



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

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Amb. Nkuraiyia asks Parliament to increase budget support for PSC programs

By Browne Kutswa

PSC Acting chairperson Amb. Peter Ole Nkuraiyia has appealed to parliament to increase the budgetary allocation to the Commission by an additional Ksh 506 million for its priority programs during the next financial year.

Speaking at Parliament buildings when he defended the Commission’s budget proposals for the 2018/2019 Financial Year on 17th May 2018, Amb. Nkuraiyia told the Departmental Committee on Administration and National Security that the amount approved by Treasury was inadequate to enable the commission effectively discharge its constitutional mandate.

The Commission has been allocated Kshs.1. 219 billion in the 2018/19 FY Budget Estimates, out of which Ksh 1.160 billion and Ksh 0.059 billion are for Recurrent and Development Estimates respectively.

Amb. Nkuraiyia reiterated the critical role played by the Commission in the provision of competent human resources in the public service noting that the Commission was also centrally placed in the realization of the ‘Big Four Agenda’.

“Without the requisite human resource in the service, the achievement of the Big Four Agenda would be unattainable,” said Amb. Nkuraiyia. He emphasized that the Commission required more funding to ensure efficiency, effectiveness and productivity in the public service; develop score cards for a responsive public service;



Amb. Peter ole Nkuraiyia, Ag. Chairperson, Public Service Commission

support devolution and promotion of national values and principles of governance and values and principles of public service under Article 10 and 232; develop the Public Service Human Resource Management and Development master plan; conduct payroll audit; and develop PSC organizational structures among other priority programs.

The meeting was chaired by Kiambaa MP Paul Koinange who is the chairperson of the Departmental Committee on Administration and National Security.

Amb. Nkuraiyia was accompanied by Commissioner Catherine Omweno, CEO Dr. Alice Otwala, Deputy Commission Secretary Jane Chege, Director Finance and Planning Dismas Ogot, Director Recruitment and Selection Peter Maina and Principal Finance Officer Nelson Mithamo.

Top management retreats to draw new strategies to manage public service



CEO Dr Alice Otwala flanked by Chief Internal Auditor Pariken ole Sankei (left) and Director Board Management Services Remmy Mulati (right) during the strategic planning workshop at Burch Hotel in Naivasha.

A two-week workshop to develop a new strategic plan for the Public Service Commission concluded on 2nd June 2018 with CEO Dr Alice Otwala expressing confidence that the proposals will provide a clear road map to enable the Commission to fulfil its Constitutional mandate.

Speaking while closing the workshop in Naivasha, Dr Otwala thanked the team for their commitment that resulted in the first draft document which will be subjected to further interrogation at a retreat of the whole commission board later in the year.

Once approved, the new strategic plan will replace the current 2013-2018 strategic plan that expires on 30th June this year. It will guide the Commission over the period 2018/2019 to 2022/2023.

Dr Otwala said the Commission exists to oversight government by offering advisory support, reiterating that the main objective of the proposed strategic plan is to propagate issues and responsibilities given to the

Commission by the Constitution. Article 233 of the Constitution of Kenya 2010 establishes the Public Service Commission and spells out its functions in Articles 234, 155(3)(a), 158(2)(3) and (4), 171(2), 230(2)(b) and 236. The functions entail the provision of competent human resource, promotion of good governance and ensuring efficiency and effectiveness in the provision of quality services in the Public Service.

“The Commission is a creation of the constitution from which it derives its independence and therefore the strategic plan should be inclined towards the bigger picture of providing efficient and effective support to the entire public service without prejudice,” Dr Otwala said, adding that she looks forward to an even more impactful and reinvigorated public service during the next phase of the strategic plan period.

She noted that the workshop had also provided an opportunity for team building. Participants in the workshop were drawn from both middle level and senior management staff.

Selection panel interviews 10 for top PSC job

By Pauline Muriuki and Badi Khamis

Ten candidates have been interviewed to fill the position of chairperson at the Public Service Commission from over 100 applicants. The interviews were conducted on 29th and 30th May 2018.

The successful candidate will fill the position vacated by Prof. Margaret Kobia following her appointment as Cabinet Secretary for Public Service, Youth and Gender Affairs. The position is currently held by Amb. Peter ole Nkuraiyia in an acting capacity.

