



PSC News

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

Amb. Anthony Muchiri urges Parliament to deliberate on equality in the Values Report 2022/2023



Nominated Senator Raphael Chimera (left), PSC Commissioner Andrew Muriuki and PSC Director Legal Jaqueline Manani catching up after meeting with the Senate Committee on National Cohesion, Equal Opportunity and Regional integration on 5th March 2024.

By Tom Muema

The Public Service Commission Chairperson Amb. Anthony Muchiri has called on Parliament to address the issues raised in the 2022/2023 evaluation report on the Status of Compliance with the Values and Principles of Public Service in Articles 10 and 232 of the Constitution.

Amb. Muchiri said this while appearing before senate standing committee on National Cohesion, Equal Opportunity and Regional Integration at Parliament Buildings on 5th March 2024.

“Most of the issues concerning equality and ethnic balance in the public service are captured in the evaluation report on Values and Principles of Public service. Therefore, it is important for Parliament to debate

and adopt the recommendations in that report,” said Amb. Muchiri.

He also noted that the Commission had made strides in ensuring equal representation, gender balance, and ethnic representation in the recruitment of officers joining the public service.

Further, Amb. Muchiri added that PSC has annually evaluated the level of compliance with the national values and principles of public service in Articles 10 and 232 of the constitution. The evaluation report is submitted to the President and Parliament every year.

While agreeing with the Commission’s presentation, the Senate Committee Chairperson Sen. Mohamed Chute, welcomed the PSC

board for more engagements in future for to create a legislation framework that can address the equality question in the public service.

The Senate Committee had invited PSC to make presentations on the equal representation in the recruitment processes in Kenya’s state agencies.

Present were were, Senate Committee members, Senators; Mwenda Gataya, Raphael Chimera, James Lomenen, Beth Syengo, Joseph Kamau, and Betty Batuli.

Others from PSC were Commissioners; Dr. Joyce Nyabuti, Dr. Reuben Chirchir, Amb. Patrick Wamoto, Amb. Salma Ahmed, Mr. Andrew Muriuki and Deputy Commission Secretary Mr. Remmy Mulati.

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PSC advises against the amendment of the OAG Act

By Tom Muema

The Public Service Commission (PSC) has advised the National Assembly Justice and Legal Affairs Committee (JLAC) against amending the Office of the Attorney General Act to give the office of the Attorney General (OAG) the autonomy to recruit and dismiss officers.

The Commission, while presenting its views to JLAC on the proposed amendments on 14 February 2024 termed the move unconstitutional.

The proposed bill seeks to amend sections 13, 21 and 22 of the OAG Act to give the office autonomy to recruit and dismiss officers. However, the Commission argued that the amendment would be an infringement of its Constitutional mandate.

The PSC Chairperson Amb. Anthony Muchiri, in a letter to the JLAC read and presented by Commissioner Dr. Mary Mwiandi, disapproved reasons provided by the Attorney General (AG) as grounds for pushing for the amendments by providing the clarifications.

"The Commission has always supported the Office of the Attorney General with all staffing needs. Indeed, early in the year 2023, the Commission requested the Attorney General to present indents to enable recruitment of additional staff in his office but the Attorney General declined to do so," the letter read in part.

The PSC chairperson called



JLAC Chairperson Hon. George Murugara addressing the PSC team (on the right) during a Committee hearing session, on 14th February 2023, at parliament buildings.

upon the JLAC committee to take note that the Public Service Commission Act, the Public Service Commission Regulations, Policies and Guidelines have clear provisions on recruitment and appointment of staff, which the AG has consistently declined to comply with.

The Commission also dismissed the accusations levelled by the AG when he appeared before the same committee on 13 February 2024 that the Commission appointed staff, including senior staff, for his office without his knowledge.

He also alleged that he was unable to deploy staff to Ministries as the Commission allegedly insists that deployment of staff is the Commission's function.

Members of the JLAC present included its Chairperson, Hon. George Murugara, Vice Chairperson Hon. Mwengi Mutuse and Members, Hon. Farah Maalim, Hon. Mogaka

Stephen, Hon. John Makali, Hon. John Kaguchia and Hon. Mohammed Aden.

