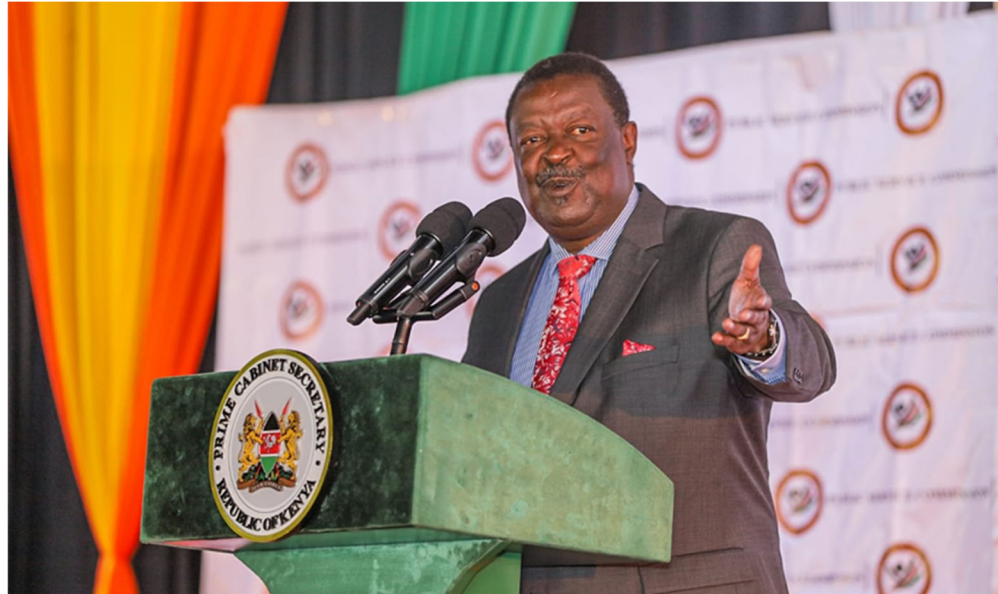




A bi-weekly e-newsletter of the Public Service Commission

The first cohort of the Public Service Emerging Leaders Fellowship programme graduates



The Prime Cabinet Secretary (PCS) Dr. Musalia Mudavadi addressing emerging leaders and other dignitaries at the Safari park hotel, Nairobi

Inside this issue:

Government entities can learn more from each other within the continent	2
Authorised Officers to Promote National Values and Principles	3
KoTDA and PSC to enhance technology use in public service	4
Mozilla Africa and PSC partner to revamp Commission Website	5
PSC Promotes 574 Officers Serving at the Kenya Prison Services	5
Cohort I of PSELF6 programme undergo training at KESAL	
Zimbabwe hosts the 9 th Continental Africa Public Service Day Celebrations	7
Search for Chairperson Commission on Revenue allocation	8
Bereavement: Dr. Gabriel Juma loses his mother	8
Compliance with Declaration of Income, Assets and Liabilities	9
Big data analytics for corruption prevention in the public service	10
High standards of professional ethics in the public service	11
Lack of physical exercise linked to mental disorders	13
PICTORIAL: First Graduation Ceremony of the Inaugural Cohort of the Public Service Emerging Leaders Fellowship (PSELF) - 9 th June 2023, Safari Park Hotel, Nairobi	14

By Badi Khamis

The First cohort of Fellows under the Public Service Emerging Leaders Fellowship (PSELF) programme has graduated after a year of rigorous training and practical work. The graduation which was held on 9 June 2023 at the Safari Park Hotel, Nairobi, was graced by the Prime Cabinet Secretary (PCS) Dr. Musalia Mudavadi, who applauded the graduands and urged them to put into practice the knowledge garnered.

The PCS commended the Public Service Commission, Emerging Public Leaders (EPL) - USA, Emerging Leaders

Foundation (ELF) - Africa for jointly initiating and implementing the PSELF Programme.

He observed that the programme would go a long way to transforming leadership in the public service.

“The objective of the Public Service Emerging Leaders Fellowship programme is to build the next generation of public sector leaders capable of providing transformative solutions to pressing policy issues,” said the PCS.

“All of you - each and every one of you - who are sitting here can be the power of change that revolutionizes the public service,” he said.

Dr. Mudavadi also assured the Public Service Commission of the Government’s commitment to transforming human resources in the Public Service.

Speaking at the same event, the PSC Vice Chairperson Ms. Charity Kisotu gave the background of the PSELF Programme, noting that the Commission saw the need to train and nurture a new crop of youths joining the public service. “The first and basic mark of leadership is service,” she said.

She urged the Fellows to utilize the skills learnt

Continued on page 4

Government entities can learn more from each other within the continent

By Tom Muema

The Public Service Commission Chairperson, Amb. Anthony Muchiri has challenged African government institutions to consult and learn from each other.

Amb. Muchiri said this while addressing the Malawi Civil Service Commission delegation that visited the Commission today 22.06.2023 on a benchmarking tour.

“It is unfortunate that most African government institutions love benchmarking outside the continent when we can actually work together and solve our problems locally,” Said Amb. Anthony Muchiri.

During the meeting, the Malawi Civil Service Commission Deputy

Chairperson, Ms. Patricia Mkanda, expressed her gratitude to the PSC for providing her delegation with a platform for sharing ideas on improving service delivery.

