



PSC deploys ERP System for operational efficiency



PSC Commissioners and senior secretariat staff attending the ERP Modules presentation meeting held on 16th March 2021 in the main Commission boardroom

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By Tom Muema

The process of establishing and operationalizing the Enterprise Resource Planning (ERP) system at the Public Service Commission that started in March 2016 is almost complete.

The consultant tasked with the system's operationalization, CompuLynx, presented the modules to the PSC Commissioners and senior secretariat staff on 16th March 2021.

When it becomes operational, the system will help manage and integrate PSC's day to

day business by consolidating the process of gathering and organizing data across its directorates and the entire public service.

The Vice Chairperson, Public Service Commission Ms. Charity Kisotu lauded the progress so far made on the development of the system but urged the consultant to fast-track it, to meet the set deadlines.

She challenged the developers to address the concerns raised by Commissioners on various system applications as soon as possible.

"I believe we will be able to launch this ERP system within the set

deadlines. But please make sure all the concerns raised here by the Commissioners are addressed as soon as you can. So far, so good, but more can be done before the next meeting," said Kisotu.

Further, the Vice Chairperson directed respective heads of departments to follow up with the consultant to ensure that all their concerns about the system are addressed.

The Modules in the EPR system will automate almost all PSC services from staff recruitment, Staff Disciplinary issues, wealth declaration, and

The ERP System set to enhance public service delivery

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integration of different government ministries, state agencies and departments.

The system will enhance communication and operations between government agencies, departments and the Public Service Commission.

PSC will be able to create a single database for all public

servants both at the National and County levels through the system.

The system will also allow PSC staff to undertake various functions and responsibilities virtually.

Besides, it is expected that the various recommendations made by Commissioners and

senior secretariat staff, when incorporated, will make the system more effective.

Present during the meeting were Commissioners, Joan Otieno, Amb. Salma Ahmed, Dr. Reuben Chirchir, Dr. Mary Mwiandi, Dr. Joyce Nyabuti, CEO Simon Rotich, and senior secretariat staff.

Cohort 3 of PSIP interns at the Commission



Ms Faith Wambui, one of the 3rd cohort intern deployed to PSC, at her work station

By Pauline Muriuki

Since the inception of the Public Service Internship Programme (PSIP) in 2019, the Commission has variously engaged more than 8,500 graduate interns.

The interns are recruited and posted to various Ministries, State Departments and Agencies (MDAs) on a one year contract.

The first cohort of 3,200 interns was inducted and commissioned in October

2019, followed by the second cohort of 2,400 in February 2020.

The current third cohort of 2,835 interns was deployed on 25th January 2021.

Induction for this cohort was conducted virtually due to the safety protocols laid down by the Ministry of Health, following the outbreak of Covid-19 pandemic. This was unlike the first and second cohorts.

The third cohort of interns were deployed to various MDAs, with the Public Service

commission taking 28 of them. Those who reported were immediately assigned duties in various directorates.

By mid April 2021, Corporate Services directorate had six interns; Recruitment & Selection had three; Finance & Planning, nine; Human Resource Management & Development, two; and Research & Policy, one.

Others are Compliance & Quality Assurance, one; Establishment & Management Consultancy Services, one; and Performance & Transformation, one.

However, four interns were yet to report to work at the Commission.

So far since the PSIP programme began the Commission has taken in a total of 102 interns across the three cohorts.

Interns who are deployed at the Commission undergo internal induction during which they are enlightened on the organizational culture and values, and what is expected of them in terms of conduct and work ethics.

They also undergo mentorship sessions and a debriefing session at the close of the internship.

The internship period takes 12 months after which it is expected that the interns will be adequately prepared to either work with government in future, or be marketable for the private sector.

Hon. Paul Koinange passes-on



(Left to right) Hon Fatuma Gedi, Late Hon Paul Koinange, and PSC Vice-Chairperson during a past working retreat with PSC Commissioners in Mombasa

By Habel Shiloli

The Public Service Commission fraternity joined Kenyans in mourning Hon. Paul Koinange who passed-on on Wednesday 31st March 2021.

He was the Chairman of the National Assembly Departmental Committee on Administration & National Security under whose ambit the Commission falls.