The PSC team led by Dr. Mary Mwiandi included Commissioners; Dr. Reuben Chirchir, Amb. Patrick Wamoto, Amb. Salma Ahmed, Dr. Joyce Nyabuti, Mr. Andrew Muriuki and the Secretariat's Deputy Commission Secretary Mr. Remy Mulati and Legal Director Ms. Jacqueline Manani.

“The Commission has always supported the Office of the Attorney General with all staffing needs.”

Academic and professional bodies to digitize databases for certification documents

By Tom Muema and Pauline Muriuki

The Public Service Commission will work closely with institutions of learning, the Commission of University Education and relevant examination and professional bodies to digitize their databases for effective and efficient verification of certification documents.

PSC in conjunction with the Ethics and Anti-Corruption Commission (EACC) and the Directorate of Criminal Investigations (DCI) are working towards ensuring compliance by the institutions to digitize academic and professional certificates to curb attempts by unscrupulous persons to falsify them.

“Going forward, the Commission will work closely with institutions of learning, the Commission of University Education and relevant examination and professional bodies with a view to encouraging them to digitize their respective databases for effective and efficient verification,” said the PSC Chairperson, Amb. Anthony Muchiri.

He was speaking during the handing over of the *PSC Authentication of Academic and Professional Certificates Report* at a press briefing at the Commission House 13 February 2024.

“Among the challenges institutions are facing in the verification exercise are lack of



PSC Chairperson Amb. Anthony Muchiri handing over Authentication of academic and professional certificates report to DCI boss Mohamed Amin, on 13th February 2023, at the Commission House

unified database and costs related to verification,” said Amb. Muchiri.

At the same time, the Commission released the names of institutions whose officers procured jobs and promotions with forged academic and professional credentials.

The PSC Chairperson named the State Department of Internal Security and National Administration, Kenya Railway Corporation, Geothermal Development Corporation (GDC) among institutions with the highest number of officers with fake certificates.

Amb Muchiri handed over the report to the EACC Chairperson Dr. David Oginde and Director DCI Mr. Mohamed Amin to pursue legal processes. 48 institutions with cases of forged academic credentials were listed.

“Out of 53,599 cases forwarded to the Kenya National Examination Council (KNEC) by 91 institutions,

1,280 were verified as fake. In 195 MDAs that have finalised the authentication of certificates for 29,314 officers, 787 of the certificates were verified to be forged,” said Amb. Muchiri.

In the PSC report, 63 officers at the GDC, 103, in the state department of interior, 83 at the Kenya Railways Corporation and 28 officers at the Moi Teaching and Referral Hospital were all found to have used forged academic papers to secure jobs.

In October 2022, PSC directed all public institutions to undertake audit of academic and professional papers for all officers appointed in the last ten years. However, the PSC chair noted that some institutions are yet to conclude the exercise and have been urged to do so as quickly as possible.

Cohort II of Fellows under the PSELF programme set to graduate

By Pauline Muriuki

The second cohort of Fellows under the Public Service Emerging Leaders Fellowship (PSELF) Programme is set to graduate on 22 March 2024, having undergone training for the requisite 12 months.

The Public Service Commission implements the programme in collaboration with Emerging Public Leaders (EPL) – USA and Emerging Leaders Foundation (ELF) - Africa.

The programme aims to transform young public officers to be effective leaders through carefully planned development approaches including residential training, experiential learning, coaching, mentorship, job shadowing, conferences and assignments, among others.

It seeks to raise a new generation of young public servants who will lead the way in creating a future public service that prioritizes values and ethics, representing the dedication and desire to serve.

The rigorous training programme provides the Fellows critical knowledge relating to values and principles of public service, public service systems and methods and also developed strong citizen-centric leadership skills.

Meanwhile, the Commission and the partners through an advert that closed on 10 January 2024, invited applicants for the third cohort from suitably qualified



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

public officers for a one-year leadership fellowship programme set to commence from March 2024.

By the closure of the advert, the Commission had received 1,406 applications, battling it out for the 80 available slots.

