



Report on compliance with Public Service Values on course

By Juma Gabriel

A sensitization programme to prepare government agencies for the 2018/2019 reporting cycle on public service values and principles has been launched.

PSC CEO Mr. Simon Rotich officially launched the two-day exercise at Kenya School of Government in Nairobi on 9th September 2019.

The workshop targets over 700 officers comprising Heads of Human Resource Management and Development and Technical Officers responsible for Governance & Ethics from over 300 public institutions.

The institutions include Ministries and State Departments, Constitutional Commissions and Independent Offices, State corporations and SAGAs, Statutory Commissions and Authorities and Public Universities.

Article 232 of the Constitution mandates PSC to promote public service values and principles.

During the workshop, the participants will be taken through a practical demonstration of the on-line survey tool and the preparation of affirmative action programmes to address existing diversity gaps in their institutions.

There will also be a session on the Declaration of Income, Assets and Liabilities



PSC CEO Mr. Simon Rotich addressing delegates during the launch of Values and Principles of Public Service sensitization at the Kenya School of Government (KSG), Nairobi

given that 2019 is a declaration year for the every two (2) year declaration.

After the sensitization, a link to the online tool will be sent to the email addresses of Heads of Human Resource in every institution falling under the jurisdiction of the Commission on 24th September 2019.

The Commission expects CEOs of every public institution to form a small team headed by the Head of Human Resource and comprising of key departmental heads.

The Heads of Human Resource will be expected to co-ordinate the data collection exercise, fill the questionnaire and submit.

The online tool will close on 7th October, 2019 at midnight to enable the Technical Team embark on data analysis interpretation and report writing.

A few oversight institutions will be expected to respond to the institution specific questionnaire, and data gathered will be used to triangulate data from the main questionnaire.

All the responding institutions will receive a PDF copy of the filled questionnaire through the institutional and the head of human resource's email addresses.

The report should be submitted to the President

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Recruitment in progress for Public Service Internship Programme



Commissioner Reuben Chirchir during a press briefing at the Rift Valley Institute of Science and Technology (RVIST), Nakuru

By Badi Khamis

Public Service Commission is committed to ensure that recruitment in the ongoing Public Service Internship Program (PSIP) interviews reflect the face of Kenya.

Commissioner Dr. Reuben Chirchir said this at the Rift Valley Institute of Science and Technology (RVIST), Nakuru on 3rd September 2019 when interviews of over 8,000 shortlisted candidates for internship programme commenced countrywide.

Dr. Chirchir said that the essence of having the interviews conducted all over the country is to have all the youths from every corner of the country get involved in the program.

"We want to have the face of Kenya. That's why we are

recruiting at constituency level," he said.

Public Service Commission began interviewing candidates for the Public Service Internship Program (PSIP) on 3rd September 2019 in 16 centers across the country. The program is among the Public Service Commission's flagship ventures under the current strategic plan.

It aims at equipping young graduates with public service technical and professional skills and prepare them for job market. In this first round of the exercise the commission will recruit 3,600 graduates out of a short-list of 8000 candidates.

The interviews are a platform for the Commission to interact with shortlisted graduates and verify their qualification, validity of academic

certificates they poses, home county and constituencies.

According to Dr. Chirchir the interviews will also measure the suitability of candidates to be absorbed to the public service as interns.

Once the Commission completes the recruitment, the successful candidates' skills will be matched with corresponding available positions in various state departments for deployment. The interns will serve for a period of one year.

The recruited candidates will be under tutelage of experienced public savants where they will be mentored and rigorously trained to enable them to acquire adequate work experience.

Commissioner Chirchir disclosed that the Commission will give special attention to the Persons Living with Disabilities (PWDs) and the marginalized groups during the recruitment process. "We want an all-inclusive process," he added.

The commission is also in the process of asking the private sector, and other departments to embrace the program with the aim of expanding the internship slots and absorb more interns in the coming years.

AAPSComs member states meet in Livingstone, Zambia

By Badi Khamis & Habel Shiloli

The Chairman, Public Service Commission Mr. Stephen Kirogo last month led a PSC delegation to attend an Executive Committee (EXCO) meeting of the Association of African Public Service Commissions (AAPSComs) in Zambia.

Mr. Kirogo who is also the current Vice Chairperson of the AAPSCOMS was accompanied by Commissioners Dr. Mary Mwiandi and Amb. Patrick Wamoto, CEO Mr. Simon Rotich, Deputy Commission Secretary Mrs. Jane Chege and Acting Director, Board Management Services Mr. George Mukabi.

The two-days-meeting was held in Livingstone on 29th and 30th September 2019 to deliberate on Promotion of professionalism in the conduct of the business of the member states Commissions.