“The Public Service Commission is really ahead of our Civil Service Commission, but I’m optimistic with



PSC Chairperson Amb. Anthony Muchiri presenting an Artistic souvenir to the Malawi Civil Service Commission Deputy Chairperson Ms. Patricia Mkanda during a courtesy call and benchmarking visit at the Commission House on 22.06.2023.

these kinds of engagements, we will go back home with tons of knowledge on improving our public service,” said Ms. Patricia Mukanda.

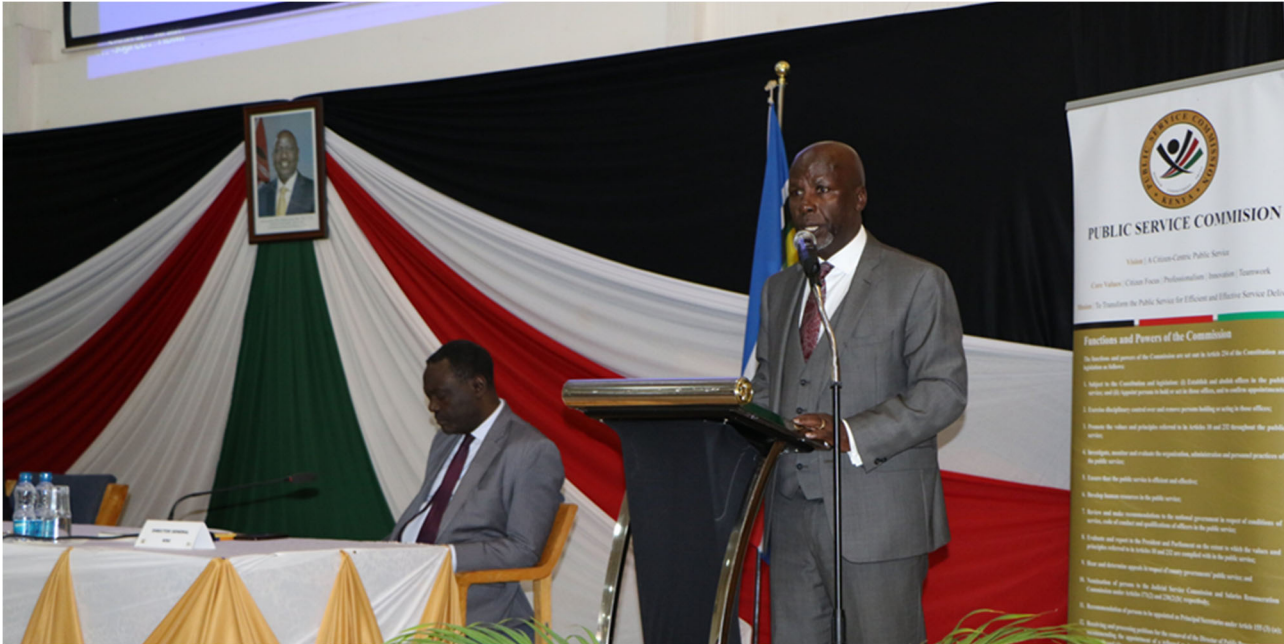
The Malawi delegation was later taken through a comprehensive presentation to understand the PSC composition, mandate, innovations, and how the Commission is leveraging technology to enhance service delivery.

In attendance from Malawi Civil Service Commission were Oliver Chikakheni, Commissioner, Irene Chikapa, Principal Secretary, Annie Mwalabu, Goodluck Kambwemba, ICT Officer, George Nkhoma and Emmanuel Masumbu, Human Resource Officer.



The Public Service Commission Chairperson Amb. Anthony Muchiri (Centre) with the Deputy Chairperson of the Civil Service Commission of Malawi (Second left) and (from left) Commissioner Olive Chikakheni of the Civil Service Commission of Malawi, Irene Chikapa, Principal Secretary, Civil Service Commission of Malawi and Remmy Mulati, PSC Deputy Commission Secretary (Corporate Services) during the Malawi team's benchmarking visit at the Commission House on 22.06.2023.

Authorised Officers to Promote National Values and Principles



Public Service Commission Chairperson Amb. Anthony Muchiri addressing Principal Secretaries' at the consultative forum held at Kenya School of Government (KSG), Nairobi on 4th May 2023.

By Tom Muema

The Chief of Staff and Head of Public Service (CoS&HoPS) Mr. Felix Koskei has called on public servants to work as one unit regardless of their respective Ministries, State departments, or institutions.

While addressing the PS's during a consultative forum with the Public Service Commission (PSC) at the Kenya School of Government Nairobi, on 4 May 2023, the CoS&HoPS noted that citizens view public servants as one unit, hence the need for them to embrace the spirit of public service to ensure uniformity in the quality of services delivered to the public.

"The capacity of any government to deliver policies and quality services to its citizens depends on the professionalism and integrity of its public

servants," he said.

He reiterated that the government's commitment to continue addressing emerging issues in the public service.

The PSC Chairperson Amb. Anthony Muchiri urged the Principal Secretaries (PS's) to promote National Values and Principles of Public Service in their respective state departments.

He emphasized the importance of embracing the rule of law while executing their mandates.