Those eligible for the PSELF programme are full-time government employees who have served for less than three years in any State Department on permanent and pensionable terms.

The applicants, who should be aged between 18 to 35 years, must also possess a Bachelor's degree in any discipline from a university recognized in Kenya, and for the current cohort, must have graduated in the year 2017 or later.

The Commission and its collaborating partners will cater for all the expenses related to the programme.

Since the launch PSELF programme in November 2021, it has benefitted 116 fellows in two cohorts. The first cohort had 51 Fellows and the second had 65. Successful participants receive certificates on completion.

Those eligible for the PSELF programme are full-time government employees who have served for less than three years in any State Department on permanent and pensionable terms.

PSC opposes custodial transfer of the public seal



Comm. Dr. Mary Mwiandi addressing members during the public participation forum of National Government Administration Laws (Amendment Bill) 2023 held at Parliament on 14th February 2024

By Virginia Asievera

The Public Service Commission has opposed the intends amendments to the National Government Coordination Act, which proposes to transfer custody of the public seal from the office of the Attorney General to the Head of Public Service.

PSC argued that the public seal is a national symbol which ought to be in custody of the Attorney General's office as the Chief Legal Advisor to the government responsible for advising the government on the use of the public seal at any given time when it is required.

"Transferring the public seal from the Attorney General's Office

interferes with the approval required from the Attorney General on authenticating important government documents," stated a statement from the Commission, read by the PSC Legal Advisor Jacqueline Manani.

This was when the PSC team, led by Commissioner Dr. Mary Mwiandi presented views to the National Assembly Justice and Legal Affairs Committee (JLAC) during the public participation forum of National Government Administration Laws (Amendment Bill) 2023 held at Parliament on 14th February 2024.

A Public Seal is a symbol mark

affixed on important documents to show that they are genuine and official. The seal signifies the final authority and approval on a decision with full authority and complete support of the government.

The Bill proposes that the office of Head of Public Service should be the custodian of the Presidential Seal signifying the presidential orders.

Others on the PSC team included Commissioners Mr. Andrew Muriuki, Dr. Reuben Chirichir, Dr. Joyce Nyabuti, Amb. Patrick Wamoto, Amb. Salma Ahmed and Deputy Commission Secretary Remmy Mulati.

2022/23 Report on Values & Principles in Articles 10 & 232 disseminated

By Jackline Kilavi

The Public Service Commission has disseminated the evaluation report for the financial year 2022/2023 on the Status of the Public Service Compliance with Values and Principles in Articles 10 and 232 of the Constitution to key stakeholders.

The dissemination took place from 2 to 9 February, through webinar and targeted six sectors. The first day brought on board Authorized Officers/CEOs registered an attendance of 334 participants.

The subsequent four days targeted Ministries and State Departments; Constitutional Commissions and Independent Offices; Statutory Commissions and Authorities; State Corporations and Semi-Autonomous Government Agencies; Public Universities and TVET Institutions. They registered an attendance of 598, 416, 997 and 830 participants respectively.

The Constitution requires the Commission to promote, monitor, and report to the President and Parliament annually on the extent to which the values and principles mentioned in Articles 10 and 232 of the Constitution are complied with throughout the public service. This is pursuant to Article 234 2(c) and (h), and in line with the Public Service (Values and Principles) Act, 2017.

The Commission carries out annual evaluations in the entire public service except for State Offices, Teachers Service Commission, Judicial Service Commission, Parliamentary Service Commission, National Police Service Commission, County Governments, the Office of the High Commissioner, Ambassador or other diplomatic or consular representative of the Republic as stipulated in Article 234 (3) of the

Constitution.

The evaluation during the 2022/2023 financial year targeted 555 institutions out of which 523 (94.2%) responded. The institutions were grouped into six service sectors, namely: Constitutional Commissions and Independent Offices (10); Ministries and State Departments (52); Public Universities (39); State Corporations and Semi-Autonomous Government Agencies (SAGAs) (210); Statutory Commissions and Authorities (8), and Technical and Vocational Education Training Institutions (TVETs) (204).

