Affairs.

2018 Public Service Excellence Awards slated for 18 December at KICC

By Badi Khamis

Preparations for the Public Service Excellence Awards 2018 are in top gear. The award scheme which is in its third year will be held on 18th December 2018 at Kenyatta International Convention Centre in Nairobi. The program is aimed at motivating public officers to achieve excellence in service delivery.

In this year's awards, employees will compete for awards in three distinct categories. The first category will focus on citizen-centered service delivery. Officers to be awarded in this category must have demonstrated improved access and delivery of services to Kenyans.

They must also demonstrate responsiveness in the delivery of services and positively influence change in people's perception of the public

institution. This award will also recognize outstanding achievements in improvement of service delivery with a specific focus on citizens as consumers of government services. Individuals and teams will be eligible to participate by showcasing the activities they have been involved in which demonstrate exemplary citizen-focused service delivery in the civil service.

The second category is Public Service Values and Ethics Award that recognizes civil servants who have shown commitment in promoting and upholding integrity as provided in Chapter six of the Constitution, Values and Principles in Article 232, and National Values in Article 10. It acknowledges the important role that public officers play in the promotion of values and ethics. The award is intended to encourage public officers to uphold and promote values and inspire integrity.

The last category is innovations for efficiency and productivity award. This category recognizes public officers who have demonstrated focus, drive and initiative and have developed outstanding innovations that use new or improved approaches which have resulted in efficiency and productivity of the public service.

Candidates can be nominated individually or as a team. In order to be nominated as a team, the team must have made significant impact in service delivery in provision of efficient, effective, ethical and quality service to the citizens. In addition, candidates must be public officers, demonstrate professional excellence in service, and serve in any cadre within a ministry/state department at the time of nomination. Those nominated must show evidence in each achievement area.

Seasoned voice coach Mr Wasonga drills PSC Choir

By Pauline Muriuki

Soon after its inauguration a month ago, the Public Service Commission choir has the privilege of being trained by the seasoned voice coach from the Permanent Presidential Music Commission Mr Thomas Wasonga.

Mr Wasonga who has vast experience in handling

music, was encouraged by the commitment shown by the members of the choir and observed that their enthusiasm was inspiring.

"Music is one of the means to communicate your mandate as a Commission," said Mr Wasonga. He said. "Since the status of PSC as a constitutional Commission

matters, it cannot be taken lightly. It has to be portrayed accurately even in song."

Mr Wasonga will be working closely with the PSC choir as a consulting trainer together with assistant voice coaches Mr Tom Khaoya and Ms Patricia Tibin.

PSC prepares to release compliance report on values and principles of public service

By Browne Kutswa

The 2017/18 Evaluation Report on Compliance to Values and Principles of Public Service will be launched on 18th December 2018 during the Public Service Excellence Awards ceremony at KICC in Nairobi. The report will show the extent to which the public service has adhered to the values and principles as required by law.

A team of officers led by the director Compliance and Quality Assurance directorate Mr Simon Wachinga has been holed up at Kenya School of Government (KSG) in Nairobi for the last three weeks combing through submissions by ministries and agencies on the extent to which they have addressed values and principles in their respective institutions.

CEO Dr Alice Otwala joined the team at KSG on Thursday 29th November 2018 and expressed satisfaction with the progress they had made in compiling the report. She was accompanied by Deputy Commission Secretary (Corporate



CEO Dr Alice Otwala addresses participants during the finalization of the report on Values and principles of public service at the Kenya School of Government

Services) Simon Rotich, Chief Commission Counsel Jacqueline Manani and Director Board Management Services Remmy Mulati among other senior officers.

Article 234(2)(c) of the Constitution mandates the Public Service Commission to promote the values and principles referred to in articles 10 and 232 throughout the public service. Article 4(2) recognizes values and principles in Article 10 as the foundation of the Kenyan republic. These Values and Principles are mainstreamed

in all the chapters of the Constitution.