"I would like to bring to your attention the need to promote a culture of ethical conduct, accountability and good governance in the performance of Human Resource functions. Provide an opportunity for discussions on challenges you may be facing regarding HR management and suggest approaches to mitigate them," said Amb Muchiri.

The Chairperson further observed that the commission is

open to continuous engagement in human resource development matters in the public service.

"The Public Service Commission is acutely seized by emerging human resource trends and practices and subsequently recommends timely adjustments after discussing the same with stakeholders," he said.

The Commission hosted the consultative forum to sensitize the PS's and their HR officers on the public service human resource status and expectations ahead of the new financial year.

The PSC Vice-Chairperson, Ms. Charity Kisotu, Commissioners, Commission Secretary Dr. Simon Rotich and PSC Directors attended the function.

KoTDA and PSC to enhance technology use in public service

By Badi Khamis

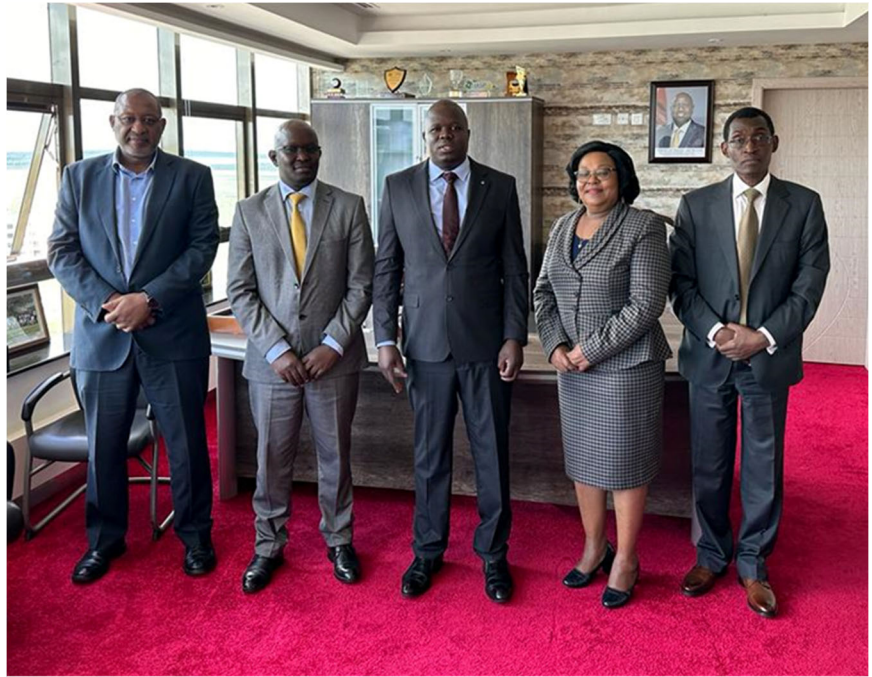
There is an urgent need for government institutions to utilize technology fully to ensure effective and efficient service delivery.

PSC Commissioner Dr. Mary Mwiandi noted this at Konza City during a consultative meeting with the Konza Technopolis Development Authority management on 18 April 2023.

“Technology is an inevitable course that the entire public service must embrace,” she said.

During the discussion with the Konza team led by acting CEO John Paul Okwiri, Commissioners Mwiandi and Andrew Muriuki, together with the PSC ICT team, explored areas of collaboration to foster a citizen-centric public service through technology.

In attendance were PSC’s Director for Finance and Resource



(L-R) Deputy Director ICT Mr. Harry Mwangi, Commissioner Andrew Muriuki, Ag CEO Konza Technopolis Development Authority, John Paul Okwiri, Commissioner Mary Mwiandi and Director PSC’s Director of Finance Mr Maina Njoroge

Mobilization, Mr. Maina Njoroge, Deputy Director ICT, Mr. Harry Mwangi and a technical team from the Commission.

The first cohort of Public Service Emerging Leaders graduates

From page 1

during the Programme and apply themselves fully in service to this country.

“You should set a new leadership standard in Government and be agents of real change in the public service,” she asserted.

Ms. Caren Wakoli, Founder and CEO of ELF-Africa noted that true leadership is about aspiring limitless possibility in humanity and enabling people to see themselves as agents of change that they want to see.

“Anyone put as a leader

must be aware of the high demands that come with leadership and when in any doubt they should firmly refuse the prompting,” she advised.

PSELF is a brainchild of the Commission aimed at empowering and transforming human resources in the public service through capacity building of the entry-level officers who have served between six months and two years and aged below 35.

PSC implements the programme in partnership with Emerging Public Leaders - USA

and Emerging Leaders Foundation -Africa. The three partners signed an MOU in November 2021, and the first cohort inaugurated in March the following year.

Present at the event were Mr. Emmanuel Lubembe, Chairperson PSELF steering committee, Hon. Oku Kaunya, MP Teso North, Former Head of Public Service Amb. Francis Muthaura, PSC Commissioners, Commission Secretary Dr. Simon Rotich and the PSC secretariat staff among other guests.

Mozilla Africa and PSC partner to revamp Commission Website

By Tom Muema

The World Tech Giant Mozilla Corporation through the Mozilla Africa Mradi Programme is collaborating with the Public Service Commission to revamp the PSC website and the job portal platform. This follows a partnership agreement between the Commission and the Mozilla Corporation.