Key presentations that were discussed during the conference include Fostering the Values and Principles of Public Administration among African Workers; The importance of ICT's in enhancing Values and Principles in Public Administration; The Importance of enhanced Values and Principals in Public Service Administration to Economic Development; The Challenges of attaining Human Development in an underperforming Public Service; and The Role of the Labour Movement in enhancing



(L-R) Commissioners Mary Mwiandi, Patrick Wamoto, CEO Simon Rotich and Deputy Commission Secretary Ms Jane Chege during the Association of African Public Services Commissions (AAPSComs) meeting in Livingstone, Zambia

Values and Principles of Public Administration.

Others were, The Role of Public Micro Finance Institutions in enhancing Public Service Delivery; The Role of Pension Houses in Servicing Public Service Institutions; The role of the Banking Sector to Public Service Institutions; Enhancing Service Delivery in the Health Sector through Values and Principles of Public Administration; and Sharing of Best Practices among Public Service Commissions in Africa on the implementation of the Values and Principles of Public Administration as enshrined in the African Union Charter on Public Administration.

The EXCO has a mandate to; provide strategic direction to the General Assembly; propose and recommend the agenda for



PSC Chairman Mr Stephen Kirogo giving a present to one of AAPSComs official in Livingstone Zambia

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Public Service Values and Principles report on course

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and Parliament before 31st December 2019.

The exercise is a culmination of work undertaken by a PSC Technical Team appointed to spearhead the preparation of the

2018/19 Values and Principles Compliance Evaluation Report.

The team supported by the Commissioners Dr. Reuben Chirchir and Dr. Joyce Nyabuti developed the online evaluation questionnaire and loaded it to the

on-line monkey survey platform.

The survey questionnaire is in line with performance standards and indicators adopted by the Commission; and piloted the main survey instrument with 17 public institutions between 3rd and 6th September 2019.

Citizen Charter – The Australian Experience

By Juma Gabriel

Service charter is considered by most scholars as a powerful tool for fostering change. They have the potential to empower clients and act as surrogate for competition where none exists. The extent to which they assist clients to voice concerns and seek redress depends partly on the level of awareness of service charters among clients.

Author Morley Glicken in an article *“The citizen’s charter and a 21st century vision”* published in Public Money and Management Journal in 1992 traces the use of charters back many centuries.

He says the most famous charters are the Magna Charta of 1215 adopted by King John of England, and the People’s Charter of 1838 written by William Lovett of the London Working Men’s Association.

As was mentioned in the previous article, the modern Citizen’s Charter was first introduced in the UK by the Prime Minister John Major in 1991.

In Australia, the citizen charter model was introduced in 1997 as part of government reform agenda to improve the quality of service provided by agencies to the Australian community and promote a more open, client-focused public service.



Gabriel Juma

The charters are open to public scrutiny and are intended to ensure that organizations focus on service delivery, measure and assess performance and initiate performance improvement.

Every public entity has developed a citizen charter save for policy making bodies. The implementation of the charters is monitored by the Department of Finance and Administration which publishes a whole-of-government report.

Simon James, Kristina Murphy and Monika Reinhart in their article titled *“The Citizen’s Charter: How Such Initiatives Might Be More Effective”* and published in 2005 singles out the Australian Taxpayers’ Charter as a good example of a successful approach to public sector management in improving service delivery.

The development of the Australian Taxpayers’ Charter was based on wide consultation involving

Tax Office staff, the general public and other groups from business and the community, tax advisers and other government agencies over a period of two years.

After the launch, the Charter was sent to taxpayers with their tax returns and explanatory literature and publicized on television and radio.

The key learning point from the Australian experience is that any government or public entity adopting the citizen charter model of service delivery should adopt a systematic approach.

This involves careful and systematic preparation including extensive examination of the issues, a review of previous experience and wide consultation with the citizens.

Wide consultation contributes a great deal to the charter being genuinely accepted at an operational level. After implementation the initiative should continually be monitored, evaluated and modified where appropriate in the light of experience.

Service Charters therefore provide a clear and accessible commitment to standards, assist the client to form reasonable expectations and, if necessary, seek redress.

By publicly committing to standards, they facilitate the process of public accountability, and encourage improved performance in public sector organizations.

Controller of Budget position advertised

The Public Service Commission has advertised for the position of Controller of budget.

The position which fell vacant after the expiry of Ms. Agnes Odhiambo's term was advertised on 27th August 2019.

According to the

advertisement, for a person to be qualified for appointment, one has to be a citizen of Kenya; has extensive knowledge of public finance or at least ten years' experience in auditing public finance management; holds a degree in finance, accounting or economics from a university

recognized in Kenya; and meets the requirements of Chapter Six of the Constitution.

The Successful candidate will hold office for a period of eight years and shall not be eligible for re-appointment.

The advertisement will be closing on 9th September 2019.