The Selection Panel will present three names to the President who will in turn pick one for appointment, subject to parliament’s approval. Those who made it to the interview shortlist are Prof. James Tuitoek, Stephen Kirogo, Jonathan Ltipalei, Rodah Awinja, Rukia Sheik, Njoki Kahiga, Bakari Garise, Juster Nkoroi, Rose Aoko and Lyn Cherop.

The selection panel chaired by Ms Muthoni Kimani was appointed by President Uhuru Kenyatta through a gazette notice. Other members of the panel were Kennedy Kihara, Dr Nura Mohammed, Edwin Makori, Salome Gitoho, Hirji Shah and Rose K’Oweru.

Members of the public were invited to submit in writing any credible information of interest relating to the shortlisted candidates prior to the interviews. The information provided was treated with utmost confidentiality.

Reports of corruption in the public sector irk CEO

Public Service Commission CEO Dr Alice Otwala has expressed concern at the reported incidences of corruption prevalence in public sector organizations describing them as a pointer to the waning regard for values and principles of public service.

Dr Otwala regretted that in spite of the knowledge that placing values and principles as the foundation of national development constitutes an enduring pedestal for anchoring service delivery, the number of cases of impropriety in public institutions continues to emerge.

“A glance at the newspapers or a glimpse of the news on the television show that ethics and anti-corruption issues continue to prominently feature on the public agenda, including what is now becoming a cancer – the NYS,” said Dr Otwala.

She was speaking at the Sarova Whitesands Hotel in Mombasa when she addressed the 34th Annual Institute of Certified Public Accountants of Kenya (ICPAK) seminar on 23rd to 25th May 2018.

Dr Otwala noted that although the public sector appears to be getting the bigger share of the negative limelight, no sector is totally free and clean.

The CEO reiterated the significance of values and principles in shaping individual attitudes and



Dr. Otwala addressing the 34th annual ICPAK seminar at Sarova Whitesands Beach Hotel and Spa in Mombasa

behavior noting that values and principles mirrored society and contributed to forming a concrete foundation for the general behavior of its membership.

The three days meeting brought together delegates from ICPAK membership, professional accountants, government and private sector officials.

The CEO while referring to Article 73(2) on National Values and Principles of Governance, emphasized the importance of appointment of persons to positions on the basis of personal integrity, competence and suitability, or election in free and fair elections. She noted that the appointed persons should be objective and impartial in decision making, and in ensuring that their

decisions are not influenced by nepotism, favoritism and other improper motives or corrupt practices.

Other speakers were the Principal Secretary Ministry of Devolution and planning, State Department for Devolution Mr. Micah Powon, Rwanda High Commissioner Amb. James Kimoyo and Inuka CEO Mr. John Githongo.

Dr Otwala was accompanied by Deputy Director Finance Ezekiel Ohando, Assistant Director Accounts Julius Moturi and Principal Finance Officer Nelson Mithamo.

Treasury denies issuing blanket freeze on public service employment

By Browne Kutswa

The government has not issued a blanket freeze on all employment in the public service.

National Treasury and Planning Cabinet Secretary Henry Rotich said contrary to speculation that there is a general ban on employment in the public service, the government continues to provide funding to Ministries, Departments and Agencies (MDAs) to recruit and fill vacancies when they fall vacant.

Speaking last month during a meeting with a high level delegation from the Public Service Commission at Treasury Building, Mr Rotich observed that some MDAs had misinterpreted his circular to Cabinet Secretaries and Accounting Officers to mean that all recruitment remains frozen.

He said Treasury only stopped fresh mass entry level recruitment in the public service except for essential services such as security, health and education but also announced measures to curtail unchecked public spending. The December 21, 2016 circular also pended upgrading of schemes of service in the public service.

“No one stops MDAs from filling positions when they fall vacant owing to natural attrition, dismissal, retirement or resignations,” said Mr Rotich, adding that



National Treasury CS Henry Rotich speaks at a past event

MDAs are free to promote or replace staff from both within the service and from the private sector.

He said that replacement and filling of vacancies is allowed since the positions already existed in the staff establishment of respective MDAs and were already budgeted for at the time they were falling vacant.

He however reiterated that recruitment, upgrading and replacement of critical technical staff should be considered strictly on a case by case basis in consultation and with the express approval of the Public Service Commission.