Article 232 specifically provides for values and principles of the public service to ensure an efficient and effective service. The Commission is required to report to the President and Parliament every year on the extent to which the said values and principles have been complied with in the public service.

KNQA urged to entrench values in learning institutions

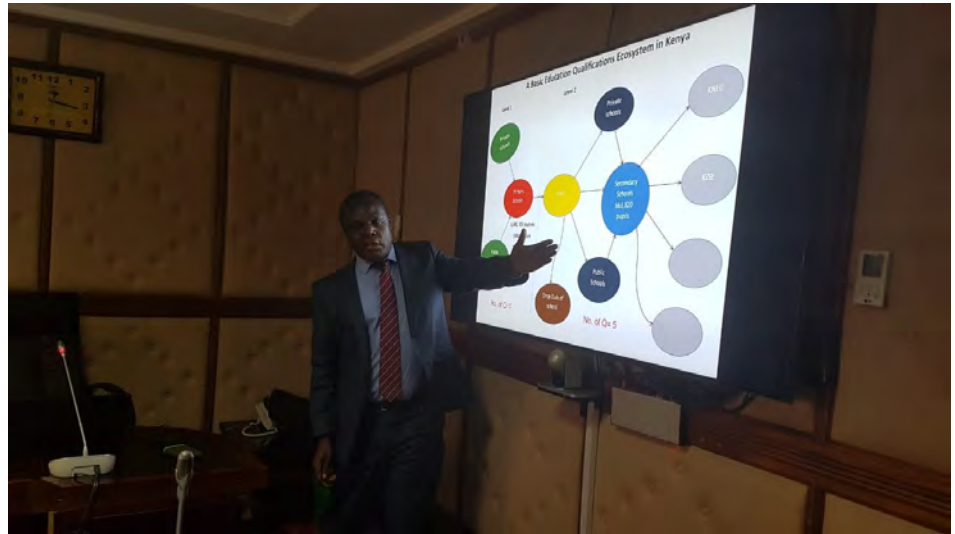
By Pauline Muriuki

The Kenya National Qualification Authority (KNQA) will work closely with the Public Service Commission and other stakeholders to ensure that public servants possess the necessary knowledge, skills, attitudes and competencies for performance improvement and career progression.

Speaking during an interactive session on the role of KNQA at Commission House on 26th November 2018, Director General Dr Eusebius Mukhwana said the Authority will put more emphasis on quality of qualifications and engage learning institutions to entrench national and public service values and principles in learning and development.

The Commission, led by CEO Dr Alice Otwala hosted the session. Dr Otwala emphasized the important role played by the KNQA in education and training reforms noting that their work has implications on recruitment, grading and promotions in the Public Sector. She indicated that the reforms will have a bearing on the Commission functions including future recruitment process and career management in the public service.

“There is need for continuous engagement between the Commission and the Authority to address the



The Kenya National Qualification Authority (KNQA) Director General Dr Eusebius Mukhwana making a presentation during the meeting with PSC senior management officers in the Commission Boardroom

various emerging issues on qualifications in order to create a strong human resource base in the public sector,” said Dr Otwala.

Members challenged KNQA to strengthen collaboration and linkages between learning institutions and industry.

Among the highlights of the presentation by Dr Mukhwana was the role of KNQA in relation to custody of Kenyan qualifications; definition of various qualifications offered in the country; authentication and validation of certificates; equation of foreign qualifications to national qualifications; promotion of accountability of local education and training institutions towards maintaining high quality standards and relevance in their systems.

Also present during the meeting was Chief Commission Counsel Jacqueline Manani, Deputy Directors Ruth Bosire, Sally Tanui, Rose Aduda, Dr Sylvester Obong’o and Isaac Shaasha, Assistant Directors Ethel Bulili and Jeremiah Kagwe.