The Senior Director, Africa Mradi at Mozilla Corporation, Ms. Alice Munyua stated during a courtesy call on the Commission CEO Dr. Simon Rotich on 25 April 2021, that it was critical for the Commission to have seamless systems to ensure smooth interaction with stakeholders.

“In full realization of the PSC constitutional mandate in fostering a citizen-centric public service, it will be critical to incorporate the technological innovations and products to enhance efficiency in service delivery,” said Ms.



Commission Secretary Dr. Simon Rotich (Centre) in a group photo with a Mozilla Africa Team led by Ms. Alice Munyua (third left) who had paid him a courtesy call at the Commission house on 25th April 2023.

Munyua.

The CEO welcomed the move by the Mozilla Africa Mradi, citing the need for all government institutions to collaborate with tech companies to ensure technological innovation for effective, reliable, and effective service delivery.

The Commission and Mozilla Africa are set to sign a working

partnership deal on 23 June 2023. It will spell out the working terms between the two organizations and areas of collaboration going forward.

Meanwhile, the two organizations have already appointed task teams that are currently working on the new PSC website and job portal.

PSC Promotes 574 Officers Serving at the Kenya Prison Services

By Virginia Asievera

The Public Service Commission has promoted 574 officers serving at different ranks at the Kenya Prison Services.

The officers were promoted to various ranks including; Deputy Commissioner, Senior Assistant Commissioner General of Prisons, Deputy Commissioner of Prisons, Assistant Commissioner of Prisons, Senior Superintendent of Prisons and Superintendent of Prisons.

The promotions are in line with the commission mandate which is a requirement Under Article 234 of the 2010 constitution in which it is required to develop human resource in the public service through recruitment and promotion of competent officers.



One of the Prisons officers that were promoted by the Commission

Cohort I of PSELF programme undergo training at KESAL



Amb. Anthony Muchiri, Chairperson Public Service Commission (pointed by arrow) poses for a group photo with the team training at KESAL, during the morning mountain hike at Titi Ndogo check point of Mount Kenya

By Habel Shiloli

The Public Service Commission mounted a 4-day experiential team building and leadership training session for the first Cohort of Fellows under the PSELF programme from Sunday 4 to Thursday 8 June 2023 at the Kenya School of Adventure and Leadership (KESAL), Marania Base Camp.

It was the last scheduled activity for the Fellows ahead of their graduation on Friday 9 June 2023, after concluding their one-year leadership development training implemented by the Public Service Commission, ELF-Africa and EPL-USA.

Amb. Anthony Muchiri, the Chairperson of the Public Service Commission and Commissioner Dr. Mary Mwiandi joined the team to the KESAL base camp at Marania on the slopes of Mount

Kenya, 9,700ft above sea level.

“First and foremost, you have to understand the background of the PSELF programme and the background of KESAL. Within those two nomenclatures, one word stands out - ‘Leadership.’ That’s why we came here,” said Amb. Muchiri.

He observed that without discipline, one could not be a leader because discipline is what controlled the persona, body and mind. He noted that the training at KESAL complemented PSELF by providing the discipline and endurance that the Fellows required.

Commissioner Mwiandi said the KESAL training was a rare opportunity, away from office, to have a ‘new self’ through bonding, team building and physical fitness.

“As a leader, you need to

have stamina for endurance – to go beyond what is ordinary. It is going to be physical, spiritual, emotional and mental,” she said.

At the end of the training at KESAL, Martine Muganda, one of said, “This memorable training has left me with the most real experience of leadership. I am ready to serve and protect this country in any capacity if given the honour, as I am already doing.”

The training sought to instill problem-solving skills, leadership skills, teamwork and physical fitness among the participants.

The Fellows who attended the training were 49. Other participants were seven members of PSC secretariat staff and five from the Emerging Leaders Foundation – Africa.

Zimbabwe hosts the 9th Continental Africa Public Service Day Celebrations

By Pauline Muriuki

The 9th Continental Africa Public Service Day (APSD) Celebrations that began on 21 will end on 23 June 2023 at the Elephant Hills resort and Convention Centre in Victoria Falls, Zimbabwe.

The Commission is represented at the event by the Deputy Director, Public Communication Mr. Browne Kutswa and the Deputy Director, Compliance and Quality Assurance Mr. Wesley Kipngetchi.

The APSD is embedded in the African Union Calendar to be celebrated on the 23 June of every year under a common theme approved by African Union (AU).