Guided by the Values and Principles in Articles 10 and 232 of the Constitution, the Commission clustered the evaluation into eight thematic areas. They included Service Delivery Improvement; High Standards of Professional Ethics; Good Governance, Transparency and Accountability; Performance Management; Equitable Allocation of Opportunities and Resources; Public Participation in Policy-Making Process; Devolution and Decentralization of Services; Efficiency, Effectiveness and Economic use of Resources and Sustainable Development.

The thematic area on Devolution and Decentralization of Services was not considered in the computation of the compliance index because the indicator did not apply to all institutions.

The overall compliance index was 46.01%, which was a notable improvement of 4.31% compared to the 2021/2022 financial year.

The compliance index of 46.01% was a moderate score, an indication that there was room for improvement. The moderate compliance levels suggest that there were gaps in the implementation of values and principles



Ms. Jackeline Kilavi

across the evaluated institutions.

To bridge the gap, the report recommended that public organizations should implement various interventions at organizational level to enhance compliance. Some of the interventions include training and capacity building programmes, strengthening accountability mechanisms, promoting good governance, accountability and transparency, and fostering a culture of integrity, professionalism and ethical behavior.

The Commission submitted the 2022/2023 evaluation report on the status of the public service compliance with Values and Principles in Articles 10 and 232 of the Constitution to the President and Parliament on 31 December 2023 as provided for in law. A copy of the report is available on the Public Service Commission Website.

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Integrity In the Public Service

By Juma Gabriel PhD, MKIM

The National Values and Principles of Governance in Article 10 are foundational to the republic. The values form the basis for the existence of Kenya as a Republic.

The values bind all state organs, state officers, public officers and all persons whenever any of them apply or interpret the Constitution, enact, apply or interpret any law or make or implement public policy decisions. The values are key in promoting productivity and fostering unity, stability and national identity.

The National Values and Principles of Governance in Article 10 are clustered into four parts namely good governance, integrity, transparency and accountability. The focus here is on integrity.

Integrity comes from a Latin word *integras*, which means intact, whole, harmony, wholeness or completeness. Values that exemplify integrity include incorruptible, honesty, impartial, accountable, just, wise and courageous.

Integrity is something we strive for, the stuff of moral courage and heroism. It is also viewed as the quality of acting in accordance or harmony with relevant moral values, norms and rules.

Integrity is not just a moral issue, it's also about making economies more productive, public sector more efficient, societies and economies more inclusive. Integrity is essential for building strong institutions and assures citizens that the government is working in their best interest,



Dr. Gabriel Juma

not just for the select few.

The 2021/2022 report on the status of public service compliance with values and principles in Articles 10 and 232 of the Constitution defines integrity as the consistency between one's values, words and actions.

It is holding true to one's values, doing what you said you would do, by when, how you said you would do it. Its knowing what is important to you and living your actions accordingly.

In support of this view, Heywood Paul et al., 2017 in an article titled "Integrity Management in Public Life," published by the University of Birmingham argues that public integrity involves doing the right things, for the right reasons and the right way.

Public officers are expected to demonstrate truthfulness, transparency, honesty, and refuse to engage in corruption and morally questionable behaviours.

Chapter six of the Constitution on Leadership and Integrity obligates public officers to make objective and impartial decisions

with unqualified integrity and honesty in order to bring honour and pride in the office held. Further, section 8 of the Leadership and Integrity Act 2012 provides that a state office is a position of public trust and authority and the responsibility vested in a state officer shall be exercised in the best interest of the people of Kenya.

Additionally, Section 12 provides that a state officer shall not use the office to enrich himself or herself or any other person.

Public officials are expected to maintain a level of morality and integrity, which serves the interest of society, and at the same time demonstrate personal responsibility, diplomacy and truthfulness.

An article by Sibylline Limited, a leading strategic risk consultancy that was published in May 2022 argues that integrity is about having a strong moral compass within an organization and translates adherence to a moral code that is reflected through accountability and transparency.

Additionally, the paper argues that integrity is not just about possessing a strong set of values at a leadership level, but reflecting the same set of values through workforce and demonstrating them through the institution's operations.