In a message of condolences, the Chairman Public Service Commission Mr. Stephen Kirogo described the late Koinange as likable, easy to work with and a leader who acutely understood what was required of him to personally contribute to the national development.

During his period at the helm, the Committee worked cordially with the Commission and

provided the much needed support and facilitation, which enabled the Commission to adequately execute its mandate.

Among the notable achievements that the Commission realized through the support of the Committee was the implementation of the Public Service Internship Programme (PSIP).

Since its inception in 2019, PSIP has engaged and groomed over 8,300 young Kenyan graduates to expand their potential for employability in the public and private sectors.

The late Hon. Koinange was instrumental in ensuring that the budgetary allocation to the Commission was increased, commensurate with its expanded constitutional

mandate in the Constitution 2010.

He passed-on at a crucial time when his committee was reviewing the Public Service Management Bill, in preparation for tabling in Parliament.

The Bill is intended to harmonize Human Resource practices across the entire public sector.

During Hon. Koinange's period at the helm, the Committee worked cordially with the Commission and provided the much need support and facilitation.

President nominates the TSC Chairperson



The Chairperson of the Selection Panel Mr Thomas Koyier taking the oath of office during the inauguration ceremony at the Commission House, assisted by Jacqueline Manani PSC's Director of Legal services

By Badi Khamis

President Uhuru Kenyatta last month nominated Dr. Jamleck Muturi to fill position of TSC Chairperson and Alfred Oyicho to the position of TSC Commissioner.

The nominees will undergo vetting and approval by Parliament before they commence their duties.

The names were recommended by a Nine-member Selection Panel that was appointed by the President in February 2021.

The Selection Panel, as

provided for in the law, was inaugurated on 1st March 2021 at the Public Service Commission in a brief ceremony that was presided over by the PSC Vice Chairperson Ms. Charity Kisotu.

Ms. Kisotu noted that the Selection Panel's assignment coincided with a time when the government was unveiling the new education curriculum for schools, hence the need to move fast and diligently.

The Panel which was chaired by Thomas Koyier

consisted of members Charles Mutinda from the Attorney General's office, Dr. Mary Gaturu from the Ministry of Education, and Njoki Kahiga from the Ministry of Public Service and Gender.

Others were Richard Kibagendi and Dr Hellen Hazel Misenda from registered teachers trade unions, Margaret Lilan from the Federation of Kenya Employers, Prof Stanley Waudu, an Educationist and Eva Nyoike from the Private Schools Association).

Commissioners and Secretariat staff take the Covid-19 Vaccine



PSC Vice Chairperson taking Covid-19 jab at the Commission board room

By Habel Shiloli

Commissioners and the Secretariat staff of the Public Service Commission (PSC) led by the Vice Chairperson Ms. Charity Kisotu on Wednesday 24th March 2021 took the Covid-19 vaccination.

The Oxford Astra Zeneca vaccine was administered by Ministry of Health personnel at the Commission's main boardroom, Commission House.

Ms. Kisotu commended the public servants who had made early decisions to get vaccinated and at the same time encouraged those who were yet to take the vaccine to heed the government's call and do so urgently.

"I congratulate members who are bold enough to take the vaccine despite the mixed narrative doing the rounds concerning the vaccine," she stated.

She cautioned those who had taken the vaccine not to relax their observance of the safety protocols and measures put in place by the Ministry of Health to contain the spread of the virus as doing so would negate any gains made so

far.

Others who took the vaccine included Commissioners Amb. Patrick Wamoto, Dr. Reuben Chirchir, Dr. Joyce Nyabuti, Deputy Commission Secretary Remmy Mulati, PSC Directors Dr. Sylvester Obong'o, Peter Maina, Joan Machayo, and Jacqueline Manani, among other secretariat staff.

The vaccination exercise happened at a time when the Commission was implementing a raft of precautionary measures, which include scaling down operations from 29th March 2021, to ensure that the deadly third wave of the Covid-19 pandemic does not spread to the Commission.



Above: PSC Director Recruitment & Selection Mr Peter Maina taking the Covid-19 jab

Below: PSC Director Human Management & Development Ms Joan Machayo taking the Covid-19 jab



PSC institutes measures to manage and contain 3rd Wave of Covid-19

By Pauline Muriuki

The Public Service Commission is operating with 50% staff at the work place on shift basis, as the rest, including interns, work from home.