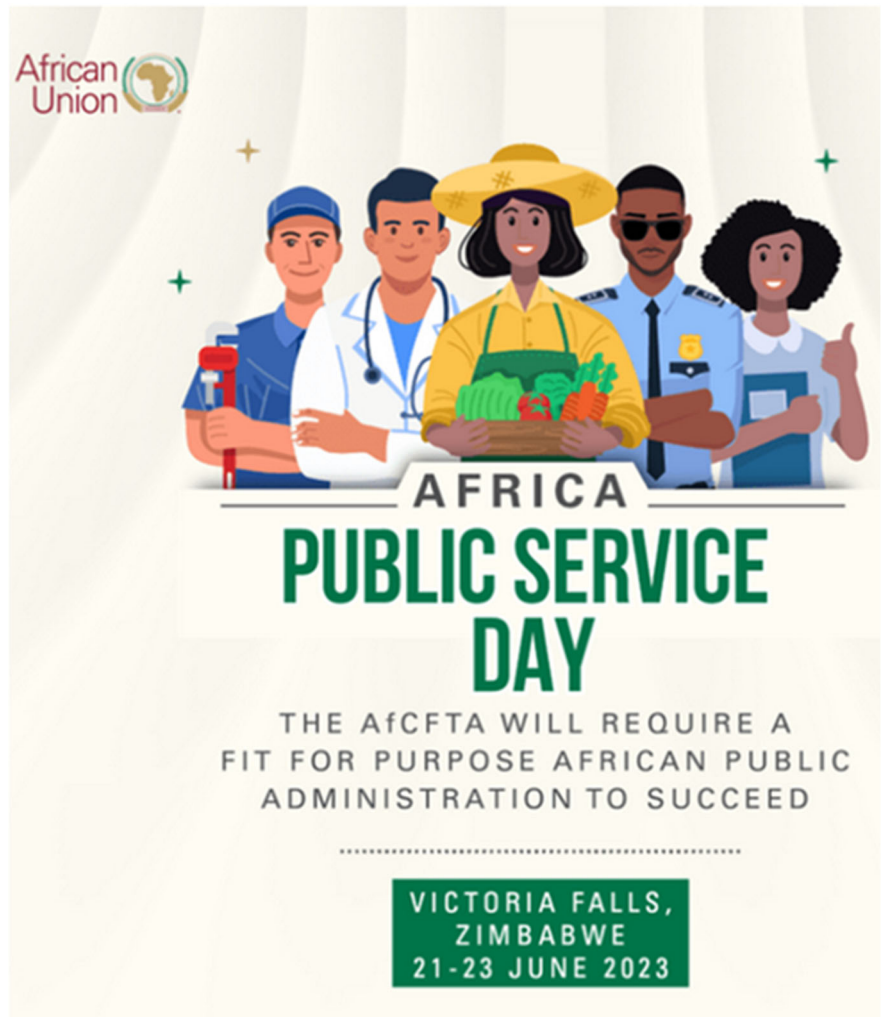
It originates from a resolution of the first Conference of the African Ministers for Civil/Public Service held in Tangiers, Morocco in 1994.

Member Countries celebrate the day annually at the national and biennially at the continental level in any of the countries that volunteer to host the event.

The State Department for Public Service is leading the Kenya delegation to the celebrations, which will comprise exhibitions of innovations that various institutions submitted towards the 2023 Africa Public Day award and symposia.

The celebrations include paper presentations by local and international speakers on thematic areas relating to the main theme and sub-themes.

This year's theme is "The African Continental Free Trade Area (AfCFTA) will require a fit for purpose



African Public Administration to succeed”.

The sub-themes are: Accelerated investment in human capital development and improved skills training to boost productivity and develop competitive advantage in the global economy; improved diplomacy and regional cooperation to combat cross-border crimes; and building institutional capacity at national level to better manage coordination and implementation of AfCFTA

mandates;

Other subthemes are achieving state capability for agility in response to the forces of change at regional, continental and local levels for better outcomes on service delivery; developing core techno-bureaucratic, managerial, technical and entrepreneurial skills to ensure better use of our scarce human, financial and physical resources in achieving more efficient production and better administration.

Search for Chairperson Commission on Revenue allocation

By Pauline Muriuki

The search for a Chairperson for the Commission on Revenue (CRA) is at an advanced stage after the Public Service Commission concluded the interviews for the shortlisted candidates.

Pursuant to the provisions of Article 215 of the Constitution of Kenya 2010 and the Commission for Revenue Allocation Act, 2011, the Public Service Commission invited applications from suitably qualified persons for the position of the Chairperson of the Commission of Revenue Allocation in the print media and Commission's website on 3rd and 7th March, 2023.

The advertisement, which closed on 16th March, 2023 attracted 101 applicants, out of whom 22 were female and 79 were male. 10 candidates (seven males and three females) were shortlisted and interviewed at the Commission House, Harambee Avenue, Nairobi on 10th and 11th May, 2023.

In the advertisement published on the Daily Nation and Standard newspapers on 3rd May, 2023, the Public Service Commission outlined the qualification requirements as



Immediate outgoing CRA Chairperson Dr. Jane Kiringai

having a degree from a recognised university and a 15-year professional experience in financial and economic matters. The applicant is also required to meet the requirements of Chapter Six of the Constitution on integrity.

Among the functions of CRA as stipulated in the Constitution are: to recommend the basis for the equitable sharing of revenue raised by the national government between

the national and county governments; to recommend matters concerning the financing of both the national government and county governments; to define and enhance revenue sources of the national government; and encourage fiscal responsibility by the national government and county governments; among other functions.

Members of the public were invited to avail any credible information of interest relating to any of the shortlisted candidates (through sworn affidavits) to the Secretary/CEO, Public Service Commission, before the closure of the advertisement.

Once appointed, the Chairperson of the CRA shall serve for a single term of six years, and shall not be eligible for re-appointment. He/she may serve on a part-time basis.

The term of the outgoing Chairperson, Dr. Jane Kiringai, expired at the end of February 2023.