The CS also challenged the Public Service Commission to develop a policy on contractual engagement that will guide in determining the terms of service and remuneration for short term contracts for highly skilled personnel.

Mr Rotich was accompanied by Treasury Principal Secretary Kamau Thugge and other senior Treasury officials. The PSC delegation was led by acting chairperson Amb. Peter Ole Nkuraiyia and included Commissioners Veronica Birgen and

Catherine Omweno, CEO Dr Alice Otwala, Deputy Commission Secretaries Simon Rotich and Jane Chege, Chief Commission Counsel Jackline Manani, Finance and Planning Director Dismas Ogot and acting Director HRM&D Joan Machayo.

“No one stops MDAs from filling positions when they fall vacant owing to natural attrition, dismissal, retirement or resignations. MDAs are free to promote or replace staff from both within the service and from the private sector

- CS Rotich

PSC invited to participate in high level HR Workshop in London

**By Pauline Muriuki and
Badi Khamis**

The Public Service Commission has been invited by the Public Administration International (PAI) in the United Kingdom to participate in a one-week workshop on improving capability of the public sector human resources in delivering effective and efficient services.

The high level workshop, dubbed Next Generation Human Resources seminar, will be held in London under the theme “Transforming People Management in the Public Sector” from 18th to 22nd June 2018. The Commission will be represented by Commissioner Patrick Gichohi and the Secretary/Chief Executive Officer Dr. Alice Otwala.

The seminar aims at developing public sector human

resource by enabling the participants to understand different ways public sector organizations manage and develop their human resources and the best people management practices for nurturing talent. It will also address practical issues concerning the management of public servants as well as restructuring and modernization of human resources as is currently done by the UK government.

It will provide resourcing and learning from ministries and agencies responsible for public service, understanding the types of work undertaken by public servants and the new approaches to developing capability, providing a forum to evaluate and improve

approaches to managing people and creating and maintaining high performance teams, encouraging participants to share their experiences, review their challenges and prepare action plans to meet those challenges.

Targeted for the workshop are senior policy makers and managers and their senior staff, HR managers and others involved in leading or managing public servants. It will also be relevant for people responsible for improving civil service efficiency, effectiveness and performance in their respective public services.

Innovations at the Public Service Commission enhance service delivery

By Jethro Mosoti

PSC has leveraged on technology to improve service delivery.

Consequently, the commission has developed the Recruitment and Selection System (RSS), and the Discipline Management System (DMS) that has simplified on line job applications and tremendously lessened the burden of data capture.

The system has also enabled Ministries, Departments and Agencies (MDAs) to submit disciplinary cases affecting employees in their respective organizations through the DMS, leading to improved management of cases affecting public servants. The Commission is also in the process of finalizing an

Enterprise Resource Planning (ERP) System that will integrate the existing systems and further improve the way services are delivered.

Technological Innovations deliver effective, equitable and quality services for the achievement of sustainable development.

In this regard, the government has initiated a number of innovative service delivery mechanisms such as the Huduma Model of service delivery, Integrated Financial Management Information System (IFMIS), Government Human Resource Information System (GHRIS), the Integrated Payroll and Personnel Database

(IPPD) system, KRA -iTax, and e-Citizen, among others.

Innovations in the public service have made services more accessible, expedient and better e.g. Huduma Kenya Programme, PSC online application for jobs, KRA -iTax, e-Citizen, GHRIS, etc, made the public service more responsive and efficient in achieving social and economic progress, hence enhancing accelerated development, generated new opportunities, such as in employment and business and enhanced cost-effectiveness of service delivery, thereby ensuring public resources are used for the benefit of the intended.

New ICT policy underway

By Badi Khamis

A policy that will provide elaborate and comprehensive Information,

Communication and Technology procedures for Public Service Commission is being developed.

According to the Assistant Director Information Communication and Technology Mr. Hidavu Maro, the policy will outline guidelines on the use of ICT software, hardware, custom systems, cloud and shared services.

“The ICT environment is very dynamic. There is rapid technological advancement which is changing how we communicate and access information and services,” said Mr Maro.