The Commission scaled down its operations with effect from 29th March 2021.

This was a consequence of the increased cases of the third wave of the Covid-19 pandemic reported across the country.

And also as announced by His Excellency the President during his State Address on 12th March 2021, the Commission held a special sitting on 22nd March 2021, which directed that the implementation of the requisite guidelines and protocols be reinforced at the Commission.

The Commission CEO Mr Simon Rotich, in a memo to the secretariat staff and interns dated 23rd March 2021, outlined a raft of measures to be implemented, for the Commission staff, interns and visitors to Commission House.

The memo read in part, “the Commission has approved an interim rotational duty roster (shift) arrangement to be implemented for all secretariat staff and interns to take effect from Monday 29th March 2021 up to and including Friday 12th May 2021...”

Congestion and overcrowding within the Commission building were identified as some of the high risk areas.

This was exacerbated by the



PSC CEO Mr. Simon Rotich and Deputy Commission Secretary Ms Jane Chege taking Covid-19 test during the Commission staff mass testing exercise in 2020

congestion in office accommodation and heavy human traffic in form of clients frequenting the Commission House on a daily basis.

The arrangement for rotational shift schedule was prepared in a manner to guarantee that services minimum to essential operations of the Commission would continue uninterrupted.

During this period, directorates are required to submit weekly progress reports to the CEO on daily office attendance, delivery of performance targets, cases (if any) on Covid-19 pandemic and other pertinent issues.

All meetings are conducted through virtual (online) platforms facilitated by ICT infrastructure support.

Any physical meetings are

subject to prior approval of the CEO but restricted to not more than four persons in line with the directives issued by the Head of Public Service under Circular letter No. P/CB.26/1/3A of 20th July 2020.

Staff members are advised to continue observing safety protocols at all times such as adhering to social distance, avoiding crowded places, sanitizing/washing hands frequently, observing personal respiratory hygiene.

In the event of the slightest symptoms of infections related to Covid-19 pandemic, they are advised to subject themselves and their families to medical examination.

Why adopt the Whole of Government Approach?

By Dr Gabriel Juma

Various reasons have been advanced for the adoption of Whole-of-Government Approach (WGA) in some jurisdictions.

For most countries, the main rationale for adoption of the whole of government approach is the need to eliminate “silos” or departments working in isolation from one another and achieve seamless government.

It aims to avoid having different policies cut across and undermine each other.

The WGA in some jurisdictions was seen as addressing a need to re-establish tighter central and direct control over public agencies, overcome the silos effects and the competitive mentality that had resulted from NMP strategy.

Further, the concern raised by terrorist attacks have had important repercussions for public sector reforms in various countries such as the United States, United Kingdom and Australia.

Thus, the threat of terrorism has forced government agencies to share information.

On the other hand, natural disasters such as Tsunamis or pandemics such as SARS or bird flu has further led to tightening of governments.

Another rationale for adoption of WGA is, at a broad political level, linked to stances of governments regarding the delivery of public services.

OECD (Organisation for Economic Co-operation and



Dr. Gabriel Juma

Development) observes that the main reason for adoption of the whole of government is to advance the recognition of the inter-dependence among levels of government, between national and local levels and among peer levels including ministries, regions, local authorities.

Tom Christensen and Per Leagried in their article “*The Whole-of-Government Approach to Public Sector Reform*” argue that the WGA was introduced as a reaction to the pillarization of the public sector that was typical of New Public Management (NMP) reforms.

According to them, the NPM focused more on performance management, single-purpose organizations and structural devolution and thus ignoring the challenges of horizontal coordination.

Additionally, they observe that performance management which is mainly preoccupied with

vertical coordination advances the principle of single purpose organization with many specialized and non-overlapping roles and functions.

This has led to fragmentation, self-centred organizations and a lack of cooperation and coordination thus hampering effectiveness and efficiency.

This view is further supported by other scholars such as Boston Jonathan and Chris Eichbaum, 2005 in their paper presented at the Conference on Repositioning of Public Governance: Global Experiences and Challenges in 2005 in Taipei.