Public service needs to be just, fair, transparent, responsive to citizens needs and compliant with relevant laws, regulations and quality standards.

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Integrity In the Public Service

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Organizations that 'live and breathe' their values are the ones that deliver quality products and services, perform in an accountable and transparent manner, are perceived positively by their clients and as a result have a competitive edge within their industry.

Chapter 6 on leadership and integrity provides that the authority assigned to a state officer is a public trust to be exercised in a manner that is consistent with the purposes and objects of the Constitution; demonstrates respect for the people; brings honour to the nation and dignity to the office.

It should also promote public confidence in the integrity of the office and vests in the State officer the responsibility to serve the people, rather than the power to rule them.

Mariam Maisuradze, Goga Tushurashvile, Tamar Chkhitunidze & Darejan Tsartsidze in their book *"Integrity in the Civil Service,"* published by the Institute for Development of Freedom of Information (IDFI) conclude that integrity of the public service represents a cornerstone of good governance.

According to them, the International standards of integrity for public servants cover principles of honesty, fairness, transparency, accountability, prudent use of state resources and non-discrimination. Each of these principles is essential to the proper functioning of the public service and to gain the confidence of the public.

In support of this view the UN Economic and Social Council in an article titled *"Principles of effective governance for sustainable development"* published in 2018 opine that the integrity of the public service

relates to the honesty, trustworthiness, and moral principles demonstrated by public servants in the performance of their duties. Similarly, the Organization for Economic Cooperation and Development (OECD) in another article titled *"Recommendation of the council on public integrity"* published in 2017 argue that integrity means ensuring consistent compliance with common ethical values, principles and norms in order to protect the public interest and to put this above private interest.

In simple terms, integrity means behaving in the right way with the right purpose and the right means in order to determine what is "right." To guarantee high standards of integrity in the public service, the following are essential: High standards of conduct at the legislative level that emphasize the importance of upholding the values by the public service; Clear and proportionate procedures for managing and preventing breaches of integrity standards; and Raising awareness on the values and principles of public service.

To create an ethical environment, the Commission in 2003 developed the Public Service Code of Conduct and Ethics, which was revised in 2016. The code offers clear, simple and logically structured mechanisms tailored to the specific needs of the institutions.

The code defines relevant standards and prohibited actions. Public institutions are expected to adopt or customize the code, sensitize officers on the code, make officers commit to the code and discipline officers for breach of any provisions of the code.

Public officers are also bound by the codes of conduct for various regulated professional bodies. The professional code of conduct not only outlines the professional duties and rights of public officials but also delineates professional boundaries of behavior for public officials. Public officers are expected to behave professionally and ethically in their dealings with citizens, businesses and other public officers.

As at June 2023, a total 20,125 (8%) out of 253,318 officers were members of 29 regulated professional bodies. Codes of conduct help to promote public trust by requiring public officers to uphold integrity, transparency and accountability while discharging their duties.

A code of conduct is a living document that should be regularly updated to reflect changing circumstances.

Integrity violations with regard to governance include participation in corruption, favouritism, conflict of interest, fraud and theft of public resources, waste and abuse of resources, misuse of power, misuse and manipulation of information, discrimination and intimidation.

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

Failure to harmonize relevant policies and practices can hurt public service

By Gradus W. Kizito, PhD

After attending webinars disseminating the Annual Values and Principles Report, I was puzzled that 62% of organizations had been unable to deliver on their set performance targets.

Given that training is a key intervention in improving performance, I undertook a review of the *Human Resource Development (HRD) Policy for the Public Service* (June, 2015).

The phrase that “The public service needs ... an optimum number of staff with relevant skills mix, knowledge and attitudes in tandem with the competency framework, with a view to promoting a value based public service” triggered me to also review the *Competency Framework for the Public Service* (June 2017).

In the latter, the then Head of Public Service stated that the Framework was expected to “help Public Service organisations in their endeavours to re-engineer the human resource management practices to enhance public service delivery”.