A team of officers from the commission retreated to Naivasha from 4th to 9th June to brainstorm on the proposed



L-R: Ms. Prudence Kirimi, Stephen Okumu, Andrew Njogu and Anderson Hidavu during a retreat to review the ICT policy in Naivasha

policy that will go a long way to contribute to better delivery of services. They reviewed draft policies with the aim of aligning to the ICT Authority Policy and also looked at other subsidiary documents such as Disaster Recovery Plans, Business Continuity plans, User Access Policy, Procedures, Standards and Guidelines on ICT usage.

It is expected that once the new policy is in place, the Commission will have a secure, adequate and reliable information systems; harmonize and coordinate ICT automation and expansion initiatives; application of best practices and standards in ICT; and leverage on the IT resources to bring about a knowledge-based

Water and health with **RAHMA HASSAN**

Getting enough water every day is important for your health. Healthy people meet their fluid needs by drinking when thirsty and drinking with meals. Most of your fluid needs are met through the water and beverages you drink. However, you can get some fluids through the foods that you eat. For example, broth soups and foods with high water content such as celery, tomatoes, or melons can contribute to fluid intake. Water helps to keep your body your temperature normal, lubricate and cushion joints,

protect your spinal cord and other sensitive tissues, and also to get rid of wastes through urination, perspiration, and bowel movements.

If you think you are not getting enough water, the following tips may help:

- I. Carry a water bottle for easy access when you are at work.
- II. Choose water instead of sugar-sweetened beverages. This can also help with weight management.
- III. Choose water when eating out. Generally, you will save

money and reduce calories.

- IV. Add mint leaves/ cucumber or lemon to your water. This can help improve the taste and help you drink more water than you usually do.

What about the advice to drink 8 glasses a day?

You've probably heard the advice, "Drink eight 250ml glasses of water a day." That's easy to remember, and it's a reasonable goal.

PSC in pictures



Some of the members of the PSC strategic plan team in a group photo during the retreat in Naivasha. From left : Joseph Kenei, Pariken ole Sankei, Browne Kutswa, Simon Wachinga, Peter Maina, Sylvestre Obong'o, CEO Dr Alice Otwala, Remmy Mulati, Anastacia Kariuki, Jackline Manani, Ezekiel Ohando, George Mukabi and Roselyne Kerubo



ICT policy team in a group photo during the retreat in Naivasha. L-R: Anastasia Kariuki, Stephen Okumu, Sylvester Obong'o, Prudence Kirimi, Anderson Hidavu , Bernard Ngeno and Andrew Njogu



Ms Nancy Asiavugwa receiving a cash token contributed by members of staff from the Assistant Director, Administration Mr John Opondo following the passing on of her mother. Looking on is Principal Administration Officer Mr John Kariuki

PICTURE STORY: light moments of the strategic planning workshop in Naivasha with Chief Commission Counsel Jackline Manani and Compliance and Quality Assurance Director Simon Wachinga



... Kwani kuna shida gani, Madam Jacky?



... you see, with CEO and all these directors here taking tea, we can't go wrong with our strategic plan



... and with you here, we will hack it, I assure you we will deliver a new strategic plan



... I am persuaded there will be a time to fly, in fact we are almost there



... for now, tuliza boli, mambo ni mos mos



And Jacky finally bubbles ... "I am also persuaded Mr Wachinga"

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Vision

To be the lead service commission in the provision, management and development of competent human resource in the Public Service.

Mission

To transform the public service to become professional, efficient and effective for the realization of national development goals.

Core Values

- Integrity
- Professionalism
- Equity and Diversity
- Team Spirit
- Transparency and Accountability
- Creativity and Continual Improvement

Public Service Commission departments

- Recruitment and Selection
- Human Resource Management & Development
- Establishment and Management Consultancy Services
- Board Management Services
- Compliance and Quality Assurance
- Finance and Planning
- Corporate Services
- Legal Services

Commissioners

Amb. Peter ole Nkuraiya, CBS	-	Acting Chairperson
Patrick Gichohi, CBS	-	Commissioner
Titus Ndambuki, CBS	-	Commissioner
Judith Bwonya, MBS	-	Commissioner
Catherine Omweno, MBS	-	Commissioner
Veronica Birgen, MBS	-	Commissioner
Lawrence Nyalle, MBS	-	Commissioner
Prof. Michael Lokuruka, EBS	-	Commissioner

Secretary/Chief Executive

Dr. Alice A. Otwala, (Mrs) CBS