It should however be noted that building a WG system is a long term project that takes time to implement and that different countries have different approaches to WGA.

New skills, changes in organizational culture, and the building of mutual trust relations need patience.

For most countries, the main rationale for adoption of the Whole of Government approach is the need to eliminate “silos”

My turning point as a Cohort-3 intern under PSIP

By Horace Ingabo

Back in my village as I grew up, the definition of ‘a successful man’ was one who wore a suit and a tie, basically the formal wear.

Anyone smartly wearing a suit and a tie was a mentor, an inspiration and a point of reference.

Every advice to us as students was accompanied by the statement “*Soma kwa bidii uwe kama ...*,” followed by the name of the known ‘suit-and-tie guy’ in the locality.

We believed suits and ties were worn only in public offices. Therefore, the target for most of us was to work for the government after successfully graduating from college.

When I graduated, my immediate task was to look for job opportunities that were available through the Public Service Commission (PSC). I applied for each and every job that I qualified for, and despite not being successful severally, giving up was not an option.

Finally, an opportunity came through the Public Service Internship Programme (PSIP). I was recruited as part of the third Cohort of interns.

I was taken in at the Public Service Commission and deployed to the Public Communication Unit on 24th March 2021. As I looked around on my first day, everyone was in formal wear, suits and ties for men. I reminisced my school days in the village and thought to myself, “My village people, I have



Mr Horace Ingabo
Intern, Public Communication
Unit, PSC

arrived!”

My reasons for seeking internship were to get hands-on experience that is always required in the job market; apply the theory learnt in class at the work place; and build on the knowledge gained in college for further personal advancement.

Having studied Communications and Media at college, as soon as I stepped at the PSC’s Communication Unit I knew I was in the right place.

As part of my orientation, the first assignment I was given was to use available sources of information both physically and on the website to understand the mandate and operations of the Public Service Commission.

Within one week, I was good to go and began taking on assignments confidently. Despite the disruptions occasioned by the Covid-19 pandemic that require some of us to work from home, I am up to date in delivering on my assignments,

including the writing of this article for the PSC’s e-newsletter.

Working from home has turned out to be an anti-climax for some of us who wanted to have a feel of the workplace environment. However, we understand it is a result of a situation that is beyond human control.

As I look forward to positively contributing to the organization, my hopes and expectations include gaining prowess in appropriate content development for various organizational outlets, improving customer relations and enhancing organizational image.

While at PSC, I hope to develop an entrepreneurial acumen through experience-sharing and networking. This is because I believe that any business-minded person, like I am, dreams of being his or her own boss.

The stipend paid to interns under PSIP will go a long way in kick-starting my entrepreneurial journey. My financial savings, communication skills, discipline, etiquette and network by the end of this contract will be my take-off point.

As much as I intend to gain, I am acutely aware that we are here as servants of the public and whatever our masters require of us, we shall deliver under the clarion call of creating a citizen-centric public service.

PSC IN PICTURES:



Commissioner Andrew Muriuki making a point during the ERP modules demonstration



PSC Commissioners and members of the Selection Panel for TSC Chairperson and a member, in a group photo



Ms. Selina Iseme PSC Deputy Director Legal Services making a presentation during the ERP modules demonstration



Ms. Jacqueline Manani PSC Director Legal Services taking Covid-19 jab



Mr Geoffrey Mutahi, AD HRM (2nd left) receives cash token from Deputy Commission Secretary Mr Remy Mulati (2nd right) and Daniel Sum (PSC Welfare Chairperson, left) following the passing on of his dear Father. Looking on is DD Corporate Services Mr. John Opondo



Ms Purity Kaari, PHRMO receives cash token from Deputy Commission Secretary Mr Remy Mulati (left) and Daniel Sum (PSC Welfare Chairperson) following the passing on of her dear Father. Looking on is DD Corporate Services Mr. John Opondo

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Vision

A Citizen-centric public service

Mission

To reform and transform the public service for efficient service delivery

Core Values

- Citizen Focus
- Professionalism
- Innovation
- Team-work

Public Service Commission Directorate

- 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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Ms Joan Otieno	-	Commissioner

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