Bereavement: Dr. Gabriel Juma loses his mother



The Deputy Commission Secretary, (Corporate Services) Mr. Remy Mulati (2nd left) presents a token contribution from PSC staff to Dr Gabriel Juma, Deputy Director Ethics and Governance following the demise of his mother, Mama Benta Auma who passed away on 26th May 2023. She was laid to rest on 10th June 2023 at Ukalama Village Siaya County.

Looking on is Deputy Director Administration Mr. John Opondo and Ms Evelyne Adhiambo from Legal Department and also an official of the PSC staff Welfare.

Compliance with Declaration of Income, Assets and Liabilities

By Juma Gabriel, PhD, MKIM,

Authorized Officers are required to take appropriate disciplinary action on officers who do not comply with Part IV of the Public Officer Ethics Act, 2003.

The Public Officer Ethics Act, (POEA), 2003, enacted on 2 May 2003, aims at promoting ethical conduct by public officers in the discharge of their duties.

The Act requires public officers to declare their income, assets and liabilities (DIAL) of themselves, their spouses and dependent children under the age of 18 years.

The initial declaration is made within 30 days of an officer joining the service and thereafter every two years as scheduled. The final declaration is made within 30 days of an officer exiting the service.

The declarations are tools intended to fight corruption by preventing conflict of interest and uncover illicit enrichment by public officers.

The DIAL is therefore intended to enhance public trust and transparency.

According to the World Bank, more than 150 countries have introduced asset disclosure requirements for their public officials as a way to enhance transparency and integrity as well as



Dr. Gabriel Juma

increase the trust of citizens in the public administration.

The Commission issued the Administrative Procedures for the Administration of Part IV (legal Notice No.53) for the officers under its jurisdiction in April 2016 in fulfilment of Section 33(1) of POEA.

The declaration of income, assets and liabilities was one of the indicators evaluated under the thematic area of ensuring high standards of professional ethics in the public service during the 2021/2022 evaluation cycle.

The compliance level on the initial and final declaration has remained very low over the years. During the year under review, (2021/2022), compliance level with the initial declaration stood at 24% while compliance level for the final declaration was 9%.

Some institutions also failed to submit the returns for the initial and final declaration as required by law.

Similarly, In the Financial 2019/2020 compliance level for initial and final declaration was 6%

and 11% respectively; while during the FY 2018/19 compliance level was 4% and 8% for initial and final declarations respectively.

This implies that many officers who joined or exited the service did not file their declarations as required by law.

Consequently, the report recommended that authorized officers should ensure that public officers who failed to comply with the initial declaration should not be introduced in the payroll, while officers who fail to make their final declaration should not to be cleared.

Section 32 of POEA, 2003 provides that a person who fails to submit a declaration or clarification as required under this Part or who submits, in such a declaration or clarification, information that he knows, or ought to know, is false or misleading, is guilty of an offence and is liable, on conviction, to a fine not exceeding Kshs.1M or to imprisonment for a term not exceeding one year or to both.

Over the years, this section has never been applied to officers who fail to comply.

It is high time the Ethics and Anti-Corruption Commission implemented this provision.

The writer a Deputy Directors in Compliance & Quality Assurance Department and can be reached on gjuma@publicservice.go.ke

Big data analytics for corruption prevention in the public service

By Nancy Marangu

State corporations under the purview of the Public Service Commission can design domestic data analytics plans, which can provide a feedback loop in which the results of analytics are incorporated into institutional performance contracting guidelines.

Depending on the sophistication of the data analytics system used, the feedback loop can be incorporated manually or automatically.

The Organisation for Economic Co-operation and Development (OECD) 2019, highlights that integrating data analytics into risk assessments requires a basic understanding of the data value chain, as the public sector has become increasingly reliant on ways to transform data into information and knowledge.

While big data opens up the innovation landscape for corruption detection, prevention and management, OECD asserts that countries face challenges in using digital technologies to encourage innovation, transparency, and efficiency in the public sector, aligned with the OECD Recommendations on Public Procurement and Digital Government Strategies.

These challenges can be the result of available data quality and access as well as limited resources and skills for the effective use of data analytics on one hand.



MS. Nancy Marangu

On the other hand, linking data analytics to broader risk management objectives can support broader improvements in data governance, data infrastructure and the institutionalisation of an analytics function.

In terms of sustainable job creation, it is worth noting that technical skills and knowledge to employ relevant methodologies and software are critical, including experience in programing.

Data analytics for assessing corruption and fraud risks can benefit individuals with a high level of awareness and sector-specific knowledge.

For example, corruption and fraud risks in procurement related to infrastructure can be different from those in the health sector, where schemes can take a different form and level of complexity.

Moreover, legal expertise is critical to effectively sustain programmes for data analytics,

particularly when using external data sources that may have legal requirements for access, privacy, storage and security within the public service commission.

The fourth technological revolution and the exponential evolution of internet consumption, has created ease of access to big data analytics, which has the capacity to compare data from a multi sectoral approach.

Analytics compares voluminous data sets from different information sources analyzing, informing, reporting as well as detecting any form of irregularities. Big data analytics is described as the third generation of measures of corruption.

It possesses capabilities to gather data from collective sources, media, census data, mobile phone activity, social networking sites as well as raw data from Enterprise Resource Planning (ERP) systems to detect anomalies.