The then Cabinet Secretary for public service stated that the Competency Framework would be “a tool to attract, select and recruit candidates based on clearly defined competencies; identify developmental requirements of individual employees; and entrench a culture of competency based performance and capacity



Dr. Gradus Kizito

building for improved service delivery”.

The Report’s findings revealed deviations from these ideals.

The Annual Values and Principles Report, for instance, found that from a sample of 142,188 certificates held by public officers, 67,764 (47.7%) were valid, 625 (0.4%) were forged the status of 37,272 (26.2%) remained unknown.

The Report further stated that out of 385 public organizations, 35.6% achieved their performance targets, 62.1% did not achieve their set targets, and the performance rating of the rest was not reported. In terms of skills and competency evaluation, 27.5% organizations had conducted skill and competency audits, with only 17.8% training their employees to address some of the identified skills and competency gaps.

The results notwithstanding, the HRD Policy and the Competency Framework provide a reliable policy anchor when making decisions pertaining to procurement, development and utilisation of public officers in implementing

the national development agenda.

Nevertheless, there remains enormous potential, obstacles and opportunity to scale up. For instance, the Kenya Vision 2030 states that the country aims “to create a globally competitive and adaptive human resource base to meet the requirements of a rapidly industrialising economy”.

Following the Vision, anyone could expect development and prioritisation of a time-relevant national master plan outlining the competency sets needed for a rapidly industrialising economy, including an indication of deployment of these competencies in targeted sectors or programmes.

The lack of such a master plan foments doubt that the competency audits conducted in public service organizations are aimed at building capacity for a rapidly industrialising economy driven by globally competitive and adaptive human resources.

The Values and Principles Report depicts weaknesses in authenticating competencies possessed by public officers as an obstacle to attaining a competent and values-based public service at approximately 56 percent.

This insinuates that job suitability and performance assessments are often not based on identified competences, ostensibly due to weak links and alignment between the HRD policy, competency and performance frameworks, and succession

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Failure to harmonize relevant policies and practices can hurt public service

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management.

Thus, the Report's finding that 36 percent of the public service sets performance targets, of which more than 62 percent do not achieve set targets is neither surprising nor dubitable!

Opportunities for scale up exist in alignment and harmonization of existing public service policies and practices so that these function synergistically.

Further, the policies themselves constitute the gridlock against creating a globally competitive and adaptive human resource base, equipping the public service with an optimal staff with relevant skills mix, and re-engineering human resource management practices to enhance public service delivery.

For example, while policies provide that every public officer is eligible for at least five days training in a fiscal year, they also restrict training to cadre specific fields/areas.

This is an antidote against retooling and re-designation, thus inadvertently perpetuates obsolete cadres in the public service.

Further, policies rule out sponsorship for serving officers to undertake undergraduate programmes, forbid approvals and sponsorships for second masters programmes, restrict doctoral level training to officers in universities and research institutions, and impose restrictions on foreign training even where one has secured a scholarship that is not funded by government.

Although these policies are meant to ensure that employees do not become 'career students', they inadvertently ensure that staff are unable to update their competences and thus keep pace with latest advances in their fields/areas, even by personal initiative.

This does not bode well in the current information age characterized by competition, offensive strategies and rapid systemic and technological advances in the world of work, where obsolete competences emerge as costly liabilities.

The writer is an Assistant Director, Compliance & Quality Assurance Department and can be reached on gkizito@publicservice.go.ke

PSC appoints Immigration Officers

By Badi Khamis

The efficiency of Kenya's immigration services is set to improve following the appointment of 125 immigration officers.

The Public Service Commission (PSC) notified the successful candidates on 4th March 2024 through the Commission's website.

The officers absorbed to the Public service will take-up their duties as trainees and their job description will entail; receiving, verifying and recording applications for processing of passports, permits, residence certificates, alien certificates, visas and Citizenship.



Citizens line up for passport processing services at the Immigration offices, Nyayo House, Nairobi

The Mystery of Gym-Goers Who Add Weight Instead of Shedding

By Kenneth Muchira

The gym is widely celebrated as the one-stop shop where dreams of shedding unwanted weight are realized. Yet, amidst the sea of sweat, pain, determination and sacrifice, there exists a rather unusual phenomenon.