New Appointment at PSC



Mr. Gabriel Njuguna Kariuki - Senior Clerical Officer

Mr. Njuguna joined the Commission on 14th August, 2019 from the Ministry of Interior and Coordination of National Government where he worked in HRM Compliment Control / Establishment unit.

He holds a Bachelor of Arts in Political Science, Public Administration and sociology and Diploma in Human Resource Management from the University of Nairobi.

He has over 10 years' experience in the field of Human Resource Management in the public service.

AAPSComs member states meet in Livingstone, Zambia

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the General Assembly; advise, plan and facilitate the business of the General Assembly; Receive, review and consolidate reports from the Committees and make recommendations for the General Assembly; discuss activities, budgets and plans of the Association; Monitor and evaluate the implementation of the decisions of the General Assembly; and Source funding for the Association.

AAPSComs was established

on 9th April 2008 at the Speke Resort and Conference Centre in Kampala, Uganda through a Memorandum of Understanding signed between 20 African Public Services Commissions representing 15 countries in Africa.

The purpose of the Association is to collaborate, share experiences and best practices among Public Services Commissions in order to promote good governance and improve service delivery in the public

services of the continent.

Some of the objectives of the Association are to promote transparency, accountability and equity in pursuance of good governance, promote the increased use of information and communication technology and other innovations to improve public administration and management, enhance the working relationship at the political and administrative interface through the promotion of role-clarification.

Understanding the meaning and usage of 'Calories'

By Kenneth Muchira and Griffins Omondi

The level of obsession with the word 'calories,' in fitness and health discussions among the general public is mind boggling.

The application of the word reveals that it is not only misunderstood, but largely misused especially by non-experts in the fitness profession

There is nothing wrong about calories as everyone actually needs them.

When we talk about the amount of calories in our foods, we are referring to the amount of energy in that food. A calorie is simply a measure of energy. It is a way of describing the amount of energy the body gets when you eat or drink a certain food or drink respectively.

Your body needs energy to carry out various functions both voluntary and involuntary. If you hate eating, you should at least be motivated by the fact that it is the calories in food that are responsible for your very existence.

Your body needs energy for practically everything: to breathe, digest, walk, talk, and even to think. In fact, your brain generally accounts for 20% of the body's total energy requirements.

The biggest misconception comes in when people assume that calories are a measure of weight. They are not. The connection lies in the balance of the amount of calories



L-R: Fitness consultants Griffins Omondi and Kenneth Muchira

you ingest versus what your body utilizes (commonly referred to as 'burning calories').

Calories are burnt through activity. The more activities you engage yourself in, the more calories you burn. If you eat too many calories and you fail to engage in enough activity for the body to use it all, the surplus is usually converted to fat and stored in the body. And just as you may have guessed, continuous storage of surplus calories eventually leads to weight gain.

Interestingly, the body automatically converts back the stored fat to energy when you engage in more energy-demanding activities that cannot be sustained by the amount of calories you consume.

Therefore, for you to lose weight, you need to

engage in activities that demand more energy than you eat. The lack of enough calories from ingestion will prompt the body to turn to its fat reserves and convert them to energy.

This is basically your body eating on itself. As the fat reserves get depleted, so does your body weight go down.

That being said, the next time you are hitting the gym (I'm riding on the assumption that you know how a gym door looks like) do not get excited when you burn the exact number of calories that you had eaten. Unless of course you are working on maintaining your current weight situation.

Kenneth Muchira and Griffins Omondi are Fitness Consultants at the Public Service Commission.

PICTORIAL: Public Service Internship Program (PSIP) interviews



Left- PSC Vice Chairperson Ms. Charity Kisotu (5th from left), pose for a group photo with some of Public Service Internship Program (PSIP) candidates at Kisumu National Polytechnic on 3rd September 2019

Right -PSC Commissioner Dr. Joyce Nyabuti addressing Public Service Internship Program (PSIP) candidates at Kenya Coast Polytechnic (KCP), Mombasa, on 3rd September 2019



Left- Some of the candidates awaiting to be interviewed for Public Service Internship Program (PSIP) positions at Machakos teachers College, Machakos, on 3rd September 2019

Right-Senior Secretary Ms. Eunice Kuria attending to Public Service Internship Program (PSIP) candidates at Rift Valley Institute of Science and Technology (RVIST), Nakuru



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Vision

A Citizen-centric public service

Mission

To reform and transform the public service for efficient service delivery

Core Values

- Integrity
- Diversity
- Professionalism
- Innovation
- Team-work
- Citizen focus

Public Service Commission departments

- Recruitment and Selection
- Human Resource Management & Development
- Establishment and Management Consultancy Services
- Performance and Service Delivery Improvement
- Board Management Services
- Compliance and Quality Assurance
- Finance and Planning
- Corporate Services
- Legal Services
- Internal Audit

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