“There is need for continuous engagement between the Commission and the Authority to address the various emerging issues on qualifications in order to create a strong human resource base in the public sector” - Dr Alice Otwala

Avoid inconsistencies in HR policy implementation, Commissioner Ndambuki cautions



Commissioner Titus Ndambuki (left) speaks during the stakeholders' consultative meeting on Reports of the County Capacity Building Program on 27th November 2018 in the Commission Boardroom. On his left is Council of Governors representative Ms Caroline Mago, Arnold Mraura from Ministry of Public Service, Youth and Gender Affairs and Deputy Director Recruitment and Selection Ms Sally Tanui.

By Pauline Muriuki and Badi Khamis

Public Service Commission hosted a stakeholders' consultative meeting on the County Capacity Building Program on 27th November 2018 with the objective of embarking on the implementation phase.

The meeting was as a result of the county visits that were conducted on capacity building. It was chaired by Commissioner Titus Ndambuki and attended by representatives from the Council of Governors, County

Public Service Boards, Ministry of Devolution and Ministry of Public Service, Youth and Gender Affairs.

Commissioner Ndambuki said very many reports are written but unless implementation is done, nothing can be achieved.

"We must have the implementation phase for there to be an impact," he added.

He said there is need to continue engaging the counties and also appreciate continued partnership with

the ministries, noting that the report is shared in the spirit of enhancing collaboration between PSC and Ministry of Devolution to ensure implementation of recommendations.

The members agreed to form a team to quickly carry out an audit and develop guidelines and mechanisms for dealing with issues that affect staff the county level including disparities in remuneration and allowances and inter-county transfers.

Keeping fit at Karura Forest – with Griffins Omondi and Kenneth Muchira

Staff of the Public Service Commission successfully held a fitness day out at the Karura forest on the first day of December. Members who attended participated in various activities including cycling, jogging/walking and outdoor group exercises.

This event was proof of the improved working relations at the Public Commission as participants from different departments mingled with ease. When asked how her experience was, Ms Janet Birir from the Corporate Department confided that “I have never felt this close with my seniors and juniors. Today I was able to see the other side of my colleagues and it was amazing.” These sentiments were shared by the Deputy Commission Secretary, Mr. Simon Rotich who was the senior most PSC employee that attended the event.

“Today I was happy to share pleasantries with my co-workers as we scaled the several challenges that Karura Forest threw at us. The atmosphere was completely different from what I am used to at the Commission House where junior staff are usually shy around my presence,” Mr. Rotich shared.

This kind of feedback is an indicator of what can be expected from well-organized health and fitness programs not only at the Public Service



PSC Staff, family and friends jogging during an outdoor fitness excursion at the Karura Forest

Commission but also in other government departments. Given the innate social nature of humans, nothing can improve efficiency and productivity at work like good working relations among employees.

Being the lead employer in the government, the Public Service Commission is leading by example as far as health and fitness programs are concerned. There are now more people who are conscious of their eating habits and exercise routines than at any other time at the PSC.

Despite the various challenges that exist, the fitness instructors at the PSC have expressed their satisfaction with the steps gained so far. They are particularly happy with the support that the

fitness program is getting from senior members of staff.

With the Karura Forest event successfully done, focus has now shifted to the 12th of December where members are planning to be part of an outdoor fitness event that will be hosted by the Ministry of Works Sports club in South C. In attendance will be other government departments. It will be a big plus if PCS gets good representation as well.

PICTORIAL: KARURA FOREST FITNESS EXCURSION— SATURDAY 30TH DECEMBER 2018



PSC IN PICTURES



Left: The Chief Accountant Mr Julius Moturi handing over the FiRe Award trophy to the CEO Dr Alice Otwala in the Commission board room as other senior officers look on

Right: Permanent Presidential Music Commission voice coach Mr Thomas Wasonga giving some tips to the PSC choir members at one of the practice sessions



Left: BMS Director Mr Remy Mulati making a point at a meeting with PSC Senior Management officers and Technical Team during preparation of the Values and Principals Report at Kenya School of government 29th November 2018.

Right: From Left to right— Senior Statistician Mr Joseph Kenei, Senior HRM Officer Evelyn Adhiambo and Assistant Director Mr Simon Ojala chatting at a break session during preparation of the Values and Principals Report at Kenya School of government.



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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
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