Some individuals find themselves gaining weight instead of losing it after joining the gym. Quite confusing, isn't it? Let us take a few moments to unravel this paradox.

Weight loss can be attributed to several factors, both psychological and physiological which can catch you off-guard if you are a new gym member. Among the several misconceptions in the fitness sphere is the assumption that fat loss and weight loss mean the same thing.

This could not be farther from the truth. Engaging in regular exercise undoubtedly fosters fat burning, but at the same time, it promotes muscle growth.

Ladies, before you start freaking out, I am not talking about the kind of muscles you see in athletes or body builders. To get such muscles you have to consciously and painstakingly work for them for several months or years.

The muscles I am referring to here are very subtle, not even capable of bringing visible physical change to your body. When your body starts losing weight as a result of exercising, these muscles are automatically formed almost as if to replace the void created by the departing fat.



A fitness session at the PSC gym with Kenneth Muchira (in a cap)

Now, muscle cells have been found to weigh heavier than fat cells. On several occasions, I have discussed on this platform how different our bodies are, and how those differences impact directly on things like how fast our bodies react to exercises.

Using the same logic, some of us may tend to gain muscles at a faster rate than we burn fat and vice versa after joining the gym. However, this should not be the reason you quit the gym just a few weeks after joining because eventually everything falls into place.

It should not surprise you anymore when the weighing scale is saying you have added weight while your closet, in stark contradiction, is giving you all the indications of a smaller waistline.

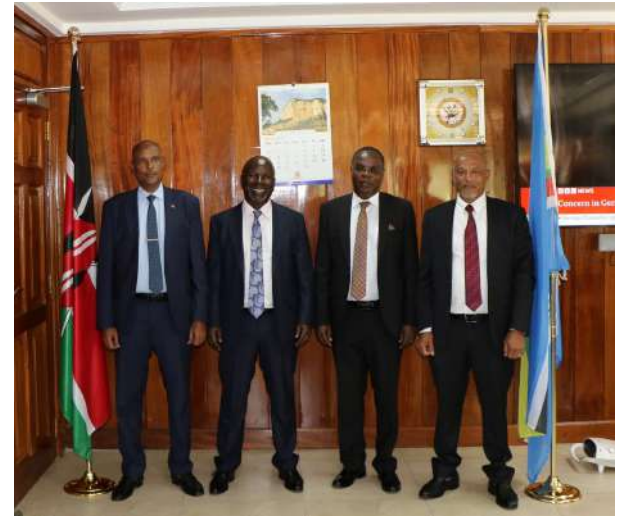
Muscles cells are responsible for what we commonly refer as toning. They are the reason

your skin don't sag after losing fat. (If your skin is saggy after losing weight, you might want to consider doing excises specific to muscle gain). The bottom-line is that fat-weight is unhealthy, muscle-weight is healthy. Let us endeavor to shed off unwanted fat at every opportunity we get.

My parting shot goes to the ladies (and I know there are many) who have always dismissed the idea of going to the gym 'for fear of losing their feminine look,' please join a gym as early as yesterday. You will only become healthier, stronger and feel better about yourself. It is extremely difficult to get that masculine look you are afraid of.

Kenneth Muchira is a Fitness Consultant at the Public Service Commission.

PSC IN PICTURES



PSC Chairperson speaking to the media during the handing over of Authentication of academic and professional certificates report to DCI and EACC on 13th February 2023, at the Commission House

(L-R) Director, Directorate of Criminal Investigation Mr. Mohamed Amin, PSC Chairperson Amb. Anthony Muchiri, EACC Chairperson Dr. David Oginde and EACC Secretary/CEO, Mr. Twalib Mbarak in a group photo before the handing over of the report on Authentication of academic and professional certificates to the EACC and DCI on 13th February 2023, at the Commission House



PSC Director Legal Ms Jaqueline Manani addressing members of parliament during the public participation forum of National Government Administration Laws (Amendment Bill) 2023 held at Parliament on 14th February 2024

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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
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