*Nancy Marangu is a
Communication & Public
Policy Analyst*

Data analytics for assessing corruption and fraud risks can benefit individuals with a high level of awareness and sector-specific knowledge.

High standards of professional ethics in the public service in the 2021/2022 values report

By Juma Gabriel, PhD, MKIM

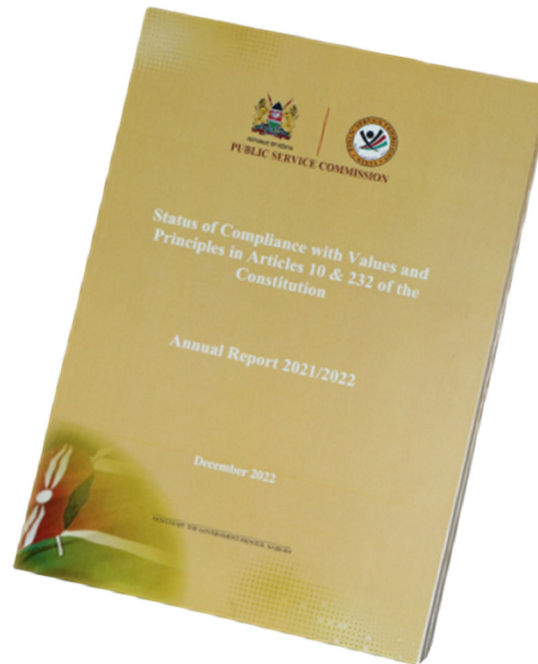
Article 232(1)(a) of the Constitution provides for high standards of professional ethics.

The standards for professionalism and ethics that binds all public servants are prescribed in various legislation and code of conduct including the Public Officer Ethics Act 2003, the Leadership and Integrity Act 2012 and the Public Service Code of Conduct and Ethics, revised 2016.

The values clustered under this thematic area include the public service values of efficiency, effectiveness and economic use of resources, accountability for administrative acts and the national values and principles of governance of transparency and accountability, integrity, patriotism and the rule of law.

Further, Article 232 (1)(a) is given effect through Section 5(3) of the Public Service Values and Principles Act, 2015.

The section requires public officers who are members of regulated professions to uphold high standards of professional ethics through compliance with the provisions of the relevant professional association concerning registration and continuous professional development; be bound by the code of ethics of the relevant professional association; and undergo such disciplinary action of the relevant



professional association by the public service for any act of professional misconduct. Public institutions are expected to keep an inventory of regulated professionals.

Regulated professionals are those whose practice is guided by legislation and whose members are overseen by an established regulatory agency.

Section 9 of POEA 2003 provides that a public officer demonstrates professionalism by carrying out duties in a way that maintains public confidence in the integrity of his office.

These include being objective, honest and transparent while executing his duties; refusing to engage in corrupt and morally questionable behaviors; and treating the public and fellow officers with courtesy and

respect.

Others include seeking to improve the standards of performance and level of professionalism in his organization; Providing accurate, timely and relevant information to facilitate effective decisions making; observing official working hours and not being absent without proper authorization or reasonable cause; and maintaining an appropriate standard of dress and personal hygiene.

Further, a Public officer shall make decisions devoid of political influence, based on public and not self-interest; shall utilize resources in a prudent manner; exercise power responsibly, take responsibility for his or her actions and provide reasons for actions taken; and always work towards achieving an identified public good.

Public institutions comply with this value by displaying service charters publicly; maintaining an inventory of regulated professionals; supporting the professionals to undergo Continuous Professional Development; ensuring the officers are in good standing through compliance with their professional code of practice.

High standards of professional ethics in the public service

From page 11

Additionally, institutions are expected to budget for integrity training and ensure all public officers comply with the Access to Information Act, 2016 and the Public Service Code of Conduct and Ethics, 2016.

According to the 2021/2022 values and principles compliance evaluation report, high standards of professional ethics in the public service have not been fully realized due to weak linkages between disciplinary control in the public service and professional associations in relation to the misconduct of professionals in the public service. Other factors include the politicization of the public service, a poor working environment, irregular recruitment procedures and skills mismatch in the deployment of officers.

The African Charter on Values and Principles of public service and administration reiterates the need for public officials to demonstrate professionalism, transparency and impartiality in the performance of their duties, perform their professional duties and show courtesy, integrity and neutrality in dealing with clients, act responsibly and in accordance with the national laws and regulations.

According to the charter, public officials shall not solicit, accept or receive directly or indirectly any payment, gift, donation, or reward in kind or cash for services rendered. In addition, the Charter discourages Public officials from using their positions for political or personal gains. In all circumstances, the charter

encourages public officers to act with impartiality and loyalty.

Public service professionalism embraces the notion that the people who join the public service need to be inculcated with shared values and trained in basic skills to professionally discharge their official duties. Complementary to this process is the need to set up management structures to ensure the realization of a public service ethos and competence.

Initiatives to promote professionalism begins with existence of sound management systems and practices.

For instance, a career system based on the merit principle, which fairly and impartially recruits and promotes public servants.

This is complemented by implementation and enforcement of a well-articulated and fair human resource policies on appropriate remuneration, training opportunities and disciplinary procedures. Additionally, a culture of professionalism and pride needs to be nurtured through promotion and recognition of positive work ethics and correction of poor performance.

Initiatives promoting ethics should also include measures that focus on preventing, detecting and reporting, investigating, prosecuting and enforcing appropriate laws against misconduct ranging from unethical criminal acts.

The measures should also

focus on creating an environment conducive to and training public officers to observe high standards of ethical conduct.

In all these endeavors the report recognizes the critical role played by leadership in setting a good example.

The aspect of leaders leading by example gives credibility to the whole process of promoting professionalism.

High standards of professional ethics are promoted through various means including compliance with the law; the code of conduct and ethics and administrative policies; avoiding conflict of interest; provision of services in a timely manner; utilizing resources in a prudent manner; delivering services in an objective and impartial manner without political influence; putting in place measures for timely resolution of complaints and ensuring compliance with the requirements of respective professional body.

***The writer is a Deputy
Director in Compliance &
Quality Assurance
Department and can be
reached on
gjuma@publicservice.go.ke***

Lack of physical exercise linked to mental disorders



Instructor Ken Muchira at the PSC Gym

By Kenneth Muchira

Media reports continue to show that mental health problems have become commonplace in our everyday life. Everywhere you look there is no shortage of people suffering from mental related issues.

While this is not a new problem in the society, its prevalence has steadily escalated over the past few years. It is evidenced by the rising crime incidents that often end up being linked to the mental instability of the perpetrators as well as the springing up of numerous mental institutions

around the country. However, most of these problems can be treated medically thanks to the advancements in the science of medicine.

What if it is actually true when they say prevention is better than cure? Experts now have indisputable evidence on the effectiveness of physical exercise in the prevention and management of mental disorders.

Engaging in a few minutes of either moderate or vigorous physical activity for at least three days in a week has been shown to work wonders in preventing and managing stress levels.

Unchecked, chronic stress can easily result to depression, high blood pressure, obesity, heart disease and even diabetes. The consequence of this as you might already know, include skyrocketing medical bills to individuals as well as to employers who provide medical covers to their employees. Therefore, it shouldn't require a lot of convincing to see why it is imperative to engage in practices that keep you away from stress; in this case, physical exercise. To cope with this reality, many organizations are embracing the culture of providing their employees with workplace

fitness programs.

The Public Service Commission has already set the trend for other government institutions by setting up a gymnasium at the Commission House, where its staff can exercise free of charge.

Speaking to Ms. Faith Anjili, a staff at PSC, she expressed her appreciation for the facility that has made it more convenient for her to exercise despite her tight schedule in office.

Faith said, "After two months of working out consistently, I can now take the stairs comfortably without hurting my knees and I feel better focused and alert while performing my official duties."

The current socio-economic and political environment is not conducive for a quiet peaceful existence. It leaves more citizens exposed to the risk of stress and other mental problems. Office employees face the harsh reality of absorbing pressure from their stressed bosses and colleagues at the work place and at the same time providing for their families amid the ever-rising cost of living.

Adopting a culture of regular physical exercise will go a long way in preempting the dangers of many lifestyle diseases resulting from stress. Make a point of starting your fitness journey today, won't you?

Kenneth Muchira is a Fitness instructor at the PSC gym.

PICTORIAL: First Graduation Ceremony of the Inaugural Cohort of the Public Service Emerging Leaders Fellowship (PSELF) - 9th June 2023, Safari Park Hotel, Nairobi



Vice Chairperson Charity Kisotu chats with Prime Cabinet Secretary, Dr. Musalia Mudavadi



Vice Chairperson Charity Kisotu introduces the CEO Dr Simon Rotich to the Prime Cabinet Secretary, Dr. Musalia Mudavadi



Commissioner Dr. Mary Mwiandi welcomes the Prime Cabinet Secretary Dr. Musalia Mudavadi as PSC CEO Dr. Simon Rotich looks on



Ms Caren Wakoli (right) Chats with Commissioner Joan Otieno



The Prime Cabinet Secretary issuing Graduation certificate to Ms Sharon Chepkirui



Graduands following proceedings

BUSINESS NAME

Primary Business Address
Address Line 2
Address Line 3
Address Line 4
Harambee Avenue
P. O. Box 30095—00100
Nairobi

Tel. 254 20 2223901

Website:

www.publicservice.go.ke
psck@publicservice.go.ke

Facebook page:

Public Service Commission of
 Kenya

Twitter:

@PSCKKenya

EDITORIAL TEAM:**Editor:**

Browne Kutswa, MPRSK

Editorial Assistants:

Habel Shiloli
 Pauline Muriuki
 Badi Khamis

Design & Layout:

Pauline Muriuki
 Badi Khamis

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 Directorates

- 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

Commissioners

Amb. Anthony Muchiri, CBS	-	Chairperson
CPA Charity Kisotu, CBS	-	Vice Chairperson
Dr Joyce Nyabuti, MBS	-	Commissioner
Dr Mary Mwiandi, MBS	-	Commissioner
Dr Reuben Chirchir, MBS	-	Commissioner
Amb. Patrick Wamoto, EBS	-	Commissioner
Amb. Salma Ahmed, MBS	-	Commissioner
Mr Andrew Muriuki, MBS	-	Commissioner
Ms Joan Otieno, MBS	-	Commissioner

Secretary/Chief Executive

Dr Simon K. Rotich, CBS